

Unravelling the Determinants of Life Satisfaction in India: A DEMATEL-Based Structural Approach

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ABSTRACT

Life satisfaction (LS) is a crucial component of subjective well-being. This study investigates determinants that influence life satisfaction among youth in the Indian context. This research employs DEMATEL technique, a multi-criteria decision-making method, to categorise the determinants by analyzing causal relationships among the determinants. In this study, cause-and-effect relationship revealed that altruism is the primary determinant of life satisfaction, while demographics emerged as the second most relevant causal determinant. Understanding the determinants of life satisfaction helps policymakers design targeted interventions that can improve the population's overall well-being. This study can facilitate a more comprehensive comprehension of the determinants that influence life satisfaction and their reciprocal influence on one another.

Keywords: *Life Satisfaction, Impact Relation Map (IRM), Altruism, Cause-And-Effect Relationship, Determinants*

Life satisfaction is a crucial aspect of positive psychology, which seeks to uncover & develop strengths to prevent various psychopathological issues (Veenhoven, 1988). Subjective well-being is a composite of both cognitive and emotional elements. Happiness elucidates the affective aspect (Ott 2013), conversely, life satisfaction serves as an example of the cognitive component (Duncan 2010; Van Hoorn et al. 2010). Affective, evaluative, and objective pleasure are the three categories of happiness. When people are actively involved in meaningful activities and have strong social connections, they experience affective satisfaction. Conversely, evaluative enjoyment is felt when an individual's social standing surpasses that of others (Helliwell et al., 2011). Taking into account an individual's mood and satisfaction, an objective happiness assessment evaluates average utility throughout time (Alexandrova, 2005). Objective pleasure, as evaluated by different medical procedures, is more suited to the realm of science than the social sciences. When it comes to the cognitive side of subjective well-being, one's level of LS is a depiction of how content they are in general. It is said to be a reasonable assessment of a person's health. The words "happiness," "life satisfaction," and "subjective well-being" are defined in different ways by academics. Some scholars may use these terms interchangeably, others

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may have separate definitions for each term (Frey 2008; Veenhoven 2007, 2012; Gryphon 2007).

To feel good about oneself, one must be satisfied with one's life. According to Diener et al. (1985) and Lopez-Ortega et al. (2016), people engage in this process when they cognitively assess their overall quality of life using appropriate criteria, particularly about their living conditions and surroundings. Suldo et al. (2006) reported LS is key indicator of health, happiness, and functioning in young people; it was first described by Shin and Johnson (1978) as a cognitive appraisal of one's overall life. In India, life satisfaction has been studied concerning factors such as income, education, health, and family relationships, with varying results depending on the population and region under study (Gupta & Bhardwaj, 2021).

The field of positive psychology has reignited scientific research aimed at comprehending the techniques needed to attain one of the human race's fundamental desires: happiness and a fulfilling existence. The transition from solely studying mental disorders to placing greater importance on the good aspects of life has allowed researchers to explore the factors that contribute to a meaningful existence (Fabricatore and Handal 2000). The level of youth life satisfaction provides compelling evidence indicating that it is not solely influenced by psychological factors such as self-esteem and positive affect. It also serves as a significant predictor of both psychological systems, such as physical health and depression, and psychological states (Gilman et al., 2004a).

Current trends, such as the emphasis on mental health, sustainability, and work-life balance, reflect a shift in societal priorities that directly impact life satisfaction. The global focus on mental well-being has led to greater awareness and resources devoted to enhancing life satisfaction (World Health Organization, 2021). Additionally, the rise of the gig economy and flexible work arrangements offers new opportunities and challenges, affecting how people perceive their work-life balance and overall satisfaction.

In Chen's (2012) study, the author further investigated the impact of technology & modernization on LS in quickly growing areas. Researches reveal that if an individual is financially well than life satisfaction will be increased, and if the change is very drastic than stress is rigorously increased counteracting these advantages. While access to information, social connectivity, and convenience have improved, there is also growing concern over digital addiction, privacy issues, and the erosion of face-to-face interactions (Twenge, 2019). The rapid pace of technological change and its integration into daily life continues to reshape how individuals experience satisfaction and fulfilment.

LS is a crucial parameter in attaining positivity in life and plays significant role in deciding various life outcomes. What makes individuals happy, contented, and pleased with life has been the subject of previous studies. Individuals' ages, genders, marital statuses, educational attainment, income, emotional and physical well-being, self-awareness, and spirituality are some of the factors that influence this.

Academic studies on life satisfaction have drawn several researchers with different aims and approaches from all over the world. However, studies are done to evaluate the relationship between the various determinants of life satisfaction. In this fast-moving world where life has become robotic, the market has a strong impact on lives, living standards are rapidly changing, and lowered life satisfaction has become a great challenge nowadays.

Technology, particularly digital advancements, has emerged as a double-edged sword in influencing life satisfaction. While access to information, social connectivity, and convenience have improved, there is also growing concern over digital addiction, privacy issues, and the erosion of face-to-face interactions (Twenge, 2019). The rapid pace of technological change and its integration into daily life continues to reshape how individuals experience satisfaction and fulfilment. Economic conditions have a significant contribution to determining life satisfaction.

We tried to identify the determinants that are responsible for life satisfaction by reviewing the literature, interviews with subject experts, and brainstorming sessions. Since there is a dearth of research on the factors that contribute to people's happiness, we relied on in-depth interviews and group brainstorming sessions to identify the majority of the components that make up life satisfaction.

REVIEW OF LITERATURE

The past decade has witnessed lowered levels of life satisfaction among youths in India. However, significant amount of literature studying the connection between factors of LS. There isn't a single research that captures all the aspects influencing life satisfaction. These two considerations inspired us to conduct this research, which will scour the current literature and consult with industry experts to determine what factors contribute to the happiness of young Indians.

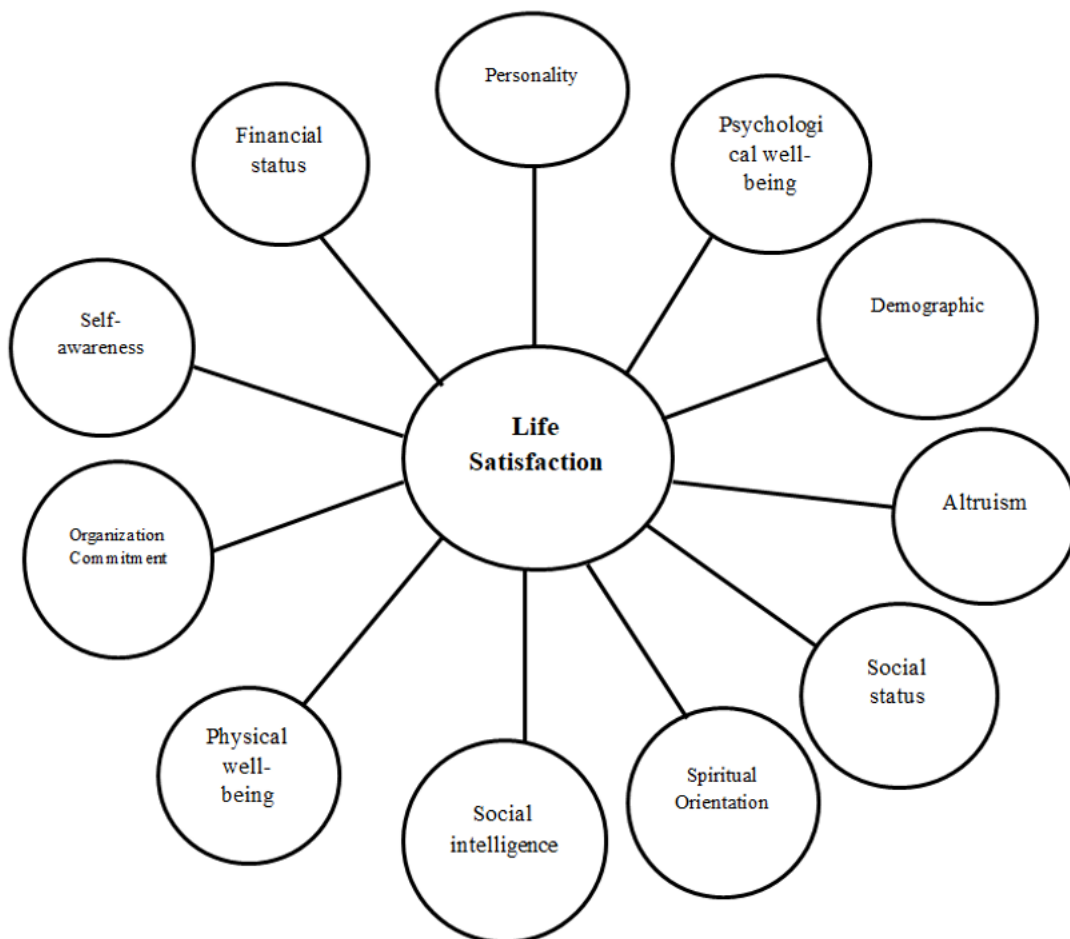


Fig .1 Various determinants of life satisfaction

Unravelling the Determinants of Life Satisfaction in India: A DEMATEL-Based Structural Approach

Authenticity, self-compassion, and quiet ego—the three pillars of self-concept—were mutually supportive. The results demonstrate a positive relation between LS and the following traits: quiet ego, authenticity, and self-compassion. Emotion, honesty, self-fulfillment, autonomy, and role congruence are some of the self-concept characteristics that researchers have identified, and they are connected with LS (Palacios et al., 2015; Reich et al., 2013). Self-compassion has a significant contribution in promoting LS through its indispensable parts. Mindfulness, self-compassion, and a common humanity are positively associated with well-being and LS; mindfulness & a common humanity have been found as good predictors of humanity (Mulazm & Eldeleklioglu, 2016).

Lou (2010) suggested that life happiness is influenced by elements such as financial stability, physical well-being, and interpersonal connections. This statement is consistent with the results of Saloumni and Plourde's (2010) extensive examination of life satisfaction among various socio-economic categories. Their research highlighted the significance of mental well-being and social support systems in improving overall life contentment, especially in nations experiencing rapid economic and technological transformations.

Cultural and society and positive influence on life satisfaction (Oshio, Nozaki, and Kobayashi, 2011). In a study conducted by Chen (2012) it was explored that with financial growth new stressors are automatically added. Appleton and Song (2008) found that in between rural and urban people, people living in rural settings are found having better level of life satisfaction.

Huebner et al. (2006) found that family-related components must be strong in programs meant to increase life satisfaction. The findings show a strong correlation between life satisfaction and how supportive parents are perceived (Greenberg et al., 1983; Ma & Huebner, 2008). Research continuously demonstrates that participation in organised extracurricular activities, exercise, and academic achievement are all highly correlated with LS (Suldo et al., 2006; Gilman et al., 2004). High levels of active participation in life were associated with greater levels of gratitude and overall LS among adolescents (Froh et al., 2010b).

Variety of experiences among various demographic groups has been emphasised by research on life satisfaction in India. Research has indicated that urban and rural populations may have distinct priorities and sources of life satisfaction. For instance, rural residents tend to prioritise their family and community, whereas urban residents may prioritise their careers and financial security (Patel & Desai, 2022). Furthermore, it has been demonstrated that cultural elements like social norms and religious beliefs have a big impact on life satisfaction, which emphasises how crucial it is to take these things into account in any analysis (Bhatia & Kapoor, 2020). One exogenous factor influencing consumer behaviour and desires is culture. Every community follows its own customs and cultural norms. When researching cultural differences across countries, marketers exercise caution.

LS and self-esteem were found to be positively related (Deiner and Deiner, 1995). According to Alper & Mazlum (2021), the emotional capital of teachers has an effect on their levels of LS. Additionally, teachers' perceptions of their job-related affective well-being also influence their LS levels.

The gender disparity in LS, happiness, or well-being changes across various nations, however, these disparities are often not substantial. Few studies have found significant

Unravelling the Determinants of Life Satisfaction in India: A DEMATEL-Based Structural Approach

differences in life satisfaction between the sexes. Such as, women are seen to be more content than men in the U.S.A. On the other hand, the opposite pattern is observed in Russia (Graham 2004; Dolan et al. 2008). Frey and Stutzer's studies from 2000 and 2002 provide evidence that income growth has less effect on happiness. Furthermore, as Easterlin (1995) pointed out, the impact of income on happiness may differ from person to person.

The collectivist culture that is common in India is reflected in the importance of social relationships, such as family ties and community involvement (Singh & Verma, 2020). Another important consideration is health, both mental and physical, as many studies have shown a connection between LS and health status (Raj & Sharma, 2018). Numerous studies have determined that social relationships, health, personal values, and economic status are crucial parameters, which affects LS. Such as, LS is consistently found to be strongly predicted by economic stability and income level, especially in developing nations like India (Kumar et al., 2019).

Parker et al.'s 2019 study looked at the relative significance of self-concept and personality traits in presume life happiness. They found that self-concept, neuroticism, extraversion, and conscientiousness were significant predictors. Research has demonstrated that higher levels of LS are associated with lower mortality rates (Lyyra et al., 2006), lower rates of chronic illness, and better physical health (Siahpush et al., 2008). Numerous aspects of life, such as occupation, housing, leisure, financial status, and health, influence how satisfied people are with their lives (Tas & Iskender, 2017).

Table.1 Identified determinants for life satisfaction among youth in India

Sr. No.	Code	Determinants
1.	D1	Personality
2.	D2	Psychological well-being
3.	D3	Demographics
4.	D4	Altruism
5.	D5	Social Status
6.	D6	Social Intelligence
7.	D7	Physical well-being
8.	D8	Organizational commitment
9.	D9	Self -awareness
10.	D10	Financial status
11.	D11	Spiritual orientation

We discovered the key determinants linked to global life satisfaction as documented in the literature. We conducted interviews with 7 subject matter experts and collected the necessary information. Following a series of comprehensive interviews, many rounds of brainstorming sessions, and extensive discussions, the majority of participants reached a consensus on 11 determinants that determine life happiness. We then examined the inter-relationships among these 11 determinants.

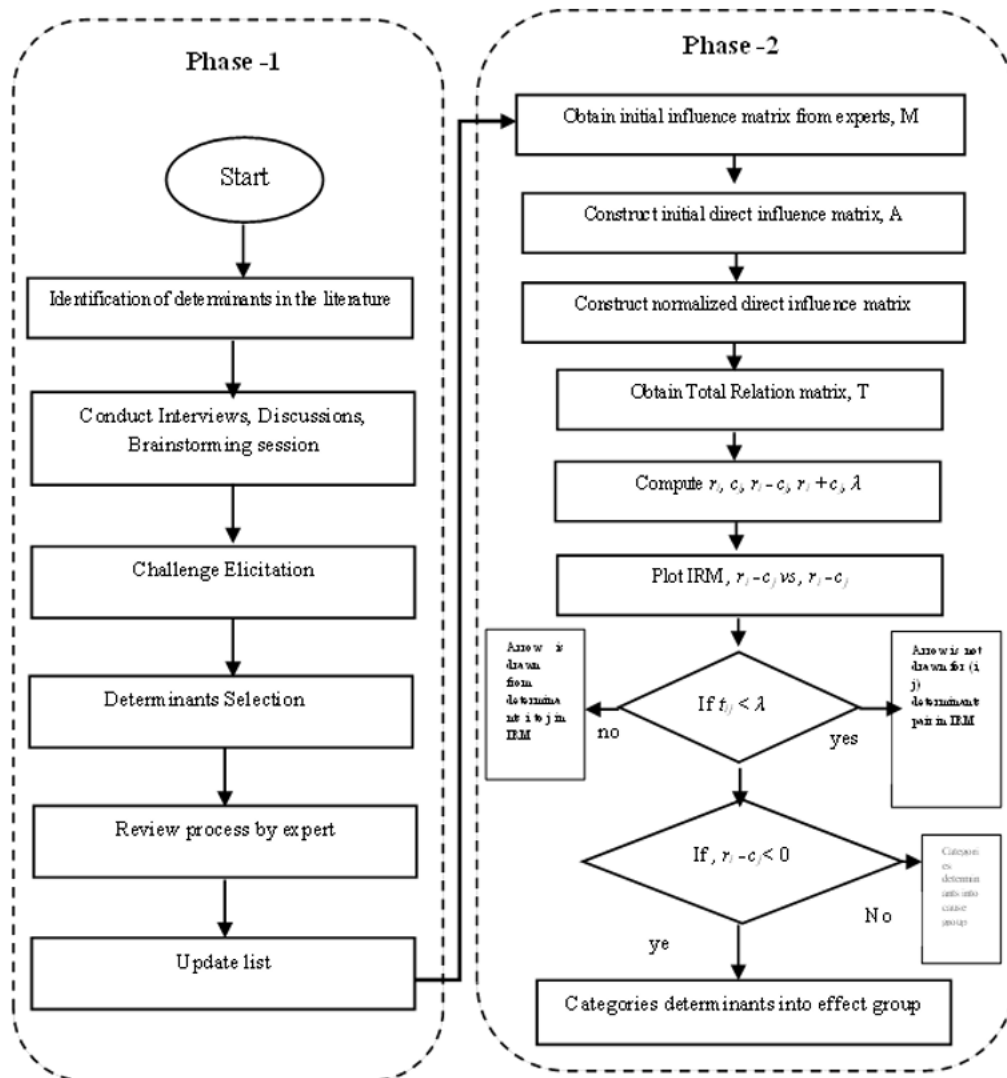


Fig.2 Flowchart of DEMATEL

METHODOLOGY

This research used the DEMATEL approach of multi-criteria decision-making to categorize the issue by analyzing the cause-and-effect interactions among the determinants. Its purpose is to visually represent complex causal relationships using digraphs or matrices. The utilization of the DEMATEL approach for determining the priority of essential determinants in this investigation is illustrated in figure 2 and succinctly discussed in the subsequent paragraphs.

Process to formulate IRM

Step 1.1: Finding initial matrix from the data formulated by the expert’s ratings

$$M^k = [m_{ijk}], i = 1, 2, 3, \dots, n ;$$

$$j = 1, 2, 3, \dots, n ;$$

$$k = 1, 2, \dots, N$$

In the equation, m_{ijk} demonstrates direct impact of determinants i on determinants j offered by k^{th} expert. Values m_{ijk} can vary from 0, 1, 2, 3, and 4 depicts 0, low, medium, high and very high influence of determinants i on determinants j , respectively.

Unravelling the Determinants of Life Satisfaction in India: A DEMATEL-Based Structural Approach

Step 1.2: By averaging all the experts' judgments initial direct influence matrix (A) is formulated

$$A = [a_{ij}] \quad [1]$$

Where

$$a_{ij} = \frac{1}{N} \sum_{k=1}^N m_{ijk} \quad i, j \quad [2]$$

Step 1.3: Using normalized weight factor (α) and direct influence matrix (A), normalized direct influence matrix (X) is constructed

$$X = A * \alpha \quad [3]$$

Where

$$\alpha = \frac{1}{\max_i \sum_{j=1}^n a_{ij}} \quad [4]$$

Step 1.4: Calculate Total Relation Matrix (T), which incorporates indirect impact of each determinant. The data in T for each pair of determinants shows the relative relationship significance among each pair of determinants, which is evaluated as

$$T = [t_{ij}], \forall i = 1, 2, 3, \dots, n; j = 1, 2, 3, \dots, n \quad [5]$$

$$T = X + X^2 + X^3 + \dots + X^\infty = X(I - X)^{-1} \text{ when } |X| < 1 \quad [6]$$

Here I is considered as identity matrix.

Then after, we calculated row summation (r_i) & column summation (c_j) on matrix (T) as offered in Eqns (7) and (8), respectively.

$$r_i = \sum_{j=1}^n t_{ij} \quad [7]$$

$$c_j = \sum_{i=1}^n t_{ij} \quad [8]$$

Here, r_i exhibits the degree to which determinant i affects the overall system so it is called degree of influence.

In the same way, c_j depicts the degree by which determinant j is being affected by other determinants so it is labelled as the degree of affect.

Step 1.5: IRM is obtained by setting up threshold value

$$K = [k_{ij}]_{n \times n} \quad [9]$$

$$k_{ij} = \begin{cases} 1, & \text{if } t_{ij} \geq \lambda \\ 0, & \text{if } t_{ij} < \lambda \end{cases}, i, j \quad [10]$$

The reachability matrix emphasizes the significant correlation between determinants while disregarding less significant associations. It streamlines the intricate network of connections and is highly beneficial for visualizing and comprehending the intricate system of factors.

Additionally, the combination of vectors $r_i + c_j$ where $i = j$ is called 'prominence', quantifying overall impact achieved by the determinants i . Magnitude of vector $r_i + c_j$ represents degree of correlation between determinants i and other determinants. With increase of $r_i + c_j$ value, relationship becomes stronger between determinant i and the other determinants. To investigate the characteristics of determinants, we calculate the values of vector $r_i - c_j$ where value of i is equal to value of j , referred to as 'cause-degree', which has a major role in differentiating determinants into two categories i.e. cause and effect categories. In case value of $r_i - c_j$ is greater than zero, determinant ' i ' is classified as a cause group (dispatcher). Conversely, if value of $r_i - c_j$ has a value lower than zero, determinant ' i ' is classified as an effect group (receiver).

RESULTS

LS is a vital parameter of people's happiness and contentment with life, so by initial step for conduction of DEMATEL is to obtain responses from the expert in the field. The expert

Unravelling the Determinants of Life Satisfaction in India: A DEMATEL-Based Structural Approach

panel for the study consisted of a total of 6 (n=6) members, 4 were academic experts, & 2 industrial professionals were included. Every expert rated determinants (M_{ij}) on a 5-point scale varying on scale of 0 to 4.

Upon collecting responses, an initial direct influence matrix is constructed by calculating the average of all the acquired matrices, as illustrated in Table A-1 provided in the Appendix. After that, a normalized matrix is formulated by contemplating the normalized weight factor as 6.4.

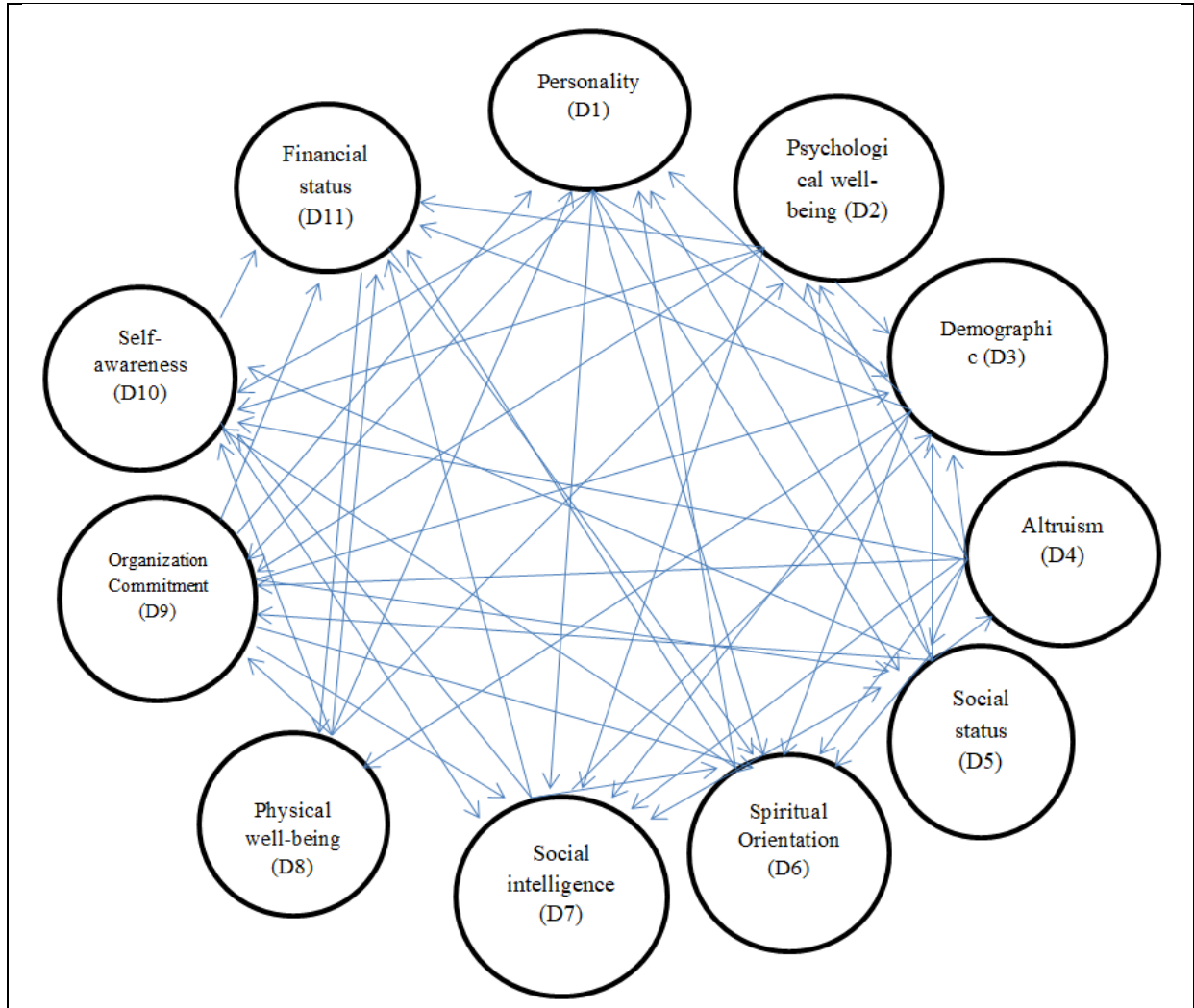


Fig.3 Impact Relation Map based on the threshold value -0.1279

Further, the Total Relation matrix for determinants is illustrated in Table A2. The threshold value for determinants is calculated as -0.1279 according to equation (10). Using the thresholds degree of influence and degree of cause (r_i+c_i , r_i-c_j) values of determinants, the IRM is plotted as shown in Fig.3 to have a clearer image of the interconnectedness of determinants as IRM helps in

Examining the cause degree in Table 2, determinants with positive values are grouped under the cause group, & those with positive values are grouped under the effect group.

Unravelling the Determinants of Life Satisfaction in India: A DEMATEL-Based Structural Approach

Prominence analysis of determinants illustrates D3 (Demographics) has the highest prominence value (-1.5634) whereas D9 (Self-awareness) has lowest value of prominence (-3.1982). In the same way, analysis of cause-degree for determinants illustrates that D8 (Demographics) has a maximum value (0.4652) & it is prime dispatcher or most important cause.

Table 2 Prominence and cause degree of determinants

S. No.	Code	Determinants & Sub-determinants	Prominence	Cause-degree
1.	D1	Personality	-3.1484	0.1674
2.	D2	Psychological well-being	-3.4543	-1.281
3.	D3	Demographics	-1.5634	0.4652
4.	D4	Altruism	-2.374	1.0016
5.	D5	Social Status	-2.7084	0.4252
6.	D6	Social Intelligence	-3.1225	-0.542
7.	D7	Physical well-being	-2.5922	0.2737
8.	D8	Organizational commitment	-3.005	0.2355
9.	D9	Self-awareness	-3.1982	-0.397
10.	D10	Financial status	-2.7983	-0.158
11.	D11	Spiritual orientation	-3.0096	-1.668

Analysing cause degree from Table 2 the positive determinants are the ones that fall in the cause group, as they are the determinant that causes life satisfaction, and the values that are negative fall in the effect group as they are the determinants that are the result of life satisfaction. From the table, it is clear that altruism (D4) has the greatest positive value (1.002) of influence, which shows that it is a very crucial cause determinant of LS. Demographics (D3) is found to be the second most important cause determinant with value (0.465). Analysing the effect determinants it is found that the spiritual orientation has the greatest negative value (-1.67) which shows that spiritual orientation (S4) has the largest effect degree for life satisfaction. Psychological well-being is found to be the another vital parameter effect determinant for LS with value (-1.28).

Spiritual orientation (D11) has the least negative value (-1.668), so it is very relevant effect determinant of LS. Studies show that those who practice spirituality are more likely to be satisfied with their lives in general and able to control their emotions (Koenig, McCullough, & Larson, 2001).

From table.2, we can see that the determinant personality (0.1674), demographics (0.4652), altruism (1.0016), social status (0.4252), physical well-being (0.2737), and organizational commitment (0.2355) have positive values hence they fall under the cause group for LS. This illustrates that at what degree these determinants and sub-determinants are causing life satisfaction. Empirical studies repeatedly demonstrate that positive personality characteristics, like extraversion, conscientiousness, and emotional stability, are correlated with increased levels of life satisfaction. Extraverts, for instance, naturally have a greater propensity for experiencing happy emotions and actively participate in social interactions, therefore augmenting their overall life pleasure. Likewise, those who are conscientious tend to possess superior coping mechanisms and a more robust sense of purpose, which greatly contributes to increased levels of life satisfaction (Diener, Oishi, & Lucas, 2003). In contrast, negative personality characteristics, such as neuroticism, are linked to decreased levels of life satisfaction. Individuals with neurotic tendencies are more prone to

experiencing adverse emotions such as worry, sadness, and stress, which may have a detrimental impact on their general LS. Individuals in this group may also have a less positive perspective and fewer effective coping strategies, which further reduces their overall life satisfaction (Costa & McCrae, 1980).

Psychological well-being (-1.281), social intelligence (-0.542), self-awareness (-0.397), financial status (-0.158), and spiritual Orientation (-1.668) have negative values hence all these falls under the effect group for life satisfaction. All these determinants and sub-determinants that fall under the effect group for life satisfaction reflect that if an individual is satisfied with his/her life that individual will reflect these characteristics in their day to day life. Such as, if a person is satisfied with their overall life his/her psychological well-being will be better. Research indicates that psychological well-being encompasses personal development and the caliber of relationships, both of which are strongly linked to LS. Personal development involves the capacity of an individual to actualize their potential, adjust to life changes, and acquire knowledge from experiences, all of which are linked to a greater sense of satisfaction. Furthermore, positive relationships, marked by empathy, trust, and support, augment life satisfaction by offering emotional and social assistance (Ryff, 1989).

For analysing the determinants that possess strong correlation within the determinants threshold value is calculated (-0.127) all values in the total relation matrix that are greater than the obtained threshold value illustrates a strong relationship within determinants. Fig.3 illustrates the interconnectedness within the determinants, altruism (D4) is found to be interconnected with the maximum number (9) of determinants. It illustrates that altruism is the cause for 9 determinants of life satisfaction namely psychological well-being, demographics, social status, social intelligence, physical well-being, organizational commitment, self-awareness and spiritual orientation whereas altruism and psychological well-being is found to have strongest interrelationship (0.05). This illustrates that altruism is the strongest cause determinant for psychological well-being for example if a person is altruistic is nature his psychological well-being will be comparatively better, altruism and social intelligence showed second strongest interrelationship as altruism is second strongest causing determinant for altruism. Social status (D5) showed strong interconnectedness with eight other determinants namely personality, psychological well-being, demographics, altruism, social intelligence, physical well-being, self-awareness, organizational commitment, and spiritual orientation; reviewing values above threshold social status was found to have the greatest value for causing altruism and after that psychological well-being. Personality (D1) illustrated strong interconnectedness with six other determinants as it is the causing factor for demographics, social status, social intelligence, organizational commitment, self-awareness, and spiritual orientation whereas personality has the greatest value of interconnection for spiritual orientation. Psychological well-being (D2) illustrated a strong interrelationship with six determinants namely demographics, social intelligence, physical well-being, organizational commitment, self-awareness, and financial status; psychological well-being is the strongest cause factor for physical well-being. Social intelligence (D6) showed interconnectedness with six other determinants namely demographics, altruism, social status, self-awareness, financial status, and spiritual orientation; it showed the greatest cause degree for social status and financial status. Physical well-being possesses a strong correlation with six other determinants namely personality, psychological well-being, demographics, organizational commitment, self-awareness, and financial status; it showed a greater cause degree for self-awareness. Organizational commitment illustrated a strong interrelationship with six other determinants

namely personality, demographics, social status, social intelligence, financial status, and spiritual orientation; whereas it demonstrates a greater degree of cause for social status. Demographics (D3) reveals strong interconnectedness with five other determinants namely personality, social intelligence, physical well-being, financial status, and spiritual orientation; whereas it possesses the greatest cause degree for personality. Self-awareness (D9) demonstrates interrelatedness with five other determinants namely social intelligence, physical well-being, and financial status; whereas it has the greatest cause degree for physical well-being. Spiritual orientation (D12) displays an interrelationship with three other determinants namely personality, self-awareness, and financial status; whereas it holds the greatest cause degree for personality. Financial status (D11) is associated with the least number of determinants that is two namely physical well-being and spiritual orientation.

CONCLUSION

Life satisfaction is a critical part of subjective well-being. Several studies present that deals with various aspects of life satisfaction are reported. This study is novel as it identifies the various determinants of life satisfaction in a single study and illustrates the interrelationship between them. It also focuses on differentiating the determinants into cause and effect for a better understanding of which determinant causes life satisfaction and which determinants are the effect determinants that result in life satisfaction. Determinants like personality, demographics, altruism, social status, physical well-being, and organizational commitment come under the cause group. Psychological well-being, social intelligence, self-awareness, financial status, and spiritual orientation are under the effect group. This study elaborates on aspects that determine life satisfaction this will give a base for further studies to understand life satisfaction differently.

A similar study can be conducted for studying the sub-determinants for example demographics is a determinant it includes sub-determinants like age, gender, marital status, educational background, etc. A more symmetric network model can be obtained by integrating the Analytic Network Process or other MCDM models.

The practical implications of studying the determinants of life satisfaction and their cause-and-effect relationships are significant, particularly in the context of policy-making, social programs, and personal well-being strategies. Knowing the determinants and their relationship with each other help in personality development as we can know which determinant can foster which one, it can also help in policy formulation, organizational strategies, social program.

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Unravelling the Determinants of Life Satisfaction in India: A DEMATEL-Based Structural Approach

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Conflict of Interest

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APPENDIX

Table A1 Direct influence matrix

Life satisfaction	Personality	Psychological well-being	Demographic	Altruism	Social status	Social Intelligence	Physical well-being	Organization Commitment	Self-awareness	Financial status	Spiritual Orientation
Personality	0	3	0	3	3.4	3.2	2.2	3.6	3.2	2.2	3.4
Psychological well-being	2.2	0	0.4	3.2	1.8	3.2	3.4	3.6	3.2	2.2	2.6
Demographic	3	1.6	0	1.2	0.8	1.6	2.2	0.8	0.8	1.8	2.2
Altruism	1.6	2.4	0	0	0.8	0.8	0	0.6	0.4	0	1.2
Social status	1.8	2.8	0	2.4	0	1.4	0.6	1.8	1.6	0.8	1.8
Social intelligence	3.6	3.6	0	3.6	3.6	0	1.6	3.4	3.2	3	2.6
Physical well-being	3.2	3.4	0.6	2	2	1.2	0	2.8	3.2	2	1.2

Unravelling the Determinants of Life Satisfaction in India: A DEMATEL-Based Structural Approach

Life satisfaction	Personality	Psychological well-being	Demographic	Altruism	Social status	Social Intelligence	Physical well-being	Organization Commitment	Self-awareness	Financial status	Spiritual Orientation
Organization Commitment	2.6	2.4	0	0.6	3.4	1.8	0.6	0	1.2	3.2	1.6
Self-awareness	3.2	3.6	0	3	2.6	3.6	3.8	3	0	2.4	1.8
Financial status	1.8	3.2	2.8	3	3.4	2	3.2	2.6	2	0	2.6
Spiritual Orientation	3.4	3.6	2.6	3.4	2.6	2.2	1	3.2	3.6	2.6	0

Table A2. Normalised influence matrix

Life satisfaction	Personality	Psychological well-being	Demographic	Altruism	Social status	Social intelligence	Physical well-being	Organization Commitment	Self-awareness	Financial status	Spiritual Orientation
Personality	0.00	0.47	0.00	0.47	0.53	0.50	0.34	0.56	0.50	0.34	0.53
Psychological well-being	0.34	0.00	0.06	0.50	0.28	0.50	0.53	0.56	0.50	0.34	0.41
Demographic	0.47	0.25	0.00	0.19	0.13	0.25	0.34	0.13	0.13	0.28	0.34
Altruism	0.25	0.38	0.00	0.00	0.13	0.13	0.00	0.09	0.06	0.00	0.19
Social status	0.28	0.44	0.00	0.38	0.00	0.22	0.09	0.28	0.25	0.13	0.28
Social intelligence	0.56	0.56	0.00	0.56	0.56	0.00	0.25	0.53	0.50	0.47	0.41
Physical well-being	0.50	0.53	0.09	0.31	0.31	0.19	0.00	0.44	0.50	0.31	0.19
Organization Commitment	0.41	0.38	0.00	0.09	0.53	0.28	0.09	0.00	0.19	0.50	0.25

Unravelling the Determinants of Life Satisfaction in India: A DEMATEL-Based Structural Approach

Life satisfaction	Personality	Psychological well-being	Demographic	Altruism	Social status	Social intelligence	Physical well-being	Organization Commitment	Self-awareness	Financial status	Spiritual Orientation
Self-awareness	0.50	0.56	0.00	0.47	0.41	0.56	0.59	0.47	0.00	0.38	0.28
Financial status	0.28	0.50	0.44	0.47	0.53	0.31	0.50	0.41	0.31	0.00	0.41
Spiritual Orientation	0.53	0.56	0.41	0.53	0.41	0.34	0.16	0.50	0.56	0.41	0.00

Table A3. Total relation matrix

Life satisfaction	Personality	Psychological well-being	Demographic	Altruism	Social status	Social intelligence	Physical well-being	Organization Commitment	Self-awareness	Financial status	Spiritual Orientation
Personality	-0.47	-0.20	-0.11	-0.16	-0.10	-0.08	-0.14	-0.11	-0.10	-0.13	-0.07
Psychological well-being	-0.18	-0.51	-0.07	-0.14	-0.22	-0.08	0.00	-0.10	-0.08	-0.11	-0.13
Demographic	0.01	-0.20	-0.04	-0.20	-0.24	-0.11	0.02	-0.23	-0.16	-0.06	-0.02
Altruism	0.00	0.05	-0.06	-0.17	-0.08	-0.03	-0.12	-0.08	-0.08	-0.13	0.01
Social status	-0.09	-0.03	-0.09	-0.01	-0.30	-0.07	-0.14	-0.08	-0.07	-0.13	-0.04
Social intelligence	-0.13	-0.17	-0.12	-0.10	-0.09	-0.42	-0.18	-0.14	-0.11	-0.09	-0.12
Physical well-being	-0.08	-0.11	-0.06	-0.20	-0.16	-0.17	-0.27	-0.10	-0.03	-0.09	-0.19
Organization Commitment	-0.09	-0.13	-0.04	-0.24	0.04	-0.10	-0.16	-0.36	-0.16	0.05	-0.08
Self-awareness	-0.14	-0.16	-0.14	-0.17	-0.17	-0.06	0.03	-0.15	-0.42	-0.12	-0.21

Unravelling the Determinants of Life Satisfaction in India: A DEMATEL-Based Structural Approach

Life satisfaction	Personality	Psychological well-being	Demographic	Altruism	Social status	Social intelligence	Physical well-being	Organization Commitment	Self-awareness	Financial status	Spiritual Orientation
Financial status	-0.19	-0.18	0.22	-0.16	-0.14	-0.18	0.02	-0.21	-0.19	-0.38	-0.10
Spiritual Orientation	-0.11	-0.20	0.17	-0.15	-0.22	-0.16	-0.19	-0.19	-0.10	-0.11	-0.40