



EMOTIONAL INTELLIGENCE, RESILIENCE, AND PURPOSE AS PSYCHOSOCIAL PREDICTORS OF SUSTAINABLE HAPPINESS IN EMERGING ADULTS DURING CAREER TRANSITIONS

Inteligência Emocional, Resiliência e
Propósito como Preditores Psicossociais
da Felicidade Sustentável em Adultos
Emergentes Durante Transições de Carreira

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ABSTRACT | Purpose: This study examines *emotional intelligence, resilience, and purpose* as psychosocial predictors of sustainable happiness among emerging adults undergoing career transitions in Tamil Nadu, India. It seeks to understand how these interrelated psychological constructs contribute to emotional well-being, adaptability, and purpose-driven fulfillment during the critical shift from education to employment. **Design/Methodology/Approach:** Using a cross-sectional design, data were collected from 411 emerging adults categorized into three career transition groups: education-to-education, education-to-work, and work-to-work. Validated scales measuring emotional intelligence, resilience, and purpose were employed, and data reliability and validity were confirmed through Cronbach's alpha, KMO, and Bartlett's tests. Factor and correlation analyses identified relationships among the variables, while theoretical integration drew upon Emotional Intelligence Theory, Resilience Theory, and Purpose-Driven Life Models. **Findings:** Results reveal strong, positive correlations among emotional intelligence, resilience, and purpose, with all three significantly contributing to sustainable happiness. Emotional intelligence enhances emotional regulation and interpersonal relationships; resilience supports coping and recovery; and purpose provides intrinsic motivation and direction. Purpose further mediates the relationship between emotional intelligence, resilience, and sustainable happiness, suggesting that psychosocial well-being arises from their dynamic interplay. **Research Limitations/Implications:** Findings are based on a regional sample and self-reported measures. Future longitudinal and cross-cultural studies are recommended. **Originality/Value:** The study advances understanding of sustainable happiness as an evolving psychosocial construct, emphasizing the need for integrated educational and policy interventions that foster emotional intelligence, resilience, and purpose-driven development among youth.

KEYWORDS | Sustainable Happiness, Emotional Intelligence, Resilience, Sense of Purpose, Emerging Adults, Career Transition, Psychosocial Well-being

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RESUMO | Objetivo: Investigar os determinantes psicossociais da felicidade sustentável em adultos emergentes em processo de transição de carreira, com foco na inteligência emocional, na resiliência psicológica e no senso de propósito. **Método:** A pesquisa adota abordagem quantitativa, de natureza descritiva e analítica. Os dados foram coletados por meio de survey com 411 adultos emergentes, com idades entre 18 e 25 anos, residentes no estado de Tamil Nadu, Índia, distribuídos em diferentes estágios de transição de carreira. Foram utilizados instrumentos validados para mensurar inteligência emocional, resiliência e propósito, sendo os dados analisados por meio de estatística descritiva, análise fatorial exploratória, testes de confiabilidade (Alfa de Cronbach) e correlação entre os construtos. **Resultados:** Os resultados indicam elevada consistência interna dos instrumentos e correlações positivas e estatisticamente significativas entre inteligência emocional, resiliência e propósito. A análise fatorial confirmou a estrutura multidimensional dos construtos, evidenciando que a inteligência emocional favorece a regulação emocional e as relações interpessoais, a resiliência sustenta a adaptação frente a adversidades e o propósito atua como elemento mediador, fornecendo sentido, motivação e direção durante as transições de carreira. **Conclusão:** Conclui-se que inteligência emocional, resiliência e propósito funcionam como pilares psicossociais interdependentes da felicidade sustentável em adultos emergentes. Os achados reforçam a importância de intervenções integradas voltadas ao desenvolvimento emocional, à adaptação psicológica e à construção de sentido de vida, contribuindo para a preparação psicossocial e o bem-estar de jovens em contextos de mudança profissional.

PALAVRAS-CHAVE | Felicidade sustentável; Inteligência emocional; Resiliência; Propósito; Adultos emergentes; Transição de carreira; Bem-estar psicossocial.

1 INTRODUCTION

In today's fast-paced and unpredictable world, the pursuit of sustainable happiness has gained prominence, particularly among individuals facing significant life transitions. For emerging adults—those navigating the shift from education to employment or between career roles—emotional well-being and a sense of purpose are critical psychological resources. In this context, emotional intelligence (EI), resilience, and purpose have emerged as essential psychosocial factors influencing long-term mental well-being and life satisfaction (Seligman, 2011; Diener et al., 2018).

Emotional intelligence, defined as the ability to recognize, understand, and manage one's own emotions and those of others, plays a pivotal role in fostering self-regulation, empathy, and interpersonal effectiveness (Goleman, 1995; Mayer et al., 2008). Individuals with high EI are better equipped to navigate stress, resolve conflicts, and adapt to change—skills that are particularly vital during career transitions (Grewal & Salovey, 2005). Moreover, emotional intelligence strengthens resilience by enhancing adaptive coping and emotional regulation (Salovey & Mayer, 1990; Petrides & Furnham, 2001).

Resilience, the capacity to recover from setbacks and adapt in the face of adversity, supports both emotional stability and psychological growth. It includes traits such as perseverance, optimism, and self-efficacy—each essential to maintaining well-being during life's uncertainties (Masten, 2001; Luthar et al., 2000). Resilient individuals often derive strength from adversity and are more likely to find meaning in challenging experiences, which contributes to sustainable happiness and long-term psychosocial adjustment (Ryff & Singer, 2003).

A sense of purpose, defined as a clear understanding of one's values and goals, provides individuals with motivation and direction. Purpose-driven emerging adults demonstrate greater engagement, life satisfaction, and alignment between personal and professional pursuits (Damon et



al., 2003; Steger, 2012). Organizations and support systems that help individuals clarify their sense of purpose often see improved mental health outcomes and greater resilience to life transitions (Pink, 2009).

The dynamic interplay between emotional intelligence, resilience, and purpose forms a psychosocial foundation for sustainable happiness. For example, emotional intelligence enhances the pursuit of purpose, while resilience enables individuals to overcome barriers to personal fulfilment (Fredrickson, 2001). Understanding these interconnections is crucial, especially in populations vulnerable to psychological strain.

According to the World Happiness Report (2021), factors such as emotional well-being, social support, and life purpose are central to human happiness. When these factors are absent, individuals—especially emerging adults—are at increased risk of burnout, disengagement, and poor mental health outcomes (Helliwell et al., 2021). Therefore, it is critical to assess these psychosocial predictors in the context of career transitions.

This study aims to explore the role of emotional intelligence, resilience, and purpose as psychosocial predictors of sustainable happiness among emerging adults undergoing career transitions. The research seeks to contribute to both academic and rehabilitative practices by providing insights that support mental health recovery, life satisfaction, and emotional adjustment in this formative life phase.

The primary objectives of the study are:

- To examine how emotional intelligence contributes to sustainable happiness.
- To identify strategies for enhancing resilience in transitional contexts.
- To investigate how a sense of purpose influences emotional well-being and long-term life satisfaction.

1.1 Theoretical Background

This study investigates the psychosocial underpinnings of sustainable happiness by examining the interconnected roles of emotional intelligence, resilience, and a sense of purpose. Specifically, it seeks to understand how these constructs individually and collectively contribute to psychological well-being during career transitions—a critical phase for emerging adults. While emotional intelligence is often linked to adaptive functioning, resilience reflects the capacity to recover from challenges, and purpose serves as a motivational compass.

Although these dimensions have been studied independently, their synergistic impact on sustainable happiness remains underexplored, particularly in the context of identity formation and emotional strain during life transitions. By addressing this gap, the study contributes to the evolving literature on psychosocial well-being, offering a culturally relevant perspective rooted in the Indian context.



2 RELATED WORKS

2.1 Emotional Intelligence, Resilience, and Purpose in Relation to Sustainable Happiness

Emotional intelligence (EI), resilience, and a sense of purpose are widely acknowledged as key psychological constructs that influence well-being and life satisfaction. Emotional intelligence, comprising self-awareness, self-regulation, empathy, motivation, and social skills, is closely linked to improved emotion management and interpersonal effectiveness (Goleman, 1995; Mayer et al., 2008). Research consistently shows that individuals with high EI report greater life satisfaction and reduced stress (Extremera & Fernández-Berrocal, 2005; Schutte et al., 2007). EI also fosters adaptive coping strategies vital for maintaining long-term happiness (Salovey & Grewal, 2005).

Resilience, the ability to adapt and thrive in the face of adversity, is another well-established contributor to sustainable happiness. Masten (2001) describes resilience as “ordinary magic,” reflecting its critical role in everyday functioning. Resilient individuals are more likely to retain positive emotions and psychological balance despite life’s challenges (Connor & Davidson, 2003; Fredrickson, 2001).

A strong sense of purpose, or having meaningful goals, further strengthens one’s ability to sustain happiness. Purpose contributes to intrinsic motivation, engagement, and mental health (Ryff & Keyes, 1995; Steger et al., 2006). Purpose-driven individuals often experience higher life satisfaction, fewer depressive symptoms, and even better physical health (Hill & Turiano, 2014).

The interaction among these constructs offers a holistic psychosocial model of sustainable happiness. Emotional intelligence enhances resilience by improving emotional regulation (Ciarrochi et al., 2001), while resilience is often anchored by a strong sense of purpose (Kobasa, 1979). Theories such as self-determination (Deci & Ryan, 2000) and the PERMA model (Seligman, 2011) affirm the integrative roles of positive emotions, meaning, and personal strengths in achieving well-being.

3 EMOTIONAL INTELLIGENCE, RESILIENCE, AND PURPOSE: A PSYCHOSOCIAL LENS ON SUSTAINABLE HAPPINESS

Psychological factors such as emotions, willpower, resilience, and personality traits profoundly influence an individual’s ability to perceive and sustain happiness (Malik, 2022). Emotional intelligence empowers individuals to manage their emotions, build relationships, and maintain personal growth, which in turn nurtures resilience and reinforces purpose. These dimensions function as psychosocial assets that promote self-efficacy and adaptability.

Edmondson (1999) highlights the importance of psychological safety in enabling personal development, creativity, and positive risk-taking—outcomes closely associated with EI and resilience. Individuals with a clear sense of purpose are more likely to express themselves openly, engage meaningfully, and derive happiness from their pursuits (Widowati & Satrya, 2023).



Lee et al. (2018) found that resilience combined with purpose enhances creativity and well-being, suggesting that these constructs operate interdependently. Psychological capital—including optimism, self-efficacy, and hope—further supports personal development during periods of transition (Eva et al., 2019). Emotional intelligence and resilience play critical roles in this process by enabling individuals to navigate complex social and emotional environments (Staneiu, 2022).

As Jiang & Xu (2020) note, when individuals feel psychologically secure and purposeful, they are more likely to embrace life's challenges with a growth mindset—fostering both personal and professional fulfilment.

Emotion is a psychological experience that significantly influences individual well-being and sustainable happiness. Psychological factors, including emotions, willpower, resilience, and personality traits, help regulate an individual's perception of happiness (Malik, 2022). Emotional intelligence (EI) identifies individuals as self-motivated and emotionally aware, enabling them to effectively manage personal growth and foster resilience, which contributes to their overall sense of purpose. The influence of psychological factors, particularly emotions, enhances the quality of life by promoting goal achievement and personal fulfilment within various contexts.

In the context of psychological well-being, Edmondson (1999) states that “a psychologically secure atmosphere fosters divergent thinking, creativity, and risk-taking, driving engagement in learning and personal development.” Individuals with high emotional intelligence exhibit greater confidence when facing challenges (Mohammadi et al., 2015). Additionally, Widowati & Satrya (2023) highlight that individual behaviours, motivation, emotions, and cognition are driven by a sense of purpose and psychological resilience. When individuals feel secure and purposeful, they are more likely to express their thoughts and behaviours positively, contributing to sustainable happiness.

Research conducted by Lee et al. (2018) suggests that psychological resilience can enhance creativity and well-being, especially when supported by a strong sense of purpose. Employee well-being and resilience play crucial roles in personal and professional development (Eva et al., 2019). It is widely recognized that individual approaches increasingly influence broader issues, as “people, knowledge, information, expertise, competence, and know-how are interconnected within complex and dynamic collaborative networks” (Staneiu, 2022), with emotional intelligence and resilience playing critical roles in facilitating this process.

From this perspective, it is evident that individuals are inspired to explore alternative solutions to life's challenges without fear of judgment, which fosters personal growth and sustainable happiness (Jiang & Xu, 2020).

Research Questions:

- How do emotional intelligence, resilience, and a sense of purpose function as psychosocial predictors of sustainable happiness among emerging adults during career transitions?
- What are the underlying psychosocial dimensions that shape sustainable happiness in this population, as identified through empirical analysis?



4 RESEARCH METHODOLOGY

This research explores the role of emotional intelligence, resilience, and purpose as psychosocial predictors of sustainable happiness in emerging adults (ages 18-25 years) during career transitions in Tamil Nadu, India. Given that career transitions can be a pivotal stage for young adults, understanding how these factors contribute to their well-being is crucial. Participants were categorized into three distinct groups based on their career transition stages:

- Group 1: Transition from UG to PG
- Group 2: Transition from UG/PG to Work
- Group 3: Transition from Work to Work

To ensure proportional representation from each group, quota sampling was used, with 33% from each group. This approach ensured a balanced and comprehensive representation of the target population. The study used online surveys to collect data from participants, with the survey distributed via university portals, job placement cells, LinkedIn, and career forums, specifically targeting young adults navigating career transitions.

A total of 450 respondents were invited to participate across the three groups, and 411 responses were received, yielding a response rate of 91%. The gender distribution was 54% male and 46% female, with the majority of participants holding an educational background in engineering and residing in urban areas.

4.1 Measures

The study employed validated psychosocial scales to assess emotional intelligence, resilience, and purpose, given their importance in understanding sustainable happiness during career transitions. To ensure the reliability and relevance of the measures, the questionnaire underwent rigorous evaluation for face validity and content validity, following the guidelines outlined by Oluwatayo & Adebule (2012).

- Face validity: The questionnaire items were reviewed for clarity, relevance, and comprehensibility. Seven raters from academic and industry backgrounds assessed the items, ensuring they were logical and free from ambiguity. Cohen's Kappa Index (CKI) was employed to analyse the agreement among the raters, and a Kappa value of 0.60 (the minimally acceptable value) was exceeded, confirming the reliability of the items.
- Content validity: To further ensure the validity of the scales, Lawshe's Content Validity Ratio (CVR) method was applied. Twelve Subject Matter Experts (SMEs) assessed the content, and the cutoff value for content validity was set at 0.62, which was successfully met, confirming the adequacy of the scales for this research.

The rigorous validation process ensures that the measures accurately capture the constructs of emotional intelligence, resilience, purpose, and sustainable happiness in young adults navigating career transitions.



5 DATA ANALYSIS

5.1 Preliminary Analysis

The preliminary analysis involves three critical steps to ensure the data is suitable for factor analysis. First, missing data were assessed to maintain data integrity and completeness. Second, outliers were identified and evaluated for their impact on multivariate relationships. The final phase included checks for normality, homoscedasticity, and multicollinearity to confirm that the data met the assumptions necessary for advanced statistical procedures. All criteria achieved the required cutoff values, allowing us to proceed with factor analysis.

Table 1. Variables contributing to Sustainable Happiness

No.	Variables	Statements
1	Emotional Intelligence	I know how my emotions affect my happiness during career changes
2		I can control my emotions, even during stressful career changes
3		I can stay motivated to overcome problems in my career
4		I can relate to how others feel during career changes
5		I can quickly recover after a career setback
6		I can build good relationships during career transitions
7		I feel proud and fulfilled when I reach career goals
8	Resilience	I adapt well when facing challenges in my career
9		I remain positive about my career goals despite setbacks
10		I have confidence in overcoming career obstacles
11		I manage stress effectively during career transitions
12		I seek help when facing career-related difficulties
13		I feel supported by others during my career transition
14		I manage career setbacks with help from others
15	Purpose	I build strong relationships to overcome professional challenges
16		I feel that my career goals align with my personal values
17		I believe my career path has a clear sense of purpose
18		I find meaning in my work, or hope to find meaning in my future career
19		I feel confident that my career transition will lead me to a more fulfilling role
20		I feel my career path gives me a sense of meaning and direction
21		During my career transition, I feel I am discovering new meaning in my work and life
22	My sense of purpose outside of work positively influences my career happiness	

Table 2. Mean, Standard Deviation, Cronbach's Alpha, and Correlation

Construct	Mean	Standard Deviation	Cronbach's Alpha	1	2	3
Emotional Intelligence	3.0219	1.01481	0.846	1		
Resilience	3.4623	.97586	0.877	.834**	1	
Purpose	3.5523	.96395	0.845	.743**	.794**	1

** Correlation is significant at the 0.01 level (2-tailed)



Table 2 presents the Mean, Standard Deviation, Cronbach's Alpha, and Correlation values for Emotional Intelligence, Resilience, and Purpose. The Cronbach's alpha values (ranging from 0.845 to 0.877) indicate high internal consistency, confirming the reliability of the constructs. The mean values suggest that the sample holds a favourable perception of these factors. Additionally, the correlation coefficients (ranging from 0.743 to 0.834) are positive and statistically significant at the 0.01 level, demonstrating strong interrelationships among the constructs. These findings highlight the crucial role of Emotional Intelligence, Resilience, and Purpose in fostering sustainable happiness.

Table 3. KMO and Bartlett's Test of Sphericity

		Emotional Intelligence	Resilience	Purpose
Kaiser-Meyer-Olkin Measure of Sampling Adequacy		0.834	0.732	0.702
Bartlett's Test of Sphericity	Approx. Chi-Square	1242.655	2281.554	1996.330
	df	21	28	21
	Sig.	<.001	.001	.000

Table 3 confirms that the KMO values (0.834, 0.732, 0.702) indicate moderate to high sampling adequacy, and Bartlett's test of sphericity is highly significant ($p < .001$), confirming the suitability of data for factor analysis.

Table 4. Communalities Before Removing Low-Loading Variables

Variable	Initial	Extraction	Variable	Initial	Extraction
var1	1.000	.632	var12	1.000	.601
var2	1.000	.531	var13	1.000	.904
var3	1.000	.829	var14	1.000	.787
var4	1.000	.606	var15	1.000	.733
var5	1.000	.784	var16	1.000	.686
var6	1.000	.645	var17	1.000	.808
var7	1.000	.731	var18	1.000	.902
var8	1.000	.651	var19	1.000	.550
var9	1.000	.603	var20	1.000	.609
var10	1.000	.664	var21	1.000	.800
var11	1.000	.873	var22	1.000	.905
Cronbach's Alpha(α)				0.942	

Extraction Method: Principal Component Analysis

Table 4 presents the communalities before removing low-loading variables, showing the proportion of variance explained by the extracted factors. The extraction values range from 0.531 to 0.905, indicating that all variables contribute meaningfully to the factor structure. The high Cronbach's Alpha ($\alpha = 0.942$) confirms strong internal consistency, supporting the reliability of the scale. The results validate the suitability of these variables for further factor analysis. is it sufficient

The scree plots in figures 2, 3, and 4 provide insights into the core constructs of emotional intelligence, resilience, and purpose. In figure 2, the sharp decline in eigenvalues at the elbow point suggests that a few key components, such as self-awareness, self-regulation, and empathy, explain most of the variance. Similarly, figure 3 shows a significant drop, highlighting important resilience factors like adaptability and coping mechanisms. Figure 4 follows the same pattern, indicating that factors like goal clarity, intrinsic motivation, and meaning are central to defining purpose. Overall, the scree plots confirm that these constructs are driven by a small number of dominant factors.

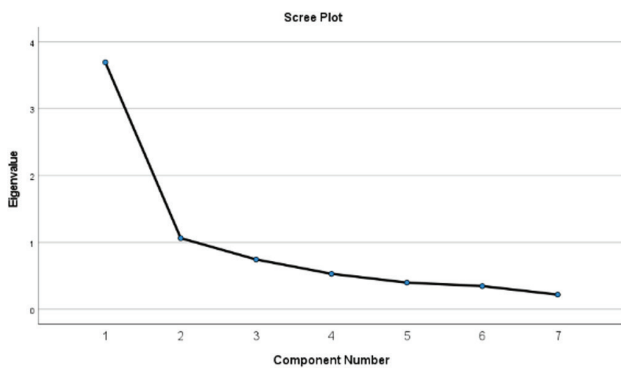


Fig 1. Emotional Intelligence

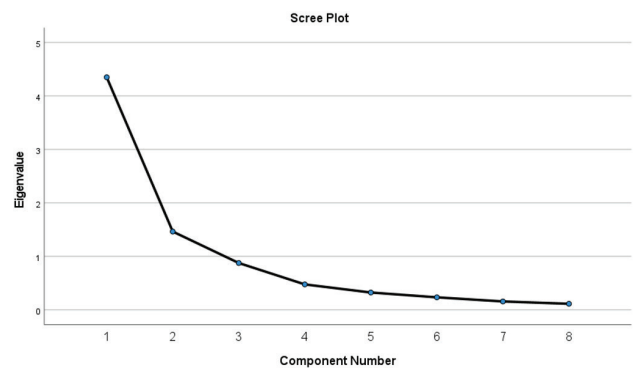


Fig 2. Resilience

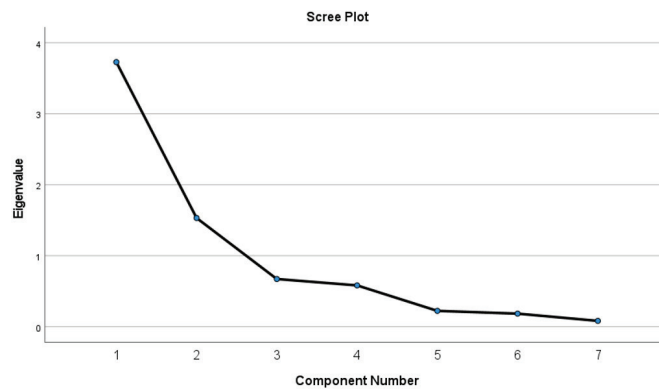


Fig 3. Purpose



Table 5. Rotated Component Matrix

	Component					
	F1	F2	F3	F4	F5	F6
EI3	.879					
EI5	.857					
EI7	.836					
EI6		.803				
EI4		.709				
EI2		.643				
EI1		.625				
R7			.857			
R3			.815			
R8			.807			
R2			.772			
R5			.769			
R1			.764			
R6				.945		
R4				.909		
P2					.898	
P6					.893	
P1					.788	
P5					.745	
P4					.737	
P7						.950
P3						.916

Note: EI-Emotional Intelligence, R-Resilience, P-Purpose
 Extraction Method: Principal Component Analysis
 Rotation Method: Varimax and Kaiser Normalization
 Rotation converged in 3 iterations

In Table 5, The Rotated Component Matrix reveals the factor structure of the dataset, identifying three distinct constructs: Emotional Intelligence (EI), Resilience (R), and Purpose (P). F1 and F2 are predominantly associated with Emotional Intelligence (EI), with high loadings on items such as EI3, EI5, and EI7, suggesting these factors capture key aspects of emotional intelligence. F3 and F4 correspond strongly to Resilience (R), with items like R7, R3, and R8 showing high factor loadings, indicating these factors reflect the resilience construct. Lastly, F5 and F6 are primarily linked to Purpose (P), with items like P7 and P3 demonstrating significant loadings, signifying the importance of purpose-related traits. The factor analysis, using Principal Component Analysis and Varimax rotation, converged in 3 iterations, effectively grouping the variables into these three broad constructs. This structure aligns well with the conceptual framework, highlighting the meaningful contribution of emotional intelligence, resilience, and purpose to the overall variance in the dataset.

**Table 6.** Reliability Test Results

No.	Factors	Cronbach's Alpha
1	Intrinsic Motivation	.876
2	Emotional Awareness and Regulation	.747
3	Social Support Resilience	.898
4	Self-Resilience	.882
5	Life-Career Alignment	.880
6	Career Clarity	.890

Table 6 shows the Cronbach's Alpha values for six factors. The factors such as intrinsic motivation, social support resilience, self-resilience, life-career alignment, and career clarity demonstrates high reliability and strong internal consistency. The factor emotional awareness and regulation has a slightly lower score but still it remains within the acceptable range. Overall, all factors have Cronbach's Alpha values above .70, confirming their adequate to excellent internal consistency.

6 DISCUSSIONS

This research explores the relationship between Emotional Intelligence (EI), Resilience, and Purpose as psychosocial predictors of sustainable happiness in emerging adults (ages 18-25) undergoing career transitions. The study reveals that these three factors are interrelated and contribute significantly to the overall well-being and happiness of young adults during this pivotal phase of their lives.

6.1 Emotional Intelligence and Sustainable Happiness

The findings underscore a strong positive correlation between Emotional Intelligence (EI) and Sustainable Happiness. The study suggests that individuals with high EI are better equipped to manage their emotions, which enables them to navigate career transitions with greater ease. Self-awareness, self-regulation, and social awareness, core components of EI, allow individuals to build and maintain positive relationships, effectively manage stress, and cope with the uncertainties associated with career changes. These qualities, in turn, foster a stable emotional foundation, which is essential for sustainable happiness (Goleman, 1995). Previous studies have shown that EI positively impacts well-being and decision-making, reinforcing the argument that emotional management is crucial for long-term happiness (Mayer, Salovey, & Caruso, 2004).

6.2 Resilience and Sustainable Happiness

The research also highlights the significant role of Resilience in promoting Sustainable Happiness. Emerging adults often face a series of challenges during career transitions, which may include adjusting to new academic or professional environments, coping with uncertainty, and



overcoming setbacks. Individuals with high resilience are able to bounce back from adversities and remain optimistic, which contributes to their overall well-being. Resilience helps young adults adapt to these changes by fostering flexibility, emotional strength, and the ability to maintain a positive outlook even in the face of adversity (Masten, 2001). This quality directly impacts their ability to sustain happiness, particularly in the uncertain and dynamic period of career transitions.

6.3 Purpose as a Mediator

An essential finding of this research is that Purpose acts as a significant mediator between EI, Resilience, and Sustainable Happiness. Individuals who possess a strong sense of Purpose in life are more likely to experience higher levels of happiness because purpose-driven goals provide direction and motivation during difficult times. A strong sense of purpose fosters resilience by giving individuals something to strive for, even when they encounter obstacles. Moreover, purpose aligns their emotional experiences with meaningful long-term goals, which supports emotional well-being and enhances overall satisfaction in life (Ryff & Singer, 1998). This supports the idea that purpose-driven individuals have a clearer vision, which enables them to make better decisions and sustain happiness across career transitions (Steger et al., 2006).

7 IMPLICATIONS

This study provides important theoretical and practical implications for understanding sustainable happiness during career transitions in emerging adults.

7.1 Theoretical Implications

From a theoretical standpoint, the study contributes to the existing literature on positive psychology, particularly regarding the multidimensional nature of sustainable happiness. The findings suggest that Emotional Intelligence, Resilience, and Purpose are not only significant individual predictors of happiness, but they also interact in complex ways to influence well-being. By using factor analysis, the study validates these three constructs as critical components of a comprehensive framework for understanding sustainable happiness during career transitions.

The results support the integration of Emotional Intelligence Theory, Resilience Theory, and Purpose-Driven Life Models into the discourse on happiness and well-being. The study challenges the traditional view of happiness as a static trait and instead proposes that sustainable happiness is an evolving outcome of personal growth and emotional adaptation over time.



7.2 Practical Implications

The practical implications of this research are far-reaching for educational institutions, career counsellors, HR professionals, and policymakers working with emerging adults during career transitions.

- Educational Institutions can integrate Emotional Intelligence training, resilience-building exercises, and purpose-driven career counselling into their curricula. Providing students with tools to enhance these attributes can prepare them to manage stress, uncertainty, and change effectively.
- Career counsellors can use these insights to design personalized coaching programs that help young adults explore their sense of purpose, build resilience, and develop emotional intelligence. This could empower them to navigate career transitions with greater self-confidence and emotional stability.
- HR professionals and organizations can focus on creating a supportive work environment that fosters emotional intelligence and resilience among young employees. Training programs that emphasize emotional well-being, psychological safety, and purpose-driven work can contribute to higher employee satisfaction, retention, and productivity.
- Policymakers can use these findings to shape youth-focused mental health policies that support the emotional and psychological aspects of career transitions, offering more comprehensive support for emerging adults beyond technical skills.

8 LIMITATIONS AND SUGGESTIONS FOR FURTHER RESEARCH

While this study provides valuable insights, several limitations should be acknowledged:

- The sample primarily consisted of young adults from Tamil Nadu and an engineering background, which may limit the generalizability of the findings to other regions or educational fields. Future studies should explore diverse geographical and academic contexts to better understand how career transitions impact sustainable happiness in various settings.
- The use of self-reported questionnaires introduces the potential for biases, such as social desirability or self-reporting inaccuracies. Future research could incorporate mixed-method approaches, such as qualitative interviews and behavioural assessments, to triangulate the data and provide a more comprehensive understanding of the predictors of sustainable happiness.
- The study captures a specific moment in time during career transitions. Longitudinal studies would be valuable to track how Emotional Intelligence, Resilience, and Purpose contribute to sustainable happiness over the course of an individual's career journey, providing insights into how these factors evolve and impact well-being across different life stages.

Further research could also explore other psychological or environmental factors, such as social support, financial stability, and mental health, which may also play a significant role in



sustainable happiness. Expanding the study to include these variables would offer a more holistic view of the factors influencing happiness during career transitions.

9 CONCLUSION

This study offers valuable empirical evidence on the significant roles of Emotional Intelligence, Resilience, and Purpose in fostering sustainable happiness among young adults during career transitions. The findings suggest that high EI enables better management of emotional and career-related stress (Salovey & Mayer, 1990), resilience promotes adaptability in the face of change (Masten, 2001), and purpose provides direction and motivation during uncertain times (Ryff & Singer, 1998).

The research highlights the need for a holistic approach that goes beyond technical skills, emphasizing the importance of developing psychological attributes such as EI, resilience, and purpose. By enhancing these attributes, emerging adults can achieve greater fulfilment and long-term happiness during career transitions. Future research should build on these findings by expanding the scope to include additional psychological factors and conducting longitudinal studies to assess the lasting impact of these variables on career and life satisfaction.

Ultimately, this study underscores the importance of psychosocial preparedness alongside technical skills for navigating the complexities of career transitions, which can lead to a more purpose-driven, resilient, and fulfilled workforce.

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