

Meaning of Life, Subjective and Psychological Well-Being of Young Adults: Comparison of Workers and Non-Workers

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ABSTRACT: Meaning in life has been recognized as a key factor associated with psychological and subjective well-being, particularly during transitional periods such as the entry into adulthood. This study aimed to compare perceptions of meaning in life, subjective well-being, and psychological well-being among working and non-working young adults using a qualitative approach. Participants were young adults who took part in semi-structured interviews designed to explore everyday experiences, life projects, satisfaction with life, and emotional experiences. Data were analyzed through thematic content analysis, allowing the identification of interpretative categories and subcategories. The findings indicate that work plays a central role in the organization of meaning in life among working participants, functioning as a source of identity, autonomy, and future orientation, while also being associated with experiences of strain and tension. Among non-working participants, meaning in life was characterized by greater ambivalence, often marked by uncertainty, expectations, and a sense of transition. In both groups, meaning in life was closely linked to dimensions of psychological well-being, such as purpose in life, positive relationships, and personal growth. These results highlight the importance of understanding meaning in life as a dynamic and socially situated process and contribute to theoretical and practical discussions in the fields of Social Psychology and Work Psychology.

KEYWORDS: Meaning in life; psychological well-being; young adults.

1.1 INTRODUCTION

Psychological well-being (BEP) is considered as a state of well-being, whose dimensions are: self-acceptance, autonomy, personal growth, mastery of the environment, life purpose, and positive relationships with others (Sousa & Melo 2022). And subjective well-being (SWB) is defined as the individual's own assessment of their situation in the world, the measures of which are: positive affects, negative affects, and satisfaction with life that give depth to a sense of well-being in general terms (Sousa & Melo, 2022). When it comes to the meaning of life and its relationship with work, this is not just a means of earning money. Work, which provides the construction of the meaning of life, is what allows personal fulfillment, status and opportunities to form and maintain interpersonal relationships, as well as personal fulfillment (Vale-Dias & Sant'Anna 2020). In this context, the topic in question becomes relevant since the evidence shows the relevance of work so that the meaning of life and well-being can be achieved (Farsen, T. C. et. al 2018).

This article aims to investigate the subjective well-being and psychological well-being of young people between 18 and 29 years of age who work and do not work, in a qualitative way. For this, 13 young workers and 06 young non-workers were interviewed. And the questions that guided this study were: (a) Is having or not having a job a relevant factor for subjective well-being and psychological well-being in young adults between 18 and 29 years old? (b) What factors or meanings are associated with work and well-being in young people? (c) Is meaning of life a relevant factor for well-being in working and non-working youth?

In this article, the content analysis technique in qualitative research by Bardin (2004, 2010, 2011) was used, which is a technique widely used in the interpretation of the description of the content of the interviews (in this case here is the study method), considering the speech of the research respondents (Antunes & Porto, 2023), and which has as its main objective to analyze and report what was expressed/said, considering the subjective aspect of the subject, when interpreting the functioning of social relations, through descriptive data, which in this work was acquired through qualitative interviews (Sousa & Santos, 2020).

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The main objective of content analysis in qualitative research is to seek understanding, through a critical analysis of the meaning of what was asked by the researcher and what was answered by the interviewee, whose meaning can be direct or presupposed (implied). In view of the above, the analysis of the interview data was carried out in an interpretative context by the researcher, based on the research questions that guided the elaboration of the interview scripts (Sousa & Santos 2020).

Throughout the chapter, the results and discussions that emerged from the data of the interviews will be presented, correlating them with the dimensions of psychological well-being and subjective well-being, and the meaning of life, mentioned above.

2.2 METHOD

The survey participants who were interviewed are young people between 18 and 29 years old, workers and non-workers. These subjects were approached through contacts through the social network *WhatsApp*, and on the scheduled day and time, the interviews were carried out online through the *Google Meet platform*, and lasted approximately 10 minutes each. Thus, the interviews were carried out satisfactorily and generated the data in this chapter.

The interviewed participants, who work and do not work, are aged between 18 and 29 years, which is the point of investigation of this work. The variable "sex/gender" of the participants was not considered because it did not have the necessary characteristics as an influence to meet the objectives of this research.

The young workers presented the common characteristic of considering that work exerts the greatest weight in the construction of the meaning and purpose of life in comparison with other aspects of life, such as academic, family, social and spiritual life, the latter being the aspect that contributes to the sense of giving oneself to the other and to society.

On the other hand, young non-workers had the common characteristic of feeling life without expectations. For this class, not having a job by itself is enough to be living a meaningless and purposeless life, as well as they feel impeded, "forbidden" to have any dream or life project because they do not have a paid work activity. The lack of financial autonomy already prevents the possibility of having any expectations, since almost everything in life depends on financial support.

The interview questions were based on the questions in this research. Seven (7) questions were asked to young workers and seven (7) questions to non-working young people, in order to understand how work can be a differential to achieve well-being. The questions are listed in Appendix A at the end of this text.

The type of interview chosen for this study was the semi-structured interview with a qualitative approach. With it, it is possible to use a pre-interview script, with the possibility of including details or not according to what the interviewee is putting, offering greater flexibility so that the interviewee can speak, expressing himself subjectively about the issues and/or questions, as well as allowing the intermediary between the interviewer and the interviewee. In view of this, the semi-structured interview enables greater interaction between the interviewer and the interviewee (Guazi, 2021).

The interviews were selected via social networks, and were also conducted online, with 13 participants who work and 06 who do not. There was a limitation in the research method, since, after the invitation on social networks, 24 people contacted us, but only 19 people confirmed the day and time to carry out the interviews.

In this sense, the limitation was in the sample size, since there were restrictions on the number of participants for the interviews, and the same number was not possible for workers and non-workers, and the condition of modifying these limitations was not within the researcher's reach, since it was the participants who refused for particular reasons pertinent to the participants themselves, to participate in the interviews, interfering in the sample size (Vargas & Mancia, 2019).

The interviews took place without any changes or anything out of schedule. A less formal environment was used, where the conversation flowed in a friendly and relaxed way, the time was indeterminate so that the interviewee is more comfortable and feels less pressure. Making use of the combination of questions with this method is that it became possible to ask the questions in such a way that they are open during the script, giving the possibility to feel the friendly and informal atmosphere, and the direction of the conversation so that the answers were given in a non-predetermined way.

2.3 RESULTS

This section presents the results found from the content analysis of the interviews conducted in this study.

2.3.1 - Analysis of results

The analysis process was developed from the interpretation of the data obtained. For this purpose, each question was analyzed, summarizing in a table the respective numbers of the interviewees, the keywords related to the answers of the interviewees and the association with the dimensions related to BEP and BES in each one. Each table included the questions and answers of the interviewees (in keywords). Seven (7) questions were asked to each interviewee, 13 workers and 6 non-workers.

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In the following sections, each of these questions emerging from this study will be presented and discussed to understand the aspects of subjective well-being and psychological well-being of young people between 18 and 29 years of age who work and do not work.

2.3.2 Analysis of the questions of the group of young workers

Question 01 - - Do you like what you do at work? Why?

The reasons associated with "liking" the work were diverse, and were summarized in keywords, which seem to be associated with dimensions of psychological and subjective well-being, as shown in the table below.

Table 01 – "Interpretation of the answers to the first question of the interviews". It presents the analysis process.

Chart 01 - Interpretation of the answers to the first question of the interviews

QUESTION 01 - Do you like what you do at work? Why?		
Interviewees	Keywords	Relationship with BEP and BES dimensions
Interviewee 01, 02, 03	Helping people, Living with colleagues, Professionalism and respect for others.	BEP - Positive relationship with others
Interviewee 06, 18	Comfort and tranquility Passion and joy	BES - Positive affects
Interviewee 07, 16	Develop skills Experimentation	BEP - Personal Growth
Interviewee 09	Identity, identification	BEP - Self-Acceptance
Interviewee 10, 11, 12, 14	Achievement, Achievement, dream fulfillment	BEP - Life Purpose, Meaning of Life.
Interviewee 15	Bridge to future realization	BEP – Autonomy, Life Purpose, Meaning of Life.

Source: the author (2024)

Interviewee 01 points out that "helping people" is a force that motivates him to work, that offers well-being. For him there is a satisfaction in fulfilling his daily demands, being able to serve someone, serve people and solve their problems: *"I think that because of the dynamics of helping people, we always try to offer them something better at the time of sale"*. Another interesting factor was that interviewee 02 signaled that "living with colleagues" is something that motivates him to work, which generates satisfaction, making the workplace a place of socialization and joy: *"The work environment is also good, my colleagues are nice [...] we are there in the conviviality, in the day to day, we play, joke, and this transforms a lighter environment for us to work"*. In relation to interviewee 03, a relevant aspect highlighted was "professionalism", with respect for the other being seen as the basis of professional relationships. *"Because it is a totally professional environment, here people respect each other, respect each other's professionalism"*. In these reports, work seems to be motivating and bring well-being from positive relationships with others.

The factor "**Tranquility**" was mentioned by interviewee 06, because he believes that the work being carried out with tranquility allows the execution of tasks, the delivery of a better result and, consequently, the feeling of comfort: *"It's a very quiet job, like, so I don't have a problem. I really like where I am and the position I am in today at the moment."* Interviewee 18 talks about "**passion**", expresses "a love affair" with the profession, to the point that it does not even become a job. For him, this "marriage" in which he performs a profession for which he is passionate and paid makes him a very happy guy: *"I like it a lot, I like it a lot. I would even say 'that I not only like it but I'm passionate. yes, so I literally work with what I love, right?'"*. In both cases, work seems to be associated with positive affects, which bring emotional well-being.

For interviewee 07, work enables the development of "**learned skills**" in the work environment. It is in the work environment that it is possible to enhance and develop the skills acquired in technical courses and graduations, through professional practice: *"the fact that they give me this freedom to be able to develop myself, that I really create solutions to their problems made working in a company a good experience"*. When interviewee 16 talks about "**experimentation**", he means he learned to identify with the profession in his practice. She even learned new skills and started to appreciate the work activity more: *"look, when I started I thought I wouldn't like it, but I like it a lot. Because I learned to like the heritage area, which is the one I work in."* The enjoyment of work reported by the interviewees is associated with the development of skills and learning, which is related to the personal growth dimension of psychological well-being.

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Interviewee 09 brings up the issue of "identification" with the profession he chose. From the work it is possible to build a professional identity: *"Because since I started working I always identify with sales"*. In this sense, the psychological well-being associated with work may be related to self-acceptance.

For interviewees 10, 11, 12 and 14, work enables various types of fulfillment and achievement (marriage, academic life, children, investment in own businesses, dreams fulfilled). Even those who do not like what they do in their current work activity report that work becomes positive because it serves as a bridge (through remuneration) for investment in other areas. In this sense, work becomes fundamental, as it is a springboard for the development of personal achievements through professional activities: interviewee 10: *"I believe I'm on the way to get exactly where I want to be, but I do like what I do today."* Interviewee 11 - *But yes, I'm very fulfilled in what I do a lot, I love to draw. But I love what I do. "I'm very fulfilled."* Interviewee 12: *"And it's something that for me was the realization of my dream when I graduated from college. I is, for me it was the realization of a dream like this, you know? So for me it's very good, I really like what I do"*. Interviewee 14: *"It's a result of what I graduated. I graduated in Pedagogy. So I'm working with something that I already expected, right? And this is very good and fulfilling"*. In view of the above, it is possible to associate work with the achievement of a purpose and the meaning of life, which brings well-being.

When interviewee 15 mentioned work as a **"bridge to future fulfillment"**, he stated that even exercising a non-pleasant activity, he considers it fundamental, as it serves to have the necessary remuneration to invest in the area he wants. In this case, work becomes something that motivates, as it will enable a dream to come true. The current work allows the financial organization necessary for the investment in its main objective. Interviewee 15: *"No, I don't like it. I work as a waiter, yes, but what I like is to make music."* In this case, it can be said that work serves to achieve autonomy and thus achieve a future purpose.

From the analyses, it is perceived that most of the interviewees associate enjoying work with two dimensions of BEP, mainly: positive relationships with others and purpose/meaning of life, for relating to other people.

2.3.3 - Question 02 from the group of young workers

Question 02 – What does work mean to you?

It seeks to understand the meaning of the work of young people who work. The keywords show that work exerts a deep meaning and/or resignification in all aspects of life, as shown in the following table.

Table 02 – "Interpretation of the answers to the second question of the interviews". It presents the analysis process.

Chart 02 - Interpretation of the answers to the second question of the interviews

QUESTION 02 - What does work mean to you?		
Interviewees	Keywords	Relationships with BEP and BES dimensions
Interviewee 01, 02, 12, 15, 18	Independence Sustenance Obtain Income/Remuneration	BEP – Autonomy, Life Purpose.
Interviewee 03	Dealing with life	BEP - Personal Growth
Interviewee 06, 14	Production, Construction of meaning.	Meaning of life
Interviewee 07, 10	Stress, Stability,	BEP - Autonomy, Personal Growth, Life Purpose.
Interviewee 09	Dignity	BES - Positive affect
Interviewee 11	Resignified	BEP - Personal growth, Life purpose.
Interviewee 16	Survival, satisfaction	BEP - Autonomy, BES- Satisfaction with life.

Source: the author (2024)

Interviewees 01, 02, 12, 15 and 18 mentioned that the most accurate and effective way to have **"independence"** in all senses is through obtaining income, remuneration and sustenance. That is, in obtaining material goods due to the control of financial life, in the maturity acquired for decision-making in a more assertive way. Therefore, one cannot think of having independence that starts with finance, to reach other types of independence, without work activity. Even when they are performing activities for which they do not feel fulfilled and do not like what they do in work activities. Consequently, the meaning of work for some interviewees is only related to the remuneration to climb other levels. Even though it is not a pleasurable activity, work is essential, in order to be able to reach an activity, also paid, but exercised with pleasure. Interviewee 01 *"independence, the kind of being able to have my things, to buy my things, to be able to solve the things I want, so I think independence"*. Interviewee 02 – *"Look. The first thing that came to my mind, I think "sustain". I think that's what I am – support, pay bills, I think that's it"*; Interviewee 12 – *"Good. Work for me is the means by which we get our income, right? So I have a way to get my income,*

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right? And then I do it through my work. Something like that focusing on your income, like that"; Interviewee 15 – "The work is currently only a paid service"; Interviewee 18 – "work for me is good, basically work is a way for you to earn money, and to have a way to live well and try to support your family, to support yourself, in short, in today's capitalist world you have to earn money to live well or try". Therefore, the reports show that well-being is built and sustained by autonomy and the purpose of life.

Interviewee 03 claims that it is through the responsibility acquired with work that it becomes possible and easier to **"deal with life in general"**, since values such as responsibility, varied skills, and the possibility of producing, are learned through the exercise of professional life: *"So work, it means everything, right? It is from where you learn to deal with life, you learn to have responsibility. So, work, it is in itself a teaching, you know?"* In this context, the maturity acquired through these aspects allows the subject to learn and improve the way of dealing with life in all other aspects, especially the social one, corroborating personal growth as the main aspect of well-being.

For interviewees 06 and 14, one of the important factors was the condition that work offers to **"produce goods for oneself and for society"**. In this case, according to the narrative of the interviewees, although work is seen as something arduous and negative, it is also a producer of goods and services that are capable of promoting survival, well-being and progress to society. In this context, work already takes on a positive facet in the production aspect. *"For me, work is something that I can produce something for someone or even for myself."* And also. Work is the main aspect that guarantees the "construction of a meaning of life" to impact people's lives, since work works as a builder of a meaning for life and also adds value to people's lives, and it is through the values that work allows us to build that it becomes possible, including socialization among people. That is why work works as a fuel for the construction of a meaning of life, because through work, one does not think only of the individual, the collective is always reached: *"But also for me it also has a lot to do with what you are building in the sense of work as a cultivation, as a production, you are building something, you are producing something, and I believe as a profession, and I believe that through your work you impact people's lives"*. In this case, work works as the main source to produce well-being and to be able to think about a meaning in life.

For interviewees 07 and 10, the **"effort"** employed for the optimized performance of the work was also mentioned as a relevant aspect. It was even mentioned that paid effort is particularly stimulating in the execution of work, and that to be considered work, it must be an activity with remuneration. Therefore, not that financially unpaid work is not important, does not have its role, but the activity to be considered "work" in several aspects, is the paid for what the financial part is able to provide. And also, the "stability" that was mentioned, achieved through effort, has to do with material stability as well as the possibility of making future plans, because it is built by the possibility of working, because it becomes possible to put into practice the sense of usefulness. Therefore, the construction of material, psychological and social stability takes place through work because it offers the conditions to maintain a stable life in many aspects: interviewee 07: *"Work for me is any type of paid or unpaid effort that takes up a good part of my time. Being made for me or for someone else"*; Interviewee 10: *"Work means obligations, ways of earning money, it is family support, it is financial stability, dignity too, that standing still is not cool"*). Therefore, the statements of the interviewees report that the structure of psychological well-being is in autonomy, personal growth and life purpose.

Interviewee 09 mentioned the **"dignity" factor**, which is linked to the fact that the subject feels useful when working, as well as the conditions provided by work to have dignity – having housing, food, some kind of comfort, leisure. Without work, these conditions are not so possible: *"work is for me, it's what dignifies, right? It's what gives us the conditions to bring food to our home, to give a greater luxury to the family"*. That is why the interviewee mentioned that, when the subject has all these aspects working in his private or family life, through his own work, there is dignity. In this case, we can mention positive affect, because dignity is a value that is felt by the subject.

For interviewee 11, work **"re-signifies life"** when it is carried out with a purpose beyond just material sustenance, as well as being able to associate work with the execution of tasks with love, however the work experience began, for this interviewee, by material need: *"what work today for me was resignified, right, because having the opportunity to work with something I love I don't consider it as a job exactly - Because I'm working with something in which I'm fulfilled, so for me there was a resignification in the sense of the thing"*. In this context, from the contact with the activity of this work and the improvement of it, it was possible to develop other values such as the love for the profession and the resignification of life for the well-being that its activity provides to those who need it. In view of the above, personal growth and life purpose are mentioned as generators of well-being, as they are experienced through the resignification of life.

Interviewee 16 mentions the possibility of **"Survive and have satisfaction"** at the same time, to exercise what was acquired in theory, because it is not only about having a paid activity, but also having the satisfaction of exercising something that you like to do: *"Wow! Good question. Work for me is everything that is possible, it's because there are two aspects, we can take it to the survival side of the thing, which you have to work to be able to maintain yourself, but also, work is what brings satisfaction and pleasure"* In view of this, work also functions as an activity that, in addition to ensuring survival, also develops the subject's

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satisfaction in an activity in which he has been instrumentalized to perform. In this sense, the autonomy and satisfaction with life are supported by the interviewee's speech.

Therefore, the aforementioned analyses show that the dimensions of BEP: autonomy, personal growth and life purpose, were associated by most of the interviewees, when it comes to the pleasure of having a work activity.

2.3.4 - Question 03 from the group of young workers

Question 03 - What is the importance of work in your life?

It seeks to understand the importance of work in young people who work in various aspects of life. The keywords show how this importance occurs for the interviewees, as shown in the following table.

Table 03 – "Interpretation of the answers to the third question of the interviews". It presents the analysis process.

Chart 03 - Interpretation of the answers to the third question of the interviews

QUESTION 03 - What is the importance of work in your life?		
Interviewees	Keywords	Relationships with BEP and BES dimensions
Interviewee 01, 12, 18		BEP - Personal growth, Life purpose. BES – Satisfaction with life
Interviewee 02	Evolution,	Meaning of life
Interviewee 03, 07	Freedom	BEP - Autonomy, Personal Growth.
Interviewee 06, 11	Appreciation	BEP - Autonomy, Personal Growth.
Interviewee 09	Dignity, sustenance	BEP - Autonomy, Personal Growth. BES - Positive affect.
Interviewee 10	Fundamental	BEP - Autonomy, BES - Life Satisfaction., Life Satisfaction, Meaning of life
Interviewee 14	Wellness	BEP - Autonomy, Life Purpose. BES - Positive Affect.
Interviewee 15	Exchange	BEP - Personal growth, Positive relationship with others. Meaning of life.
Interviewee 16	Pay bills	BEP - Autonomy, Life Purpose, Meaning of life.
	Responsibility	BEP - Personal Growth

Source: the author (2024)

Interviewees 01, 12 and 18 mentioned that the **"Evolution"** As a person and as a professional, it takes place since evolution is what becomes the vehicle for various types of achievements such as the completion of studies in school/academic life, being able to have leisure such as trips and outings. As well as evolution happens through work because it is through it that it is possible to have the necessary resources to evolve. And work allows you to "evolve" as a person when it is carried out with satisfaction. That is, when the exercise of work is already the meaning, the purpose of life, because he already exercises the profession he likes. In this context, the life goal has already been achieved in the aspects of utility, financial return and pleasure because the work activity is already their meaning of life: interviewee 01 *"I think a lot, because it is with him that, as I said, the independence thing returns, that I can conquer my things, buy my things, even use them to evolve, you know"? To be able to evolve and to be achieving things, conquering everything in short;* interviewee 12 – *"Well, I think that work dignifies, work also helps in our evolution as a person, right? So I think that when we work, we are more productive people";* interviewee 18 – *"My work helps me a lot to evolve in other issues too, in short, in addition to what I said before, which is to earn the money and live well, it helps me in many other issues as well".* Therefore, evolution is a possible result when the subject is deeply integrated into work, generates well-being, since this evolution can occur in several aspects, building personal growth, and consequently a life purpose, satisfaction with life and the meaning of life.

For interviewee 02, the **"freedom"** that work provides guarantees autonomy in several senses, such as: personal, social and financial, as well as the dignity that it offers, through the remuneration of being able to exercise one's freedom, both in the right to come and go as well as in having the necessary material conditions to build and maintain one's integrity: *"The importance, I think of growing, also evolving as a person, of having dignity too, being able to do whatever we want to have our money, to have our own money, not to depend on others, I think that's it".* Therefore, one cannot think of freedom without being associated with the fact of working, because it is through work that it is possible to have well-being through autonomy in various aspects, generating personal growth.

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For interviewees 03 and 07, it is through work that we learn to give due **"appreciation"** to everything, including what is called in the so-called "little things", as well as the value as a person is positively altered. According to them, one cannot think of appreciation in several senses (those that depend on financial condition) without having a paid professional activity: interviewee 3 - *Work for me is as if it were going to generate good fruits, to have a good thing in life. So work, it means everything, right? It is from where you learn to deal with life, you learn to have responsibility. So, work, it is in itself a teaching, he understood* It was also mentioned that it is through work that good "values" are generated for oneself, having positive consequences in society, and a good part of one's identity is formed through professional activities. Mainly, the good values that are aggregators of positive aspects of personality: Hence the importance of work in human life, as a producer of "raw material" for the construction of positive and healthy aspects in human identity: interviewee 07 – *"The importance of work in my life is very great not only for the financial issue, but also for the issue of me feeling that I am doing something that generates value for me, So it's very important."* In view of this, the valorization of life itself occurs through work, remuneration, acquired maturity, responsibility and planning conditions provided by the financial organization and show autonomy and personal growth as sources of well-being.

Interviewees 06 and 11 mentioned **"dignity"** as a construct that refers to the exercise of an activity that promotes sustenance and stability, as well as the fact of exercising something dignified, socially accepted. For them, there are several forms of remuneration, but the one that is most dignified and most coherent is the one that comes through work, because it is the remuneration that is earned by the individual himself, not from third parties (allowances, benefits): interviewee 06 – *"Today in my life, work allows me to help my grandparents, it allows me to pay for my studies, It's a course I want to take, it allows me to have a somewhat dignified life, you know?"*. Work was also cited as a factor that generates "dignity through sustenance" since sustenance makes it possible to maintain this dignity: In this context, it was mentioned that work is a means capable of providing the necessary conditions for dignity to be formed both for personal issues and the generation of social values: INTERVIEWEE 11 – *"It dignifies me as a woman, as a person. I feel that while I'm working I'm there, not only because I'm doing what I love, but because I'm having the opportunity to keep my house, you know? To be helping my husband with something. So this realization is also linked to this."* In view of this, it can be affirmed that work provides the conditions for the subject to have dignity, and consequently well-being, as it is a socially accepted activity, the individual builds his remuneration and he himself has his own resources to live, corroborating autonomy, personal growth, and positive affection.

Interviewee 09 mentioned that work occupies a **"fundamental"** place in the interviewee's life, becoming the meaning of his life. For this interviewee, work is fundamental in every way. In other words, through work it is possible to have the necessary remuneration to survive with the necessary dignified conditions, to evolve as a person and as a professional, as well as to take care of physical and mental health to continue working. In view of this, work becomes fundamental for the subject to exist: *"it is fundamental for me"*, In this case, work as one of the fundamental activities for the maintenance of life and generating well-being, is linked to autonomy, and satisfaction with life.

Interviewee 10, on the other hand, mentioned the **"well-being"** that is generated through the achievement of personal and collective goals, such as one's own life and health, marital and family well-being, including spiritual well-being, which, with work, is easier to exercise. The connection is linear between well-being and work: interviewee 10 – *"First, because it helps me to ensure the stability necessary for the well-being of our family, of our home, it helps me to achieve some goals in my personal life, in my life with God, in my married life as well, so in order for me to achieve something, it is with the work that we need, right?"*. In this case, autonomy and purpose in life, and positive affect are experienced by the well-being that is provided by work.

Interviewee 14 mentioned **"exchange"** to justify that work enables interaction with other people when it allows the exercise of the social role, guaranteeing a fit, a place in the world. For this reason, the exchange was mentioned as a way of being in the world due to the social role that work allows to create, as well as maintaining this role through the movement of the exchange of ideas, skills and, consequently, services: interviewee 14 – *"yes, I think that work for me has been this thing of putting myself in the world in the sense of being like I'm leaving my private space, From my house, only from my interests and even though there is this exchange that I talked about you having your subsistence and such, your livelihood having to pay bills and everything else, for me it's very much this thing of exchange, of you having an exchange with the other, you are offering your services, your skills, but you're also putting yourself there in the world, so you're kind of taking on a social role in front of people."* Therefore, personal growth and positive relationships with others and the meaning of life are structured and experienced with well-being when performing a job.

For interviewee 15, work, at this moment, is only a form of financial return, to **"pay bills"** and honor commitments, for performing an activity for which it is not pleasurable: interviewee 15 – *"paying bills"*. However, the interviewee, despite not being satisfied with the current work activity, exercises it diligently as a guarantee of having the necessary financial resources to invest in the activity that gives pleasure and satisfaction, since he already has autonomy, a purpose in life, and a meaning in life, since he already has a chosen professional career, which in itself is enough to generate well-being.

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Interviewee 16 mentioned that the sense of **"responsibility"** and maturity was only acquired when he started working, because learning was allowed through the discipline employed in various aspects: *"I think it's basically like many factors, right? It's important for us to keep up, but I also think it creates a sense of responsibility and maturity, that's how I felt when I started working."* That is why the importance of responsibility in meeting schedules, tasks, deadlines as well as producing products and services as a result of work activities and, consequently, the responsibility acquired and employed in other sectors of life. In this case we can mention personal growth, since responsibility generates the necessary maturity for the construction and maintenance of well-being as a result of work activity.

Among the analyses cited, it is possible to perceive that most of the interviewees associate the pleasure of working with the dimensions of BEP, which are personal growth, the purpose of life, the dimensions of BES, which is satisfaction with life, and the meaning of life, since work works as one of the main driving forces that contribute to evolution as a person. The dignity of contributing to oneself and to society, having the possibility of making plans and projects, having the necessary responsibility to perform tasks at work, is what structures the pillars for the construction of well-being and consequently individual evolution and for society.

2.3.5 - Question 04 from the group of young workers

Question 04 - **Do you consider that work contributes positively to your life?**

It addresses whether work contributes positively to the life of the group of workers and in what way. The keywords of this question summarize the way in which this positive contribution is seen, as shown in the table below.

Table 04 – "Interpretation of the answers to the fourth question of the interviews". It presents the analysis process.

Chart 04 - Interpretation of the answers to the fourth question of the interviews

QUESTION 04 - Do you consider that work contributes positively to your life?		
Interviewees	Keywords	Relationships with BEP and BES dimensions
Interviewee 01	Discipline	BEP- Personal Growth
Interviewee 02	Profit and pleasure	BEP - Autonomy, Personal Growth. BES - Positive affect.
Interviewee 03, 09, 15	Positivity	BEP - Autonomy, Personal growth, Life purpose, Positive relationship with others. Meaning of life.
Interviewee 06	Achieve objectives	BEP - Personal Growth, Life Purpose, Meaning of Life.
Interviewee 07, 12	Usefulness	BEP - Autonomy, Personal Growth, BES - Satisfaction with life, Meaning of life.
Interviewee 10	Personal growth	BEP - Personal Growth
Interviewee 11, 18	Certainty	BEP - Autonomy, Personal Growth, Life Purpose, Meaning of Life.
Interviewee 14	Place in the world	BEP - Personal Growth, Life Purpose. Meaning of Life.
Interviewee 16	Learning	BEP- Personal Growth, Life Purpose, BES - Satisfaction with life Meaning of Life.

Source: the author (2024)

For interviewee 01, the **"discipline"** required by work generates the routine necessary to organize life, and to have the necessary responsibility so that, through the fruits acquired through work, it is possible to achieve goals: *"A lot, yes. It's like my parents say 'working doesn't kill anyone', so the fact that you create responsibility with schedules as well and everything else, so I think it's very good to work"*. Hence the importance of discipline as the main "ingredient" of the formation and maintenance of responsibility, whose result is the achievement of several objectives and the achievement of the goals built, and reports the personal growth, which the discipline is capable of generating, including the well-being, which, for this interviewee, is one of the pillars of personal growth.

Interviewee 02, the collaboration to do what he likes by generating **"profit and pleasure"** at the same time, was mentioned. The condition of having profit and pleasure at the same time makes work more important, including in personal life: *"yes, I do. Currently, yes. I think that, because I do something that I'm enjoying, and that is currently bringing me profit, right?"*. In this context, the pleasure employed in work activities contributes to "coloring" life in various ways. In addition, the greater

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enthusiasm to learn more about the profession performed and present results with greater effectiveness due to the fact that the activity is performed with pleasure, producing autonomy and personal growth, and positive affect, experienced well-being and the pleasure of working in an activity that he enjoys.

Interviewees 03, 09 and 15 mentioned the **"positivity"** that work provides even in situations in which work relationships, remuneration, and the work environment are challenging, with regard to living with other people: interviewee 03 *"I consider it positively. There are also some aspects here, others there that can bring something a little different, such as living with colleagues, but I do consider it"*. It was also mentioned that the most positive thing about work is the fact that it allows you to achieve goals and objectives due to the fact of having a job: interviewee 09 – *"certainly, in a very positive way"*. Even though he does not exercise the profession for which he feels pleasure, however, the positive contribution is the fact of being paid guaranteeing autonomy. That is why work itself already has a positive place in their life, including having the necessary resources to invest in another work activity, for which they are investing, and also to have the necessary remuneration to ensure survival: interviewee 15 – *"yes, yes for sure"*. Given this, it is possible to mention that there is positivity and well-being when you have autonomy, it is possible to have personal growth and a life purpose, build and maintain a positive relationship with others, as well as build a meaning of life,

Interviewee 06, on the other hand, mentions that, even though the conditions in professional activities are not so favorable, the work still becomes positive, even by the acquisition of maturity to deal with adverse issues in work relations as well as in life as a whole. As for **"achieving goals"**, according to the interviewee, the best way is through work. Whether in financial, academic or social life. The fact of being able to contribute financially at home, as well as being able to invest in studies, is what makes it possible to form goals to be achieved: *"Of course – because certainly without it, I repeat, I wouldn't be taking my courses, you know? I wouldn't be doing a lot of things that I would like to do because whether I like to or not, it's an exchange, you know?"*. In view of this, one cannot think of having objectives and goals without working, including so that introduction and improvement courses, undergraduate and postgraduate courses can be taken, only in the practice of work does all this knowledge take "shape", acquire "personality" allowing one to develop personal growth, have a purpose in life, give a meaning of life to oneself whose consequence is well-being.

Interviewees 07 and 12 mentioned the sense of **"usefulness"** because it was through work that it was allowed not to be idle. He mentioned that he performs two work activities – CLT and informal and, in both, the feeling of usefulness is experienced, including in what is learned and improved through the practice of work: interviewee 07 – *"yes, I consider that work is regardless of what it is, because I work in a company directly and I work on my own as well. So, all the types of work I do have a positive impact on my life. Today I don't see myself standing still doing nothing. It's in one of the jobs I do, I learn new things to be able to apply in my work, so it has a very positive impact"*. The sense of "usefulness" was mentioned again because it was through work that the interviewee was able to exercise his profession of higher education feeling useful to society. Therefore, the diploma only in fact "exists" because theoretical knowledge starts to be executed in practice, providing the conditions to meet personal and social needs and serve society is the primary objective of academic knowledge being practiced at work: interviewee 12 *"Yes, I consider it. I think it does contribute a lot. As I said, I feel useful you feel participating in some way, right? In society, in people's lives, so, for example, in my work I work serving people, I'm a nutritionist so I feel in a way useful to society in general, because I'm there helping in the treatment of diseases, helping to transform people's lives in a certain way, right?"*element. Therefore, autonomy and personal growth, satisfaction with life, and the meaning of life, are the ones that best fit the reports, considering the sense of usefulness as generators of well-being.

"Personal growth" was mentioned by interviewee 10 because work provides new and positive ways of seeing the world, of having good expectations of growth as a person, as well as being said about the certainty that work only contributes in a positive way, including the formation of a new look at life: *"Yes, without a doubt – work helps me to grow as a person, to look at a new vision, for example, a new perspective, this positively adds a lot to me since I started my professional life, right?"*. Therefore, work becomes an effective way to change the way we look at life, since the professional side positively interferes with the development of the personal and social sides, including to have well-being, whose personal growth becomes a consequence when one has a work activity.

For interviewees 11 and 18, the **"certainty"** that work contributes positively to life was cited by the fact that work provides the necessary conditions for the execution of goals and objectives. In view of this, the certainty that the worker can have to build and develop goals, as well as honor financial commitments, invest in knowledge, due to the fact that he is working: interviewee 11 – *"Absolutely. Absolutely."* And also "certainty" is intimately linked to the positive factors that work forms and maintains. Work contributes positively to life, through certainty, because it is a very effective means, or the most effective and precise, to maintain basic needs and can, at least, have a plan: interviewee 18 – *"Total. Absolutely. Without a doubt"*. Therefore, in professional activity, the remuneration may not even be enough at the moment to meet the objectives, however, part of the path is already being traveled, thanks to work because it already allows the consolidation of well-being through the necessary autonomy to handle

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financial life, personal growth when you can invest in knowledge, the purpose of life being possible to have a plan, as well as building and maintaining a sense of life through goals and objectives.

For interviewee 14, work creates "**a place in the world**" for the subject in many ways, such as establishing exchanges, offering services, developing skills and being able to share with other ideas: *"yes. In view of what I said, yes. He contributes positively to my life by creating a place for me in the world."* Therefore, the development of the social role in the world takes place through the work that works as a builder of this social place, being allowed to develop personal growth and have a purpose in life, and the meaning of life, according to the place they are occupying in the world and the well-being provided by this place.

Interviewee 16 mentions that it is the fact that work contributes to the "learning" of the sense of responsibility and punctuality on the one hand, and on the other hand, the fact of performing an activity for which he is passionate, work only brings positive contributions: *"yes, yes. Because I can learn a lot of new things, right? Things that I will take with me for life because it is a matter of organization, a matter of responsibility, punctuality. And that all adds up for sure."* Therefore, for the interviewee, the sense of responsibility, punctuality and pleasure for the activity performed were the main values that work added to his life, where personal growth and life purpose, satisfaction with life and the meaning of life, as driving forces that contribute positively to feeling well-being when performing a work activity.

In the reports of the interviewees, the various possibilities that the positive impact exerts on subjects who are working were shown. Certainty here is linked to financial remuneration, as a root for the growth and development of other areas of life and to have projects, goals and objectives by the conditions provided by remuneration, even in activities that, a priori, do not give any pleasure or satisfaction. On the other hand, the activity, when performed for pleasure and remuneration concomitantly, allows the development and aggregation of other values in life, individual and social, where autonomy, personal growth, life purpose, positive relationships with others and the meaning of life were the dimensions related to well-being and that are in greater evidence in this question.

2.3.6 - Question 05 from the group of young workers

Question 05 – Do you consider that work can contribute to your achievements? Which ones?

It addresses whether it is possible to have achievements through work and which ones. The keywords of this question inform how work allows building and maintaining achievements in the most diverse aspects, as shown in the table below.

Table 05 – "Interpretation of the answers to the fifth question of the interviews". It presents the analysis process.

Chart 5 - Interpretation of the answers to the fifth question of the interviews

QUESTION 05 - Do you consider that work can contribute to your achievements? Which ones?		
Interviewees	Keywords	Relationships with BEP and BES dimensions
Interviewee 01, 09, 12, 14	Financial and professional stability, Financial restructuring, Professional growth.	BEP - Autonomy, Personal Growth and Life Purpose. Meaning of Life.
Interviewee 02	Complete projects	BEP - Autonomy, Personal Growth and Life Purpose.
Interviewee 03, 07	Purchase Goods	BEP - Autonomy, Personal Growth and Life Purpose. BES - Satisfaction with life.
Interviewee 06, 10, 16	Make dreams come true, make plans, Achievements.	BEP - Autonomy, Personal Growth, Life Purpose, Positive Relationship with Others, Meaning of Life.
Interviewee 11	Exercise of spirituality	BEP - Personal Growth, Life Purpose.
Interviewee 15	Investment in career	BEP - Autonomy, Personal Growth, Life Purpose.
Interviewee 18	Personal satisfaction	BEP - Personal growth, Life purpose, Satisfaction with life, Meaning of life.

Source: the author (2024)

For interviewees 01, 09, 12 and 14, "**restructuring**" and consequently "**financial stability**" and "**professional growth**" in this case, were mentioned because they allow investment in intellectual evolution to be able to climb other levels, such as investment in professional courses or graduations: interviewee 01 – *"a lot, in terms of having the money, for example, to pay for college, to pay for a professional course, because then you can evolve, you know?"*. Interviewee 09 – *"I do. First, I think the focus today here at home is to be able to restructure financial life, and the second is to increase the family in the future, right?"* As well as work works as one of the factors that allow the subject's professional evolution: For the interviewees, work teaches values such as evolution when the subject works, has his remuneration and can pay for his studies to have knowledge, as well as to be able to make the

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necessary investments to evolve professionally: interviewee 12 *"I do. I think he can contribute not only there in the case of achievements, it depends, right? Because we have personal achievements, we have professional achievements and sometimes they are together and sometimes not always so connected, right? But I consider my work to be a means by which I can achieve certain achievements, certain goals/ One of my achievements speaking on the professional side. Yes, I always wanted to graduate, it was one of them, to have some relevance in my work, right? So I want to grow professionally.* Interviewee 14 – *"Yes, I believe that the work I do, for example, can give me financial stability. To get a good job opportunity and have a return, for example, financial or professional from everything I studied, from what I graduated, from what I have studied and applied myself.* Therefore, with regard to restructuring, financial stability and professional growth, autonomy, personal growth, life purpose, and the meaning of life were exposed since the organized financial issue enables professional growth and as a result well-being.

Interviewee 02, on the other hand, the possibility of **"completing projects"** was mentioned since it is the work that provides the financial conditions for such conclusions, including the acquisition of material goods such as houses, automobiles, among others, as a guarantee of comfort: *"oh yes, for sure. For example, even commenting here at home, that I'm thinking about getting my license, a few months ago, I was unemployed, I couldn't do that. And now I'm able to."* Therefore, although there are other ways to acquire goods, it is through work that this acquisition is possible, including to be able to have well-being, with autonomy, build personal growth as well as build and put into practice a life purpose.

Interviewees 03 and 07 mentioned that in order to **"acquire goods"**, stability in various aspects of life is due to the acquisition of material goods achieved with the remuneration generated through work. For them, the acquisition of goods guarantees autonomy and security, such as housing, which was an achievement achieved through paid work, which is the most common and safe way to think about conquering goods, including the pleasure felt by the autonomy of these achievements, which are the result of one's own effort: interviewee 03 *"Yes. They would be, mainly, the most personal objects. A house maybe, a car, a good family stability, brings something that can generate a good financial income and that can generate good stability in my life, you know?"* Interviewee 07- *"Yes, a lot. It is during this period that I am now working CLT, in addition to my work outside the home, I was able to save money so that I can accomplish some things, so now I am, for example, in the process of making a down payment on my first apartment".*

In view of this, work was cited as the main source capable of providing the conditions for the acquisition of goods by allowing autonomy, building and developing personal growth and a purpose in life, as well as feeling well-being for having satisfaction with life.

For interviewees 06, 10 and 16, **"the realization of dreams, the possibility of making plans and achieving achievements"** occur more through paid work. Traveling, for example, is only possible autonomously through a paid professional activity. In order for dreams, such as having a diploma to acquire knowledge and put it into practice through work, to be fulfilled, adequate financial conditions are necessary and paid work is the best way, including healthy social relationships that are built in the coexistence of the work environment, enabling the appearance and favoring of better job opportunities: interviewee 06 – *"Of course – many times. In this case, it would be to save the money to be able to take a nice trip, it's meeting new people because where I work like I have networking, you know? I met so many people in my work, I met so many interesting people so much in terms of being able to recommend me for something else".* Achievements of any kind can only be achieved through work because it contributes to the planning of any dreams, plans and projects, since they depend on a financial condition to be fulfilled: interviewee 10 – *"Yes, it contributes a lot, a lot. Without work I can't, as I said before, also without a job I can't achieve some things. And one of the accomplishments I achieved was my marriage."* Interviewee 16: *"Look, I think so. Because at work it can contribute to my future plans because it counts as an experience that I am having. So this can add to the curriculum, for all the things I want to do".*

Therefore, the possibility of having dreams, plans and projects, as well as enjoying achievements made, which allow one to have well-being, and to build healthy social relationships through work, is what allows the subject to have autonomy, to build personal growth, to have the purpose of life, as well as to establish positive relationships with others, and a sense of life.

Interviewee 11 stated that the **"exercise of spirituality"** occurs through work, when it allows knowing and serving people through the most diverse messages that can be disseminated through someone's work. Spirituality here has to do with giving oneself to another and is not necessarily linked to a specific religion. To have physical contact, dialogue, and transmit spiritual messages through the type of work that the interviewee performs. Paid work also serves as a link between the worker and the clients along the path of spirituality: interviewee 11 – *"But it is, today, in view of what I do, that I can't even fail to include something that I believe in, right, which is Jesus. For a long time I didn't know how I could link my profession to believe that it is the person of Jesus and in the exercise of the gospel and everything else and today I have managed not only to live in a quieter and more fun way you also know why I have already considered the tattoo a lot because I could not see how I could serve God within my profession".* In view of the above, we can verify that it is possible to generate well-being through the exercise of spirituality in

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work activities because it promotes personal growth and can be a purpose of life, since work, in addition to bringing people together, can have the role of transmitting messages that are outside the professional/client relationship.

For interviewee 15, the **"investment in a career"** is only possible through the work activity performed at that moment to achieve the goal of being able to exercise the profession that really gives him pleasure. The interviewee mentions that, currently, his profession is not the one he enjoys doing. But, by getting the financial conditions to invest in the career in which you are studying and equipping yourself, it already becomes a good motivation to move forward: interviewee 15 – *"Yes, you can. I need the work to be able to invest in my music career."* Therefore, even in paid work activities that are not pleasurable, it is possible to experience constructs such as autonomy, personal growth because the current paid activity allows the condition of having a purpose and a meaning in life. Here, well-being is linked to future conditions, since the current activity is unpaid, but the interviewee already has a purpose in life, as he has already chosen his professional career.

Interviewee 18, on the other hand, mentions **"personal satisfaction"**, which does not have much to do with the material side, it is also made possible through work, in the construction of the purpose of life. Positively reaching people through their craft is the main objective of this interviewee. Remuneration is only one of the positive consequences: interviewee 18 – *"yes, you can. Because I think like this: my biggest dream really doesn't have to do with possessions, it doesn't have to do with anything material, but it literally has to do with my work. That my dream is to be famous, my dream is to go on stage singing to crowds and such. This is my dream and if I'm on the right path and it's literally my job."* Therefore, work allows you to have the possibility of making dreams come true and having well-being, and how they positively affect society, allowing you to configure personal growth and have a purpose of satisfaction with life, and the meaning of life.

In the statements of the interviewees in this question, it was possible to perceive that it is possible to acquire goods, including those of a social and spiritual nature, through paid work, bringing the necessary security to, from this security, have the possibility of growing and developing in other sectors of life. Housing, food, honoring financial commitments, bring the necessary tranquility to invest in a career, undertake, have a school and/or academic life, develop spirituality in what is done with regard to giving oneself to others. In other words, work is the starting point for the material security that is acquired, the exercise of spirituality that is put into practice in work activities, and personal satisfaction, experienced by well-being when one has: the autonomy acquired by the financial aspect, personal growth and the purpose of life that work activities develop, and the meaning of life, mentioned by most of the interviewees.

2.3.7 - Question 06 from the group of young workers

Question 06 – Do you consider that work can contribute to the organization and management of your life (environmental domain)?

It aims to investigate whether it is possible for work to contribute to the organization and management of workers' lives. The keywords of this question inform how work organizes life, and which aspects allow this management.

Table 06 – "Interpretation of the answers to the sixth question of the interviews". It presents the analysis process.

Chart 6 - Interpretation of the answers to the sixth question of the interviews

QUESTION 06 - Do you consider that work can contribute to the organization and management of your life (environmental domain)?		
Interviewees	Keywords	Relationships with BEP and BES dimensions
Interviewee 01	Manage conflicts	BEP - Satisfaction with life, Meaning of life.
Interviewee 02, 06, 09, 14	Organization, General Organization.	BEP - Autonomy, Personal Growth, Mastery of the environment, Positive relationship with others, BES - Satisfaction with life.
Interviewee 03	Preparation for life	BEP- Personal growth, Life purpose, Positive relationship with others.
Interviewee 07, 18	Discipline, Creation of routine.	BEP - Autonomy, Personal growth, Mastery of the environment.
Interviewee 10	Evolution as a person	BEP - Autonomy, Personal Growth, BES - Satisfaction with life.

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Interviewee 11	Financial and family management	BEP - Autonomy, Personal growth, Mastery of the environment, Positive relationship with others, BES - Satisfaction with life, Meaning of life.
Interviewee 12	Balance	BEP - Autonomy, BES - Satisfaction with life.
Interviewee 15	Does not interfere	BEP - Autonomy.
Interviewee 16	Change	BEP - Personal Growth, BES - Satisfaction with life.

Source: the author (2024)

Interviewee 01 emphasizes that it is necessary to organize and "**manage**" the issues of life when one is working and when one is not in order to avoid conflicts. It is also necessary to organize and manage what is outside of work and maintain a balance and not think that everything is also work: *"in a way I think yes and no. Because, sometimes we get very stuck in this "because we have to work", so we have to know, manage things outside of it, so I believe it depends a lot like this, you know, you have to know how to manage, so there is no conflict between things, you know"*. Therefore, staying at work alone is not enough to organize and manage life as a whole. It is necessary to have a division. For him, much is part of work, but the same cannot be the whole life of the subject, enabling satisfaction with life and the maintenance of the meaning of life and well-being.

For interviewees 02, 06, 09 and 14, work manages and allows "**organization**" to a certain extent, it is not everything. There are other aspects of life that are not necessarily managed and organized exclusively by having a job. Here, work can contribute only a little in the organization and management of life in general: interviewee 02 *"Yes. I think a little. I can't say much. I think so."* Organization becomes complete when it occurs inside and outside workplaces. Therefore, work collaborates that the organization of life in general is possible to be achieved: interviewee 06 – *"I can say yes, because because it is an extension of my home, whether I like it or not, my thought is the following, if I can be well organized at home, I can be well organized at work and vice versa, Do you understand?"* The organization and management of life are more adequate and with better quality, when one has a paid job, because all sectors of life depend on a financial condition. Therefore, the organization and management of life is possible in a more or less complete way due to the financial condition, because the organization and management of life from the autonomy that financial life provides, as well as the organization and management provided by work also contributes to the evolution as a person when through organization and management, The subject takes possession of his own life: interviewee 09 – *"Yes, you can contribute due to the financial condition that the work provides"*. Work affects the management and "overall organization" of life as a whole because it occupies a significant part of life. The organization and management of life starts primarily from work: interviewee 14 – *"I think so, right? Because we have to think, well, work ends up being a big part of our life, so it turns out that many of the things will also be organized around work, so, in a way, work also affects, it's the way we think about everything, right? The way we organize our journey in the day, it is also our leisure, of the people we meet, so it is like, I don't know if it exactly helps, but it influences for sure"*.

Therefore, work works as the main activity for the organization and management of the day-to-day, as well as the interpersonal relationships that occur in the work environment and even in the particular way of thinking about all aspects of life where the autonomy provided by the financial part, the personal growth acquired by the maturity of being able to organize and manage one's own environment, The mastery of the environment that this organization offers, the positive relationships with others, when social life is well managed, and satisfaction with life produce and maintain well-being.

Interviewee 03, on the other hand, mentioned that the organization and management of life that are obtained through work offer the possibility of learning to deal with people through work, as well as having the chance to have a positive "**preparation for life**". The interviewee mentions that this preparation for life takes place from the construction of plans and projects and learning to have an adequate and optimized coexistence with other people: interviewee 03 - *Yes, it contributes. Contribute. Thanks to my work I will use it with peculiarity, with my work, because thanks to this work, it also taught me to have plans – to know, to organize, to know how to prepare for things, you know? Namely, dealing with certain types of moments, namely, living with certain types of people. So work, it is in itself a school, it teaches you good things and it can also teach you bad things.* Therefore, for the interviewee, the organization and management allowed and conquered by work, occurs effectively due to the possibility of learning that this scenario allows, promoting well-being through the personal growth that the organization and management of life make possible, together with the purpose of life, positive relationships with others, one learns to live properly with others, whether inside or outside work activities.

For interviewees 07 and 18, work teaches them to organize and manage a routine, set up an agenda that makes life easier and have more "**discipline**". The fact of being able to have an agenda and fulfill it with regard to schedules and tasks, contributes positively to the interviewee having discipline: interviewee 7 – *"yes, because in order for me to be able to fulfill the tasks of my*

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work, I have to exercise my discipline, also exercise my day-to-day agendas". And then having a steady job that forces me to have more responsibility with managing my schedule, so yes. Therefore, daily life is better organized with the discipline performed to have schedules, to carry out work effectively within this agenda. And also that organization and management have built a sense of responsibility and "creating a routine" to organize life. However, work contributes, but does not occupy a direct position in the organization and management of life. Other factors also influence the construction of such factors: interviewee 18 - "in a way, yes, not directly, but it ends up making me a more responsible person, creating a routine and everything else, so I'm forced to have this greater organization".

In this sense, the organization and management of the environment, as creators of well-being, are given by autonomy and personal growth, achieved by discipline when performing a routine, as well as the mastery of the environment that discipline and routine allow even outside of work activities,

Interviewee 10 mentions that **"evolution as a person"** can be achieved by organizing and managing life, since work offers the financial conditions to organize and manage life, providing autonomy and maturity in all senses: interviewee 10 – *"Yes, without a doubt because work helps me in some way to grow and evolve, right? As I said. And this contributes because as much as it is professionally, but as a person because you also evolve you improve. So that adds a lot to me."* Therefore, well-being is given by the autonomy provided by the financial aspect, personal growth developed through maturity that are explained by speech, and satisfaction with life, by having it better organized and managed by the fact of working.

Interviewee 11 mentioned the importance of work in management, in dealing with people during professional activities, learning how to manage a business, delegating functions when you are not able to do it alone, and the contribution even to organizing and managing the home with what is learned at work: interviewee 11 – *"Absolutely, and I have been taught a lot about this today, especially in managing the responsibility of actually delegating things there and to be responsible for gaining trust", "but I have learned a lot since the beginning of my journey in tattooing, I have learned a lot about how to manage some things like this, about how to deal with people, how to manage a business, how to be financially responsible. So I think it contemplates me in all these senses that, whether I like it or not, I also bring it here to my house, I can manage my house together with my husband with our finances"*. Therefore, the well-being that **"financial and family management"** promotes becomes possible through work, including in the family environment by having autonomy through financial life, personal growth by learning something new and being able to undertake, mastery of the environment by being able to be well organized and managed as a consequence of working, the positive relationships with others that are built in work activities, satisfaction with life, for having a properly organized and managed home, and the meaning of life being built or already found.

According to interviewee 12, management and organization through work also allows for a **"balance"** between being in and out of working hours, trying to organize this flexibility: interviewee 12 – *"our family side has many things, so we know that sometimes work, depending on the workload that the person has, ends up getting in the way and not helping at some points, But I believe so, it's if we have a balance, if we can do it, I'm speaking for myself because today I don't work with a formal contract, I'm a liberal professional. So I think that by being able to make my schedule, for example, I can organize my life in many ways"*. Therefore, the well-being provided here by the organization and management of life occurs when there is firmness between the three pillars: work, financial life and time, and regardless of whether the work is formal or informal, and it is possible to have autonomy, which these three pillars allow, and satisfaction with life, because it is balanced.

Interviewee 15 could not answer because **"it does not interfere"** since he does not perform a work activity that he enjoys, it is only for remuneration: *"organization and management? Not in my specific life because I don't have a work activity that I enjoy. It's just for remuneration."* Therefore, for him, it is not yet possible to think about organization and management, when there is no enthusiasm in the work practice currently performed. The work is only given, for now, by the need for financial remuneration. For this interviewee, the organization and management of life can only occur from the plans and projects achieved in the career for which he is investing to study through the current work activity, configuring only the autonomy, given by the financial aspect. However, the interviewee does not experience the feeling of well-being at the present time.

Interviewee 16 reported that learning to work with numbers allowed organization and management in all aspects of life, through **"change"**. The learning he obtained in a new profession, and the well-being that this learning produced, changed the view of professional issues: *"organization and management of my life, yes, because I think that at work I also deal with numbers and assets, so I think that since then my life with work has changed very positively, and became more organized with the new learning"*. In view of this, the fact that he learned a profession in the practice of work, without needing professional courses or another type of academic degree, made him fall in love with the profession, allowing the change of paradigms in relation to life as a whole, making it possible to develop personal growth, and satisfaction with life, with regard to having access to new knowledge.

In the reports of most of the interviewees, it was perceived that the organization and management of life are largely due to the fact of having a paid professional activity. The ability to organize and manage all sectors of life, including those of

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relationship life such as: learning to manage financial life, conflicts, ways of thinking and relating socially. Even those who claim that the effectiveness of the organization and management do not depend very deeply on work, work collaborates in a way. In this context, work becomes the activity that may not even be fully responsible for ensuring the construction and maintenance of the organization and management of life, but it guarantees a large part of the process, which may be associated with autonomy, personal growth, mastery of the environment, positive relationship with others, dimensions of BEP, which is satisfaction with life, size of BES.

2.3.8 - Question 07 from the group of young workers

Question 07 – What are the three main adjectives that you consider related to well-being?

It allowed us to ascertain the three main adjectives related to well-being. The keywords in this question tell you how these three adjectives are correlated with well-being.

Table 07 – "Interpretation of the answers to the seventh question of the interviews". It presents the analysis process.

Chart 07 - Interpretation of the answers to the seventh question of the interviews

QUESTION 07 - What are the three main adjectives that you consider related to well-being?		
Interviewees	Keywords	Relationships with BEP and BES dimensions
Interviewee 01	Tranquility	BES - Positive affects, Satisfaction with life.
Interviewee 02, 03, 09, 16, 18	Peace	BEP – Autonomy, Personal Growth, Positive Relationships with Others, BES - Positive Affects, Life Satisfaction, BEP - Domain of the environment, Life purpose, BES - Positive affects
Interviewee 06	Perseverance	Meaning of life.
Interviewee 07	Predictability	BEP - Autonomy, Life Purpose, Meaning of life.
Interviewee 10, 15	Stability	BEP - Autonomy, Life Purpose, Positive Relationships with Others, BES - Satisfaction with life, Meaning of life.
Interviewee 11	Balance	BEP - Autonomy, BES - Positive affect, Satisfaction with life.
Interviewee 12	Satisfaction	BES - Positive affections and Satisfaction with life.
Interviewee 14	Health	BEP- Positive relationship with others, BES - Positive affects, Satisfaction with life.

Source: the author (2024)

Interviewee 01 mentioned **"tranquility"** as the first adjective in the acquisition of well-being, since one cannot think of well-being without having an adequate level of tranquility that, in a way, it is possible to feel when working: *"security, tranquility, satisfaction"*. However, to develop well-being, tranquility does not necessarily have to do only with work, but collaborates. In this sense, the positive affects felt by tranquility as well as satisfaction with life appear in this statement.

On the other hand, respondents 02, 03, 09, 16 and 18 cited **"peace"** as the main source of well-being. Peace: with themselves, according to them, is the way to achieve well-being, since peace is what provides the search and achievement of this well-being, including when the feeling of peace is provided by the acquisition of goods and honoring financial commitments, as well as ensuring survival by financial guarantee, and also by reducing the chances of having debts, as well as with the possibility of having peace to exercise spirituality that becomes easier when you are working. Therefore, peace was most mentioned, as it is the adjective that is most felt when living the experience of having well-being: interviewee 2 – *"peace, stability, security"*. Interviewee 03 - *In this case it would be peace, a certain tranquility as well. And the third would be love in this case. "We can feel love for the profession, fall in love with what you like, you have focus"*. Interviewee 09 – *"family, peace and God"*. Interviewee 16 – *"with well-being? I think satisfaction, being satisfied with what you do, what you are, that's a good adjective for well-being, and I think peace is a good adjective for well-being, I think tranquility is a good adjective"*. Interviewee 18 – *"health, this is difficult, friendships and I think peace. Peace in the sense of being at peace with everyone, not hurting anyone, not having a problem, not having debt, peace."*

In this context, the sources that generate well-being are autonomy, personal growth, positive relationships with others, positive affections and satisfaction with life.

Interviewee 06 cited **"perseverance"** as the well-being that is achieved when a goal is achieved. Even in times when the activity and the workplace are not favorable, perseverance is the best motivation: interviewee 06 – *"Tranquility, focus, and maybe*

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perseverance because there are times when you will want to be there, I'm not saying that because of work, but the environment may not please you and you need to be persevering in what you want, What are you looking for, you know? So I think these are the three pillars, you know?" For this reason, perseverance is a unique adjective for well-being, including to serve as a driving force to be able to make plans and achieve them through the mastery of the environment by being in an unpleasant workplace and being able to maintain so that the purpose of life can be achieved, the positive affections because perseverance is a type of affection and the meaning of life that is being built when one has perseverance.

Interviewee 07, on the other hand, mentioned "**predictability**" as a production of well-being since, when it is possible to make plans with what is predictable, well-being is present: interviewee 07 – *"Rest, money, predictability"*. In this context, being able to have dreams and projects only becomes possible due to the predictability that the financial aspect offers and, therefore, well-being is established, configuring the autonomy made possible by financial life and the purpose of life to be achieved and the meaning of life.

Interviewees 10 and 15 reported that "**stability**" promotes well-being, because it is linked to the ability to maintain a routine, a situation without intense daily variations, being able to have family planning and comfort, and consequently the balance necessary to maintain this well-being: interviewee 10 – *"Adjectives I consider stability, my professional growth, and family – for me to achieve this stability, this family growth is also very important and work helps me to maintain this foundation"*. Interviewee 15 – *"stability, leisure and comfort"*. Therefore, professional and financial life, considered stable, already offers the feeling of well-being due to the possibility of having firmness in, basically, all aspects of life through the autonomy achieved by financial life and consequently the purpose of life, the positive relationships with others that stability offers. Positive affections for feeling balanced and satisfaction with life for being stable and the meaning of life.

Interviewee 11, on the other hand, mentioned "**balance**" as the main adjective of well-being, as this adjective is what guarantees the necessary conditions to maintain well-being: interviewee 11 – *"Look, I believe that balance, comfort would also be one of them because I prioritize it a lot, and lightness. It's a bit like that within my philosophy."* In this sense, balance becomes a construct capable of leveling in a healthy way the various aspects of life, including well-being, and this reality is not possible without professional and financial life organized by: autonomy, positive affections for feeling that balance brings lightness and satisfaction with life that is balanced, in several aspects.

Interviewee 12 mentioned that in relation to "**satisfaction**", well-being is already present when we are fulfilled in significant aspects of life. The interviewee mentioned physical satisfaction when enjoying good body health. Emotional satisfaction, when the subject has adequate mental health. And social satisfaction where the individual experiences healthy social relationships: interviewee 12 *"Satisfaction. I think it's one of those, I think comfort too, and I think a sense of tranquility, of relaxation, would also be helpful."* In this context, satisfaction also generates feelings of comfort, tranquility and well-being, due to the fact that the subject is satisfied with life in various aspects, corroborating the positive affects that are felt by satisfaction in general and satisfaction with life in various sectors.

Interviewee 14 mentioned "**health**" as the seed of well-being, since with good physical and emotional health, it becomes possible to have effective conditions for decision-making, as well as to face difficulties and challenges in a more appropriate and optimized way, as well as to maintain good relationships: interviewee 14 – *"well-being I relate to health, that is, to good relationships with other people. It is and I think leisure (rest), time for recovery"*. In this way, good health allows one to live happier with oneself, as well as with others, and consequently well-being is more deeply experienced, making possible positive relationships with others, positive affections and satisfaction with life.

In the scores of the interviewees, it is noted that "**peace**", mentioned by the majority, is the main source of well-being and works as a basic principle for maintaining tranquility, including for life to have a meaning and for the subject to be able to build and determine his purpose. And it is also the cornerstone for the exercise and development of spirituality, as well as not having debts, being at peace with oneself and, consequently, with others, and knowing how to manage conflicts and problems. Therefore, peace is the source for having the necessary serenity to live with quality of life, and an optimized relationship with oneself and in family relationships, consolidating autonomy, personal growth, positive relationships with others, dimensions of BEP, positive affections and satisfaction with life, dimensions of BES, mentioned by the majority.

2.3.9 - Question 01 of the group of young non-workers

Question 01 – Have you ever worked in your life? Looking for work?

He questioned whether the non-worker has already worked and is looking for work. The keywords of this question inform how they see the search for paid work and the difficulties that exist in the absence of paid work

Table 08 – "Interpretation of the answers to the first question of the interviews". It presents the analysis process.

Table 08 - Interpretation of the answers to the first question of the interviews of the non-workers

QUESTION 01 - Have you ever worked in your life? Looking for work?		
Interviewees	Keywords	Relationships with BEP and BES dimensions
Interviewee 04, 05		BEP - Autonomy, BES - Satisfaction with life.
Interviewee 08, 17	Opportunity	BEP - Autonomy
Interviewee 13	Need	BEP - Autonomy
Interviewee 19	Autonomy	BEP - Autonomy, Life Purpose.
	Priority	Meaning of life.

Source: the author (2024)

Interviewees 04 and 05 emphasized that the lack of **job "opportunity"** has a negative impact on both those who have never worked and those who have worked, and are looking for it and cannot. The first interviewee has never worked and the second has worked and is looking for a job: interviewee 4 – *"Well, I never had the opportunity to work, but at the moment I'm looking to get a job in my area"*. Interviewee 05 – *"yes, I have worked and I am looking for a job"*. Given this, regardless of whether you have the experience or not, the lack of opportunity to work is the same. And, consequently, the other areas of life end up being affected, where autonomy and satisfaction with life are not experienced, and consequently there is no sense of well-being.

For interviewees 08 and 17, the **"need"** to work in a paid way for an interviewee exists. One of them, who is a volunteer in an NGO, does not consider it a "job" due to the lack of remuneration that does not allow him to have autonomy: interviewee 08 – *"no. I am a volunteer in an NGO. No, negative. I've worked for pay, the last time I worked was in 2021 and now since the end of the year I've been looking for a job"*. By another interviewee, the job vacancy already exists, and is waiting to be appointed: interviewee 17 – *"yes, I have worked. And I'm at the moment I'm waiting to be appointed and go back to work."* Both see paid professional activity as a safe way to survive and honor financial commitments in other aspects inherent to human life (school and/or academic life and social life). Therefore, the lack of work is so negatively felt where the autonomy that cannot be had due to the lack of paid work, prevents well-being from being generated.

For interviewee 13, **"autonomy"** was reported, which could not be experienced because he could not work due to academic activities at the moment. But there is a need for paid work, including to handle academic life: *"so I've already done self-employment, but not as a CLT job. But I've worked on some things, yes, but not as a formal contract. CLT? Yes, I'm looking."* Therefore, the interviewee is looking for a job in the CLT regime, or paid internship, to have more autonomy and help his family and for not being able to conceive of life without a form of remuneration, which for him, the best is work. In view of the above, it is the autonomy that the financial aspect offers to have well-being, which the interviewee does not have at the moment.

Interviewee 19 mentioned that it is not possible to have any **"priority"** in life because they do not have a job. The interviewee, although he is not looking for a job at the moment, due to academic commitments, considers that paid work is very much needed because one cannot think of an organized life without a source of income, and the safest is paid work: *"I have already worked and at the moment I am not looking for a job, due to the demands of college"*. In this case, in order to have well-being, it is necessary to have the autonomy that is not possible to have without a paid work activity, the purpose of life that cannot be thought of without structuring the autonomous financial life and the meaning of life that the interviewee has not yet been able to build.

In the expressions of most of the interviewees, it was possible to notice that the absence of paid work profoundly compromises several sectors of life. From the understanding and experience that, without paid work, one cannot think of autonomy associated with survival and honoring commitments. In this context, work is not the only way to earn income. It can come from the financial help of family members. However, in this case, one cannot think of autonomy, so there is no well-being. The lack of satisfaction with life was also discussed, when there is no autonomy and it is not possible to establish priorities to build a purpose and have a meaning in life, according to the majority of the interviewees.

2.3.10 - Question 02 from the group of young non-workers

Question 02 – How do you see life without a job?

He addressed the way young non-workers see life without having a paid job. The keywords of this question reveal which negative factors are generated by the lack of paid work, as shown in the table below.

Table 09 – "Interpretation of the answers to the second question of the interviews". It presents the analysis process.

Table 09 - Interpretation of the answers to the second question of the interviews of non-workers

QUESTION 02: How do you see life without a job?		
Interviewees	Keywords	Relationships with BEP and BES dimensions
Interviewee 04, 08	Difficulty	BEP - Autonomy, Personal Growth.
Interviewee 05		BEP - Autonomy,
	Weight	BES - Negative affect, Satisfaction with life.
Interviewee 13	Priority	BEP - Autonomy, Personal Growth.
Interviewee 17		BEP - Autonomy, Personal Growth, Life Purpose,
	Idleness	BES - Negative Affect and Satisfaction with Life.
Interviewee 19	Insufficient existence	BES - Negative affect, Satisfaction with life.

Source: the author (2024)

Interviewees 04 and 08 said that **"difficulty"** is the main aspect to see life without a paid work activity. For interviewee 04 interviewee, the difficulty comes in all aspects, especially if the subject does not have any other form of help that comes, for example, from benefits or family members: interviewee 04 – *"well, I see it as a difficulty. It's depending on whether the person is alone or not, if they don't have a job to be able to support themselves, it's difficult."* For interviewee 08, life without a paid job is difficult, even with other sources of income, because they have the exercise of other aspects of life in a limited way: interviewee 08 – *"Difficult – very difficult"*. Therefore, according to the two interviewees, life without a paid job has greater difficulties regardless of the circumstances. In this sense, the autonomy that both do not have because they do not have a financial life from work and the personal growth that cannot be thought of without a paid work activity to account for their own growth, justify the absence of well-being.

For interviewee 05, the feeling of **"weight"** exists due to the lack of work to meet needs, since, without the financial part necessary to meet needs and fulfill duties, such as maintaining contracted services and paying bills: interviewee – 05 – *"it's complicated because the bills don't stop coming, so it weighs a little, the mental is greatly affected."* Therefore, daily life becomes much *"heavier"* and mental health is negatively compromised and brings limitations for well-being, for not being able to honor these commitments, configuring little autonomy for not having one's own financial life, negative affections for feeling like a burden and lack of satisfaction with life.

For interviewee 13, the lack of paid work prevents any kind of **"priority"** in life in any aspect. At the moment, academic life is taking up most of your time. However, even though academic life is very important, the interviewee is already looking for a paid internship to contribute to the supply of needs at home, with his family: *"well. At the moment I'm in college so I have to deal with a lot of things. But in the future I have to think about a paid internship, yes, right? It's important because it will make me not only grow professionally, right?"*. Priority in academic life, even if momentary, does not generate well-being, because it is not enough to think about personal growth because it cannot have the autonomy that remuneration can provide.

It was mentioned by interviewee 17 that **"idleness"** generates a concern about the future because, in addition to negatively interfering with the sense of usefulness, it also interferes negatively with the acquisition of professional experience, as well as financial life, which is also affected: *"it is very complicated, not only because of the financial issue, but I think that because of the issue of not feeling so useful, Idle time generates anxiety, a concern about the future that is complicated"*. In view of this, for them, idleness generates a feeling of uselessness to the extent that, in addition to not being able to have an autonomous financial life, they do not acquire professional experience both to exercise their current profession, and do not add content to their curriculum to be able to have other chances, other opportunities, and it is not possible to have the necessary autonomy even for the choice and development of a career, limiting the possibility of having personal growth as well as having a purpose in life, and also idleness, a negative affect, because it is felt in this way, compromising satisfaction with life and well-being.

Interviewee 19 mentioned that work, the function performed professionally says a lot about the personality, the identity of the subject, and when he is without a job it is as if he affirms his *"insufficient existence"*, because everything revolves around work: interviewee 19 – *"I think that life without a job is a life that does not exist because everything we do is work. So I think it is impossible to dissociate from this perspective of life without a job, I think it would be an insufficient condition of existence for the human being"*. In this context, the interviewee mentions paid work because it allows the individual to have perspectives, to be useful, to have his remuneration, so that existence can become more solid and with more well-being. Insufficient existence corroborates the negative affect felt by the feeling of insufficiency and lack of satisfaction with life.

In the discussions of most of the interviewees, **"difficulty"** is cited as the biggest negative construct for those who do not work. For them, everything is more difficult, even for those who have other sources of income, such as the support that comes through family members. The source of income coming from conditions other than work limits autonomy because it becomes the possibilities for personal and professional development are smaller. Therefore, having one's own source of income from one's

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own work contributes on a large scale to making safer and more assertive choices, being able to have one's personal growth as well as having autonomy to come and go, in other aspects of personal and social life, to choose and build autonomy and personal growth, dimensions of BEP, were mentioned by most of the interviewees in this question.

2.3.11 - Question 03 from the group of young non-workers

Question 03 - What does work mean to you?

It addressed the meaning that work has for young non-workers, The keywords of this question reveal the limitations that the lack of work has in the lives of the interviewees, as shown in the table below.

Chart 10 – "Interpretation of the answers to the third question of the interviews". It presents the analysis process.

Table 10 - Interpretation of the answers to the third question of the interviews of non-workers

QUESTION 03: What does work mean to you?		
Interviewees	Keywords	Relationships with BEP and BES dimensions
Interviewee 04, 05	Sustenance	BEP - Autonomy
Interviewee 08		BEP - Autonomy, Life Purpose, BES - Satisfaction with life.
Interviewee 13	Provide something	Meaning of life BEP - Personal Growth, Life Purpose, BES - Satisfaction with life.
Interviewee 17, 19	Usefulness	Meaning of life BEP - Autonomy, Personal Growth, Life Purpose, BES - Satisfaction with life.
	Exercising Gifts	Meaning of life.
	Development	

Source: the author (2024)

Interviewees 04 and 05 mentioned that the **"sustenance"** factor works as a guarantee of maintaining oneself in all senses. It is what works as a "starter" so that the other sectors of life can function: interviewee 04 – *"work? I think that defining it in one word, work for me is livelihood, especially livelihood"*. Therefore, sustenance is the word that best defines the way these interviewees see paid work. It serves as the main pillar of life to have other aspirations and survive. Livelihood is the main objective of paid activities: interviewee 05 – *"I think it's the way to keep everything I really need. With work I have, I had health insurance, I was able to eat in a more okay way, already within a diet, to be able to buy some things for myself or do something, leisure or something like that. It is then a pillar of life"*. In this sense, well-being cannot be experienced because it does not have financial autonomy, since, without it, sustenance is limited.

Interviewee 08 reported that work is the main way to **"provide something"** to society and to be paid for what is offered by work, it is a matter of merit: interviewee 08 – *"work for me means when we have something to propose to someone who can pay us for what we are offering to them, had by the effort of the day to day"*. Therefore, according to the interviewee, in addition to the issue of remuneration, which is fundamental for survival, being able to offer something to society is what also makes the effort employed in the professional activity worthwhile and make sense. In this case, well-being is related to the autonomy of having a salary, the purpose of life of being able to offer something (product or service) to society, the satisfaction with life since one feels deserving of being remunerated and the meaning of life that is built and maintained by this merit.

Interviewee 13 mentioned that although academic life is the priority at the moment, the fact of not being able to work compromises the sense of **"usefulness"**, even if academic life is the way to professional practice can work in the future, and also the fact of not being able to work to help with commitments at home compromises self-esteem a little, including. This interviewee mentioned that very rarely does a form of work appear and is not paid and, therefore, does not consider it a professional activity, because the frequency of clients is very sporadic: *"being able to do something that can minimally do something for society. I think any job. So we can do something useful for society. That sometimes I'm a makeup artist, so sometimes being able to make a person happy at the event they're going to is cool."* But even when it occurs, the fact of knowing what this activity has made someone "happy" is already, in part, rewarding, providing personal growth and the possibility of having a purpose in life, but not having satisfaction with life, because they do not have remuneration and the meaning of life that is prevented from being built. Therefore, well-being is insignificant.

For interviewees 17 and 19, paid work makes it possible to **"exercise gifts"** and consequently greater development, by putting into practice one's own qualities after acquiring the intellectual part. In this case, the particular qualities are possible to be performed because the practice of work allows the exercise of qualities and virtues that the practice of paid work allows. It is theory supporting practice and practice giving voice to theory. And, generally, the gifts and talents are "discovered" in professional

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practice and the subject sets out to theoretically equip himself, ensuring better *performance of these constructs, which a priori we were born with*: Interviewee 17 – *"work, I think that in theory it is a paid occupation, but in practice it is you exercise your gifts and your intellectual part, It's putting all your best qualities to work*. Therefore, the variables mentioned are: personal growth, life purpose, satisfaction with life and the meaning of life, as well as it is through human "development" in various senses, that it becomes possible to have goals, perspectives in life. Therefore, the material issue comes later, for this interviewee. Human and personal development is the cornerstone of the meaning of paid work: interviewee 19 – *"I think that work is all the action that we perform to acquire a material good, but that also dialogues with the objectives, with the perspectives of life, human development itself. I think work has to do with human and personal development."*

In view of the above, well-being may be compromised, autonomy for having a paid job, personal growth and life purpose that are produced by the exercise of gifts and intellectual development, satisfaction with life, which at this moment is limited by the lack of paid work and the lack of a meaning in life that is impossible to see. .

In this question, the reports of most of the interviewees show that the lack of work severely compromises the possibility of putting their lives into **"action"**. And with regard to the experience of autonomy that the interviewees feel, being able to lead their own path, make their own choices, including staying in the activity or modifying their professional paths, exercising gifts, talents and skills, getting involved and developing as a person and as a professional, because paid work for them is the starting point for all other aspects to be achieved. And it is only possible to build this reality and well-being when you have autonomy, personal growth, life purpose, BEP dimensions, and satisfaction with life, BES dimension, and the meaning of life.

2.3.12 - Question 04 from the group of young non-workers

Question 04 – What is the importance that work exerts/would exercise in your life?

He addressed the importance that work exerts/would exert in the lives of young non-workers. The keywords of this question guide how this importance is felt by them, as shown in the following table.

Chart 11 – "Interpretation of the answers to the fourth question of the interviews". It presents the analysis process.

Table 11 - Interpretation of the answers to the fourth question of the interviews of non-workers

QUESTION 04: What is the importance that work exerts/would exert in your life?		
Interviewees	Keywords	Relationships with BEP and BES dimensions
Interviewee 04		BEP - Personal Growth, Life Purpose, Meaning of life.
	Growth	
Interviewee 05	Extreme importance	BEP - Autonomy
Interviewee 08	Passion	BES - Positive affect
Interviewee 13	Financial	BEP - Autonomy
Interviewee 17	Healing	BES - Positive affects, Negative affects, Satisfaction with life.
Interviewee 19	Meaning life	BEP - Autonomy, Personal Growth, Life Purpose, Meaning of Life.

Source: the author (2024)

For interviewee 04, work is what allows **"growth"** and maturation in the sense of organizing one's own life. Work is important in this sense because the possibility of growing and developing as a person is due to the learning that the professional activity provides, in addition to the maturity built by the sense of responsibility: interviewee 04 – *"the importance of work, well I would say maybe a growth, a maturation"*. In this context, growth and well-being occur in the subject in all sectors of life , providing personal growth, and the construction of a life purpose, and the meaning of life that is compromised by the little growth and little maturity that the lack of work causes.

For interviewee 05, the **"extreme importance"** of work is due to the fact that everything we achieve in life comes from the remuneration provided by work. For this interviewee, the importance of work is 100%, because everything he needs depends on remuneration from paid professional activity: *"I think it is extremely important, I would say 100%. Everything I do I need money, and money comes from work, right? It is 100%, extremely important"*. Therefore, everything that has to do with basic and secondary needs depends on paid work where the autonomy that financial life offers allows you to meet such needs and as a result, well-being.

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Interviewee 08 mentions the "**passion**" for performing a work activity because it is this same passion that gives meaning to life. Working in a paid activity, in a profession that you are passionate about, makes all the difference: *"I think it is very important because, for example, in the area I work in, that I want to go back to work is something that I have a passion to do, which is the area of radiology. It's something I feel happy and feel good doing."* Therefore, for this interviewee, it is much more gratifying to perform a professional activity that, in addition to being paid, is performed with pleasure, passion and satisfaction, configuring what can be said to be happy and fulfilled, having well-being, with passion being a positive affect.

The "**financial**" issue was mentioned by interviewee 13 as the main importance for the maintenance of life in general, especially in the aspect of obtaining the means to acquire material goods as well as helping the family, which is the main importance of paid work: *"nowadays it is more financial. Help my parents. Being able to pay my little things these days, it's more like that."* In view of this, the financial issue arising from work is what provides the necessary conditions for material life through one's own effort, where the autonomy that the interviewee does not have due to the lack of paid work, prevents the feeling of well-being.

Interviewee 17 mentioned that the exercise of the sense of usefulness acquired through work was already sufficient for the "**cure**" of anxious and depressive symptoms while he was working. According to the interviewee, paid work provided the conditions to occupy his "mind" in a paid professional activity: *"for me, work was my cure. I had the issue of depression and anxiety and it was within the job market that I was able to occupy my mind and feel useful to start fighting with this emotional issue while I was working"*. In this sense, the interviewee mentioned that the process of curing anxiety and depressive disorders occurred when he also started to feel useful. But at the moment mental health is impaired by not working in a paid way, and it is not possible to feel well-being. In view of the above, there are positive affects for feeling good when working, negative affects, since some symptoms returned when they stopped working for paid work, and satisfaction with life, which is limited by the feeling of not being useful.

Interviewee 19 reported that the function that is performed is in the actions that are practiced and that a "**meaning of life**" is born and maintained. Life starts to have a direction when you exercise a paid professional activity because you can build a life purpose: *"- I think the importance of work and it is because it gives meaning to life. So I think that the work I perform, in the actions I perform, is what gives meaning to my existence."* Therefore, for this interviewee, the meaning of life begins to be built when it becomes possible to add values to people's lives through paid work activity and the autonomy acquired by financial remuneration associated with the satisfaction of professional practice is the gears to have well-being through personal growth, a purpose in life and a meaning of life where none of them is experienced due to lack of work.

For most of the interviewees, the meaning of life is the sum of all the interpretations generated from the question in question, since it is constructed in proportion to the fact that the human subject finds a purpose to satisfy his personal perspectives and serve society. When this purpose is found by the autonomy provided by financial life in common agreement with the exercise and maintenance of gifts, talents and abilities, it becomes possible to affirm that the meaning of life has reached its completion. Therefore, the importance of paid work to produce well-being, in this process, shows how autonomy, personal growth, life purpose, the dimensions of BEP, negative affects and satisfaction with life, the dimensions of BEP, can be impaired, with the exception of the negative affects that are already felt, when there is no paid job.

2.3.13 - Question 05 from the group of young non-workers

Question 05 – Do you consider that work can contribute to the organization and management of your life – mastery of the environment?

He evaluated how work can contribute to organizing and managing life. The keywords of this question guide how the lack of work limits the organization and management of life, as shown in the following table.

Chart 12 – "Interpretation of the answers to the fifth question of the interviews". It presents the analysis process.

Table 12 - Interpretation of the answers to the fifth question of the interviews of the non-workers

QUESTION 05: Do you consider that work can contribute to the organization and management of your life – mastery of the environment?		
Interviewees	Keywords	Relationships with BEP and BES dimensions
Interviewee 04, 05	Certainty; Warranty Responsibility Routine	BEP- Autonomy
Interviewee 08		BEP - Autonomy, Personal Growth.
Interviewee 13, 17		BEP - Autonomy

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Interviewee 19	Structure	BEP - Autonomy, Personal growth, Mastery of the environment, BES - Satisfaction with life.
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Source: the author (2024)

Interviewees 04 and 05 emphasized that the organization and management of life can be carried out because work offers a wider range of **"certainties"** for such contributions. One cannot organize and manage any aspects of life without a form of remuneration that comes from work: interviewee 4" – *yes, of course. Yes, for sure.* As well as the "guarantee" of remuneration is what allows you to plan your life and consequently the organization and management of it, because it is possible to have a certain income. Therefore, one cannot think of going for any type of organization and planning, including the planning of a goal or manipulating the gears for the realization of a dream without having a financial remuneration to carry out such actions: interviewee 05 *"Absolutely, absolutely. I think that the guarantee of a salary at the end of the month would allow you to plan within a more standard, I would say with more certainty.*

Therefore, for these interviewees, the possibility of organizing and managing life comes from the **"right"** condition provided by paid work and the guarantee of being able to organize one's life by having an income, citing autonomy, to be able to have one's life and well-being organized and managed.

For interviewee 08, it is through the acquisition of **"responsibility"** that it is possible to manage and organize the daily routine. He also mentioned that responsibility is the first value created in the proportion in which we are able to organize and manage our lives in all aspects: interviewee 08 – *"yes, because it generates responsibility in me".* In this context, responsibility starts from the routine performed through discipline to put into practice an agenda, for example, which serves to organize and manage daily life, generating well-being, making it possible to have autonomy to manage life and the personal growth resulting from this management. For interviewees 13 and 17, the **"routine"** is capable, by itself, of organizing life, since the routine is considered a lifestyle, capable of making the subject functional when he manages to make and execute a routine: interviewee 13 – *"currently only a little, because if I were to work like this, every day, right? Because my life is kind of busy, but in the future it would be an organization for you to have a routine, to continue having a routine, and I only work with a routine.* The routine even collaborates to the production and maintenance of the emotional balance necessary to have a more assertive daily life with the largest possible number of tasks performed: interview 17 – *"Certainly, even within my therapy, work was the fundamental part to establish routine. And within the routine I was able to start feeling like I was really training, being organized, and balancing my time.* Therefore, having a routine that is built through the organization and management of life in all aspects also contributes to satisfactory mental health and well-being, and having the necessary autonomy to organize and put into practice this routine as a way to organize and manage life.

Interviewee 19 reports that the **"structure"** of life in all senses can only happen when life is organized and managed by paid work. Paid work is the central axis from which the entire structure of individual, family, and socio-environmental life starts. It is through paid work that it becomes possible to organize life with dignity and autonomy because remuneration is based on the paid professional activity performed by the worker himself, giving him the conditions to organize and manage his life, alone: interviewee 19 – *"Absolutely. I think I do not know if I could say of a contrary relationship, but I think that my life is organized and structured according to work".*

Therefore, the structure that is formed through paid work is firmer, because it is built by decisions made by the subject himself, most of the time, and the decision-making made by the subject himself, produces well-being. In view of this, it is possible to mention that the autonomy acquired in the organization of life generates personal growth, and there is a better mastery of the environment, and satisfaction with life, a result of the organization and management of life.

In the interviewees' statements in this question, it was identified that they believe that a well-designed routine is capable of organizing and managing life in all senses, due to the certainty that is felt by the guarantee of financial life, in addition to the responsibility that is acquired when the routine is put into action. The firm structure that routine helps to build is also fundamental for organizing and managing life, because it allows the ramifications for the best development of all aspects of life to start from this structure. Therefore, structuring life through a routine not only guarantees financial life, but also health and well-being in all senses, and can be linked to autonomy, BEP dimension, according to most interviewees.

2.3.14 - Question 06 from the group of young non-workers

Question 06 – What are the three main adjectives that you consider related to the experience of not working?

It found the three main adjectives that young non-workers consider important in relation to the experience of non-workers. The keywords of this question mention how young people feel about not having a paid job, as shown in the table below.

Chart 13 – "Interpretation of the answers to the sixth question of the interviews". It presents the analysis process.

Table 13 - Interpretation of the answers to the sixth question of the interviews of non-workers

QUESTION 06: What are the three main adjectives that you consider related to the experience of not working?		
Interviewees	Keywords	Relationships with BEP and BES dimensions
Interviewee 04	Difficulty	BEP - Autonomy, BES - Negative affects.
Interviewee 05		BEP - Autonomy, Life Purpose, BES - Negative affects.
Interviewee 08	Uncertainty	Meaning of life
Interviewee 13, 17	Discouragement	BES - Negative affects, Satisfaction with life. BEP - Autonomy, Life Purpose, BES – Negative Affects, Life Satisfaction
Interviewee 19	Insecurity	Meaning of life BEP - Autonomy, BES - Negative affects.
	Void	Satisfaction with life.

Source: the author (2024)

For interviewee 04, the **"difficulty"**, associated with the feeling of helplessness and insecurity, is fundamental to compose the adjectives with regard to the fact of not working. Discouragement is also inevitable for not being able to have autonomy to manage life: interviewee 4 – *"It's that, as I never had an experience of being able to work and everything, then it gets a little more difficult for me like this that as much as the question itself is about not working, it is a little complicated to think. But I think that difficulty, maybe helplessness, insecurity can be"*. Therefore, difficulty is a constant in the life of those who do not have any paid professional activity, without having a sense of well-being, due to the fact that it is not possible to make any planning making life "uncertain", limiting the possibility of having more autonomy, as well as negative affections, such as the feeling of helplessness and insecurity.

Interviewee 05 also mentioned the **"uncertainty"** in relation to all aspects of life when one does not have a job and does not have the possibility to plan anything, causing a lot of concern. For this interviewee, it is as if he lived without the possibility of giving color to his life because he had never worked and consequently experiencing feelings of worry and discouragement: *"That's all there is to it, uncertainty, worry. And discouragement."* In the meantime, life without a paid job prevents you from having well-being because it does not offer the possibility of having any kind of dreams or projects because you do not have the guarantee of remuneration, not being possible the necessary autonomy even to make choices as well as not being able to think about a purpose in life, the negative affects felt by discouragement, and the fact that he does not have a meaning in life.

Interviewee 08 reported that the **"discouragement"** has to do with the fact that fatigue is based on idleness, which even impacts self-esteem with the lack of work, since there is pleasure in working and being paid. And idleness is something that harms him, much because work also has to do with action: *"idleness, discouragement, tiredness, because standing still tires me. I am a person who likes to work. I think it is."* Therefore, discouragement takes over the interviewee, first because he is "stopped", compromising the sense of usefulness, and second because he likes to be working, especially in an activity that he likes to perform and still be paid. Therefore, negative affects, such as discouragement and lack of satisfaction with life, become obstacles to achieving well-being.

For interviewees 13 and 17, **"insecurity"** was mentioned and they have in common the fear of the future due to the fact that they cannot advance in goals or create expectations and cannot depend on themselves: interviewee 13 - *"sometimes discomfort of not being able to help my parents, of being able to have my own things. Fear of the future like this, you stop to think that you depend on yourself. And insecurity perhaps."* Interviewee 17 – *"insecurity, idleness, uncertainty"*. Therefore, insecurity is the basic feeling that is formed in those who are not working. Other negative feelings also arise, such as the fear of staying much longer in this situation, the discomfort of depending on other sources of income, idleness that compromises the sense of usefulness, as well as the feeling of uncertainty for not being able to plan any goal, compromising autonomy for being dependent on family members, not being able to think of a life purpose, the negative affects with the feelings of insecurity and uncertainty and consequently not having satisfaction with life, and the meaning of life that is still non-existent due to these feelings, including well-being.

Interviewee 19 mentioned that the lack of work generates a very large existential **"void"** due to several aspects: idleness, alienation and lack of usefulness, as well as the lack of possibility of subsistence: *"it is a life without perspective, I think it is an alienated life, and I think it is an empty path."* In this context, the feeling of emptiness comes from the fact that paid work is the very effective way to give meaning to life and have a purpose, which are fundamental aspects for a happy and adequate life,

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because it is through paid work, for this interviewee, that the subject does not experience sensations such as alienation and lack of perspective and well-being, intervening in a negative way in the autonomy of having one's own subsistence, and the negative affects expressed by the feeling of emptiness generating a lack of satisfaction with life.

In the reports of the interviewees of this question, it was found that the interviewees do not conceive of security without a paid job, even when it includes sources of income from other sources. The limitation occurs because the subject is relatively prevented from making his own choices because he is dependent on family members, compromising his well-being. That is why insecurity is felt, since you cannot have the necessary autonomy to execute plans and objectives and be able to acquire the material goods you want. It was also perceived that insecurity is due to fear of the future, since the meaning of life and a purpose depend on a paid professional life to be planned and executed. Therefore, the experience of not working, for most of the interviewees, compromises autonomy, life purpose, BEP dimensions, produces negative affects, and negatively interferes with life satisfaction, BES dimensions and the meaning of life.

2.3.15 - Question 07 from the group of young non-workers

Question 07 – In what aspects can the lack of work impact life?

He verified in which aspects the lack of work can impact life. The keywords of this question mention how young people feel impacted by not having a paid job, as shown in the table below.

Chart 14 – "Interpretation of the answers to the seventh question of the interviews". It presents the analysis process.

Table 14 - Interpretation of the answers to the seventh question of the interviews of non-workers

QUESTION 07: In what aspects can the lack of work impact life?		
Interviewees	Keywords	Relationships with BEP and BES dimensions
Interviewee 04	Helplessness	BEP - Autonomy, BES - Negative affects.
Interviewee 05, 17		BEP - Autonomy, Personal Growth, Life Purpose. BES - Negative affects, Satisfaction with life.
Interviewee 08	Financial, utility	BEP - Autonomy, Personal Growth, BES - Satisfaction with life.
Interviewee 13	Independence	BEP - Autonomy.
Interviewee 19	Need	BEP - Autonomy, Personal growth, Life purpose, Positive relationships with others, BES - Satisfaction with life, Meaning of life.
	Disorganization	

Source: the author (2024)

Interviewee 04 reported that the **"helplessness"** is felt by people who do not work and have other people who depend on them, such as family members. Financial difficulty impacts life in general, providing a feeling of unemployment, especially for those who depend on family members who are also economically limited: *"look at it in different ways – financial difficulty, the person, especially people who have it, I don't mean people alone, for example, a person who is the head of a family, who has other people to support, also becomes more difficult. Repeating again the word, the difficulty, the helplessness of other people who see the situation"*. Therefore, the paid professional activity alone already generates the feeling of helplessness by the subject himself, since he is subjected to dependence on other people to account for his survival. That is why well-being is limited or even prevented from being experienced because it is not possible to have greater autonomy, because it depends on family members, and negative affects caused by the feeling of helplessness.

Interviewees 05 and 17, on the other hand, revealed that the **"financial" aspect** and the sense of usefulness are compromised because without money, it is not possible to perform most of the tasks necessary for survival because everything is paid for: interviewee 5 *"in my life it is 100%. Everything I do gets paid. So physical activity is paid, therapy is paid, leisure is paid. Everything I do is paid. So it affects 100% in my life, 100%. There is nothing in my life that the lack of money does not affect."* That's why the lack of work affects your life 100%, as all the activities you do on a daily basis have a financial cost. And financial lack always affects life in a negative way. And also because of the importance of paid work for academic life, having plans and making dreams come true, as well as the sense of "usefulness" that is negatively affected, due to too much free time: That is why the financial side is a necessity, to continue to survive and continue with academic life interrupted by the lack of financial resources: INTERVIEWEE 17: *"Wow, today it has a direct impact because without the money we can't make the other plans, right? Especially*

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college. I had to put college on hold because of the lack of work. So in every possible way, the lack of work has messed with me because the free time, it leaves me with a feeling of uselessness and also the lack of money leaves me unable to fulfill other dreams and other plans, right? So I end up getting stuck."

In this case, autonomy and the possibility of thinking about personal growth and building a life purpose, for having stopped college, are impaired, due to lack of remuneration, as well as satisfaction with life, affected by the feeling of lack of usefulness, generating negative affects, not being possible to have well-being.

For interviewee 08, **"independence"** was cited in the sense of not depending on family members and other forms of remuneration that do not come from work. And this factor is uncomfortable. He also mentioned that the production of a healthy identity occurs, and to a large extent, through the exercise of a paid professional activity for which one takes pleasure because the view of people in their family and social relationships is shaped in a positive way: interviewee 08 – *"in the social aspect because people see you in a different way. And you will need the help of someone, obviously external or internal, be it family or friends, and I think that in addition to the financial, I think even personal, for us to feel equal, as we often have to depend on other people, that does not come from your own effort. There are people who are calm about it, but I am not."* In this sense, when there is independence made possible by paid work in various senses: financial, individual, family, social, the subject acquires equality with others, as well as acquires well-being, whose autonomy is better experienced, there is the possibility of thinking about personal growth, and it is possible to have greater satisfaction with life, when one has independence in various aspects.

On the other hand, **"need"** was mentioned by interviewee 13 in the sense of having the necessary and basic conditions for survival. The negative impact of the lack of work is precisely due to the fact that it considers that having a paid professional activity is a necessity: *"everything! So of course it depends on the context that the person lives, or that I live in, but it doesn't affect me much today, but in the future within my home. There's no way you can't, unless you're born rich, there's no way. You have to consider, so a lot of times, that's where you have to work. He influences you by being able to put food on your table."* Therefore, one cannot think about survival and well-being without meeting needs, and the best and most assertive way is work that allows one to have financial autonomy, to meet needs.

Interviewee 19 reported that the lack of work is responsible for the **"disorganization"** of all life. Physical, personal, socioeconomic aspects are greatly negatively impacted by the lack of paid work: *"I think in all aspects. The physical, personal, economic, socioeconomic aspects, in the relationships with each other, in the relationships with myself. So I think there is no way to see a life without a job because life is organized around work."* Therefore, all life revolves around paid work, allowing you to organize life and well-being in all aspects, bringing the necessary autonomy for survival, collaborating to have personal growth, build and maintain life purpose, be able to maintain positive relationships with others, as well as not being able to have satisfaction with life, and not even having a meaning in life.

In the discourses of the interviewees in this question, the negative impact that the lack of work affects life in all senses was noted. Not only the financial aspect, which is the main one, but also the physical and psychosocial aspects due to the various factors negatively affected, showing how everything in human life revolves around work, including the independence of being able to choose which professional activity is chosen. In view of this, work works as the main driving force for independence, and consequently well-being in various aspects of life, which can be achieved through autonomy, personal growth, life purpose, BEP dimensions, negative affects and satisfaction with life, BES dimensions.

2.4 DISCUSSION

This chapter presented, dissertated and explored the results of the qualitative interviews developed in this study, which resulted in interpretative keywords. Each keyword was dissected based on the reports of the interviewees who outlined the answers to the following questions: (a) Is having or not having a job a relevant factor for subjective well-being and psychological well-being in young adults between 18 and 29 years of age? (b) What factors or meanings are associated with youth work? (c) Is meaning of life a relevant factor for well-being in working and non-working youth?

In the interpretations of the answers to the interviews, it was verified that the work factor can account for several positive aspects in human life. Be it individual or relationship life. Here they include the following aspects: physical (survival and health), psychic (self-esteem well organized by the pleasure of exercising a paid activity and financial autonomy), social (the various social interactions both at work and outside of it when they are in leisure situations), and spiritual (work allows one to give oneself to others and consequently serve society through a product or service, which are the results of work, especially when one carries out a pleasurable paid activity).

In both classes of interviewees (workers and non-workers), there was notorious agreement in the sense that work works as a driving force for the meaning of life and well-being based on the categorization of keywords based on the interpretations of the answers to the interviews.

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In the class of workers, psychological and subjective well-being as well as the meaning of life is already present due to the fact that they have a paid work activity. For them, the meaning of life only exists in their lives by generating well-being, due to the factor of performing a paid job. Even those who perform activities that, at the present time, are not pleasant, but allow the meaning and purpose of life to be built through dreams and goals, since financial autonomy allows these workers to think about such constructs, as well as make investments in school and/or academic life, or in some chosen career.

On the other hand, in the class of non-workers, these three factors are not present. For this class, one cannot think about the meaning and purpose of life without having a paid work activity. From the interpretation of the interviews, relevant and significant differences were perceived in the variables meaning of life, psychological well-being and subjective well-being, in relation to young workers and non-workers. The interviewees were assertive in reporting that the absence of paid work produces a lot of insecurity, preventing the possibility of thinking about building a meaning of life because they do not have their own livelihood to meet their basic needs, of being insecure about the future, the compromise of self-esteem because they have never performed a paid job or have been fired. Therefore, in this class, the difficulties experienced by not having a job are many, negatively impacting the physical, psychic, social and spiritual aspects reported above.

Therefore, this chapter developed the understanding of the relevance of subjective well-being, psychological well-being, through the significant differences between young workers and non-workers and the meaning of life of young adults between 18 and 29 years old, as well as the meaning of life as a relevant factor for well-being in young people who work and those who do not work.

The variables interpreted and cited in this chapter are presented in their percentage values as shown in Graphs 1 and 2. In Graph 1, the highest percentage was the Personal Growth factor, with 43% of the interviewees working. In the case of Graph 2, the factors have a negative value, except for negative affects, due to the question of the interviewees mentioning that these variables are not present and are not felt and/or experienced because they are not working, with the highest negative percentage for the variable Autonomy with -33%.

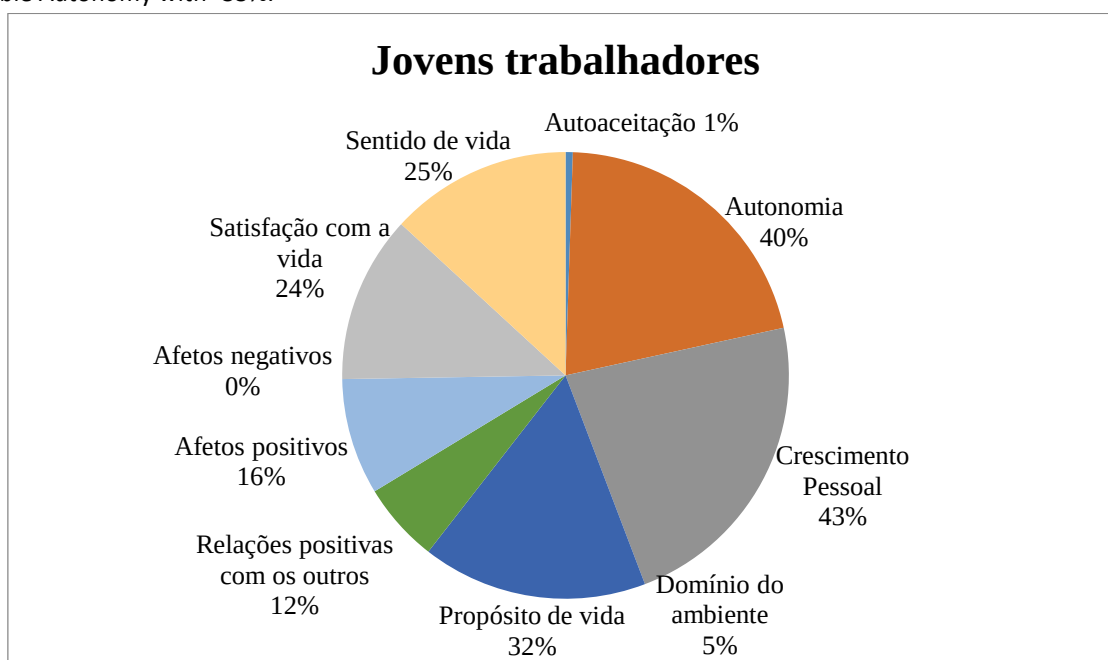
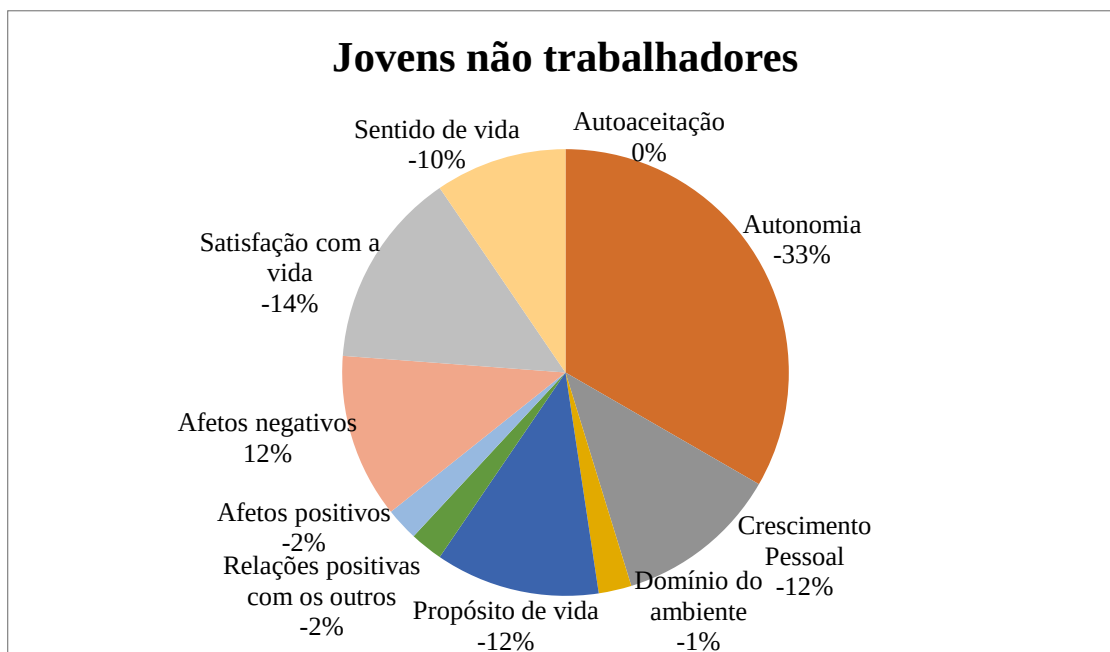


Chart 1

Graph 2



FINAL CONSIDERATIONS

The general objective was to understand the relationships between meaning of life, psychological well-being and subjective well-being in young adults who work and do not work. We sought to provide answers to the following questions in study 2: (a) Is having or not having a job a relevant factor for subjective well-being and psychological well-being in young adults between 18 and 29 years of age? (b) What factors or meanings are associated with work and well-being in young people? (c) Is meaning of life a relevant factor for well-being in working and non-working youth?

Regarding the first question, significant differences were found in the relevance of having or not having a job for subjective well-being and psychological well-being in young adults between 18 and 29 years old. Young people who work experience higher percentages of subjective and psychological well-being when compared to young people who do not work. The possible interpretation is the experience of autonomy, personal growth and life purpose, as well as the greater experience of positive affects, work allows to modify and give more quality to human nature through collective efforts in the most diverse sectors. The person constructs and is constructed subjectively in various aspects through work, when he learns and perfects the capacity for a relationship life, for the balance found, making it possible to have a better position in life, as well as he learns to face and overcome difficulties and conflicts, to explore his instinct of usefulness, to show his ability to build and modify his personal and social identity when he perfects and enriches the vision of himself of people and the world. In this sense, it can achieve a purpose and meaning of personal life, since those who have a work activity at first, know their skills and talents, as well as how much they still need to improve and develop.

In the second question, factors or meanings associated with work by young workers related to the dimensions of BEP were reported: autonomy, personal growth and life purpose, in terms of the pleasure of having a work activity. In young non-workers, the factor and meaning, here in the case of the absence of work, are linked to the difficulty that is present in all senses because the negative factors are greater. In all aspects of life, everything becomes more difficult, including for those who have other sources of income, such as the support that comes through family members. Because, according to them, the means of survival arising from conditions other than through paid work reduce the possibilities of having autonomy. And the chances of being able to grow and develop personally and professionally are lower. Therefore, in the contributions of study 2, it was exposed that the possibility of having one's own source of income from one's own work contributes profoundly to making safer and more assertive choices, with autonomy. The results showed that the chance to have autonomy, develop personal growth and have a life purpose exert different influences on young workers and non-workers.

As for the third question, it is emphasized that the meaning of life or purpose of life through work affects the well-being of young people, since for young workers it is possible to build and/or maintain a purpose of life/meaning of life, since life is more autonomous because of work. For young non-workers, there are limitations to build their lives due to little or no autonomy to make decisions such as career choice, marriage, family, children.

Therefore, it is concluded that in order to investigate the well-being among young workers and non-workers, it is possible to affirm that there is a way to make the work/youth relationship healthier with regard to personal/professional development, expanding the possibilities of young people having more access to job opportunities, including those associated with

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school/academic life, since work activities allow and/or favor, the conditions for this development to occur in a more structured and safe way.

There were limitations in the research method due to the low number of participants and the imbalance between the groups in both studies, which allows us to point out the need for new research, with larger groups in both quantitative and qualitative studies to expand and validate the knowledge already achieved in this dissertation.

At the end of this dissertation, it is possible to mention that the two studies carried out collaborate for the possibility of defining strategies capable of contributing to young people being able to expand the range of professional possibilities, since work is no longer considered as something mandatory and tiring, which only serves to maintain survival. Work is a great ally in the formation of the subject in several aspects, including health, physical, psychosocial and spiritual, confirmed in the variables that predict well-being, in the answers with significant value in the relationship between the variables studied, although new questions will probably arise from future studies.

Therefore, the contributions resulting from the two studies stand out both for researchers who investigate the themes of youth, well-being and work, as well as for professionals who work in various fields (health, education, politics, economics, among others), with the aim of broadening discussions related to the purpose/meaning of life in young people.

It is worth mentioning that the two studies contribute both in the specific aspect of each study (quantitative and qualitative), but also the complementarity between them, allowing to achieve the general objective of this dissertation, as well as to contribute to the initiation, improvement and expansion of public policies in the labor market and in the possibility of entrepreneurship, aimed at the well-being of young workers and non-workers.

In conclusion, as a mental health professional (clinical psychologist) for almost 18 years and as a resident of a poor community for 48 years, I was able to conclude as a researcher that this dissertation is able to contribute with dexterity to the advances in the development of the personal and professional life of young workers and non-workers. Here, I cite some suggestions that would be valid: the implementation and effectiveness of public policies capable of inserting: in elementary and high schools the learning of the importance of work in various aspects; to make a conceptual and practical review of the age group of young people for insertion in the labor market, since young people in the labor market is already a necessity, because this class needs to start as early as possible in the labor market (including those who do not have professional experience despite having professional courses); create programs and/or improve and extend existing programs (such as the Young Apprentice program) for the healthy, conscious, responsible development of youth in society.

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