

Impact of Aggression on Self-Esteem and Psychological Well-Being among Working Adults

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Abstract

The present study has been undertaken to understand the impact of aggression on self-esteem and psychological wellbeing among working adults. A quantitative cross-sectional survey design was used, and data was collected through a purposive sampling of 250 working individuals aged 20 to 50 years from various workplaces and offices in the twin cities of Rawalpindi and Islamabad. The study utilized the Brief Aggression Questionnaire (BAQ), Rosenberg Self-Esteem Scale (RSES), PWB (Psychological Wellbeing Scale) were applied separately to study aggression, self-esteem and psychological wellbeing. Rosenberg Self-Esteem Scale (RSES), PWB (Psychological Wellbeing Scale) were applied separately to study aggression, self-esteem and psychological wellbeing. Rosenberg Self-Esteem Scale (RSES), PWB (Psychological Wellbeing Scale) were applied separately to study aggression, self-esteem and psychological wellbeing. Rosenberg Self-Esteem Scale (RSES), PWB (Psychological Wellbeing Scale) were applied separately to study aggression, self-esteem and psychological wellbeing. Rosenberg Self-Esteem Scale (RSES), PWB (Psychological Wellbeing Scale) were applied separately to study aggression, self-esteem and psychological wellbeing. The data was analyzed using IBM SPSS version 27, employing correlation analysis to identify associations between variables, linear regression to determine the impact of aggression on psychological wellbeing, and independent sample t-tests to examine gender differences in aggression levels. Results revealed significant relationships between aggression, self-esteem, and psychological wellbeing. Moreover, aggression significantly impacted psychological wellbeing, and male participants exhibited higher levels of aggression compared to female participants. The findings highlighted that workplace aggression harms self-esteem and emotional wellbeing, stressing the need for supportive environments.

Keywords: Workplace Environment, Self-Esteem, Aggression, Psychological Wellbeing, Working Adults

Introduction

We live in a society where the pressures of professional life are ever-growing, and with it, the impact of aggression on working adults has become a pressing concern. Whether in the form of workplace hostility, interpersonal conflicts, or self-directed frustration, aggression can severely affect one's self-esteem and psychological wellbeing. The impact of aggression on self-esteem and psychological wellbeing is a growing area of concern, particularly among the working adults who face stress in their professional life. (Rowland James, 2024). Aggression whether in the form of workplace hostility, conflicts with others or frustration directed at oneself can lower self-esteem and disrupt psychological wellbeing. (Aaron Schat, 2021). Data

from National Institute for Occupational Safety and Health (NIOSH) illustrates that 60% of workers globally experience aggression, including workplace bullying, verbal abuse, and interpersonal conflicts (Rabbani, 2024). In Pakistan a 2022 survey conducted by the International Labor Organization (ILO) reported that about 55% of employees across various industries had experienced workplace bullying (Sobia Bashir, 2019). Additionally, workplace aggression in Pakistan is closely associated with increased levels of stress, burnout, and mental health challenges, which in turn negatively affect self-esteem and overall wellbeing. (M Jahangir et al., 2015). Self-esteem is self-awareness about one's own strength and weakness. (Rana, 2018). It is individual gratefulness, self-acknowledgment, self-judgment, and subjective respect of one's own. Self-esteem is the worthiness judgment related to the self-concept (Lahiri, 2024). Aggression is always associated with harmful emotional state as experiencing aggression in the workplace can harm self-esteem, making individuals feel undervalued, insecure or inadequate in their roles. This is especially true when aggression comes from supervisors or colleagues, as it can lead to sense of failure or self-doubt. (Luhtanen, Ria, 2021). When self-esteem is affected, it can hinder personal growth, job performance and motivation ultimately impacting an individual's satisfaction with both work and life. (Nolan Iglesia, Cimafranca III, Anitha Mary, Mathew, daffline gladson, 2017).

Literature also identified several demographic predictors of complex and self-esteem and aggressive behavior among secondary school students including gender, ethnicity and socioeconomic-status (SES). Higher aggressive rate have been found in males as comparatively in females (Arulsamy, P Chamundeswari Dr. S and Shafique, 2023). Additionally, self-esteem positively correlates with academic achievement ($r=0.276$, $p=0.002$) and self-actualization. (Rashid Jabbarov, Mushviq Mustafayev, Jeyhun Aliyev, 2023). There is mixed evidence linking ethnicity towards aggression, with some researches showing higher rate of aggression in Brown and White population (Hugo Simkin, Priya, Kishor Roy, 2019), higher use among racial minority university students (BJ Bushman et al., 2010). Also aggression is higher among university students and teenagers, with males reporting higher than females (Paul O. Ajao, Tunmise S. Ajao, 2024). Several studies have investigated the factors associated with higher aggressive rate leading to lower self-esteem among adolescents (Sadia Shafiq. Saba, 2023; Gregory Webster et al., 2015; B. Nezlek et al., 2018; Richa Kapoor et al., 2021; Gregory D. Webster et al., 2017; Olivia E. Atherton et al., 2022). Studies indicated that males with higher aggressive rate have lower self-esteem (Sadia Shafiq. Saba, 2023; Hairong Yu et al., 2019, Ayesha Khaliq, 2022, Alexandra Apesland et al., 2018). According to Lazarus and Folkman's Transactional Model of Stress and Coping (1984), stress is a response to perceived external threats, aggressive behaviors at work, and the way individuals cope with these stressors determines their emotional and psychological outcomes (Amanda Biggs et al, 2017). Self-esteem, as defined by Rosenberg's Self-Esteem Theory (1965), is an individual's subjective evaluation of their worth. This concept posits that self-esteem is an important driver of emotional and psychological states. When individuals experience aggression in the workplace, especially from supervisors or peers, their self-perception may become negatively skewed, leading to feelings of inadequacy, worthlessness, or failure. (Jelisavac, 2012). Deci and Ryan's Self-Determination Theory (1985) emphasizes autonomy, competence, and relatedness as key to wellbeing. Workplace aggression can diminish these needs, lowering psychological wellbeing by reducing control, performance, and relationships. (Taljaard Swart, 2018).

The Cognitive-Behavioral Model (Beck, 1967) also contributes to understanding the impact of aggression on self-esteem, asserting that negative experiences, including aggression, can lead to distorted thinking patterns about oneself, reinforcing feelings of low self-worth (Giulio Vidotto, Laura Giuntoli, 2018). According to Ryff's Six-factor Model of Psychological Wellbeing (1989), wellbeing consists of six components: self-acceptance, positive relations

with others, autonomy, environmental mastery, purpose in life, and personal growth. Aggression at work directly impacts these dimensions, particularly self-acceptance, relationships, and personal growth (Fatima, 2023). Aggression may cause individuals to feel disempowered and socially disconnected, negatively affecting their emotional stability and life satisfaction. The Social Support Theory (Cohen & Wills, 1985) suggests that social support buffers the negative effects of stress, but aggression often undermines the potential for supportive relationships in the workplace, further diminishing psychological wellbeing (Pritchard, 2021).

Rationale

Keeping in view the literature, many studies focused on the social and demographic factors but the social factors with psychological factors have not been studied well in the combination. This research aimed to address this gap by conducting the impact of aggression self-esteem and psychological wellbeing among working adults. A significant research gap remains in examining the specific mechanisms through which factors like gender, social support, aggression, and resilience impact wellbeing. (Fadel Ali Falah Al-Zoubi, 2017). This study aimed to identify how aggression influences self-worth in a professional setting, working adults often face stressors that can trigger aggressive behavior or responses, potentially impacting their self-esteem and psychological wellbeing. By understanding these dynamics, organizations can better support their employees mental health to the development of effective programs aimed at reducing aggression and promoting psychological wellness in the workplace. The findings from this research will not only contribute to the academic understanding relationship between aggression, self-esteem and psychological wellbeing but will also inform public health, practitioners, policymakers and intervention developers. This study will help design targeted strategies' to enhance self-esteem, foster resilience, and promote mental health, particularly for the individuals navigating social and occupational challenges. Finally, these findings can inform future research and practical interventions to enhance self-esteem and psychological health in professional settings.

Ultimately, Findings of this research study will indirectly target Sustainable Development Goals of good health and well-being; by shedding light on the impact of workplace aggression on the psychological wellbeing and self-esteem among working adults. By addressing the negative effects of aggression in the workplace, this study can contribute to a healthier work environment, reduce stress, and enhance mental health, all of which are crucial for fostering wellbeing

Methods

Objectives

- To examine the relationship between aggression, self-esteem and psychological well-being among working adults.
- To identify the demographic based differences of aggression, self-esteem and psychological wellbeing among working adults.

Hypotheses

- There was a significant relationship between aggression, self-esteem and psychological wellbeing among working adults.
- Aggression had a significant impact on psychological wellbeing.
- Aggression had a significant impact on self-esteem.
- Aggression, self-esteem and psychological well-being was higher among men as compared to women among working community.

- Aggression, self-esteem and psychological well-being was higher among those with more than 10 years of work experience as compared to those with less work experience among working community.

Research Design

This research was based on a quantitative cross-sectional survey method. A cross-sectional study is a type of research design in which you collect data from many different individuals at a single point in time. In cross-sectional research, you observe variables without influencing them. It emphasis on numerical data, allowing for statistical analysis and objective measurements of variables. This method aims to quantify variables and examine potential relationships or differences between them. (Thomas, 2023).

Sample

The research sample consisted of 250 participants within the age range of 20-50 years. Data was drawn through Raosoft. Data was collected using purposive sampling technique from workplaces and offices of twin cities.

Inclusion Criteria

- Only those participants who were currently employed (full-time or part-time) were included.
- Working adults within age range of 20-50 years were selected.

Exclusion Criteria

- Individuals who were currently unemployed, including retirees, students without jobs, or those actively seeking employment, were not included.
- The research excluded both people younger than 20 and people older than 50.

Operational Definition

Aggression

Aggression is when someone or something is challenged or attacked. It is common for it to be intended to cause harm, but it can also be put into creative uses (Rashid Jabbarov, Mushviq Mustafayev, 2022). The behavior can take place due to provocation or not at all. In humans, different things can set off aggression. This idea is developed in Turner et al. (2019).

Self-Esteem

Self-esteem is confidence in one own worth, abilities, or morals. It encompasses beliefs about oneself as well as emotional states, such as despair, pride and shame (Zuzana Katreniakova et al., 2014). The self-concept is what we think about the self, is the positive or negative evaluations of the self, as in how we feel about it. (Hewitt, John P, Handan Turan Dizdar, 2023).

Psychological Wellbeing

Psychological wellbeing means how healthy and well someone is emotionally and as a whole person. Positive social relationships, independence, familiarity with the environment, self-acceptance, purpose in life and personal growth form it. Morin, Aderonke A. Akintola, "Working Toward True Diversity Within International Business" Journal of African American Studies 22, no. 2 (2018).

Instruments

Brief Aggression Questionnaire (BAQ)

The Brief Aggression Questionnaire (BAQ) was developed by Webster in 2014 is a widely used psychometric tool designed to assess different dimensions of aggression, comprising of 12 items, the BAQ utilizes a 5-point Likert scale (ranging from 1 = "Extremely uncharacteristic

of me" to 5 = "Extremely characteristic of me") to measure the frequency and intensity of aggressive behaviors and emotional responses. (Harshmeet Kaur, Gregory D. Webster, Peter K. Jonason, 2018). Alpha cronbach reliability ranges from 0.85 to 0.90, indicating strong internal consistency across the full scale. (Hill., G Felsten & V, 2017)

Rosenberg Self-Esteem Scale (RSES)

The Rosenberg Self-Esteem Scale (RSES) was developed by Morris Rosenberg in 1965 is a widely used tool to measure an individual's overall self-worth or self-esteem. This 10-item scale assesses both positive and negative feelings about oneself using a 4-point Likert scale (1 = strongly disagree, 4 = strongly agree). Alpha cronbach reliability ranges from 0.82 to 0.88. The scale is divided into two categories: positive items (e.g., "I feel that I am a person of worth, at least on an equal plane with others") and negative items (e.g., "At times I think I am no good at all") (SJ, Sinclair; MA, Blais; DA, Gansler; E, Sandberg; K, Bistis, 2022)

Psychological Wellbeing (PWB)

The Psychological Well-Being (PWB) was developed by Carol Ryff, in 1989 to measure an individual's overall psychological well-being. It is a 42-item scale assesses six key dimensions of well-being: self-acceptance, personal growth, purpose in life, environmental mastery, autonomy, and positive relationships with others. Alpha cronbach reliability of this scale is 0.88. The scale uses a 6-point Likert scale (1 = strongly disagree, 6 = strongly agree) to rate the extent to which each item reflects the individual's feelings or behaviors. (Kitayama, S., Park, J., Karasawa,, 2020)

Procedure

Participants were approached from different workplaces and offices of Rawalpindi and Islamabad. The participants were briefed about the research study and purpose of the study. Informed consent was taken from the participants. After taking the informed consent, the questionnaires were given to the participants. At the end, the participants acknowledged for their cooperation and participation in the study.

Ethical Considerations

Ethical considerations were taken into account. Informed consent was obtained from research participants and data was kept confidential. Confidentiality and anonymity was ensured to the participants and at the end of the collection of the data participants were acknowledged for their cooperation and participation in our research study.

Data Analysis

Data was analyzed using IBM SPSS 27. Correlation analysis, linear regression, T-test, and One-Way ANOVA was performed to investigate relationship between aggression, self-esteem and psychological wellbeing.

Results

The current study aimed at identifying impact of aggression on self-esteem and psychological wellbeing among working adults. It has divided into two sections. First section comprises of descriptive statistics and psychometric properties. The second section includes the hypothesis testing that had been checked by various statistical analyses.

Section I – Descriptive Statistics and Psychometric Properties

This part of the descriptive analysis describes three scales we used, along with details about the demographics included in the study.

Table 1 Mean, Standard Deviation, Range and Cronbach alpha reliability of brief aggression questionnaire, Rosenberg self-esteem scale, and psychological wellbeing (N=250)

Variables	N	M	SD	Range	α
BAQ	250	39.5	9.63	49	.86
RSES	250	25.16	4.34	25	.70
PWB	250	146.3	24.2	171	.91

Note: BAQ =Brief aggression questionnaire; RSES = Rosenberg self-esteem scale; PWB=Psychological wellbeing; N = Total Number of Participants; M = Mean; SD = Standard Deviation; α = Cronbach alpha.

Table 1, shows the mean, standard deviation and normality result of the data. This result indicates that the data is mildly deviated from its mean. Range has also been checked which is 49,25, and 171 respectively. The alpha reliability of brief aggression questionnaire is .86 which indicates higher reliability. The alpha reliability of Rosenberg self-esteem scale .70 which indicates moderate reliability. The alpha reliability of psychological wellbeing scale is .91 which also indicates high reliability.

Table 2 Socio-demographic variables of study participants (N = 250)

Variables	N	%
Gender		
Male	105	42
Female	145	58
Age		
20-30	88	35.2
31-40	101	40.4
41-50	61	24.4
Marital Status		
Single	121	48.4
Married	127	50.8
Other	2	.8
Education		
High School or equivalent	45	18
Bachelor's Degree	129	51.6
Master's/Doctorate Degree	76	30.4
Socioeconomic Status		
Lower	34	13.6
Middle	158	63.2
Upper	58	23.2
Position		
Entry-Level	61	24.4
Mid-Level	119	70
Senior-Level	70	28
Work Experience		

Less than 5 years	95	38
5-10 years	108	43.2
More than 10 years	47	18.8

Note: % = percentage

Table 2 sets out the frequency and percentage breakdown of basic demographics. A look at how often and how many were represented in each of demographic categories. There were 145 females and 105 males. In age range 88 participants were lying between 20-30 whereas 101 participants were lying between 31-40 and 61 participants were there in 41-50. Marital status was split into 2 categories where 127 participants were married and 121 participants were single. Most of the participants were having a Bachelor's degree that is 129. Participants in socioeconomic status 158 belong to a middle class family, 34 lower and 58 from upper class family. Position was divided into 3 categories as 119 participants were from the middle level whereas 70 were at senior level and 61 were at their entry level of position at their employment status.

Section II - Hypothesis Testing

Correlation, regression and t-test was used to check the statistical result among aggression, self-esteem and psychological wellbeing.

Table 3 *Inter correlation of aggression, self-esteem and psychological wellbeing.*

Variables	N	M	SD	1	2	3
1.BAQ	250	39.5	9.63	-		
2.RSES	250	25.16	4.34	.56**	-	
3.PWB	250	146.34	24.20	.35**	.41*	-

Note: BAQ = Brief Aggression Questionnaire; RSES = Rosenberg self-esteem scale; PWB = Psychological wellbeing scale; N = Total Number of Participants; M = mean; SD = standard deviation (Significance level; $p < .05$).

In Table 3, the Pearson correlation is provided for aggression, self-esteem and psychological wellbeing. The data suggest that aggression is moderately linked to self-esteem. There is also a clear negative moderate relationship between self-esteem and psychological wellbeing. So, we find that aggression, self-esteem and psychological wellbeing all share a moderate bond.

Table 4 *Regression coefficient of aggression on self-esteem.*

Variables	B	S.E	t	p
Constant	15.14	.963	15.72	.000
RSES	.254	.024	10.7	.000

Note: B = unstandardized beta; S.E = standard error; p = Significance level; $R^2 = 31\%$

Table 4 shows the linear regression among aggression and self-esteem. The results in this table show that aggression is positively predicting the self-esteem and is highly significant ($p = .000$) through this value. The aggression variable as a predictor is showing 31% variance in self-esteem. The overall findings suggest that aggression predicts self-esteem.

Table 5 Regression coefficient of aggression on psychological wellbeing.

Variables	B	S.E	t	p
Constant	181.19	6.07	29.83	.000
PWB	-.882	149	-5.90	.000

Note: B = unstandardized beta; S.E = standard error; p = Significance level; $R^2 = 12\%$

Table 5 shows the linear regression among aggression and psychological wellbeing. The results in this table are positively predicting the and is highly significant ($p = .000$) through this value. The aggression variable as a predictor is showing 12% variance in psychological wellbeing. The overall findings suggest that aggression predicts psychological wellbeing.

Table 6 Mean Differences, Standard Deviation, and t-value among age (N = 50) aggression, self- and psychological wellbeing.

Variables	Male (n = 105)		Female (n = 145)		p	t	95% CI	
	M	SD	M	SD			UL	LL
BAQ	44.35	8.12	35.98	9.11	.000	7.49	10.57	6.17
RSES	26.72	3.81	24.02	4.36	.000	5.09	3.74	1.65
PWB	138.2	19.53	152.24	25.57	.000	-4.71	-8.17	-19.9

Note: n = Total Number of Participants; M = Mean; SD = Standard deviation; p = Significance level i.e. <0.05 ; CI = Confidence interval; UL = Upper limit; LL = Lower limit; BAQ = Brief Aggression Questionnaire; RSES = Rosenberg self-esteem scale; PWB = Psychological wellbeing scale

There appear to be few differences related to gender in this data when analyzed statistically as seen in Table 6. On Brief aggression questionnaire and Rosenberg self-esteem scale the male participants have slightly higher score ratio (BAQ: M = 44.35, SD = 8.12 & RSES: M = 26.72, SD = 3.81) as compared to those female participants (BAQ: M = 35.98, SD = 9.11 & RSES: M = 24.02, SD = 4.36). On Psychological wellbeing scale the male participants have slightly lower score ratio (M = 138.2, SD = 19.53) as compared to those female participants (M = 152.24, SD = 25.57)

Table 7 Mean differences on aggression, self-esteem and psychological wellbeing (N=250).

Variables	Less than 5 years (n=92)		5-10 years (n=108)		More than 10 years (n=47)		F
	M	SD	M	SD	M	SD	
RSES	24.27	4.52	25.81	4.24	25.45	3.96	3.33
PWB	148.31	27.92	144.99	22.59	145.49	19.42	0.58
BAQ	37.05	10.35	40.56	8.36	42	9.93	5.49

Note: M=Mean; SD = Standard deviation; p=Significance level i.e. <0.05 ; BAQ=Brief Aggression Questionnaire; RSES = Rosenberg self-esteem scale; PWB = Psychological wellbeing scale

In table 7, One-Way ANOVA was performed on the work experience. The results show the mean differences on psychological wellbeing of less than 5 years, 5-10 years and more than

10 years. Similarly mean differences on aggression of less than 5 years, 5-10 years and more than 10 years. And similarly mean differences on self-esteem of less than 5 years, 5-10 years and more than 10 years. The result indicates that psychological wellbeing traits are higher among those who have work experience less than 5 years than those of 5-10 years. Moreover, psychological well-being is higher among the ones who have less than 5 years and the ones who have more than 10 years' work experience.

Discussion

This research aim was to examine and study the relationship between aggression and self-esteem and psychological wellbeing among working adults. The sample consisted of 250 participants using questionnaires such as The Brief Aggression Questionnaire (BAQ), Rosenberg Self-Esteem Scale (RSES) and Psychological Well-Being (PWB) scale. The participants were within the age range of 20 to 50 years. Data was collected using purposive sampling technique from workplaces and offices of twin cities. The data was analyzed using IBM SPSS 27. Correlation analysis, linear regression and T-test was performed to investigate relationship between aggression, self-esteem and psychological wellbeing.

Frequency and percentages performed across each of the demographic variables. There were 145 females and 105 males. In age range 88 participants were lying between 20-30 whereas 101 participants were lying between 31-40 and 61 participants were there in 41-50. Marital status was split into 2 categories where 127 participants were married and 121 participants were single. Most of the participants were having a Bachelor's degree that is 129. Participants in socioeconomic status 158 belong to a middle class family, 34 lower and 58 from upper class family. Position was divided into 3 categories as 119 participants were from the middle level whereas 70 were at senior level and 61 were at their entry level of position at their employment status.

The result indicates that there is a positive moderate relationship exists in between aggression and self-esteem which can be understood through the lens of Pakistani culture, which is shaped by collectivist values, patriarchal structures, and socio-religious norms. In many areas of Pakistan, especially in male-dominated settings, aggressive behavior may be accepted or even encouraged as a sign of strength, dominance, or self-assertion. Males who show aggression may feel empowered or validated by those around them, which can boost their self-esteem. As a positive association exists between self-esteem, narcissism, and aggression among Pakistani youth, with aggression increasing when self-worth is dependent on external validation (Moazama Anwar, Babak Mahmood, Muhammad Kashif Hanif, 2016), Aggression in university students is influenced by cultural norms such as emotional suppression, male dominance, and limited expression of vulnerability (M. Adnan Khalid, N. Shafique, Akhtar Bibi, 2020). Egoistic self-esteem positively correlates with relational aggression, where individuals justify hostile behavior to protect or reinforce their self-image (Sonia Mukhtar, 2013). Aggression among students is shaped by family pressure, cultural expectations, and social stress, often becoming a learned response to protect personal or collective pride (Muhammad Zaman, Imran Sabir, 2019). The rate of aggression in the South Asian context reflects the influence of collectivist values, moral codes, and gendered expectations, making it a culturally embedded expression of self-worth (Anjum Kazimi, Sohni Siddiqui, Zahid Ahmed, 2021). Individuals whose self-worth is contingent on external validation or prone to rapid shifts are more likely to engage in hostile or aggressive behavior when faced with perceived threats or failures (Virgil Zeigler-Hill, Brian Enjaian, Christopher J. Holden, 2014). Students with low self-esteem tend to express higher levels of both physical and verbal aggression, potentially due to feelings of insecurity or inadequacy that arise in social and academic environments (Kiran Noopur Shukla., 2016).

It is also seen that there is a moderate negative relationship between self-esteem and psychological well-being. In Pakistani culture, this may be because self-esteem is often based on what others think rather than how a person feels about themselves. Many people, especially young individuals, build their self-worth through social approval, family pressure, academic success, or religious expectations. When they cannot meet these standards, their self-esteem might still look fine on the outside, but inside, they may feel unhappy, stressed, or mentally tired. This can reduce their overall psychological well-being, which helps explain the negative connection. Peer pressure negatively affects both self-esteem and psychological well-being among university students in Pakistan, suggesting that social influences can undermine mental health (Ibrahim, Mohammad Hussain, Khurshaid, 2025). Adherence to honor culture leads to emotional suppression, which adversely impacts the psychological well-being of Pakistani youth, highlighting cultural factors in mental health challenges (Sana Munawar, Awais Ur Rahman, Sidra Mustaqeem, 2023). Perceived social support and self-efficacy are positively correlated with psychological well-being among Pakistani adolescents, emphasizing the role of supportive environments in mental health (Sumaira Kausar, Humaira Naz, 2022). Lower self-esteem is linked to higher depressive moods in individuals with mood disorders, indicating that enhancing self-esteem could be beneficial in treatment (Hajime Baba, Shinsuke Kito, 2022).

The overall findings suggest that there is a positive relationship between aggression and psychological wellbeing. Higher levels of aggression are linked with lower psychological well-being in adolescents, as aggressive behavior tends to disturb emotional balance during developmental years (Harshmeet Kaur, 2018). As aggression increases, psychological well-being tends to decrease among school-going adolescents, showing that poor emotional control affects their inner peace and mental clarity (Kumar, Mukesh¹; Arpita, Hiremath, Kapoor, Nimonkar, Richa, Goswami, Ravishekar N., Ravi, 2023). Individuals with higher aggression scores tend to show lower psychological well-being regardless of athletic status, suggesting that emotional regulation may play a stronger role in well-being than physical activity (Ms. Aparna Jha, 2022). Both hypertensive and healthy adults experience reduced psychological well-being when aggression is elevated, as aggressive responses may interfere with healthy coping strategies (Shreya Sharma, Kiran Srivastava, Anshuma Dubey, 2015).

Young adults with pets experience better psychological well-being and show lower aggression, possibly because emotional support from animals softens aggressive tendencies (Neerja Pandey, Seema Rani Sarraf, Pravarthika Raghavan, 2023). Higher aggression and lower psychological well-being are common in individuals with excessive social media use, as constant online exposure heightens emotional reactivity (Muhammad Sajjad Shahid, Rida Yousaf, Havaida Munir, 2019). Students with strong emotional intelligence show fewer aggressive tendencies and better mental health, as managing emotions protects against anger and emotional exhaustion (Akhtar Bibi, A. Saleem, M. Adnan Khalid, N. Shafique, 2020). Emotional awareness is linked with improved well-being and reduced aggression, as mindful individuals manage stress calmly and avoid impulsive outbursts (Somal Khan, Muhammad Haris Khan Khattak, Iqra Hidayat, Mussarat Jabeen Khan, 2025). The findings suggest linear regression among aggression and self-esteem which shows that aggression is positively predicting the self-esteem and is highly significant. Aggression is strongly influenced by self-esteem levels, with lower self-esteem leading to higher aggression, highlighting the importance of self-esteem in reducing aggressive tendencies (Laramie D Taylor, Pamela Davis-Kean, Oksana Malanchuk, 2007). When self-esteem is low, aggression tends to be higher, with self-control and other factors playing a significant role in shaping this outcome (Peng-Wei Wang, Huang-Chi Lin, Chih-Hung Ko, Tai-Ling Liu, 2015). Significant correlations were found

between aggression and self-esteem, highlighting the impact of sibling dynamics on individual self-worth these findings emphasize the importance of addressing relational factors in self-esteem development (Kondinya, S., & Parthi, K, 2024). Inmates with lower self-esteem exhibited higher levels of passive aggression, suggesting that diminished self-worth may contribute to indirect forms of aggression this highlights the need for self-esteem enhancement in correctional settings (Youngyol Yim Schanz, 2017). Defensive self-enhancement emerged as a strong predictor of verbal aggression, suggesting that individuals with fragile self-esteem may be more prone to aggressive communication these findings highlight the role of self-esteem in communication styles (Kosberg, Andrew S. Rancer, 2008). Unstable self-esteem was linked to higher levels of both reactive and proactive aggression, indicating that fluctuations in self-worth may predispose individuals to aggressive behaviors. This underscores the need for interventions targeting self-esteem stability (Eunju J. Lee, 2014). A study based on information from different studies found that self-esteem is linked with more aggression and that the type of connection depends on different aspects of individuals and society (Roland Hischier, Francesca Reale, Valentina Castellani, Serenella Sala, 2015). A study among university students observed a slight difference between males and females, with males exhibiting more self-esteem associated with aggression than females, this indicates that gender may play a role in the relationship between self-esteem and aggression (Hassan, 2024).

The statistical analysis indicates minimal gender differences, with male participants showing slightly higher scores in aggression and self-esteem, while female participants exhibit slightly higher scores in psychological well-being. Males exhibited higher levels of aggression, while both genders had similar levels of self-esteem and body esteem (Um E Kalsoom, Khaista Noreen, 2021). The relationships among self-esteem, emotion dysregulation, anger, and aggression in community men and women were investigated self-esteem and attitudes toward violence were significant predictors of aggressive behavior, with emotion dysregulation mediating the relationship between self-esteem and aggression (Elsevier, Lacasse, Kane, 2019). Gender differences in global self-esteem were analyzed, revealing a small but consistent effect favoring males, particularly in late adolescence, societal influences and gender expectations were discussed as potential reasons for this difference (K C Kling, J S Hyde, C J Showers, B N Buswell, 2004). Associations between these symptoms and lower subjective well-being and self-esteem were stronger for boys than for girls (Ruth Derdikman-Eiron 1, Marit S Indredavik, Grete H Bratberg, Gunnar Taraldsen, Inger Johanne Bakken, 2011).

Limitations

- If the data on aggression, self-esteem, and psychological wellbeing is collected through self-reports, this introduces the possibility of social desirability bias. Participants may underreport aggressive behaviors or overstate their self-esteem or psychological wellbeing, leading to inaccuracies in the data.
- The research limits participants to the age range of 20-50 years, which may exclude significant findings from younger or older working adults. Psychological wellbeing and aggression might manifest differently in people outside of this age group, reducing the ability to generalize findings across all working adults.
- The exclusion of unemployed individuals, retirees, and students reduces the scope of the study. The psychological impacts of aggression on self-esteem and wellbeing may differ significantly between employed and non-employed individuals, and excluding these groups may lead to a narrow understanding of the phenomenon.
- The study is conducted in the twin cities and focuses on participants who are currently employed. This geographic and occupational focus may not capture the broader cultural and demographic diversity that exists in other regions or among different socioeconomic groups, limiting the external validity of the findings.

- Psychological wellbeing is a broad concept, and the study may not capture all the factors that contribute to an individual's wellbeing. If the study does not adequately address all dimensions of wellbeing (e.g., environmental mastery, sense of purpose), it may overlook key aspects that are affected by aggression and self-esteem.

Future Recommendations

- Future research study could benefit from using multiple methods of data collection like behavioral observations, peer feedback, or even physiological measures alongside self-reports. This would help paint a more honest and accurate picture, especially when it comes to sensitive topics like aggression and self-worth.
- Including participants younger than 20 and older than 50 could offer valuable insights, as people at different life stages might experience and express aggression and wellbeing in unique ways.
- It would also be helpful to involve individuals who are not currently employed such as students, retirees, or those between jobs since their experiences might reveal different patterns in how self-esteem and wellbeing are affected.
- Expanding the research beyond the twin cities to include people from a wider range of regions and socioeconomic backgrounds would help reflect the diversity of real-world experiences and make the findings more widely applicable.
- Looking at psychological wellbeing through a broader lens considering things like a sense of purpose, autonomy, and how people relate to others would give a more complete understanding of how wellbeing is shaped by self-esteem and aggression.

Implications

The findings of this study carry several meaningful implications, especially for workplaces, mental health professionals, and policymakers. Understanding the impact of aggression on self-esteem and psychological wellbeing can help organizations create healthier and more supportive environments for their employees. They highlight just how deeply workplace aggression whether it's subtle, like ignoring someone, or more obvious, like harsh words can affect a person's self-esteem and overall psychological wellbeing. Even seemingly small acts of hostility can quietly wear down an individual's confidence and sense of safety. That's why it's crucial for organizations to foster a culture where respect, empathy, and open communication are valued every day. Simple training in emotional regulation, conflict resolution, and active listening can reduce tension and help employees feel more supported. Mental health professionals can also use these insights to help clients rebuild confidence and manage stress caused by workplace aggression. Noticing signs of distress and offering help early can prevent more serious mental health issues. Overall, the research study shows that when employees feel safe and valued, they perform better. Prioritizing mental wellbeing isn't just kind it builds stronger, more engaged teams.

Conclusion

The study aimed to explore how aggression relates to both self-esteem and psychological wellbeing among working adults. Specifically, it sought to examine whether individuals who experience higher levels of aggression also report lower levels of self-esteem and diminished psychological wellbeing by focusing on working adults between the ages of 20 to 50 year. The findings revealed a positive moderate relationship exists in between aggression and self-esteem. As levels of aggression increased, there tended to be a noticeable decline in self-esteem and overall psychological health. Furthermore, gender differences were observed, with men generally reporting higher levels of aggression than women. While this finding aligns with broader social patterns, it also reminds us that aggression is a deeply personal and often socially shaped behavior one that may be influenced by norms, expectations, and emotional coping

styles unique to each individual. These results underscore how complex and deeply rooted aggression can be, especially in environments where competition, authority dynamics, and stress are prevalent. The study offers valuable implications for organizations, mental health professionals, and policymakers. There is a growing need to address aggression not just as a disciplinary issue, but as a psychological and organizational concern that requires empathy, awareness, and structured support systems. Encouraging emotionally intelligent leadership, implementing training programs on conflict resolution, and fostering open communication can all contribute to a healthier work environment. Recognizing the impact of aggression on self-worth and emotional wellbeing is essential in promoting mental health and sustaining a productive, respectful workplace culture.

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