Gender pay gap: A mediating agent of compassion, self-esteem, mindfulness, personal sense of uniqueness and racial socialization for psychological well being

Brecha salarial de género: un agente mediador de compasión, autoestima, atención plena, sentido personal de singularidad y socialización racial para el bienestar psicológico

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Abstract

The study measures the impact of compassion on psychological well-being of employees in educational institute of the southern Punjab, Pakistan with mediating role of gender pay gap. The objective of this study is to find out the relationship of compassion, self-esteem, mindfulness, personal sense of uniqueness and racial socialization with psychological well-being of employee and to find indirect relationship using gender pay gap as mediator. A sample of 400 teachers was utilized to find out results of study through Likert scale. Structural Equation Modelling and Multiple Regression analysis have been applied using Smart PLS3. Results found that compassion, mindfulness and racial socialization have significant impact on psychological wellbeing of employee. Mediation effect of gender pay gap has been identified between compassion, self-esteem, personal sense of uniqueness and racial socialization with psychological well-being. This study contributes well to the existing literature by highlighting the influence of the relationship between gender pay gap and psychological wellbeing. According to the findings of this study, it is important to increase compassion, mindfulness, self-esteem, personal sense of uniqueness to improve the welfare of employees, enable them to better deal with

Resumen

El estudio mide el impacto de la compasión en el bienestar psicológico de los empleados en el instituto educativo del sur de Punjab, Pakistán, con un papel mediador de la brecha salarial de género. El objetivo de este estudio es descubrir la relación de compasión, autoestima, atención plena, sentido personal de singularidad y socialización racial con el bienestar psicológico del empleado y encontrar una relación indirecta utilizando la brecha salarial de género como mediador. Se utilizó una muestra de 400 maestros para conocer los resultados del estudio a través de la escala Likert. El modelado de ecuaciones estructurales y el análisis de regresión múltiple se han aplicado utilizando Smart PLS3. Los resultados encontraron que la compasión, la atención plena y la socialización racial tienen un impacto significativo en el bienestar psicológico de los empleados. El efecto de mediación de la brecha salarial de género se ha identificado entre la compasión, la autoestima, el sentido personal de singularidad y la socialización racial con el bienestar psicológico. Este estudio contribuye bien a la literatura existente al destacar la influencia de la relación entre la brecha salarial de género y el bienestar psicológico. Según los hallazgos de este estudio, es importante aumentar la compasión, la atención plena, la autoestima, el sentido personal de singularidad para mejorar el bienestar de los empleados, permitirles lidiar mejor con la brecha

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gender pay gap and make them psychological well.

Keywords: Gender Pay Gap, Psychological Well-being, Personal Sense of Uniqueness, Compassion, Self Esteem, Racial Socialization, Mindfulness

salarial de género y mejorar su psicología.

Palabras clave: brecha salarial de género, bienestar psicológico, sentido personal de singularidad, compasión, autoestima, socialización racial, atención plena

Introduction

The sense of compassion is described as the capacity to fulfill and feel the impression of warmth, relationship and attention that is being paid to others (K. Neff, 2004). Compassion shows an understanding that is self-kindness and non-discriminatory. Empathy literally implies "suffering together." This is emotionally described by scientists when you face other people's pain and are moved to resolve these problems (Wei, Liao, Ku, & Shaffer, 2011). Compassion is not the same as being compassionate or unselfish, although it has to do with each other. While empathy generally relates to our capacity to comprehend and feel other people's emotions, when it includes the desire to assist in emotions and ideas, abuse is a form of selfless conduct, often through the feelings of compassion runs, although individuals may feel compassion without working on it, and humanity is not always driven by mercy (Zessin, Dickhäuser, & Garbade, 2015).

Conceptually, the individuals who has a good attitude towards other employees should be less likely to develop an adverse condition. Physical symptoms such as anxiety and depression can prevent compassionate people from harmful effects (Van Dam, Sheppard, Forsyth, & Earleywine, 2011). Moreover, the friendly working environment act as a powerful forecast and influential factor of performance. The compassion has positive association with various elements. Although, it was checked primarily with adolescents but previous studies showed that the beneficial elements of compassion have been associated with gender pay gap along with other elements (Bluth & Blanton, 2014). It is fact that the Social Welfare Society is not completely independent of welfare in the absence of a good relationship of compassion and psychological well-being (Sprang, Clark, & Whitt-Woosley, 2007). Compassion has been operationalized and consist of three main categories:

- Kindness,
- Sense of common humanity
- Mindfulness

These categories when combined, interact to create a compassionate frame of mind (Raab, 2014). Compassion is relevant when considering personal inadequacies, mistakes, and failures, as well as when confronting painful life situations that are outside of our control. Scheier, Carver, and Bridges (2001) examined the optimistic and pessimistic orientation association with psychological well-being and concluded that optimism positively affect the psychological wellbeing while the pessimism negative affect the psychological well-being.

Compassion can be followed by other employees in response to a good worker. Managers often erroneously believe that, with stress on staff, efficiency will enhance. Stress is growing in organization and research indicates that high stress levels bring pressure to employers (Lyness & Judiesch, 2014). Observation on different research studies found that impact of compassion and other variables on psychological wellbeing which have not been studied in context of Pakistan with mediating effect of gender pay gap. So, the aim of this study tried to measure the relationship of compassion, mindfulness, racial socialization, self-esteem and personal sense of uniqueness on psychological wellbeing of employee with mediating effect of gender pay gap. In another study Brown and Ryan (2004) examined the negative side of social interaction with psychological well being and concluded that social programs should be devised to tackle or improve the psychological condition or well-being. Psychological well-being is an important measure and should be deliberately included with gender studies (Kim & Moen, 2002).

Literature review

Compassion rates differ between males and females because of gender distinct positions at workplace. Although males and females have to face discrimination for these distinct positions but its intensity changes based on personal relations. The occurrence of these personal relations is either based on personality or it can be a deliberate intention to build the relations (K. D. Neff, 2011). Whatever, the reason for this

personal relationship, gender play an important role in it. For instance, the gender-related quality of care or care of female naturally rules and can promote compassion(Sprang et al., 2007). On the other side, self-sacrifice with personal sense of uniqueness may be a source of low affection among females as self-care is not given proper attention or authenticity. Females who are high in compassion, may be able to remain linked while taking care of their own requirements, making them more sympathetic (Neely, Schallert, Mohammed, Roberts, & Chen, 2009). Baer, Lykins, and Peters (2012) also discussed three psychological well-being topics, which are positive relations with others, environmental mastery and purpose in life that made significant opportunities for organizations upon compassion and psychological wellbeing of employee. Chang and Nguyen (2011) reviewed professional organizations who applied theoretical implications of compassion and psychological wellbeing for employees. The earlier published studies (Rodionova & Dominiak, 2019) highlighted the significance of motivation and project success for a healthy organization and, in line with other studies, the importance of compassion, psychological wellbeing and gender pay gap in education programs to support the welfare programs. Such undertakings enhance the learning and understanding of organizations to deeply indulge in welfare programs (Saunders & Kashubeck-West, 2006; Zessin et al., 2015). Although there are rich literature and plenty of studies who considered the compassion with well-being but this study uniquely measures this relationship in the presence of gender differences and their pay gap. Because, there is still need for future studies to investigate the psychological well-being among professionals with compassion or self-compassion from a practical point of view.

Self-esteem

Self-esteem is the level of confidence on one's own abilities. Although it is a subjective measure and just the speculation of that person which is in his/her mind but it has strong relationship with the psychological well-being. Self-esteem can be divided into two categories of low and high self-esteem. Paradise and Kernis (2002) indicated the relationship between self-esteem and social well-being. They associated high self-esteem with high superior social-being and vice versa. Crocker, Luhtanen, Blaine, and Broadnax (1994) observed the three groups of Asian, Black and white students and correlated the general self-esteem with social well-being. It was observed that this correlation is high in Asian students as compared to other two groups. Sharpe and Heppner (1991) worked on gender role and its conflict with well being and concluded that gender conflict roles are more associated with feminine scores as compared to masculine scores. So, it can be said that self-esteem have strong association with social well-being while the role of gender can affect the intensity of this relationship.

Mindfulness

Mindfulness includes a clear and balanced understanding of the present experience (Brown & Ryan, 2004). Mindfulness includes "open experience" of real truth, including ideas, emotions, and caution, entering our consciousness without determination, salvation, or violence (Anderson, Lau, Segal, & Bishop, 2007). In mindfulness to know about the one's desire is very crucial. Otherwise, suffering seems apparent and many individuals do not acknowledge the amount of their pain, particularly when pain comes from their criticism or when confronted with the difficulties of life. Individuals are often so absorbed in the process of fixing their issues that they do not consider how much they are currently struggling. However, when the individuals are suppressed or their mindfulness is degraded, the consequences are abrupt eating, social withdrawal, poor emotions and low morale with weak psychological well-being. (Bowen & Enkema, 2014). So, mindfulness is considered a powerful predictor of psychological well-being.

Personal sense of uniqueness

Uniqueness involves the uniqueness of a person in his or her relationship with others. Uniqueness can reflect one's true behavior or perception about difference. People can be different at this level for which they want to share their secrets. The individuals who are very keen has high sense for uniqueness while others who do not want to be different have less need for uniqueness (Harris-Britt, Valrie, Kurtz-Costes, & Rowley, 2007). Bergeron and Tylka (2007) associated the uniqueness and well-being through body image in males. They noticed that males are very conscious about their body fats, height and other physical appearances and it may badly affect their psychological well-being. Other found that personal sense of uniqueness is an important factor in developing of social and psychological well-being and should be analyzed thoroughly (Demir, Şimşek, & Procsal, 2013; Sheldon & Bettencourt, 2002). In fact, the individuals who consider themselves from the early age, struggle

hard to maintain the status quo of their uniqueness and enjoy satisfaction in their life emphasize on personal sense of uniqueness. And this sense of uniqueness portrays a good image on their well-being. Hence, personal sense of uniqueness is positively associated with psychological well-being. This study uniquely identifies this relationship in the presence of gender pay gap which act as a mediator in between the uniqueness and well-being.

Racial socialization

Racial socialization is defined as "a process of development in which people acquire racial behavior, perceptions, values, and attitudes, and view themselves and others as members of the group." The extent of literature which considers racial socialism with psychological well-being from many aspects (Cooper & McLoyd, 2011). Researchers have identified some aspects that are commonly expressed in literature on racial outreach: cultural socialism, discrimination bias, promotion of trust etc. Racial socialization is nurtured by the effects of nurturing that teach children about their race or heritage history and is sometimes referred to as the development of ego (Demo & Hughes, 1990). Preparation for Prejudice Parenting is one of the parenting exercises that focuses on preparing children to feel discriminated against, and to overcome them. Encouraging infidelity refers to the practice of child care in socializing children to raise awareness of people of other races (Hughes et al., 2006). From above, it has been observed that racial socialization is an important factor of psychological well-being.

Gender pay gap

Up to now, very little research has been done on the role of gender in explaining the differences at the men and women level. The realization of the tiny impacts shown in male - female meta-analysis is that there is little distinction between gender groups (Hyde, 2007; Petersen & Hyde, 2010). Furthermore, a meta-analysis has shown that more proportion of ethnic minority respondents have made a significant difference in gender relationships so that cultural norms can play a part for males and females (Zell, Krizan, & Teeter, 2015). A significant source of change can be the adaptation of a gender and female position that can be linked to various forms of compassion. We use gender terms to refer to the physiology of the individual gender system and secondary gender characteristics, including males, females and individuals. Male dominated pay structures and less availability of females enhance the worldwide pay gap among gender. Women less bargaining power for pay and association of males with unions also enhance the differences in pay of males and females. The higher the pay gap among the males and females, the higher the differences of well-being among them (Blau & Kahn, 2006). So, it is determined that gender pay gap is the predictor of psychological well-being. Moreover, gender pay gap is also found to affect the relationship of well-being with other predictors (Weichselbaumer & Winter-Ebmer, 2005). Hence, in this study, gender pay gap is taken as the mediator of psychological well-being.

Psychological well-being

Psychological well-being is a mixture of good and bad feeling and may affect the working (Langan-Fox, Sankey, & Canty, 2009). With positive psychological well-being, individuals are able to find purpose and meaning their life. They struggle in at their workplace for recognition and in their life for self-actualization. Although psychological well being is only a state of mind and with good psychological well-being, people feel happy and satisfied from their life but if these feelings are negative, these may lead to poor performance which ultimately resulted in dis satisfaction in life. Even these bad feelings adversely affect the health of that individual resulted in anxiety, stress or depression (Ryff, 1995). Psychological well-being is said to be rooted in cultural values and individuals adopt it from early ages. Often it is attributed with autonomy, self acceptance, freedom, good relations with others and living a purposeful life (Ryff, 1989).

The study measured the role of gender pay gap as a mediator for psychological well-being with other multiple predictors. Previous studies (Blazina & Watkins Jr, 1996; Pinquart & Sörensen, 2001) showed that gender differences almost exit in every discipline but rarely associated with psychological well-being. These studies found that although statistically significant differences were found in between gender differences and psychological well-being, yet these differences have little or no effect in practical life. Men found to be confident, physically strong, high cognitive skill, constructive, highly self-esteemed with positive thinking while women found to be emotionally intelligent, social, affectionate, problem solving with good sense of coherence (Roothman, Kirsten, & Wissing, 2003). The studies which reflect the stereotypes of gender are actually relied on traditional social practices.

Various theoretical explanations have been devised by scholars to operationalize the psychological well-being(Olsen, Iversen, & Sabroe, 1991) (Busseri & Sadava, 2011) but still and comprehensive and agreed upon explanation of psychological well-being is required. Psychological well-being is often associated with work life balance having positive attitude towards the routine tasks. Difficulties still arouse when psychological stable individuals have to face sever anxiety or stress. At that time, social and family support is required to tackle this tough time. From above discussion it is obvious that in literature, psychological well-being has very little theoretical explanations and very few studies have measured it with external factors. This study uniquely measures the impact of compassion, self-esteem, mindfulness, personal sense of uniqueness and racial socialization with psychological well-being. Moreover, the moderating role of gender pay gap is also checked among the above defined relationship.

Theoretical framework

Graf. 1.
Research Model of the Study
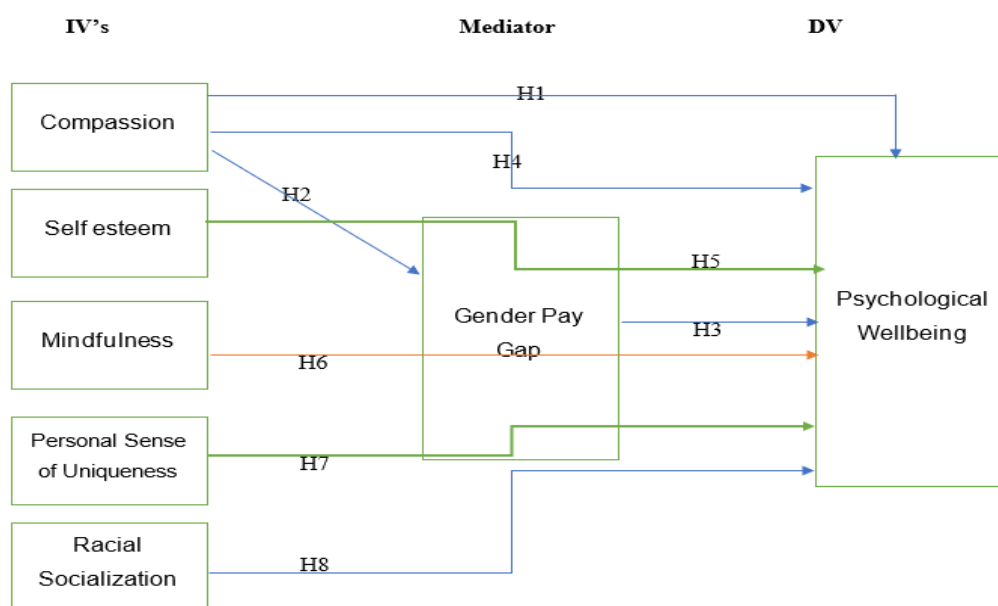
Independent variables: Compassion, Self Esteem, Mindfulness, Personal Sense of Uniqueness and Racial Socialization, **Mediator:** Gender Pay Gap, **Dependent variable:** Psychological Wellbeing

Methods

The study population was school teachers of private schools in Punjab, Pakistan. According to School Census Report of 2018, the total number of schools exist in Punjab are 52470, and teachers working under govt of Punjab are 391799 within this region. From total number of schools, 64 percent schools are private owned and 46 percent schools are public or government owned. Convenience sampling technique was used in this study by targeting the school teachers. Hence the unit of analysis is individual. Data was collected through well designed and structured questionnaire and all questions were asked using likert scale. Gender pay gap was adopted from Aly (2017), compassion taken from (Raes, Pommier, Neff, & Van Gucht, 2011), Mental well-being adopted from (Tennant et al., 2007), self-esteem from (Rosenberg, 2015), Mindfulness from (Baer, Smith, Hopkins, Krietemeyer, & Toney, 2006), Personal sense of uniqueness from (Şimşek & Yalınçetin, 2010) and racial socialization has been measured from the study of (Laurent, 2016). All responses were checked for reliability and validity. For analysis, smart pls has been used.

Empirical results

The data has been empirically tested to measure the mediation effect of gender pay gap for compassion, self-esteem, mindfulness, personal sense of uniqueness and racial socialization on

psychological well-being. The relationship has been measured through specific indirect and direct effect.

Specific indirect effects

Determination of indirect effects is an important aspect of both the path analysis and latent variable SEM. Indirect effects occur when the effect of one change on the other is mediated, in whole or in part, by one or more interference estimates. Intermediaries, in turn, contribute significantly to variable in outcome. Under such circumstances, the number of unique variants in the result variable calculated by the initial variable is less than if the variable for the intervention was ignored. Therefore, the indirect effect refers to a composite compound structure path with two or more direct variables to variable paths. The below table shows the specific indirect effects of the variables as follows.

Table 1.
Specific Indirect Effects

Specific Indirect Effects	Specific Indirect Effects
Compassion -> Gender Pay Gap -> Psychological Wellbeing	0.013
Mindfulness -> Gender Pay Gap -> Psychological Wellbeing	-0.043
Personal Sense of uniquness -> Gender Pay Gap -> Psychological Wellbeing	-0.010
Racial Socialization -> Gender Pay Gap -> Psychological Wellbeing	-0.008
Self Esteem -> Gender Pay Gap -> Psychological Wellbeing	0.727

Source: Data Compilation Result

Table 2.
R Square and Adjusted R Square

R Square	R Square	R Square Adjusted
Gender Pay Gap	0.986	0.986
Psychological Wellbeing	0.500	0.499

Source: Data Compilation Result

Both R2 and R2 adjusted, giving you an idea of how many data points are included in the regression equation lines. However, there is a big difference between adjusted R and R square. R square assumes that changes in the dependent variable are perceived by each variable. Adjusted R square gives you a change in percentage that is explained only by independent variables that affect the dependent variable. Adjusted R-squared is a modified R square version which is adjusted to the number of predictors in the model.

Only if the new term improves the template more than predicted by chance will the modified R square rise. It decreases when forecasts boost the model from an event less than expected.

Specific direct results

Here, we measure the direct impact of compassion, self-esteem, personal sense of uniqueness, racial socialization and mindfulness on psychological well-being.

Table 3.
Direct Effects

Direct Effects	OS (O)	SM (M)	STD	T stat	P val.	Conclusion
Compassion -> Psychological Wellbeing	-0.273	-0.265	0.087	3.134	0.002	Sig
Mindfulness -> Psychological Wellbeing	0.558	0.578	0.092	6.088	0.000	Sig
Personal Sense of uniqueness -> Psychological Wellbeing	0.015	0.015	0.010	1.543	0.123	Not Sig
Racial Socialization -> Psychological Wellbeing	0.626	0.609	0.119	5.253	0.000	Sig
Self Esteem -> Psychological Wellbeing	0.090	0.076	0.049	1.837	0.067	Not Sig

Source: Data Compilation Result

The result shows that compassion has significant relationship with psychological well-being, mindfulness has significant relationship with Psychological well-being and racial socialization has significant relationship with the psychological well-being with values of 0.002, 0.000 and 0.067 respectively. On the other hand, PSU and self-esteem has not significant relationship with value of 0.123 and 0.067.

Indirect results after inclusion of mediator

It shows the indirect effects of in compassion, mindfulness, personal sense of uniqueness, racial socialization and self-esteem with the mediator (gender pay gap) and gender pay gap with psychological well-being. The table 4 shows the indirect relationship of the independent variables with the mediator. The result shows that compassion has significant relationship with gender pay gap. Gender pay gap also have significant relationship with the psychological well-being. Mindfulness has not significant relationship with the gender pay gap because its P value is 0.262. Personal sense of uniqueness also has not significant relationship with gender pay gap with 0.399 value. Racial socialization has significant relationship on gender pay gap with value P value of 0.014. Self-esteem ha also significant relationship with the gender pay gap with P value of 0.000.

Table 4.
Indirect Effects

Indirect Effects	OS (O)	SM (M)	STD	T stat	P val.	Conclusion
Compassion -> Gender Pay Gap	0.105	0.104	0.028	3.788	0.000	Significant
Gender Pay Gap -> Psychological Wellbeing	0.721	0.725	0.032	22.558	0.000	Significant
Mindfulness -> Gender Pay Gap	-0.032	-0.036	0.028	1.122	0.262	Not Significant
Personal Sense of uniqueness -> Gender Pay Gap	-0.010	-0.010	0.011	0.845	0.399	Not significant
Racial Socialization -> Gender Pay Gap	-0.078	-0.068	0.032	2.471	0.014	Significant
Self Esteem -> Gender Pay Gap	0.981	0.977	0.023	43.489	0.000	Significant

Source: Data Compilation Result

Indirect results after inclusion of mediator
Table 5 provides the detailed summary of the specific indirect effects, calculated VAF and conclusions.

Table 5.
Specific Indirect Effects

	OS (O)	SM (M)	STD	T stat	P val.	VAF	Conclusion
Compassion -> Gender Pay Gap -> Psychological Wellbeing	0.076	0.076	0.021	3.538	0.000	38% Partial Mediation	Supported
Mindfulness -> Gender Pay Gap -> Psychological Wellbeing	-0.023	-0.026	0.021	1.100	0.272	No Mediation	Not Supported
Personal Sense of uniquness -> Gender Pay Gap -> Psychological Wellbeing	-0.007	-0.008	0.008	0.832	0.406	92%Full Mediation	Supported
Racial Socialization -> Gender Pay Gap -> Psychological Wellbeing	-0.056	-0.049	0.023	2.450	0.015	No Mediation	Supported
Self Esteem -> Gender Pay Gap -> Psychological Wellbeing	0.707	0.708	0.029	24.204	0.000	88% Full Mediation	Supported

Source: Data Compilation Result

The above table shows the specific indirect effects. VAF also has been calculated that shows how much percent of the mediation lies between the variables. There are total 5 hypothesis from which 4 are supported. Compassion, Self-Esteem, Racial Socialization and PSU has significant value of P and have mediation effect. Self-Esteem has the full mediation with 88%, PSU has 92%, Compassion has 38% and racial socialization has significant relationship with both mediator and dependent variable but not strong mediation effect. Overall, results show that gender pay gap successfully act as a mediator for the predictors of psychological well being for the respondents of this study. Only one predictor, i-e, mindfulness has not been supported in the presence of gender pay gap, so it may be skipped in further studies or a thorough investigation may be initiated to see its cause.

Conclusion

In this article, we examined the relationship between compassion, mindfulness, personal sense of uniqueness, self-esteem and racial socialization in the presence of gender pay gap as a mediator. It was found that compassion, self-esteem, personal sense of uniqueness and racial socialization are successfully mediated by gender pay gap. Further it has been concluded that gender pay gap is a serious issue and adversely affect the psychological well-being of employees, if it prevails at the workplace.

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