

THE MEDIATING ROLE OF PERCEIVED SOCIAL SUPPORT BETWEEN ENVY AND EMOTIONAL REGULATION AMONG UNEMPLOYED GRADUATES

Aisha Shakeel¹, Hamna Naveed², Asad Hassnain³, Asma Zameer*⁴, Nimra Batool⁵,
Naima Shahzad⁶, Needa Bibi⁷, Syed Saqlain ul Hassan⁸

^{1,2,3,4,5,6,7}Lecturer Department of Psychology, University of Sialkot,

⁸Lecturer Faculty of Law, University of Sialkot.

*¹ayesha.shakeel@uskt.edu.pk, ²naveedhamna94@gmail.com, ³asadhassnain786@gmail.com,

⁴syedaismal23@gmail.com, ⁵nimrabatool19305@gmail.com, ⁶niashuffan@gmail.com,

⁷needayounas99@gmail.com, ⁸syedsaqlain.hassan@uskt.edu.pk

Corresponding Author: *

Received: 05 November, 2023 **Revised:** 24 November, 2023 **Accepted:** 29 November, 2023 **Published:** 08 December, 2023

ABSTRACT

This research explored the mediation influence regarding perceived social support on envy along with emotional control among unemployed graduates who have done their graduation and are still unemployed. As before, there is not much data about how “envy” with “emotional regulation” and “perceived social support” affects jobless graduates. This study inspected perceived social support mediating impacts on envy and emotional regulation. One hundred unemployed graduates, between 22 to 26 years old, answered the envy scale as part of research (Lange & Crusius, 2015), Emotional Regulation Questionnaire (Gross and John, 2003) Urdu translated version (Abbasi & Kazmi, 2022) and Perceived Social Support tool (Dhalem et al, 1988) Urdu translated version (Jabeen, 2023) along with a demographic form and consent form. Descriptive analysis showed that there appeared significant link between envy, regulation of emotions and perceived social support. The correlation analysis revealed that “envy” and “emotional regulation” along with “perceived social support” have a significant relationship. The findings through “t-test” analysis showed that males and females did not exhibit any obvious differentiation in the degree related by benign and malicious envy and a significant distinction analyzed between benign envy in unemployed graduates through analysis of variance. In addition, it was determined through regression analysis that perceived social support partially negatively mediates benign envy, malicious envy, and Emotional regulation, which indicates that perceived social support helped to reduce the effects of envy on emotional regulation.

Keywords: Benign Envy, Malicious Envy, Emotional Regulation, Perceived Social Support, Unemployed Graduates

INTRODUCTION

Unemployment nowadays has increased and it affects individual's physical and mental health. Engenders tension along with unhappiness is widely reported as the result of unemployment (Pignault & Houssemand, 2018). Following some studies, in today's competitive generation, starting the journey from college to the workforce is difficult and there is often difficult experience for many graduates. Not getting a job and being unemployed has become a concern for graduates with many individuals being long-term unemployed and some with few months of being graduated. The unemployment rate in Pakistan was 6.42% in 2022 (Aaron, 2023). By the end of 2022–2023, there will be 8 million fewer employed individuals than the amount present currently (Hafiz, 2023).

When people are uncovered to those who have more desired stuff than they wanted, an unpleasant feeling called envy can arise (Crusius & Mussweiler, 2012). A research study disclosed that younger people without jobs had an increased likelihood of getting mental health issues and particularly depression (Hua & Ma, 2022). Emotional regulation of those unemployed after graduation also gets affected. Benign envy refers to a type of envy directed toward a person who may have a desirable attribute or have something that the envier also wants. However, that does not entail any malicious or destructive feelings toward the target (Smith & Kim, 2007). Furthermore, malicious envy is a hostile type of envy that involves feelings or emotions of displeasure, discontent, and desire to harm or undermine the person who possesses the envied attribute or possession (Van de Ven et al, 2019).

The personal view and recognition of help from friends, relatives, and important companions often referred to as "perceived social support". Furthermore, it demonstrates the clear accessibility and quality of social ties (Wu et al., 2022). The concept of "perceived social support" emphasizes how individuals see their close mates, relatives, and other people as providers of useful, loving, and all-around help whenever they require anything. Levels of perceived love, compassion, and support can give rise to constructive experiences (Siedlecki et al., 2014).

Emotional management is a method by which people regulate the emotions they experience when emotions occur and how those emotions felt and expressed (Gross, 1998). Moreover, emotional regulation can be automated and be in the control of an individual. It can be unconscious or conscious

and can have an impact on multiple emotion-producing processes similarly the emotional regulation effects may occur at any of the phases of the emotion-producing process.

Additionally, jobless graduates are getting affected physically and mentally by being unemployed. The significance of envy varies as time passes after graduation. Similarly, emotional management gets tough for them to achieve. Currently unemployed graduates also report unhappiness (Pignault & Houssemand, 2018). Furthermore, the rate of unemployment in Pakistan has increased in 2022 and still increasing in 2023, due to this higher rate, graduates lack emotional regulation and perceived social support.

Problem Statement

The prime focus of this research was to figure out the influential mediating effect of the perceived social support between "envy" and "emotional regulation" in those graduates that are unemployed after being graduated. According to research, trait on self-level and overall self-worth instability has substantial relationships with both positive and negative aspects of envy (Vrabel et al, 2017). Researchers evaluated that benign envy causes to enhance employee performance. On the other hand, malicious envy shows zero correlation with employee performance (Khan et al., 2020). Therefore, this analysis intends to search out how perceived social support mediates the connection between emotional control and envy among jobless graduates.

Hypothesis

There will be a significant relationship between benign envy malicious envy perceived social support and emotional regulation among unemployed graduates.

Perceived social support mediates the interaction of benign envy malicious envy and emotional regulation among unemployed graduates.

There will be a considerable difference in the level of benign and malicious envy concerning age and gender.

There will be difference in the prevalence rate of benign envy and malicious envy among unemployed graduates.

Level of benign envy, malicious envy and emotional regulation and perceived social support will be different among unemployed graduates with regards to duration after graduation.

Research Questions

Do envy, emotional regulation and perceived social support share an interaction among unemployed graduates?

Do perceived social support act as a mediator between benign and malicious envy and emotional regulation in unemployed graduates?

Do the age and gender differences influence the level of benign envy and malicious envy in unemployed graduates?

Do the prevalence rate of envy types differentiate in unemployed graduates?

Do the degree of envy, emotional regulation and perceived social support vary among unemployed graduates based on duration after graduation?

Objectives

To analyze the interaction among emotional regulation, perceived social support and envy in unemployed graduates.

To inquire whether the perceived social support mediates relation in envy and emotional regulation.

To identify the impact of both type of envy in context of gender and age among unemployed graduates.

To determine the prevalence rate of envy among unemployed graduates.

To identify the interaction of envy, emotional regulation and perceived social support between unemployed graduates in context to duration after graduation.

Significance of Research

This research focused on identifying intervening outcome of social support that an individual perceive, among envy and emotional regulation. This can further help to develop multiple treatment plans used for improving emotional regulation of those being unemployed after graduation, furthermore other variables were chosen because there is a high need of dealing envy in those individual that have low perceived social support or emotional regulation. After this study, by understanding what type of envy an individual possesses more intervention can formed. This will make interventions more accurate for the future. Making these intervention is important because unemployed graduates are at great risk of having mental health issues as many previous researches explains that unemployment causes depression, anxiety, stress, envy, emotional dys-regulations. After this study, there will be more clarity in the

field of psychiatry and they will be able to make better counseling plans and better understand the individual whether the individual is having mental health issues due to perceived social support or emotional regulation or envy.

Limitations

This research study conducted only in Sialkot and a few cities of Punjab; with a limited sample size, makes the results not truly generalizable.

The findings might not implement on other age ranges, as the age range included in study was limited (22 – 26 years).

Gender participation was not uniform in the study, which might have effects on the results findings with respect to gender differences.

The findings are representative of collectivistic culture of Pakistan, so cultural biases can have effect on standardization of the results.

This study confined to graduated individuals only who tend to be unemployed; might influence the results implementation, based on education level in relation to unemployment.

Rationale

Conducting a study to understand the effects of perceived social support as an intervening variable between envy and emotional regulation or, how it influence the effects of envy on emotional regulation. There are many questions such as whether emotional regulation is directly related to both types of envy or not, Individual having high level of benign envy also has high level of emotional regulation or not. Finding answers to the gaps related to emotional regulation, benign envy, malicious envy, perceived social support, the current research is been carried out.

The correlation research model selected to give clear results, whether all these variables correlate or not or whether there is mediation effect or not. A sample of unemployed graduates selected and there is a gap as there is not enough information available to understand level of envy or emotional regulation or perceived social support among unemployed graduates. Different objectives made clear, such as duration of being unemployed affects emotional regulation and envy or whether, perceived social support mediates envy and emotional regulation.

LITERATURE REVIEW

One of the studies explored how two different types of envy are associated with state and trait self-esteem". It later found that instable state self-esteem

moderated the relation in malicious envy and trait self-esteem. Further, it reported that individuals with stable high esteem showed lower malicious levels than the ones with high unstable or low trait self-esteem. The findings of this research concluded a notable relationship between both components of envy and trait, state self-esteem (Vrabel et al., 2017).

Additionally, this study evaluated the impact of gratitude on benign and malicious envy considering social support as a mediator. According to the findings of this research, gratitude have positive and negative influence on benign and malicious envy respectively. By developing appreciation as well as increasing interactions with others, one may actively resist malignant envy and foster positive envy (Xiang et al., 2018).

Along with this, Khan et al. (2020) evaluated the balanced outgrowth of perceived socially support and impact of envy at work. The findings indicated that worker performance affected due to upward social comparison, which in response triggers both malignant and benign envy. Although malignant has no influence on worker productivity but benign envy results in enhanced performance.

Moreover, a study conducted in Jakarta in which Kristofora et al. (2021) looked at the association between amount and value of perceived social support and emotion regulation techniques among adolescents of all ages. According to the results, neither of the two aspects of emotion regulation considerably correlated to the amount of perceived social support. However, both aspects of emotion regulation do correlate with worth of social support. Furthermore, Hua et al. (2022) revealed interference of emotional dysregulation and self-confidence amidst depression and perceived social support in order to better deduce unhappiness and the factors that contribute to it in young people without jobs in China. The analysis showed that there was an elevated prevalence of depression among young Chinese people without jobs. In addition to this, they discovered a considerable negative correlation between depression and perceived social support. According to their findings, depression among young people without jobs is an emerging issue and perceived social support, issues with emotion regulation, and self-assurance demand serious consideration in the area of treating and preventing depression.

In addition to this, Yongmei et al. (2022) revealed a positive correlation between expressed attribute of life and emotion regulation technique and perceived

social support. The alliance between emotion regulation and the quality of life is moderated by perceived social support. The findings of this study expressed that Chinese commercial fishermen have a much inferior quality of life than those who work locally. It was due to limitations in the psychological and environmental factors of quality of life. It discovered that the domination of emotion regulation on standard of life was dependent on the extent of perceived social support. It was promoting along with broadening process model of emotion regulation (Gross, 2002).

Likewise, Xiang et al. (2022) looked into the effect of envy on depression, interposition response of social support and mental flexibility. The findings supported an idea that social support and mental adaptability serve as vital intermediaries between envy and depression. Likewise, public aid effectively intervene the connection of pessimism with mental persistency. Meanwhile, psychological resilience considerably mediates the link of envy and social support. The outcome primarily showed that envy affects psychological resilience by adversely affecting social support, which in turn negatively affects social support, which increases the probability of developing depression both directly and indirectly.

Methodology

The research design used by this research study was correlation. During the first phrase, numeric data collected through an online survey.

Research Variables

In this study, Envy was the independent variables with emotional regulation being the dependent variable and the perceived social support used as a mediating variable of this research.

Participants

Present study consisted of 100 participants comprising of 31 males and 69 females for determining the intervening effects of perceived social support on envy. They were from all over the country through purposive sampling technique. Their age range was from 22 through 26 years.

Measures

The participants in this research responded to three self-report questionnaires through an online survey, along with consent and demographic form. The online survey conducted using Google forms. The questionnaires were in Urdu language. The three

measures along with consent and the demographic form include:

Consent Form and Demographic Form

The consent form used to take preceding approval of the participants. The information regarding age, gender and duration after graduation taken, using demographic form.

Benign and Malicious Envy Scale (BeMaS; Lange & Crusius, 2015)

(Lange & Crusius, 2015) created this scale to show that dispositional envy has two separate dimensions. The study found that benign envy tends to motivate people to upgrade their position, while malicious envy provokes people to destruct the position of others. BeMaS, a 10-item measure that uses a six point Likert scale. It has shown good psychometric properties of being reliable and valid. The researchers in this translated a version of BeMaS into Urdu for the study, which is the native language of the region where study conducted.

Emotional Regulation Questionnaire (Gross and John, 2003)

The ERQ is a self-reporting questionnaire created by Gross and John in 2003 to assess how individuals manage their emotions. It contains ten items and two dimensions, CR (cognitive reappraisal) and ER (expressive suppression). Each scale includes at least one item that assesses how individuals regulate emotions. The scale developed in English and translated in 33 different languages. It contains ten items, scored on a seven-point scale, ranging from "strongly disagree" towards "strongly agree." (Abbasi & Kazmi, 2022) translated the Emotional Regulation Questionnaire into Urdu, original and translated versions possessed high reliability and validity.

The Multidimensional Scale of Perceived Social Support (Dhalem et al., 1988)

The MSPSS scale created by Dhalem et al. in 1988 to evaluate perceptions of support from social circle such as family, friends and significant others. It is a 12 items scale rated on a Likert scale, ranging from (1 to 7). The total scale has a reliability of .90, while the subscales for significant others, family, and friends range from .90 to .95 (Dhalem, 1990). In this research, a translated version of the MSPSS that was provided by (Jabeen, 2023).

RESULTS

Table 1
 Frequencies, Percentage, Mean, Standard Deviation and range of Demographic Variables (N=120):

Variables	F	%	M	SD
Age			2.23	1.21
22	36	36		
23	27	27		
24	21	21		
25	10	10		
Gender				
Male	31	31		
Female	69	69		
Duration			1.35	0.65
1-12 Months	75	75		
12-24 Months	15	15		
More than 24 Months	10	10		

Note: M= Mean, SD= Standard Deviation & f= Frequency

Table 1 displays the participant's background details. It has been shown that 36 participants were of 22 age , 27 were of 23 age , 21 were of 24 age , 10 were of 25 age and 6 participants were of 26 age .This table also showed that 31 participants were males while 69 participants were females out of 100 total participants. It has been shown that 75 participants had completed their graduation 1-12 months ago, 15 participants had completed their graduation 12-24 months ago and 10 participants had completed their graduation more than 24 months ago.

Mean comparison of Benign envy and Malicious envy to check Prevalence Rate

This study's objective was to ascertain the prevalence of envy among jobless graduates, for that purpose a one-sample t -test analysis was performed.

Table 2
 Mean comparison on Benign Envy, Malicious Envy Unemployed Graduates

Variables	M	SD	t(99)	p	Cohen's d
Benign	22.11	6.37	33.13	0.001	0.33
Malicious	10.15	5.30	16.14	0.001	0.1

Note. M= mean; SD= standard deviation; p=Level of Significance

This table displayed that means of envy has significant difference, with a t-value of 33.13 and p-value less than .001. The effect size was moderate, indicated by a Cohen's d value of .33 (>.20).

Furthermore, the findings demonstrated a significant mean difference in Benign Envy, with $t(99) = 16.14, p < .001$. Unemployed graduates reported moderate level of Benign Envy ($M = 22.11, SD = 6.37$) along with low level of malicious Envy.

Reliability analysis of Benign Envy Malicious Envy sub scales and Emotional regulation Questionnaire and Multidimensional Perceived Social support Scale

Table 3

Reliability Analysis for Sub-scales of Benign envy and Malicious envy (N=100):

Range								
Variables	N	M	SD	α	potential	Actual	Skewness	Kurtosis
BeMaS	10	31.2	9.25	.81	10-60	1-6	.02	.59
BE	5	21	6.37	.85	5-30	1-6	-.89	.12
ME	5	10	5.30	.8	5-30	1-6	1.40	1.91

Note: SD= standard error; N=number of items, BeMaS=benign envy malicious envy scale

Table indicates that alpha reliability of envy scale is (.81), for the sub scales of benign envy (.85) and Malicious Envy (.80).

Reliability analysis of Emotional regulation Questionnaire and Multidimensional Perceived Social support Scale.

Table 4

Reliability Analysis for Emotional Regulation Questionnaire and Multidimensional Perceived Social Support Scale (N=100):

Range								
Variables	N	M	SD	α	potential	Actual	Skewness	Kurtosis
ERQ	10	50	10.81	.84	1-7	18-70	-.64	.54
MSPSS	12	84	16.51	.92	1-7	16-84	-.88	.28

Note: ERQ= emotional regulation questionnaire; MSPSS= multidimensional scale of perceived social support; MS= mean square

Table 4 determined that the Emotional Regulation Questionnaire has an alpha reliability of .84, and the Multidimensional Perceived Social Support Scale has an alpha reliability of .92.

Relationship between Benign Envy, Malicious Envy, Emotional Regulation, Perceived Social Support

This study's objective was to determine the relationship between Envy, Emotional Regulation and Perceived Social Support. Pearson's correlation was applied for this purpose; the results are shown in the table below.

Table 5

Pearson Product Moment Correlation between Benign Envy, Malicious Envy, Emotional Regulation and Perceived Social Support (N=100):

Variables	Benign	Malicious	ER	PSS	M	SD
Benign Envy	.....	.251*	-.17	.04	21.11	6.37
Malicious Envy	.251*	.....	-.38**	-.23*	10.15	5.30
ER	-.17	-.38*	.....	.39**	50.41	10.81
PSS	.04	-.23**	.39**	.....	60.81	16.51

Note: * $p > .05$, ** $p > .01$, ER= Emotional Regulation, PSS= Perceived Social Support,

The goal of this research was to look into correlation among types of envy, Emotional Regulation, and Perceived Social Support. To analyze this objective, the researchers used Pearson's correlation.

As shown in Table 5, Benign and malicious both are positively related to each other but the correlation is less significant ($r = .251^*$) found through Pearson's correlation analysis. According to the results, the Emotional Regulation Questionnaire shows a negative correlation with both subtypes of envy. However, the relationship is not much significant with Benign Envy ($r = -.17$) than with Malicious Envy ($r = -.38^*$). Perceived Social Support shows positive but not so great relationship with emotional regulation ($r = .39^{**}$) and with malicious envy Perceived Social Support is negatively correlated on a lower level ($r = -.23^{**}$). And Perceived Social support shows no relationship with benign envy ($r = .04$).

Regression Analysis for Mediation of Perceived Social Support between Benign Envy and Emotional Regulation.

The study's goal was to look at how perceived social support functions as a mediator between benign envy, emotional regulation. Regression analysis was done to determine impact of mediation between benign envy and emotional regulation.

Table 6

Regression Analysis for Mediation of Perceived Social Support between Benign Envy and Emotional Regulation (N=100):

Variables	B	95%CI	SE	β	R ²	ΔR^2
Step 1					.02	.02
Constant	56.50***	[49.11,63.9]	3.72			
Benign	-.28	[-.62,.04]	.16	-.17		
Step 2					.19	.16***
Constant	40.94***	[31.27,50.62]	4.87			
Benign	-.32*	[-.62,-.01]	.15	-.19*		
PSS	.26***	[.14,.38]	.40	.40***		

Note: * $p > .05$, ** $p > .01$, *** $p > .001$, SE = standard error; CI = confidence interval

Table shows only impact of benign envy along with Perceived Social Support on emotional regulation in unemployed graduates. In Step 1, the R² value of .02 indicate that the benign envy described only 02% difference in emotional regulation by F (1, 98) = 2.92, $p > .05$. the results reveal that benign envy negatively predicted emotional regulation ($\beta = -.17, p > .05$). In step 2, the R² value of .19 disclose that benign envy and perceived social support have 19% variation in emotional regulation with F (1, 97) = 19.92. furthermore, findings determine that benign envy ($\beta = -.19, p < .05$, perceived social support negatively predicted emotional regulation. Moreover, ΔR^2 value of .16 show 16% shift in the variance of model 1 and model 2 with $\Delta F (1, 97) = 19.92, p < .001$. the regression weights for benign envy subsequently decreased but remained substantial, demonstrating that the partial mediation was true. More specifically, benign envy affects emotional regulation in both direct and indirect ways.

Mediation analysis of Perceived Social Support between Malicious Envy and Emotional Regulation.

The objective aimed at finding how mediator perceived social support impacts the relationship of Malicious Envy and Emotional Regulation. Furthermore, regression analysis was done for finding how perceived social support mediates the relationship between Benign Envy and Emotional Regulation.

Table 7

Regression Analysis for Mediation of Perceived Social Support between Malicious Envy and Emotional Regulation (N=100):

Variables	B	95%CI	SE	β	R ²	ΔR^2
Step 1					.15	.015
Constant	58.44***	[54.13,62.75]	2.17			
Malicious	-.791***	[-1.17,-.41]	.19	-.39		
Step 2					.19	.16***
Constant	43.90***	[34.89,52.91]	4.54			
Malicious	-.63***	[-1,-.26]	.18	-.31		
PSS	.21***	[.09,.33]	.05	.32		

Note: * $p > .05$, ** $p > .01$, *** $p > .001$, SE = standard error; CI = confidence interval

Table 7 displays an impact between Malicious Envy and Perceived Social Support on the emotional regulation of unemployed graduates. In , the R² value of .15 indicated that Benign Envy accounted for only 15% of the variance in Emotional Regulation, with F(1,98) = 17.342. The findings exhibit that Malicious Envy did not positively predicted Emotional Regulation (B=-.39, $p < .001$). In second step the R² value of .19 demonstrated that Malicious Envy and Perceived Social Support described 19% of the variance in Emotional Regulation, with F(1,97) = 12.88, $p < .001$. The results indicated that both Malicious Envy (B=-.31, $p < .001$) and Perceived Social Support negatively predicted Emotional Regulation (B=.32, $p < .001$). The ΔR^2 score of .16 indicated a 16% change of both models by AF (1, 97) = 12.88, $p < .001$. Partial mediation is confirmed by the regression loads for Malicious Envy, which increased from (-.39 to -.31) but remained noteworthy. In particular, malicious envy affects emotional regulation both directly and indirectly.

Analysis of variance between Duration and Benign Envy

Table 8

One-way analysis of variance Benign Envy with respect to Duration (N=100):

Variable	SS	Df	MS	F	P
Benign Envy					
Between Groups	283.25	2	141.62	3.67	0.03
Within Groups	3736.53	97	38.52		
Total	4019.79	99			

Note: * $p > .05$, ** $p > .01$, *** $p > .001$, SS = sum of square; df = degree of freedom; MS = mean square
 In Table 8, value of analysis of variance found to be significant F=3.67, $p = .03$ which means that degree

of benign envy varies significantly with respect to the duration among unemployed graduates. A post hoc analysis also revealed that the length of graduation had an impact on the degree of benign envy among unemployed graduates. Post hoc test also showed that there's difference in the level of benign envy among unemployed graduates regarding to the duration of the graduation.

Post Hoc Comparison

Table 9

Post Hoc comparison on Benign envy and Duration of Unemployed Graduates (N=100):

Dependent Variable	Group1	Group2	Mean difference	SD	P
Benign Envy	1-12Months	12-24Months	4.33	1.75	0.04
		more than 24 months	24 -1.6	2.08	0.72
	12-24Months	1-12Months	-4.33	1.75	0.04
		more than 24 months	24 -5.93	2.53	0.05
	more than 24 months	1-12Months	1.6	2.08	0.72
		12-24Months	5.93	2.53	0.05
	1-12Months	12-24Months	4.33	1.75	0.01
		more than 24 months	24 -1.6	2.08	0.44
	12-24Months	1-12Months	-4.33	1.75	0.01
		more than 24 months	24 -5.93	2.53	0.02
	more than 24 months	1-12Months	1.6	2.08	0.44
		12-24Months	5.93	2.53	0.02

Note: The man difference is significant at the 0.05 level.

Turkey HSD Test was applied for post Hoc comparison of the different duration classes on overall Benign Envy. In table 9, outcomes of the study indicated a significant difference in duration classes on overall Benign envy of unemployed graduates. As the mean difference score for the duration classes o 1-12 Months (M=4.33, SD=1.75) was significantly different from others duration classes of more than 24 months (M=-5.93, SD=2.53).

Findings and Discussions

Empirical studies and experiences have manifested envy, as a social reaction along with enmity, displays a number of adverse impacts on physical as well as mental well-being of one envied to others (Smith et al., 2007, 2008 and 2018).

This present study designed to discuss the relationship in perceived social support, envy and emotional regulation among unemployed graduates along with the context of duration after graduation. It identified mediating impacts of social support on emotional regulation, and envy in unemployed graduates. It also analyzed prevalence of envy among unemployed graduates.

This analysis used correlation research design to approach 100 unemployed graduates. Informed consent and demographic form along with three standardized measures named as:

Multidimensional scale of Perceived Social Support, Benign and Malicious envy, Emotional Regulation Questionnaire were testing tools.

Data was collected through an online survey form and then analyzed using the Statistical Analysis (SPSS).

Reliability computation of all three standardized measures computed in the study appeared to be significant (see table 3 and 4).To identify the sample of study, percentage and frequencies were identified from demographic table (see table 1).

Analyzed prevalence rate of envy among unemployed graduates through mean comparison of both aspects of envy, which revealed significant differences with moderate measures of Benign and low levels of malicious envy (see table 2). This could be due to the basis that malicious envy linked with negative emotions as well as with negative behavioral approaches; on the contrary benign is related to positive emotions toward the target and related with positive behavioral attitude (Battle & Diab, 2022).

This study hypothesized a compelling relationship between emotional regulation, perceived social support, Malicious and Benign envy which was analyzed through Pearson's correlation (see table 5) which reported that Benign envy correlates positively with Malicious. The other result of these findings reported that emotional regulation negatively correlated with both forms of envy but the correlation was not significant with Benign. Moreover, perceived social support found to have a constructive relationship to emotional regulation and an opposing relation towards malicious envy with non-significant strength of relationship. Benign envy and Perceived social support showed no relationship among them. The study by Khan et al. (2020)

assessed the balancing effect of perceived organizational support with the impact of envy at work. Worker's performance affected due to rising social comparison, which in return stimulated both malicious and benign envy. Though malicious envy has no influence on worker efficiency, benign envy results in enhanced productivity.

This study also assumed a mediating effect of perceived social support between envy and emotional regulation among unemployed graduates. Regression analysis results indicate partial negative mediation of Perceived Social Support on emotional regulation as well as envy (see table 6 and 7). One of the studies revealed that Commercial anglers of China have a much lower quality of life than the workers who work locally. It was due to lack of cognitive reappraisal and emotional expression. Later it was proved that the emotion regulation impact on quality of life is dependent on the extent of perceived social support (Gross, 2002).

This study also postulated that there is a notable discrepancy in level of benign envy and malicious envy with respect to gender along with age; later analyzed through t-test implementation. The findings reported bit high levels of benign in males but levels of Malicious are slight high among females with a light effect of Cohen's d. The mean scores for Emotional regulation are slightly higher for females while mean scores of Perceived Social Support are a bit less in men as compared to the women but no noteworthy discrepancy found on this analysis. And these outcomes correspond to the findings of a study which summarizes that perceived social support score was significantly in males than in females because the former perceived higher social support from friends than the latter to whom the support from significant others discovered to be high (Soman et al., 2016).

One other hypothesis stated in this study was there would be a remarkable differentiation between benign envy, malicious envy and emotional regulation among unemployed graduates regarding the duration after graduation. The analysis reported that the value of ANOVA found to be significant ($F=3.67$, $p=0.03$) for benign envy which indicates that there is a prominent difference in the level of benign envy (see table 8) with respect to the duration among unemployed graduates. Post hoc tests also verified these results with the same findings (see

table 9). Whereas ANOVA found to be non-significant ($F=0.27$, $p=0.76$) for malicious envy. Moreover for emotional regulation value of ANOVA found to be unmarked ($F=2.29$, $p=0.10$) also for perceived social support the value is not noteworthy ($F=0.45$, $p=0.65$) which indicates that there is no notable difference in the measures of malicious envy, emotional regulation and Perceived social support in the context to the duration among unemployed graduates. A study of Dutch technical college graduates aimed to examine the relation in psychological distress and unemployment. This study included students leaving technical college and graduates of this institute that have been jobless for over a year. Outcomes showed that the unemployment found to only link with psychological distress among those who were unemployed for more than two years (Schaufeli & VanYperen, 1992).

Furthermore, these research findings could be made influential in terms of culture as it is an essential element that controls the relationship through the experience and expression of either type of envy. As collectivistic cultures, stresses on personal harmony ingrained with social norms that motivates envious to turn to behaviors that lined up with benign envy (Singelis, 1994). As, collectivism culture in Pakistan emphasizes on connectedness, unity and harmony, the expression of any negative behavior might be less desired because of social acceptability. To accommodate themselves in perceived social desirability, people from such cultures adapt emotional regulation strategies to alter their behavior or feelings. This emotional regulation can be adapted in different ways; either through deep acting (Gardney, 2002) or reappraisal (Gross, 2001). This helps people to align to the required standards by modifying their behaviors or feelings.

Suggestions and Recommendations

Practical implications

The research findings of this study interpreted in cultural context reveals that the dominance of benign envy in unemployed graduates of Pakistan is due to social or cultural desirability and emotional regulation factor.

This study can help in raising awareness about the importance and need of emotional expression. When people express their emotions, they get a healthier

way to cope with emotions through social support. Moreover, this research highlights the need of emotional expression in terms of envy prevention and improving emotional well-being. As this can help in letting people express their emotions without any biasness of perceived social desirability as expressing emotions help people to better understand self and surroundings, thus inducing persons control on emotions and making them feel less overwhelmed by others, thus promoting well-being.

Future Implications

This research should extend to different regions in order to get multi-dimensional effects of these measuring variables in regional and cultural context. A measuring tool for recording the faking good responses should use along with the ones used in this research for identifying the other contributing factors.

Future research should work on introducing healthy strategies for promoting emotional expression especially in social surroundings.

CONCLUSION

The research findings highlight the need for identification of the type of envy that unemployed individuals undergo in context to the influence of Perceived social support and emotional regulation. So intervention could made in terms of recognition of needs. Overall outcomes of this research suggest that envy, emotional regulation and perceived social support ~~correlate with each other.~~ Moreover, perceived social support partially negatively mediated envy in unemployed graduates. The results showed that benign envy is significantly different in unemployed graduates concerning duration of being unemployed but malicious envy has no significant difference. There is also no notable difference in the level of benign and malicious envy about gender of unemployed graduates. It found out that the prevalence rate of benign envy is higher overall in unemployed graduates and rate of malicious envy is lower in unemployed graduates.

REFERENCES

- Abbasi, S. B., & Kazmi, S. F. (2022). Urdu translation and validation of emotion regulation questionnaire in Pakistani adolescents. *Pakistan Journal of Social Research*, 04(03), 274- 285. <https://doi.org/10.52567/pjsr.v4i03.712>
- Appel, H., Crusius, J., & Gerlach, A. L. (2015). Social comparison, envy, and depression on Facebook: A study looking at the effects of high comparison standards on depressed individuals. *Journal of Social and Clinical Psychology*, 34(4), 277-289. <https://doi.org/10.1521/jscp.2015.34.4.277>
- Battle, L., & Diab, D. L. (2022). Is Envy Always Bad? An Examination of Benign and Malicious Envy in the Workplace. *Psychological reports*, 332941221138476. Advance online publication. <https://doi.org/10.1177/00332941221138476>
- Benign and Malicious Envy Scale: An Assessment of Its Factor Structure and Psychometric Properties - Scientific Figure on ResearchGate. Available from: https://www.researchgate.net/figure/Reliability-analysis-of-Benign-and-Malicious-Envy-Scale-for-Study-1_tbl1_341098025
- Crusius, J., & Mussweiler, T. (2012). When people want what others have: the impulsive side of envious desire. *Emotion (Washington, D.C.)*, 12(1), 142-153. <https://doi.org/10.1037/a0023523>
- Gross, J.J., & John, O.P. (2003). Individual differences in two emotion regulation processes: Implications for affect, relationships, and well-being. *Journal of Personality and Social Psychology*, 85, 348-362.
- Hua, Z., & Ma, D. (2022). Depression and Perceived Social Support among Unemployed Youths in China: Investigating the Roles of Emotion-Regulation Difficulties and Self-Efficacy. *International Journal of Environmental Research and Public Health*, 19(8), 4676. MDPI AG. Retrieved from <http://dx.doi.org/10.3390/ijerph19084676>

- Hua, Z., & Ma, D. (2022). Depression and Perceived Social Support among Unemployed Youths in China: Investigating the Roles of Emotion-Regulation Difficulties and Self-Efficacy. *International Journal of Environmental Research and Public Health*, 19(8), 4676. MDPI AG. Retrieved from <http://dx.doi.org/10.3390/ijerph19084676>
- Inoue, Y., Yokota, K. External validity of the benign and malicious envy scale with Japanese undergraduate student and non-student samples. *Meas Instrum Soc Sci* 4, 5 (2022). <https://doi.org/10.1186/s42409-022-00034-1>
- Jennifer K. Vrabel, Virgil Zeigler-Hill, Ashton C. Southard. (2017). Self-esteem and envy: Is state self-esteem instability associated with the benign and malicious forms of envy: A *journal of Personality and Individual Differences Volume123, 1March 2018, 100-104.* <https://doi.org/10.1016/j.paid.2017.11.001>
- Khan, M. H., & Noor, A. (2020). Does employee envy trigger the positive outcomes at workplace? A study of upward social comparison, envy and employee performance. *Journal of Global Business Insights*, 5(2), 169-188
- kristofora, E. Hendriati, A. (2021). *The Role of the Quality of Perceived Social Support in the Emotion Regulation Strategies of Adolescents in Jakarta*
- Kwiatkowska, M. M., Rogoza, R., & Volkodav, T. (2018). Psychometric properties of the benign and malicious envy scale: Assessment of structure, reliability, and measurement invariance across the United States, Germany, Russia, and Poland. <https://doi.org/10.31234/osf.io/7wutz>
- Kwiatkowska, M. M., Rogoza, R., & Volkodav, T. (2018, October 9). Psychometric properties of the Benign and Malicious Envy Scale: Assessment of structure, reliability, and measurement invariance across the United States, Germany, Russia, and Poland. <https://doi.org/10.1007/s12144-020-00802-4>
- Kwiatkowska, M. M., Rogoza, R., & Volkodav, T. (2022). Psychometric properties of the Benign and Malicious Envy Scale: Assessment of structure, reliability, and measurement invariance across the United States, Germany, Russia, and Poland. *Current Psychology: A Journal for Diverse Perspectives on Diverse Psychological Issues*, 41(5), 2908–2918. <https://doi.org/10.1007/s12144-020-00802-4>
- Lange, J., & Crusius, J. (2015). Dispositional Envy Revisited: Unraveling the Motivational Dynamics of Benign and Malicious Envy. *Personality and Social Psychology Bulletin*, 41(2), 284–294. <https://doi.org/10.1177/0146167214564959>
- Lange, J., & Crusius, J. Benign and Malicious Envy Scale. *Personality and Social Psychology Bulletin*.
- Mukherjee, S. (2023, March 19). *Pak's move to restrict imports will likely leave 8 million unemployed by '23-end.* mint. <https://www.livemint.com/economy/pakistans-move-to-restrict-imports-will-likely-leave-8-million-unemployed-by-2023end-11679247006098.html> Multidimensional scale of perceived social support Urdu. (n.d.). Psychology Roots. <https://psychologyroots.com/multidimensional-scale-of-perceived-social-support-urdu/>
- oman, S., Bhat, S. M., Latha, K. S., & Praharaj, S. K. (2016). Gender Differences in Perceived Social Support and Stressful Life Events in Depressed Patients. *East Asian archives of psychiatry : official journal of the Hong Kong College of Psychiatrists = Dong Ya jing shen ke xue zhi : Xianggang jing shen ke yi xue yuan qi kan*, 26(1), 22–29.
- Pignault, A., & Houssemand, C. (2018). An Alternative Relationship to Unemployment: Conceptualizing Unemployment Normalization. *Review of General Psychology*, 22(3), 355–366. <https://doi.org/10.1037/gpr0000148>

- Pignault, A., & Houssemand, C. (2018). An alternative relationship to unemployment: Conceptualizing unemployment normalization. *Review of General Psychology, 22*(3), 355-366.
- Şahin, D. S., Özer, Ö., & Yanardağ, M. Z. (2019). Perceived social support, quality of life and satisfaction with life in elderly people. *Educational Gerontology, 45*(1), 69-77.
- Sato, K., & Yuki, M. (2021). External validity of the benign and malicious envy scale with Japanese undergraduate student and non-student samples. *Current Psychology, 40*(5), 2635-2644. doi: 10.1007/s12144-020-01019-0
- Schaufeli, W. B., & VanYperen, N. W. (1992). Unemployment and psychological distress among graduates: A longitudinal study. *Journal of Occupational and Organizational Psychology, 65*(4), 283-299.
- Siedlecki, K. L., Salthouse, T. A., Oishi, S., & Jeswani, S. (2014). The Relationship Between Social Support and Subjective Well-Being Across Age. *Social indicators research, 117*(2), 561-576. <https://doi.org/10.1007/s11205-013-0361-4>
- Van de Ven, N., & Zeelenberg, M. (2018). Envy and social comparison. <https://doi.org/10.31234/osf.io/d2cq9>
- Van de Ven, N., Zeelenberg, M., & Pieters, R. (2012). Appraisal patterns of envy and related emotions. *Motivation and emotion, 36*(2), 195-204. <https://doi.org/10.1007/s11031-011-9235-8>
- Vrabel, J. K., Zeigler-Hill, V., & Southard, A. C. (2018). Self-esteem and envy: Is state self-esteem instability associated with the benign and malicious forms of envy?. *Personality and Individual Differences, 123*, 100-104.
- Vrabel, Jennifer & Zeigler-Hill, Virgil & Southard, Ashton. (2017). Self-esteem and envy: Is state self-esteem instability associated with the benign and malicious forms of envy?. *Personality and Individual Differences, 123*. 100-104. 10.1016/j.paid.2017.11.001.
- Wu, N., Ding, F., Zhang, R., Cai, Y., & Zhang, H. (2022). The Relationship between Perceived Social Support and Life Satisfaction: The Chain Mediating Effect of Resilience and Depression among Chinese Medical Staff. *International journal of environmental research and public health, 19*(24), 16646. <https://doi.org/10.3390/ijerph192416646>
- Xiang, Y., Chao, X., & Ye, Y. (2018). Effect of gratitude on benign and malicious envy: The mediating role of social support. *Frontiers in psychiatry, 9*, 139.
- Zimet, G. D., Dahlem, N. W., Zimet, S. G., & Farley, G. K. (1988). The Multidimensional Scale of Perceived Social Support. *Journal of Personality Assessment, 52*(1), 30- 41. https://doi.org/10.1207/s15327752jpa5201_2