Forgiveness, Happiness, Peace of Mind and Emotional Distress among Working Professionals

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Abstract
The present study aimed to explore the predictive connection between Forgiveness, Happiness, Peace of mind and Emotional Distress among Working Professionals. This approach reviews the relevant conceptual and empirical works on the subject and draws conclusions. For this purpose, purposive sampling technique to select a sample 0f 200 adults, aged 22-55 years, from various hospitals and clinics and It originally pulls the overview of the effect of psychological benefits of forgiveness and enhancing Peace of Mind and Happiness in Adults with Emotional Distress. Insights from published literature, both theoretical and empirical, are used to identify the literature. A cross-sectional along correlational research design was used, and data were collected from sample of adults aged 22 to 55 years through standardized self-report questionnaires, including the Heartland Forgiveness Scale (HFS), Peace of mind scale (POM), Subjective Happiness Scale (SHS).Partial Least Squares Structural Equation Modeling (PLS-SEM) were used to analyzed the data and to test direct and indirect relationship between the variables. Furthermore, the essay shed light on theoretical methodologies by explaining their operation and rationale. The third important point is that the paper suggests several useful areas for further studies. The analysis was revealing that forgiveness was positively associated with happiness (β = 0.48, p < 0.001) and negatively associated with emotional distress (β = −0.42, p < 0.001). Peace of mind significantly mediated the relationship between forgiveness and happiness (indirect effect β = 0.074, p < 0.001), emphasizing its vital role in emotional well-being. Emotional distress was found to be negatively correlated with happiness, further supporting the inverse relationship between psychological discomfort and subjective happiness, Peace of mind also emerged as a significant positive predictor of happiness.
Keywords: *forgiveness, happiness, peace of mind, emotional distress, working professionals*

Introduction

Forgiveness is the process by which an individual intentionally reduces or eliminates feelings of dissatisfaction, anger, or the desire for reprisal toward someone who has caused grief. Forgiveness is the intentional and voluntary process of decreasing negative emotions—such as anger, resentment, or the desire for revenge—toward someone who has caused harm, while potentially fostering understanding, compassion or even reconciliation.

Forgiveness does not essentially mean condoning the wrongdoing, forgetting it, or excusing the offender, nor does it always involve restoring the relationship. It is primarily about the emotional and cognitive shift within the person who was wronged, aimed at achieving inner peace and emotional healing. There are three type of forgiveness such as self-forgiveness forgiveness for others, forgiveness for situation. Self-forgiveness is the intentional process of releasing self-directed negative feelings such as guilt, shame, regret, or self-condemnation following one's own mistakes, failures, or moral transgressions, while fostering self-compassion, personal growth, and a commitment to positive change. It typically involves four key components. Acknowledgment of wrongdoing or personal failure. Taking responsibility without excessive self-blame. Emotional release of guilt, shame, or self-hatred. Forgiveness for others is the sensible, willfully decision to release feelings of disappointment, anger, or vengeance toward someone who has harmed or wronged you, regardless of whether they deserve that or have apologized. Forgiveness in the workplace involves the deliberate choice to let go of grudges or desired for revenge toward a colleague and situation that has caused danger. This process is critical for maintaining interpersonal connections and creating a peaceful work environment. Researches have shown that forgiveness can lead lower stress and improved mental health among working employees. For example, Toussaint et al. (2016) found that forgiveness is associated to reduced the levels of depression and anxiety, contributing to overall well-being. In organizational surroundings, encouraging the concept of forgiveness can enhance teamwork, increase job satisfaction, and reduce revenge intentions. Peace of mind discuss to a state of mental and peace of mind , with no unnecessary worry, fear, or stress.

Peace of mind defined similarly a state of satisfaction with one's own thoughts and feelings, was developed as a construct or a measure of well-being by Lee et al. (2013). As per the Peace of Mind Scale (PoMS), it has been labelled as a mental condition marked by an absence of anxiety and tension and the existence of emotions of calm, steadiness, contentment, and ease. Forgiveness has been significantly associated with more subjective happiness, as it helps decrease negative emotions and encourages emotional healing. According to Toussaint and Friedman (2009), people who practice forgiveness experience high levels of happiness and lifespan satisfaction. Furthermore, forgiveness contributes to a stable peace of mind by decreasing internal conflict and emotional distress. Lee et al. (2014) found that individuals who forgive more easily tend to report greater inner peace and mental clarity, suggesting that peace of mind serves as an emotional outcome of forgiveness that, in turn, enhances overall well-being. When you're dealing with negative, uncomfortable, or stressful feelings that are interfering with your day-to-day functioning, it's called emotional distress. A lot of people react to the difficulties in life with unpleasant feelings, such as sadness, frustration, pain, and so on. Krause and Ellison (2003) demonstrated that individuals who are more merciful tend to report lesser levels of psychological distress, highlighting forgiveness as a protective factor for emotional well-being.

Forgiveness, happiness, peace of mind, and emotional distress are closely interlinked constructs in psychological well-being, especially among working professionals. Forgiveness has been shown to enhance subjective happiness by decreasing negative emotions and encouraging emotional healing. At the same time, it helps lower levels of emotional distress such as anxiety, depression, and stress. Peace of mind acts as a psychological state of internal calm and balance, often

emerging as a result of forgiveness and contributing positively to overall happiness. Conversely, emotional distress is negatively associated with happiness, disorderly mental clarity and emotional stability. Together, these variables interact in a way that suggests peace of mind mediates the relationship between forgiveness and happiness, while emotional distress acts as a barrier to well-being.

Theoretical Framework

This study is based on the conceptual foundation of positive psychology and stress-coping mechanisms. It explores how forgiveness, happiness, and peace of mind influence emotional distress among working professionals.

Enright's Forgiveness Theory (1991) defines forgiveness as a process of releasing negative moods such as anger and replacing them with kindness. In the workplace, forgiveness helps individuals recover from emotional hurt and interpersonal stress, which may reduce emotional distress.

Broaden-and-Build Theory of Positive Emotions (Fredrickson, 1998): The theory suggests that positive feelings broaden an person's thinking and coping capacity, and help in building long-term personal possession such as resilience. Happiness and peace of mind, as positive emotions, may therefore buffer the effects of stress at work. Transactional Model of Stress and Coping (Lazarus & Folkman, 1984) model explains how people appraise and respond to stress. Adaptive coping mechanisms like forgiveness and inner peace can reduce emotional distress by helping individuals manage workplace pressure more effectively.

Problem Statement

In spite of the rising body of research on the importance of forgiveness, many adults struggling with distress, anxiety, and depression continue to experience decreased peace of mind and happiness due to unresolved emotions. The inability to forgive oneself or others may lead to prolonged intellectual health issues, strained relationships, and a decreased overall quality of life. Therefore, it is essential to explore the psychological benefits of forgiveness and develop effective interventions to enhance peace of mind and happiness in adults with distress, ultimately improving their mental health and peace of mind.

Direct Hypothesis

1. Forgiveness is positively associated with happiness among working professionals.
2. Forgiveness is positively associated with peace of mind among working professionals.
3. Forgiveness is negatively associated with emotional distress among working professionals.
4. Happiness is positively associated with peace of mind among working professionals.

Indirect Hypothesis

1. The relationship between forgiveness and emotional distress is mediated by happiness.
2. The relationship between forgiveness and emotional distress is mediated by peace of mind.
3. The relationship between forgiveness and peace of mind is mediated by happiness.
4. The relationship between happiness and emotional distress is mediated by peace of mind.

Research Objectives

1. To assess the relationship between forgiveness and emotional distress in working professionals.
2. To assess how forgiveness influences peace of mind and happiness in working settings.
3. To investigate the role of forgiveness as a coping mechanism for job-related stressors.

Research Questions

1. How does the practice of forgiveness influence peace of mind and happiness among working professionals?
2. Can forgiveness mitigate workplace-related emotional distress (e.g., burnout, conflicts)?
3. Is there any significant relationship between Peace of Mind and emotional distress in professional setting?

Literature Review

This study showed the link between forgiveness and subjective happiness through a meta-analysis of data drawn from 15 sources across 13 research paper, total 6,651 participants (57% women and 43% men). Using a random effects model, the analysis revealed a statistically significant positive association between the tendency to forgive and overall happiness (z = 5.793; p < 0.001; 95% CI: 0.179–0.360). The results indicate a moderate correlation, suggesting that people who practice forgiveness generally report higher level of happiness than those who do not. Moreover, no significantly differences were observed based on age or country of origin, highlighting that these demographic factors do not significantly influence the forgiveness-happiness relationship. These findings reinforce earlier research highlighting the emotional benefits of forgiveness (Handayani et al., 2024).

The study investigate the levels of psychological well-being, mental distress, and workplace resilience among mental health nurses (MHNs) in Australia as well as correlation between these factors. A cross-sectional online survey, were used to gathered the data from 482 registered nurses working in mental health roles. The study included Ryff's 18-item Psychological Well-Being Scale, the 21-item Depression, Anxiety, and Stress Scale (DASS-21), and a measure of Workplace Resilience. The mean scores showed a psychological well-being mean of 85.38 and a workplace resilience mean of 70.27, with over half of the individuals scoring above these averages. Despite this, a subset of respondents reported severe to extremely severe symptoms of depression (7.8%), anxiety (8.7%), and stress (7.3%). Psychological well-being showed a significant positive correlation with workplace resilience (r = 0.571, p < 0.01) and a strong negative correlation with depression (r = −0.563, p < 0.01). Additionally, holding a postgraduate qualification in a mental health specialty was favorable connected to improved psychological well-being. These results suggest that modern education may serve as a protective factor, and improving workplace resilience could be a vital approach for organizations to support nurses' mental well-being and minimize psychological distress. (Delgado et al., 2021).

The study explore the relationships between forgiveness, religious beliefs, and personal happiness and optimistic among university students. Employing a correlational research method, the study involved 798 students enrolled at various universities across Turkey. Participants were asked to complete a survey comprising four instruments: the Subjective Happiness Scale (SHS), the Positivity Scale (PS), the Forgiveness Scale (FS), and the OK Religious Attitude Scale (ORAS). Data were analyzed using Pearson correlation and hierarchical regression techniques. The results revealed that both positivity and forgiveness significantly predicted subjective happiness and together explained 22% of its variance. In contrast, religious belief was not found to be a significant predictor of happiness. These results were interpreted in relation to existing literature, and several recommendations were proposed based on the results. (Kodaz et al., 2020).

Camadan et al. (2023) emphasized that both physical and emotional well-being have become core issue in psychological research. Happiness is considered a key factor that increased the overall satisfaction and significance of life. Alongside well-being, attributes such as forgiveness and high self-esteem are closely connected with positive psychological outcomes. This makes exploring the relationships among these variables both relevant and necessary. The research aimed to explored how forgiveness and self-esteem contribute to well-being. For this purpose, a conceptual design was designed, hypotheses were formulated, and data were analyzed using multiple regression approach. The sample included 505 university students (317 female and 188 male). Findings revealed that self-forgiveness had a significant positive effect on self-esteem. Moreover, both self-forgiveness and self-esteem significantly contributed to overall well-being. The findings also reveled that self-forgiveness impacts well-being indirectly through self-esteem. Moreover,

forgiveness of others was found to positively and significantly influence well-being, although its link to self-esteem was not significant.

METHODOLOGY

Data Collection & Sample Size

It was quantitative study and Correlational research design was used as the aim of the research to investigate the relationship between Forgiveness, Happiness, Peace of mind, Emotional Distress among working professionals. Data was gathered through online google form and paper-based questionnaires, distributed to participants in work place. Purposive sampling strategy was used to recruit the participants. The sample comprised of N=200 adults from Lahore, Pakistan. After scoring on scales, the results will be generated by a Smart PLS, that is a statistical tool used to analyze complex relationship between observed and latent variables.

Tools for measurement

The Heartland Forgiveness Scale

The Heartland Forgiveness Scale (Thompson et al., 2005) assesses trait forgiveness across three areas: self, others, and situations, using 18 items on a 7-point Likert scale. It is a reliable and valid tool widely used in psychological research to explore links between forgiveness and well-being.

Subjective Happiness Scale

The Subjective Happiness Scale (Lyubomirsky & Lepper, 1999) is a 4-item measure that assesses a person's global sense of happiness using a 7-point Likert scale. It is brief yet reliable and often used to study happiness in relation to emotional well-being and life satisfaction.

Kessler Psychological Distress Scale

The Kessler Scale (K10/K6) measures psychological distress related to anxiety and depression symptoms over the past 30 days. It includes 10 or 6 items and is commonly used in population health surveys for screening emotional distress.

Peace of Mind Scale

The Peace of Mind Scale (Lee et al., 2013) includes 7 items measuring inner calm and emotional balance on a 5-point Likert scale. It shows strong reliability and is useful in assessing low-arousal positive affect, especially in collectivist cultures.

Demographic sheet

A form used to collect the basic evidence including age, education, gender, occupation, marital status, employment type, sector of job.

Procedure

The supervisor and university officials gave their consent for the study to be carried out. The data was collected via WhatsApp, online forums, online support groups, and hospitals, including private and public institute. The applicants were asked to sign the informed consent form after being asked if they were willing to do it. The Heartland forgiveness scale, subjective happiness scale, Kesseler psychological scale, peace of mind scale, and a demographic sheet were among the forms that participants were asked to complete. It was predicted that the entire form would take ten to fifteen minutes. Participants were given the assurance that their answers would be kept private. The information was gathered for scholarly and instructional objectives.

Statistical Analysis

Statistical analysis was conducted using SPSS and SmartPLS 4. Descriptive statistics summarized demographic data, while PLS-SEM tested direct and indirect relationships among variables. Validity and reliability were assessed through convergent and discriminant validity. Mediation analysis was performed using bootstrapping to examine the role of peace of mind.

Ethical Considerations

The participants provided written consent. All of the ansewers were anonymized and the personal information was kept confidential. No psychological, physical and emotional harm was posed to the participants.

Result

The study is to investigate how forgiveness may act as protective factor against emotional distress in working environment and how it promote favorable psychological outcomes like happiness, and peace of mind . By examining these variables, the study seeks to provide perceptions into the psychological well-being of professionals and identify potential factors that can enhance mental health and resilience in the workplace. Smart PLS was used to examine the data and evaluate the suggested model. Smart PLS is variance-based structural equation modeling (PLS-SEM) tool that works particularly well with small to medium sample sizes, complex models and normal data. This approach runs two models: the structural model and the measurement model. The purpose of the analysis is to test the links between the variables as suggested by the conceptual framework and to assess the validity and reliability of the constructs.

Demographic Variables

A total of **200** working individuals participated in the study, representing a various range of occupational backgrounds including education, healthcare, business, and public service sectors. The sample consisted of both male and female participants, with identifying as male and as female. Participants' ages ranged from **e.g., 22 to 60 years**. In terms of marital status, the sample included married individuals, single, and a smaller proportion who were divorced or widowed. Educational qualifications varied, with most participants holding a bachelor's or master's degree, while a few had attained higher qualifications such as MPhil or PhD. The defendants also differed in their levels of professional experience, ranging from less than one year to over twenty years, with an average work experience of. This demographic profile provided a inclusive overview of the working professionals involved in the study, allowing for meaningful interpretation of the psychological variables studied.

Assessment Model

Measurement Model

A measurement model is a component of structural equation modeling (SEM) that specifies the connection between observed variables (indicators) and their underlying latent constructs. It is used to assess the validity and consistency of the constructs being measured in a study. It typically involves confirmatory factor analysis (CFA) to evaluate factor loadings, composite reliability, average variance extracted (AVE), and discriminant validity.

According to Hair et al. (2019), "the measurement model represents how measured variables or indicators relate to latent variables or constructs, allowing researchers to evaluate the quality of the measures before testing the structural model."

Convergent validity and discriminate validity are the two subtypes of measurement model.

Convergent Validity is a type of construct validity that assesses the degree to which different methods or instruments that are supposed to measure the same construct yield similar results. **Campbell & Fiske (1959)** Introduced the Multitrait-Multimethod Matrix (MTMM), which evaluates convergent validity alongside discriminant validity. They argued that measures of the same construct should correlate highly (converge), even if they use different methods. In PLS-SEM, convergent validity is evaluated using four essential values (criteria). Hair et al. (2017) state that an indicator's ability to load on its construct is indicated by outer loadings greater than 0.3 and higher values indicate stronger relationships. Average Variance Extracted (AVE) ≥ 0.50, the construct should account for at least 50% of the variance in its indicators. Composite Reliability

(CR) ≥ 0.70, ensures internal consistency reliability of the indicators. Cronbach's Alpha ≥ 0.70 (acceptable) evaluates a construct's reliability (although CR is preferred in PLS-SEM.

Figure 4.1
Measurement Model
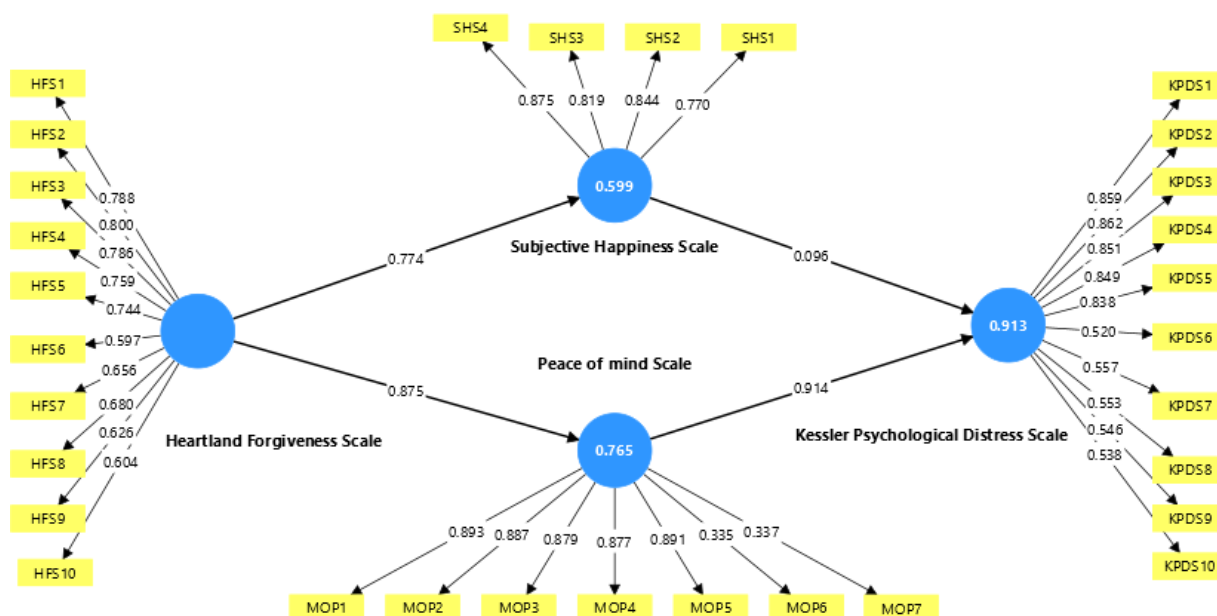
Table 4.1
Convergent validity

ITEMS	LOADINGS	ALPHA	COMPOSITE RELIABILITY (CR)	AVERAGE VARIANCE EXTRACTED (AVE)
HFS1	0.78	0.887	0.909	0.501
HFS2	0.8			
HFS3	0.786			
HFS4	0.759			
HFS5	0.744			
HFS6	0.597			
HFS7	0.656			
HFS8	0.68			

HFS9	0.626			
HFS10	0.604			
KPDS1	0.859	0.899	0.94	0.51
KPDS2	0.862			
KPDS3	0.851			
KPDS4	0.849			
KPDS5	0.838			
KPDS6 　0.52				
KPDS7	0.557			
KPDS8	0.553			
KPDS9	0.546			
KPDS10	0.538			
MOP1	0.893	0.867	0.901	0.592
MOP2	0.887			
MOP3	0.879			
MOP4	0.877			
MOP5	0.891			
MOP6	0.335			
MOP7	0.337			
HSF1	0.77	0.846	0.85	0.685
HSF2	0.844			
HSF3	0.819			
HFS4	0.875			

According to the research analysis in Table 4.1 and Figure 4.1 Heartland forgiveness scale (HFS) showed a Cronbach's Alpha of 0.887, composite reliability (CR) 0.909 and an average variance extracted

(AVE) 0.501 indicating acceptable reliability and convergent validity. The factor loading values of HSF is between 0.597 to 0.80 which means most items are close enough to be acceptable in social sciences.

Table 4.1 and Figure 4.1 Kesseler Psychological Distress Scale (KPDS) showed a Cronbach's Alpha is 0.899, composite reliability is 0.94 and average variance extracted is 0.51. The factor loading values of KPDS is lies between 0.52 to 0.862

Table 4.1 and Figure 4.1 Peace of mind Scale (MOP) showed a Cronbach's Alpha is 0.867, composite reliability is 0.901 and average variance extracted is 0.592 which indicate good convergent validity. The factor loading values of MOP is lies between 0.335 to 0.893.

Similarly, the Subjective Happiness Scale showed excellent psychometric properties The Cronbach's alpha was 0.846 , composite reliability was 0.85 , and AVE was 0.685. All item loadings were between 0.77 and 0.875. HFS has excellent convergent validity and strong reliability. All items are strongly related to the construct.

Discriminant Validity states to the extent to which a construct or scale is truly diverse from other constructs or scales from which it is supposed to differ. It ensures that concepts or measurements that are not supposed to be associated are, in fact, dissimilar.

Table 4.2

Discriminant Validity-Heterotrait-monotrait ratio (HTMT)

Variables	*HSF*	*KPDS*	*POM*	*SHS*
HSF				
Kesseler Psychological Distress Scale	0.808			
Peace of mind scale	0.847	0.817		
Subjective Happiness Scale	0.722	0.562	0.475	

According to the table 4.2 All HTMT values are below 0.90, demonstrating that discriminant validity is recognized among all constructs. While the HSF–POM value (0.847) is relatively high, it is still within acceptable limits, suggesting the constructs are related but distinct. This confirms that the psychological measures used in your study assess unique concepts, which supports the validity of the measurement model.

Structural Model Assessment

structural model (or path model) characterizes the hypothesized causal relations between constructs in a statistical model. Unlike a measurement model (which links observed variables to latent constructs), the structural model examines how constructs influence each other. Direct effects impact the one construct on another (e.g., "Job Satisfaction → Employee Performance"). **Indirect/Mediated effects** examine the effects transmitted through a mediator (e.g., "Training → Skills → Performance"). **Moderated effect** determines that how a third variable (moderator) changes the strength of a relationship (e.g., "Stress → Performance, moderated by Resilience". **Total effect determine** the combined direct and indirect effects of a predictor on an outcome.

When evaluating structural models, the following statistical metrics are frequently used to evaluate the importance and strength of predicted relationships: The Path Co-efficient, or), measures the direction and power of a connection between two latent components; these values range from -1 to +1. The T-Value is used to calculate the standard errors that move the coefficient from zero using bootstrapping. The significance of a two-tailed test with 1.96 T-value is 0.05, and the probability that the result was coincidental is determined by the P-Value. When the p-value falls

below 0.05, the relationship is statistically significant. The Standard Error (SE) is utilized to evaluate the estimated route coefficient, while the standard deviation of 0.01 percent is used to determine whether the distribution of bootstrapped sample estimates around the mean path coefficient is correct.

Table 4.3

Direct Effects (Path Analysis)

Relationships	*β*	SD	*T* Statistics	*P* Values
HFS->POM	*0.875*	*0.007*	*131.51*	*0.000*
HFS->SHS	0.774	0.019	41.55	0.000
POM->KPDS	0.914	0.013	68.65	0.000
SHS->KPDS	0.096	0.018	5.403	0.000

This table presents the direct path coefficients (β), standard deviations (SD), t-statistics, and p-values to assess the direct relationships among the constructs in study using Structural Equation Modeling (SEM). Very strong positive effect of forgiveness on peace of mind. The relationship is statistically significant ($p < 0.001$), with a high β indicating that as forgiveness increases, peace of mind also significantly increases. Strong positive effect of forgiveness on subjective happiness. The high t-value and $p < 0.001$ confirm this is statistically significant. Very strong negative effect of peace of mind on psychological distress. A higher sense of peace of mind significantly reduces emotional distress (β is negative and large). Significant negative effect of subjective happiness on psychological distress. Though smaller in magnitude than the POM → KPDS path, the relationship is still statistically significant. All direct paths are statistically significant ($p < 0.001$), supporting the model's hypothesized relationships. The results highlight that:

Forgiveness plays a vital role in promoting well-being. Peace of mind is the most powerful predictor in reducing psychological distress, followed by individual happiness.

Table 4.4

Indirect Effects

Relationships	*B*	SD	*T* Statistics	*P* Values
HFS -> SHS-> KPDS	0.074	0.014	5.108	0.000
HFS->POM->KPDS	0.8	0.012	68.33	0.000

This table presents the indirect path analysis results, showing how Heartland Forgiveness (HFS) affects Psychological Distress (KPDS) through two mediators:
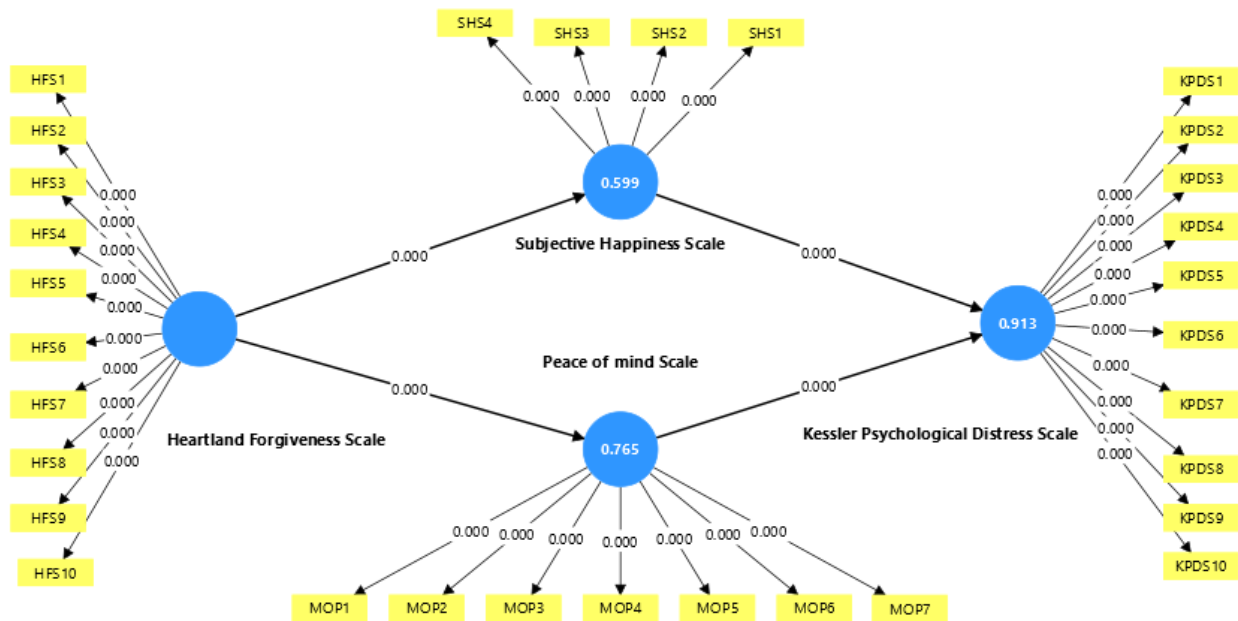
- **Subjective Happiness (SHS)**
- **Peace of Mind (POM)**

HFS->SHS->KPDS indicates a **significant negative indirect effect** of forgiveness on psychological distress through **subjective** happiness. It means that higher forgiveness leads to increased happiness, which in turn reduce. HFS->POM->KPDS shows a very strong and highly significant negative indirect effect of forgiveness on psychological distress through peace of mind. It suggests that forgiveness greatly enhances peace of mind, which in turn substantially lowers distress.

So, both subjective happiness and peace of mind serve as significant mediators between forgiveness and psychological distress. The indirect effect through peace of mind (β = -0.800) is much stronger than through happiness (β = -0.074). This confirms the importance of emotional and cognitive well-being (especially peace of mind) in explaining how forgiveness can lead to lower levels of psychological distress among working professionals.

Figure 4.2

Structural model Assessment.

Forgiveness (HFS) positively influences both **Subjective Happiness** and **Peace of Mind**, which in turn **reduce Psychological Distress**. The strongest indirect path appears to be **through Peace of Mind**, as also confirmed in Table 4.4. All relationships are **statistically significant (p = 0.000)**.

This structural model strongly supports the hypotheses that is Forgiveness contributes to mental well-being by enhancing happiness and inner peace. These emotional states act as **key protective factors** against emotional distress in working professionals. It also provides empirical support for a mediation model, where peace of mind is the most powerful mediator.

Discussion

The findings of the research supported the hypothesis Forgiveness is positively associated with subjective happiness among working professionals. The existing theoretical framework and prior empirical research, the existing study aims to discover the interrelationships among forgiveness, happiness, peace of mind, and emotional distress among working professionals. Forgiveness is increasingly recognized as a psychological strength that fosters emotional well-being and reduces negative affect. Similarly, happiness and peace of mind are vital indicators of positive mental health, while emotional distress represents a significant challenge in high-pressure work environments. Drawing upon positive psychology and stress-coping theories, this study proposes a series of hypotheses to observe both the direct and indirect effects of these constructs. The hypotheses are grounded in past literature and are designed to clarify the potential facilitating role of peace of mind in the link between forgiveness and other psychological outcomes. Forgiveness is positively associated with subjective happiness among working professionals. Research has consistently shown that individuals who practice forgiveness experience greater emotional well-being, including increased levels of subjective happiness. These results suggest that forgiveness

not only reduces psychological burden but also improves overall happiness among working individuals. Forgiveness has a negative relationship with emotional discomfort. Forgiveness has been demonstrated to protect against mental suffering such as despair, anxiety, and stress. These findings imply that forgiveness can help people lessen their emotional burden and increase their psychological resilience. Happiness is positively correlated with mental tranquility. Subjective happiness and peace of mind, which is characterized as a condition of inner serenity, emotional equilibrium, and mental clarity, are strongly related. Individuals who have more peace of mind report higher levels of life satisfaction, more frequent good feelings, and a stable sense of well-being (Lee et al., 2013). Happiness has a negative correlation with emotional suffering. It is often known that emotional distress, which manifests as stress, worry, and depression, reduces a individual's ability to feel happy and satisfied with their life.

Limitations

The usage of a cross-sectional research method limits the ability to draw causal implications between forgiveness, happiness, peace of mind, and emotional distress. Longitudinal or experimental designs would provide a clearer understanding of causal relationships over time. The sample was restricted to working professionals within a specific region or organizational context in Pakistan, which may not represent all working populations or cultural contexts. Therefore, the results should be generalized with caution.

Implications and future directions

The results of this study have significant theoretical and practical implications. Theoretically, they contribute to positive psychology by demonstrating that forgiveness enhances subjective happiness and peace of mind while reducing emotional distress among working professionals. The facilitating role of peace of mind offers insight into the emotional processes that foster well-being, aligning with models like Fredrickson's Broaden-and-Build Theory. Practically, the results highlight the value of implementing forgiveness-based interventions, emotional well-being programs, and supportive workplace policies. Organizations and mental health professionals can utilize these insights to promote healthier, more resilient, and emotionally balanced work environments.

Conclusion

This study concludes by highlighting the important psychological relationships among working professionals between emotional pain, happiness, forgiveness, and peace of mind. The results demonstrate that forgiveness has a negative correlation with emotional discomfort and a positive connection with happiness and peace of mind. Peace of mind also acts as a moderator, connecting forgiveness to greater joy and less suffering. The assumption that mental health is necessary for experiencing positive emotional states was further supported by the discovery that emotional discomfort was a substantial negative predictor of happiness. These findings not only support the body of research in positive psychology, but they also highlight how critical it is to foster inner calm and emotional resilience in the workplace. By encouraging forgiveness

and emotional balance, organizations and mental health practitioners can support employees in achieving greater psychological well-being and overall life satisfaction.

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