

## Leisure Nostalgia and Flourishing: The Mediating Roles of Job Satisfaction, Task Performance, and Career Decision Regret

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### Abstract

The aim of this study is to examine how employees' psychological well-being is shaped based on the concepts of leisure nostalgia and psychological well-being, by explaining this relationship within the frameworks of the Broaden-and-Build Theory and the Conservation of Resources Theory, and by investigating the mediating roles of job satisfaction, task performance, and career decision regret within a comprehensive model. Data were collected through an online survey from employees across various occupational backgrounds. Using validated Turkish adaptations of established scales, structural equation modeling and mediation analyses were conducted. The results indicated that leisure nostalgia positively influenced job satisfaction and task performance. In turn, job satisfaction and task performance partially mediated the relationship between leisure nostalgia and flourishing. In addition, career decision regret was positioned as a negative psychological mechanism in the model and demonstrated a low-level yet positive and significant mediating role in the relationship between leisure nostalgia and flourishing. Overall, the findings suggest that positive leisure memories play an important role in shaping job satisfaction, task performance, and career-related cognitions. By highlighting this role, the present study extends the literature on employee well-being and suggests that integrating past leisure experiences into one's professional life may support flourishing in the workplace.

**Keywords:** Career decision regret, flourishing, job satisfaction, leisure nostalgia, task performance

### Introduction

The maintenance and enhancement of employee well-being constitute central issues in both organizational research and international scientific and policy debates on career development (Mäkikangas et al., 2016). Beyond supporting individuals' psychological health, employee well-being holds strategic importance for organizational productivity, sustainability, and long-term performance (Pradhan & Hati, 2022). Both early and later stages of career development represent critical periods during which individuals reassess their professional roles and face various risks to well-being (Price, 2015). Accordingly, initiatives aimed at supporting employee well-being are relevant not only for individual welfare but also for organizational effectiveness and continuity.

The contemporary literature proposes a wide range of individual- and organization-level interventions designed to enhance employee well-being. Mindfulness-based practices, resilience and stress management training, time management strategies, well-being programs, and volunteering opportunities have all been shown to exert positive effects on employee well-being (Fleming, 2024; Martínez-Martínez et al., 2025). In addition, work-life balance has been found not only to directly influence well-being but also to function as a mediating mechanism in the relationship between organizational culture and employee well-being (Stankevičienė et al., 2021). However, much of this research conceptualizes

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employee well-being primarily through the lens of reducing occupational stressors and managing problems that arise during professional life (Chou et al., 2025; George, 2023; Hascher & Waber, 2021).

Despite these advances, comparatively less attention has been paid to how experiences accumulated prior to entering professional life—and the meanings individuals attribute to those experiences—shape employee well-being. In particular, individuals' past leisure experiences and the nostalgic emotions associated with them may represent an important psychological reservoir that can be carried into professional life. Leisure nostalgia is defined as an emotional attachment to positive past leisure experiences that influences individuals' cognitive, emotional, and behavioral responses (Cho, 2023). Previous research suggests that leisure experiences contribute to the development of individuals' values, attitudes, and self-concepts, and that these accumulated meanings may be reflected in how professional roles are perceived and enacted (Davis, 1979; Iso-Ahola, 1980; Iwasaki & Mannell, 2000; Newman et al., 2014).

At the same time, cognitive–emotional processes such as role insufficiency, role ambiguity, and negative evaluations of one's career choices are well-established risk factors that may undermine employee well-being (Doyle et al., 2021). Among these processes, career decision regret has emerged as a salient mechanism reflecting the psychological burden of retrospective career evaluations and has been associated with adverse well-being outcomes (Roese & Summerville, 2005; Wrosch et al., 2005; Zeelenberg & Pieters, 2007). Accordingly, a comprehensive understanding of employee well-being requires an integrative perspective that considers not only positive psychological resources but also negative cognitive–emotional processes.

The theoretical framework of the present study is grounded in Broaden-and-Build Theory (Fredrickson, 2001) and Conservation of Resources (COR) Theory (Hobfoll, 1989). Broaden-and-Build Theory posits that positive emotions broaden individuals' momentary thought–action repertoires and facilitate the accumulation of enduring psychological resources. From this perspective, nostalgic emotions associated with past leisure experiences may function as positive emotional resources that support employees' work-related attitudes and behaviors. In contrast, COR Theory emphasizes that psychological well-being is closely tied to processes of resource gain and loss, conceptualizing experiences such as career decision regret as indicators of potential resource depletion that may weaken well-being.

Against this backdrop, the purpose of the present study is to extend the literature on employee well-being by examining the reflections of past leisure experiences and leisure nostalgia within professional life. Specifically, the study investigates the effect of leisure nostalgia on employees' flourishing, conceptualized as flourishing, while considering job satisfaction, task performance, and career decision regret as mediating mechanisms. By adopting this approach, the study moves beyond a problem-focused view of employee well-being and proposes that integrating individuals' past experiences into their professional identities may offer an alternative pathway for understanding and fostering flourishing in the workplace.

This study contributes to the employee well-being literature at both theoretical and practical levels. Theoretically, it conceptualizes leisure nostalgia as a novel psychological resource and integrates Broaden-and-Build Theory with Conservation of Resources Theory to offer a more comprehensive account of how pre-work experiences shape psychological well-being in professional life, thereby extending the predominantly work-centric focus of prior research. Practically, the findings suggest that organizations and career development practitioners may enhance employee well-being and functioning by recognizing and incorporating employees' positive past experiences into workplace practices.

### ***Literature Review and Hypothesised Development***

#### ***The Effect of Leisure Nostalgia on Job Satisfaction, Task Performance, and Career Decision Regret***

Nostalgia is a sentimental longing for the past that is often associated with meaningful personal experiences and emotionally significant memories. Within the leisure context, nostalgia refers to individuals' reflective engagement with past leisure experiences that are perceived as enjoyable, socially

meaningful, and emotionally rewarding (Cho et al., 2019). Leisure nostalgia is not merely a recollection of past activities but a multidimensional emotional experience encompassing spatial memories, group rituals, and social memories that collectively shape individuals' affective evaluations of their leisure lives (Cho, 2021).

Drawing on Broaden-and-Build Theory (Fredrickson, 2001), positive emotions such as nostalgia are argued to broaden individuals' momentary thought–action repertoires and build enduring psychological resources over time. Nostalgic leisure experiences can elicit feelings of warmth, continuity, and social connectedness, which may spill over into other life domains, including work. Previous studies have demonstrated that nostalgia enhances positive affect, self-esteem, and meaning in life, all of which are closely related to favorable work attitudes (Routledge et al., 2008; Sedikides et al., 2015).

In the organizational context, leisure nostalgia may contribute to job satisfaction by fostering emotional recovery and psychological detachment from work-related stress. When individuals recall pleasant leisure experiences, they may replenish emotional resources that enhance their overall evaluation of their job and work environment (Cho, 2024). Empirical studies have shown that positive off-work experiences can positively influence job-related attitudes by improving mood and emotional balance (Fritz & Sonnentag, 2007; Sonnentag & Fritz, 2007), with broader evidence also linking leisure experiences to enhanced well-being (Newman et al., 2014). Accordingly, individuals who experience higher levels of leisure nostalgia are likely to report greater job satisfaction. Based on this theoretical reasoning and prior empirical evidence, the following hypothesis is proposed:

H<sub>1</sub>: Leisure nostalgia is positively related to job satisfaction.

Beyond attitudinal outcomes, leisure nostalgia may also influence task performance. According to the Conservation of Resources (COR) theory (Hobfoll, 1989), individuals strive to acquire and protect valuable resources such as energy, motivation, and emotional stability. Nostalgic leisure memories can function as psychological resources that enhance motivation and persistence, enabling individuals to invest more effort in their work roles. Positive emotional states derived from leisure experiences have been linked to improved concentration, creativity, and task efficiency, all of which are critical components of task performance (Amabile et al., 2005).

Moreover, nostalgia has been found to strengthen individuals' sense of purpose and self-continuity, which may translate into greater engagement and responsibility in task execution (Cho, 2021). Taken together, nostalgic leisure memories are assumed to provide motivational and emotional resources that may translate into improved work behaviors. Therefore, the following hypothesis is suggested:

H<sub>2</sub>: Leisure nostalgia is positively related to task performance.

Career decision regret reflects individuals' distress and dissatisfaction arising from unfavorable evaluations of past career choices, and is commonly accompanied by rumination, emotional tension, and diminished well-being (Brehaut et al., 2003). In the broader literature, career decision regret has been shown to negatively influence various psychological and vocational outcomes, including life satisfaction (Doğanülkü & Korkmaz, 2024), psychological well-being (Yam & Korkmaz, 2024), job satisfaction (Bilgiz-Öztürk & Karabacak-Çelik, 2023), and career adaptability (Doğanülkü & Kırdök, 2021). A review of the literature indicates that no prior empirical study has examined the relationship between leisure nostalgia and career decision regret. Building on the conceptual understanding of career decision regret as a negative cognitive–emotional state and considering the documented negative associations identified in the literature, the following hypothesis is proposed:

H<sub>3</sub>: Leisure nostalgia is negatively related to career decision regret.

### ***The Effect of Job Satisfaction on Flourishing***

Flourishing is defined as a comprehensive indicator of psychological well-being that encompasses individuals' perceptions of meaning, competence, optimism, positive relationships, and effective functioning in life (Diener et al., 2010). Within the well-being literature, flourishing represents a multidimensional construct involving emotional, psychological, and social functioning, and refers to

individuals who demonstrate productive, engaged, and positively oriented participation across different domains of life (Keyes & Simoes, 2012; van der Walt & Lezar, 2019).

In this regard, job satisfaction is considered an important factor associated with flourishing. Individuals who are satisfied with their jobs tend to perceive their work experiences as meaningful and fulfilling, which strengthens positive emotions and contributes to their overall well-being. However, the relationship between job satisfaction and broader well-being outcomes, such as flourishing, is not always direct or straightforward. Existing research suggests that while job satisfaction contributes to domain-specific well-being, its direct effect on psychological flourishing may depend on various factors, including performance experiences, personal resources, and non-work domains (Diener et al., 2010; Sonnentag et al., 2012). Therefore, it is plausible that job satisfaction exhibits a positive yet structurally conditional and context-dependent relationship with flourishing. Accordingly, the following hypothesis is proposed:

H<sub>4</sub>: Job satisfaction is positively related to flourishing.

#### ***The Effect of Task Performance on Job Satisfaction***

Task performance refers to the effective execution of job-related duties, including task proficiency, efficiency, and the consistent fulfillment of role expectations (Borman & Motowidlo, 1997). When employees demonstrate higher task performance, they are more likely to evaluate their work experiences positively, as successful performance often generates a sense of achievement, competence, and control. From the perspective of the Conservation of Resources (COR) theory (Hobfoll, 1989), positive performance experiences can function as valuable psychological resources that strengthen individuals' evaluations of their work. As employees perceive themselves as competent and effective in their roles, they are more likely to experience emotional stability, motivation, and a stronger sense of fulfillment in the workplace.

Empirical research supports this view by showing that employees who perform well tend to experience higher levels of job satisfaction, as successful task outcomes foster positive affect, self-efficacy, and autonomy in work settings (Cropanzano & Wright, 2001; Judge et al., 2001). Therefore, individuals who consistently demonstrate higher task performance are expected to report greater levels of job satisfaction. In line with this theoretical rationale and prior empirical evidence, the following hypothesis is proposed:

H<sub>5</sub>: Task performance is positively related to job satisfaction.

#### ***The Effect of Task Performance on Flourishing***

Task performance refers to the extent to which individuals effectively carry out the core activities formally required by their job roles, encompassing elements such as task proficiency, efficiency, and the fulfillment of role-related responsibilities (Hainsworth & Barlow, 2001). As a multidimensional indicator of psychological well-being, flourishing reflects individuals' experiences of purpose, competence, and effective functioning in life (Diener et al., 2010; Keyes & Simoes, 2012). Given that task performance has the potential to strengthen these components, individuals who demonstrate higher levels of performance are more likely to experience greater flourishing. Empirical research supports this view, indicating that performance-related accomplishments are positively associated with indicators of well-being such as positive affect, work engagement, and life satisfaction (Cho, 2021; Cropanzano & Wright, 2001; Spreitzer et al., 2005). In line with this theoretical framework, the following hypothesis is proposed:

H<sub>6</sub>: Task performance is positively related to flourishing.

#### ***The Effect of Career Decision Regret on Flourishing***

Career decision regret refers to individuals' negative cognitive and emotional responses arising from the belief that an alternative career choice might have resulted in more favorable outcomes (Brehaut et al., 2003). This form of regret is characterized by dissatisfaction, self-doubt, and recurrent reflections on past career-related decisions, and is considered a more enduring psychological state rather than a

temporary emotional reaction. Therefore, career decision regret has the potential to undermine individuals' emotional stability and negatively influence their overall well-being.

Consistent with this view, empirical research has demonstrated that career decision regret is negatively associated with key well-being indicators such as life satisfaction, psychological well-being, and positive affect (Roesse & Summerville, 2005; Wrosch et al., 2005). Individuals experiencing high levels of regret often struggle to derive meaning, satisfaction, and fulfillment from their professional lives, and this strain may extend into other life domains. Since flourishing reflects individuals' overall psychological well-being in terms of purpose, personal growth, and effective functioning (Diener et al., 2010), persistent regret regarding one's career choices is likely to diminish their level of flourishing. Based on this conceptual framework and prior empirical evidence, the following hypothesis is proposed:

H<sub>7</sub>: Career decision regret is negatively related to flourishing.

### ***The Mediation Effects of Job Satisfaction, Task Performance, and Career Decision Regret***

The relationship between leisure nostalgia and flourishing is not limited to direct effects; rather, it may also manifest through indirect pathways shaped by employees' work experiences and psychological states. In this context, job satisfaction, task performance, and career decision regret are positioned within the theoretical framework as mediating mechanisms through which leisure nostalgia can exert its influence on flourishing.

Evidence in the existing literature indicates that emotional resources derived from nostalgic leisure experiences may transfer into the work domain, influencing employees' attitudes, motivation, and functional outcomes. For example, Cho (2021) demonstrates that nostalgia-based emotional resources positively affect task performance and work-related well-being, thereby providing empirical support for indirect mechanisms extending from leisure experiences to workplace outcomes. Accordingly, job satisfaction can function as an affective mechanism that translates nostalgic experiences into more positive job evaluations; task performance represents a functional mechanism through which emotional resources are transformed into behavioral output; and career decision regret may be viewed as a negative cognitive mechanism with the potential to undermine psychological well-being.

Therefore, based on theoretical justification and the relationships identified in previous research, the following mediation hypotheses are proposed:

H<sub>8</sub>: Job satisfaction mediates the relationship between leisure nostalgia and flourishing.

H<sub>9</sub>: Task performance mediates the relationship between leisure nostalgia and flourishing.

H<sub>10</sub>: Career decision regret mediates the relationship between leisure nostalgia and flourishing.

H<sub>11</sub>: Job satisfaction mediates the relationship between task performance and and flourishing.

In addition, based on the hypotheses established above, this study proposes a hypothesised model (Figure 1).

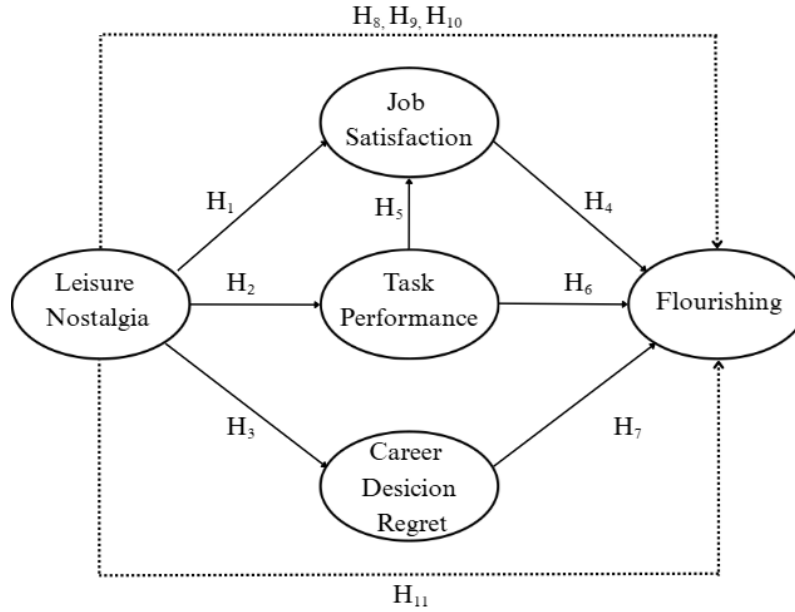


Figure 1. Proposed model

## Method

### Research Model

The present study was designed within the framework of a quantitative research approach to examine the relationships between leisure nostalgia, job satisfaction, task performance, career decision regret, and psychological well-being (flourishing). In the proposed research model, leisure nostalgia was conceptualized as the independent variable, flourishing as the dependent variable, and job satisfaction, task performance, and career decision regret as mediating variables. The study aimed to test both the direct and indirect effects of leisure nostalgia on flourishing through these mediators using Structural Equation Modeling (SEM).

### Ethics Approval

The study was conducted in accordance with the principles of the Declaration of Helsinki. Ethical approval was obtained from the Social and Human Sciences Scientific Research and Publication Ethics Committee of Afyon Kocatepe University (Decision No: 2025/483, dated 17 December 2025).

### Population and Sample

The study was conducted in Türkiye, and the population consisted of individuals who pursue their professions by personal choice. As an inclusion criterion, participants were required to have voluntarily chosen their profession and to be actively continuing in that profession.

The power analysis, based on four predictors, a small effect size ( $f^2=0.05$ ), an alpha level of .05, and 95% statistical power, indicated a minimum required sample size of 377 participants; therefore, the final sample of 611 participants was considered adequate. Based on this criterion, a total of 611 participants were included in the study. Initially, 672 responses were collected. However, the dataset was carefully screened for data quality, and responses containing missing data or patterns indicative of random or inattentive responding (e.g., repetitive or sequential marking) were excluded. Following this data-cleaning process, the final sample consisted of 611 valid responses.

Regarding demographic characteristics, 51.2% of the participants were male ( $n = 313$ ) and 48.8% were female ( $n = 298$ ). In terms of marital status, 66.3% of the participants were single, while 33.7% were

married. The age distribution indicated that the majority of participants were between 25 and 30 years old (68.4%), followed by those aged 30–40 (17.2%), 40–50 (10.1%), and 50 years and above (4.3%). With respect to income level, approximately half of the participants (50.1%) evaluated their income as “partially sufficient.” In terms of employment status, 70.7% of the participants were employed full-time, whereas 29.3% were employed part-time. Regarding organizational affiliation, 69.1% of the participants were employed in the private sector, while 30.9% worked in public institutions. In terms of educational attainment, the majority of participants had completed high school (33.2%) or held a bachelor’s degree (32.9%), followed by associate degrees (20.0%), master’s degrees (6.7%), middle school education (4.4%), and primary school education (2.8%).

### **Data Collection Tools**

The survey instrument consisted of two sections. The first section comprised measurement scales designed to assess the constructs included in the proposed research model. All scales used in the study were originally developed in prior research and subsequently adapted to the Turkish context, with their validity and reliability previously established.

The second section of the questionnaire included items designed to collect demographic information from the participants, including gender, marital status, age, income level, employment status, organizational sector, and educational attainment.

**Leisure Nostalgia Scale:** Leisure nostalgia was measured using the Leisure Nostalgia Scale originally developed by Cho et al. (2019) and adapted into Turkish by Balcı & Yavaş Tez (2019). The scale consists of three subdimensions. The Spatial Memories dimension (e.g., “I remember the appearance of my favorite leisure place”), the Group Rituals dimension (e.g., “I think about the traditions of my leisure group”), and the Social Memories dimension (e.g., “I remember the leisure activities I participated in with my friends”). All items were rated on a 5-point Likert scale ranging from 1 = Strongly Disagree to 5 = Strongly Agree.

**Job Satisfaction Scale:** Job satisfaction was assessed with the shortened five-item version of the Job Satisfaction Scale (Judge et al., 1998), adapted into Turkish by Başol & Çömlekçi (2020). Example items include “I find my job enjoyable” and “I am satisfied with my current job.” Responses were rated on a 5-point Likert scale (1 = Strongly Disagree, 5 = Strongly Agree).

**Task Performance Scale:** Task performance was measured with the 8-item scale developed by Hainsworth and Barlow (2001) to capture task proficiency and role dedication (e.g., “I work efficiently,” “I take responsibility for work-related failures”). The Turkish version of the scale was used, as adapted and validated by Develi (2020). Items were rated on a 5-point Likert scale (1 = Strongly Disagree, 5 = Strongly Agree).

**Career Decision Regret Scale:** Career decision regret was measured using five items adapted from the Decision Regret Scale (Brehaut et al., 2003). The Turkish adaptation of the scale was developed by Erdurcan & Kırđök (2017) under the name *Career Decision Regret Scale*. In the original adaptation study, only the first item was contextualized to career choice; however, in the present study, all items were fully adapted to the career decision context in order to enhance content validity. Confirmatory Factor Analysis (CFA) results supported a unidimensional factor structure, and the internal consistency coefficient was found to be at an acceptable level. Prior to the analyses, three items (“It was the right decision regarding my career choice,” “I would go for the same career choice if I had to do it over again,” and “The career decision was a wise one”) were reverse-coded. However, based on the CFA results obtained in the present study, the item “I would go for the same career choice if I had to do it over again” was removed from the scale, and subsequent analyses were conducted using the final four-item version of the scale.

**Flourishing Scale:** Psychological well-being was assessed using the 8-item Flourishing Scale developed by Diener et al. (2010) and adapted into Turkish by Telef (2013). The scale evaluates participants’ perceptions of success in important life domains (e.g., “I lead a purposeful and meaningful

life,” “My social relationships are supportive and rewarding”). Items were rated on a 5-point Likert scale (1 = Strongly Disagree, 5 = Strongly Agree).

### **Data Collection Process**

Data were collected through an online survey between 1 and 31 January 2026. The questionnaire was prepared using Google Forms and disseminated via various social media platforms, including Instagram, Facebook, and WhatsApp. Participants were able to access and complete the survey voluntarily.

Convenience sampling and snowball sampling techniques were used concurrently. Participants who completed the survey were also encouraged to share the questionnaire with other eligible individuals, thereby expanding the sample size.

### **Data Analysis**

To assess the assumption of normality, z-scores were calculated by dividing the skewness and kurtosis coefficients by their respective standard error values. The results indicated that all z-scores fell within the  $\pm 2$  range, suggesting that the data reasonably met the assumption of normality (Kim, 2013).

Confirmatory Factor Analysis (CFA) was conducted to examine the validity and reliability of the measurement scales, whereas Structural Equation Modeling (SEM) was employed to test the research hypotheses. All analyses were performed using LISREL 8.80 software. Model fit was evaluated based on commonly accepted criteria in the literature, whereby CFI and NNFI values above 0.90, RMSEA values below 0.08, and SRMR values below 0.08 indicate an acceptable model fit (Hair et al., 2019; Hu & Bentler, 1999).

The hypothesized mediation effects were examined using JASP software. The results demonstrated that the measurement model validated through CFA was linked via statistically significant structural paths within the structural model. Specifically, job satisfaction and task performance were found to partially mediate the relationship between leisure nostalgia and flourishing. In addition, the indirect effect of leisure nostalgia on flourishing through task performance was strong and significant, whereas career decision regret exhibited a smaller yet statistically significant mediating effect.

Overall, these findings indicate that the effects of leisure nostalgia on flourishing are transmitted not only directly but also indirectly through multiple mediating mechanisms. Thus, the mediation analysis supports the theoretical assumptions of the proposed research model and enhances the robustness of the hypothesis testing.

### **Common Method Bias**

Given that the data in this study were collected from a single source (i.e., the same sample), at a single point in time (January 2026), and through self-reported measures, the potential for common method bias (CMB) was assessed. To address this concern, multiple complementary approaches were employed to evaluate whether CMB posed a significant threat to the study's findings. First, Harman's single-factor test, one of the most widely used techniques in the literature, was conducted. According to this approach, CMB is considered problematic if a single factor accounts for more than 50% of the total variance Common Method Bias. In the present study, exploratory factor analysis revealed that the first factor accounted for only 13.644% of the total variance, which is substantially below the 50% threshold. This result provides initial evidence that CMB is unlikely to be a major concern.

Second, following prior recommendations (Hu & Bentler, 1999; Podsakoff et al., 2003), a confirmatory factor analysis (CFA) comparison was conducted between the proposed measurement model (five-factor structure) and a single-factor model in which all items were loaded onto one latent construct. The single-factor model demonstrated substantially poorer fit indices ( $\chi^2/df = 10901.68/702 = 15.52$ ; RMSEA = 0.154; SRMR = 0.10; CFI = 0.90; NFI = 0.90; NNFI = 0.91; GFI = 0.52; AGFI = 0.47) compared to the hypothesized model, with several indices falling outside acceptable thresholds. These results indicate that a single latent factor cannot adequately account for the covariance among the items, further suggesting that CMB is not a serious issue in this study.

Third, in line with the full collinearity assessment approach proposed by Kock and Lynn (2012), variance inflation factor (VIF) values were examined. If all VIF values are equal to or below 3.3, common method bias is considered unlikely. In the present study, VIF values ranged from 1.149 to 2.398, all of which fall well below the recommended threshold, providing additional support that CMB does not pose a threat.

Finally, correlations among the study variables were inspected, as excessively high correlations (i.e., above 0.90) may indicate potential method bias (Cheng et al., 2024). The correlation coefficients in this study ranged from  $-0.21$  to  $0.68$ , with none exceeding the critical value. This further supports the conclusion that CMB is not a concern.

Overall, based on the convergence of evidence from multiple analytical approaches, common method bias does not appear to pose a significant threat to the validity of the findings in the present study.

## Results

Table 1. Demographic characteristics

Note.  $N = 611$ .

| Variables              | Category              | Frequency | %    |
|------------------------|-----------------------|-----------|------|
| Gender                 | Male                  | 313       | 51.2 |
|                        | Female                | 298       | 48.8 |
| Marital Status         | Single                | 405       | 66.3 |
|                        | Married               | 205       | 33.7 |
| Age (years)            | 25-30                 | 418       | 68.4 |
|                        | 30-40                 | 105       | 17.2 |
|                        | 40-50                 | 62        | 10.1 |
|                        | 50 +                  | 26        | 4.3  |
|                        |                       |           |      |
| Perceived Income Level | Not sufficient at all | 27        | 4.4  |
|                        | Slightly sufficient   | 65        | 10.4 |
|                        | Partially sufficient  | 306       | 50.1 |
|                        | Quite sufficient      | 179       | 29.3 |
|                        | Completely sufficient | 34        | 5.6  |
| Employment Status      | Full-time             | 432       | 70.7 |
|                        | Part-time             | 179       | 29.3 |
| Sector of Employment   | Public sector         | 189       | 30.9 |
|                        | Private sector        | 422       | 69.1 |
| Education Level        | Primary school        | 17        | 2.8  |
|                        | Middle school         | 27        | 4.4  |
|                        | High school           | 203       | 33.2 |
|                        | Associate degree      | 122       | 20   |
|                        | Bachelor's degree     | 201       | 32.9 |
|                        | Master's degree       | 41        | 6.7  |

Note.  $N = 611$ .

Confirmatory Factor Analysis (CFA) was performed using LISREL 8.80 to assess the validity and reliability of the measurement scales employed in the study. The model fit indices indicated an acceptable fit between the proposed measurement model and the observed data ( $\chi^2/df = 3.16$ , RMSEA = 0.059, CFI = 0.98, SRMR = 0.053). These indices are consistent with the recommended cut-off criteria suggested by Hu and Bentler (1999) and Hair et al. (2019), providing empirical support for the adequacy and construct validity of the measurement model.

Table 2. Scales and factor loadings

| Item                                                                       | Factor Loadings |
|----------------------------------------------------------------------------|-----------------|
| <i>Leisure Nostalgia</i>                                                   |                 |
| <i>Spatial Memories</i>                                                    |                 |
| I remember the appearance of my favorite leisure place.                    | .75             |
| I cannot forget the weather during my favorite leisure time.               | .71             |
| I remember the practical design of my favorite leisure place.              | .82             |
| I remember the architectural design of my favorite leisure place.          | .74             |
| I remember the leisure activity equipment I used.                          | .75             |
| <i>Group Rituals</i>                                                       |                 |
| I think about the unique characteristics of my leisure social group.       | .74             |
| I think about the traditions of my leisure group.                          | .75             |
| I think about the group rituals in my leisure setting.                     | .81             |
| I think about how important it is to be a member of my leisure group.      | .71             |
| <i>Social Memories</i>                                                     |                 |
| I remember the leisure activities I participated in with my friends.       | .70             |
| I share positive memories of my favorite leisure activity with others.     | .71             |
| I remember making friends with others during my favorite leisure activity. | .80             |
| I remember socializing with others during my favorite leisure activity.    | .84             |
| I remember making new friends during my favorite leisure activity.         | .76             |
| <i>Job Satisfaction</i>                                                    |                 |
| I find my job enjoyable.                                                   | .76             |
| I am satisfied with my current job.                                        | .71             |
| I enjoy doing my job.                                                      | .75             |
| Time passes quickly at work.                                               | .76             |
| I find happiness while at work.                                            | .80             |
| <i>Task Performance</i>                                                    |                 |
| I work efficiently.                                                        | .66             |
| I understand most work procedures.                                         | .79             |
| I learn new job skills quickly.                                            | .82             |
| I am technically proficient in my job.                                     | .81             |
| I take on new assignments with enthusiasm.                                 | .74             |
| I persist in overcoming obstacles to complete a task.                      | .80             |
| I solve most work-related problems without help.                           | .75             |
| I take responsibility for work-related failures.                           | .69             |
| <i>Career Decision Regret</i>                                              |                 |
| It was the right decision regarding my career choice.                      | .78             |
| I regret the career choice that was made.                                  | .61             |
| The choice did me a lot of harm.                                           | .72             |
| The career decision was a wise one.                                        | .74             |
| <i>Flourishing</i>                                                         |                 |
| I lead a purposeful and meaningful life.                                   | .66             |
| I am optimistic about my future.                                           | .71             |
| My social relationships are supportive and rewarding.                      | .69             |
| I am engaged and interested in my daily activities.                        | .73             |
| I actively contribute to the happiness and well-being of others.           | .77             |
| I am a good person and live a good life.                                   | .75             |
| I am competent and capable in the activities that are important to me.     | .65             |
| People respect me.                                                         | .70             |

$\chi^2/df$  (2149.13/681) = 3.16; RMSEA = 0.059; NFI = 0.97; NNFI = 0.97; CFI = 0.98; IFI = 0.98; RFI = 0.96; GFI = 0.85; AGFI = 0.82; PNFI = 0.89; PGFI = 0.74; RMR = 0.033; SRMR = 0.053

The convergent validity of the constructs was assessed using factor loadings, composite reliability (CR), and average variance extracted (AVE) criteria. The factor loadings of the items ranged from 0.61 to 0.84, exceeding the recommended threshold of 0.60 (Hair et al., 2019). The CR values varied between

0.81 and 0.91, with all values surpassing the acceptable minimum of 0.70. The AVE values ranged from 0.50 to 0.58, meeting the minimum criterion of 0.50 suggested by Fornell and Larcker (1981) (see Table 3).

Table 3. Descriptives, correlations, discriminant validity and reliability

| Constructs | JS    | TP    | SM     | GR     | SOCM   | CDR    | FLO  |
|------------|-------|-------|--------|--------|--------|--------|------|
| JS         | 0.75  |       |        |        |        |        |      |
| TP         | .39** | 0.76  |        |        |        |        |      |
| SM         | .26** | .59** | 0.75   |        |        |        |      |
| GR         | .33** | .51** | .63**  | 0.75   |        |        |      |
| SOCM       | .30** | .61** | .68**  | .64**  | 0.76   |        |      |
| CDR        | .24** | .31** | -.21** | -.22** | -.29** | 0.72   |      |
| FLO        | .48** | .65** | .48**  | .48**  | .58**  | -.33** | 0.71 |
| Mean       | 3.59  | 4.16  | 3.90   | 3.82   | 3.99   | 2.81   | 4.00 |
| SD         | .691  | .581  | .602   | .615   | .565   | .281   | .532 |
| Alpha      | .86   | .91   | .85    | .82    | .86    | .78    | .88  |
| AVE        | .57   | .58   | .58    | .57    | .58    | .52    | .50  |
| CR         | .87   | .91   | .87    | .84    | .87    | .81    | .90  |

**Notes.** JS: Job Satisfaction; TP: Task Performance; SM: Spatial Memories; GR: Group Rituals; SOCM: Social Memories; CDR: Career Decision Regret; FLO: Flourishing. \*\*p < 0.01; SD: Standard Deviation; Diagonal elements in the 'correlation of constructs' matrix are the square root of AVE.

Discriminant validity was evaluated by comparing the square roots of the AVE values with the inter-construct correlations. The square root of AVE for each construct exceeded its corresponding inter-construct correlations, indicating that the constructs are empirically distinct (Hair et al., 2019). The inter-construct correlations ranged from  $-.33$  to  $.68$  ( $p < .01$ ), and all remained below the recommended threshold of  $.90$ , further confirming discriminant validity.

Reliability was assessed through Cronbach's  $\alpha$  and Composite Reliability (CR). The Cronbach's  $\alpha$  coefficients ( $.78$ – $.91$ ) and CR values ( $.81$ – $.91$ ) exceeded the  $.70$  benchmark, demonstrating satisfactory internal consistency (Nunnally & Bernstein, 1994). Overall, the results confirm adequate convergent validity, discriminant validity, and reliability, supporting the suitability of the dataset for subsequent structural equation modeling.

### Structural Model and Hypothesis Testing

The satisfactory validity and reliability results of the measurement model indicated that the structural model and its associated hypotheses could be examined through Structural Equation Modeling (SEM). Accordingly, SEM analyses were conducted using LISREL 8.80. The overall model fit indices demonstrate an acceptable level of model fit:  $\chi^2 = 2588.64$ ,  $df = 730$ ,  $p < 0.001$ ;  $\chi^2/df = 3.54$ ; RMSEA =  $0.065$ ; SRMR =  $0.079$ ; NFI =  $0.96$ ; NNFI =  $0.97$ ; CFI =  $0.97$ ; IFI =  $0.97$ ; GFI =  $0.82$ ; AGFI =  $0.80$ . In particular, the RMSEA value ( $\leq 0.08$ ) and the incremental fit indices (CFI and NNFI  $\geq 0.95$ ) collectively indicate that the model demonstrates a satisfactory and theoretically acceptable level of fit (Hair et al., 2019; Hu & Bentler, 1999; Kline, 2011). Taken together, these indices confirm that the data fit the proposed model adequately, providing a robust basis for hypothesis testing within the SEM framework.

Table 4. Path coefficients and hypotheses testing

| Hypotheses     | Relationship | Std.beta | T-value | Decision      |
|----------------|--------------|----------|---------|---------------|
| H <sub>1</sub> | LN → JS      | .29**    | 4.02    | Supported     |
| H <sub>2</sub> | LN → TP      | .75**    | 14.33   | Supported     |
| H <sub>3</sub> | LN → CDR     | .55**    | 11.42   | Supported     |
| H <sub>4</sub> | JS → FLO     | .04      | 1.20    | Not Supported |
| H <sub>5</sub> | TP → JS      | .24**    | 3.37    | Supported     |
| H <sub>6</sub> | TP → FLO     | .58**    | 10.74   | Supported     |
| H <sub>7</sub> | CDR → FLO    | .37**    | 8.74    | Supported     |

**Notes.** LN; Leisure Nostalgia; JS: Job Satisfaction; TP: Task Performance; CDR: Career Decision Regret; FLO: Flourishing. \*\*p < 0.01.

Table 5. Mediation analysis results

|                 |    |   |     |   |     | Std.Hata | Std Beta | LLCI | ULCI |
|-----------------|----|---|-----|---|-----|----------|----------|------|------|
| H <sub>8</sub>  | LN | → | JS  | → | FLO | 0.017    | 0.11**   | 0.08 | 0.14 |
| H <sub>9</sub>  | LN | → | TP  | → | FLO | 0.030    | 0.31**   | 0.25 | 0.37 |
| H <sub>10</sub> | TP | → | JS  | → | FLO | 0.015    | 0.09**   | 0.06 | 0.12 |
| H <sub>11</sub> | LN | → | CDR | → | FLO | 0.012    | 0.05**   | 0.03 | 0.07 |

**Notes.** LN; Leisure Nostalgia; JS: Job Satisfaction; TP: Task Performance; CDR: Career Decision Regret; FLO: Flourishing. \*\* $p < 0.01$ .

According to the structural equation modeling results, Leisure Nostalgia (LN) exerts significant and positive effects on both Job Satisfaction (JS) and Task Performance (TP) (H1:  $\beta = 0.29$ ,  $t = 4.02$ ,  $p < 0.01$ ; H2:  $\beta = 0.75$ ,  $t = 14.33$ ,  $p < 0.01$ ). LN also demonstrates a positive and statistically significant effect on Career Decision Regret (CDR) (H3:  $\beta = 0.55$ ,  $t = 11.42$ ,  $p < 0.01$ ). However, the direct effect of JS on Flourishing (FLO) is not statistically significant (H4:  $\beta = 0.04$ ,  $t = 1.20$ , n.s.), whereas TP exerts significant positive effects on both JS and FLO (H5:  $\beta = 0.24$ ,  $t = 3.37$ ,  $p < 0.01$ ; H6:  $\beta = 0.58$ ,  $t = 10.74$ ,  $p < 0.01$ ). In addition, CDR positively and significantly predicts FLO, despite its conceptualization as a negative psychological mechanism (H7:  $\beta = 0.37$ ,  $t = 8.74$ ,  $p < 0.01$ ).

Mediation analyses (Table 5) further indicate that the effect of LN on FLO is transmitted not only directly but also indirectly through multiple mediating pathways. LN demonstrates a low-magnitude yet statistically significant indirect effect on FLO via JS (H8:  $\beta = 0.11$ ,  $p < 0.01$ ; LLCI = 0.08, ULCI = 0.14). The indirect pathway from LN to FLO via TP constitutes the strongest mediating mechanism in the model (H9:  $\beta = 0.31$ ,  $p < 0.01$ ; LLCI = 0.25, ULCI = 0.37). The mediation of TP through JS yields a weaker but still significant indirect contribution to FLO (H10:  $\beta = 0.09$ ,  $p < 0.01$ ; LLCI = 0.06, ULCI = 0.12). Finally, LN exerts a small but statistically significant indirect influence on FLO through CDR (H11:  $\beta = 0.05$ ,  $p < 0.01$ ; LLCI = 0.03, ULCI = 0.07).

Collectively, these findings indicate that most of the hypothesized relationships in the proposed research model are supported. The results confirm that Leisure Nostalgia contributes to employees' Flourishing both directly and indirectly through the mediating mechanisms of JS, TP, and CDR. Overall, the SEM analysis provides empirical support for the theoretical assumptions underpinning the proposed model (Table 4; Table 5; Figure 1).

## Discussion

The main aim of this study was to examine leisure nostalgia as a psychological resource shaping employees' flourishing, while explicitly addressing job satisfaction, task performance, and career decision regret as mediating mechanisms. By integrating both positive work-related processes (job satisfaction and task performance) and a negative cognitive-emotional process (career decision regret) within a single model, the study moves the employee well-being literature beyond predominantly problem-focused approaches and highlights the lasting influence of past leisure experiences on professional life.

The results of this study validate the proposed conceptual model and demonstrate that leisure nostalgia plays a meaningful role in shaping both work-related outcomes and broader psychological well-being. Consistent with Broaden-and-Build Theory (Fredrickson, 2001), the findings indicate that leisure nostalgia has a positive and significant effect on job satisfaction. This result suggests that nostalgic leisure memories function as positive emotional resources that strengthen individuals' affective evaluations of their work. Recalling meaningful and enjoyable leisure experiences appears to promote emotional recovery and psychological balance, which in turn contributes to more favorable job attitudes. This finding is in line with previous research showing that positive off-work experiences replenish emotional resources and enhance job satisfaction (Cho, 2024; Sonnentag & Fritz, 2007).

Following the effect on job satisfaction, leisure nostalgia was also found to have a strong and positive influence on task performance, emerging as one of the most robust relationships in the model. From the

perspective of COR Theory (Hobfoll, 1989), this finding indicates that individuals who possess greater psychological resources are better equipped to invest energy and effort in task execution. Nostalgic leisure experiences may enhance motivation, attentional focus, and a sense of self-continuity, thereby increasing employees' capacity to perform effectively. Prior studies similarly suggest that nostalgia strengthens purpose and work engagement, leading to improved performance outcomes (Amabile et al., 2005; Cho, 2021).

In contrast to theoretical expectations, the results revealed a positive relationship between leisure nostalgia and career decision regret. Although career decision regret is commonly conceptualized as a negative psychological state (Brehaut et al., 2003), this finding can be interpreted by considering the reflective nature of nostalgia. Nostalgic leisure memories may activate upward counterfactual thinking, encouraging individuals to reassess their current career paths in light of more meaningful or fulfilling past experiences. In this sense, nostalgia may function not only as a positive emotional resource but also as a catalyst for critical self-reflection, increasing awareness of perceived career misalignments. This interpretation is consistent with previous research suggesting that nostalgia can evoke complex and ambivalent emotional responses rather than purely positive affect (Sedikides et al., 2015).

With respect to work-related outcomes, the findings further indicate that job satisfaction does not exert a significant direct effect on flourishing. This result suggests that while job satisfaction is an important component of work life, it may not be sufficient on its own to explain broader psychological well-being. Consistent with earlier studies (Diener et al., 2010; Sonnentag et al., 2012), flourishing appears to represent a more comprehensive construct that extends beyond domain-specific satisfaction and incorporates additional elements such as competence, accomplishment, and meaning.

By contrast, task performance emerged as a strong positive predictor of flourishing. This finding indicates that individuals who perceive themselves as effective and competent in their work are more likely to experience higher levels of psychological well-being. The results support existing literature demonstrating that performance-related accomplishments contribute to key components of flourishing, including positive affect, self-efficacy, and a sense of purpose (Spreitzer et al., 2005; Wright & Cropanzano, 2000).

Interestingly, career decision regret was also found to be positively associated with flourishing. Although this result may initially appear counterintuitive, it suggests that moderate levels of regret may serve an adaptive function by encouraging self-reflection, meaning-making, and psychological growth. From this perspective, career regret may operate not only as a form of resource loss but also as a cognitive mechanism that motivates individuals to reassess their goals and align future actions more closely with personal values, thereby contributing to long-term flourishing.

The mediation analyses provide further insight into the mechanisms through which leisure nostalgia influences flourishing by clarifying the conditions under which different work-related processes become relevant. First, job satisfaction was found to mediate the relationship between leisure nostalgia and flourishing, although this effect was relatively modest. This finding suggests that nostalgic leisure experiences contribute to psychological well-being not through job satisfaction in isolation, but rather by shaping job-related evaluations with meaning-based emotional resources. In this context, job satisfaction appears to become relevant for flourishing when it is informed by the broader psychological significance derived from leisure nostalgia. This interpretation is consistent with previous research indicating that positive leisure-related emotions can spill over into the work domain, influencing job attitudes that subsequently relate to broader well-being outcomes (Cho, 2021; Sonnentag & Fritz, 2007).

More notably, task performance emerged as the strongest mediating mechanism in the relationship between leisure nostalgia and flourishing. This result is consistent with empirical evidence demonstrating that emotional resources derived from nostalgia enhance task-related functioning, which subsequently promotes subjective and psychological well-being. Cho (2021) directly shows that leisure nostalgia positively influences task performance and that performance-related outcomes serve as a critical pathway linking leisure-based emotions to well-being. From a Conservation of Resources (COR) perspective (Hobfoll, 1989), nostalgic leisure memories function as valuable psychological resources

that facilitate resource gain processes, enabling individuals to invest greater effort in their work and experience higher levels of flourishing.

In addition, career decision regret was found to exhibit a low-level yet significant mediating effect in the relationship between leisure nostalgia and flourishing. Although career decision regret is typically viewed as a negative psychological state, this mediating role suggests that nostalgia may trigger reflective career-related cognitions rather than purely maladaptive responses. Such reflective processes may allow individuals to re-evaluate their professional orientations in light of meaningful past experiences, thereby supporting personal growth and adaptive meaning-making. This interpretation becomes particularly salient when considering that the study sample consisted largely of individuals who voluntarily continue in their chosen professions. Among such individuals, regret may function less as an indicator of disengagement or burnout and more as a self-regulatory and developmental evaluation process. Indeed, research suggests that when accompanied by reflection, regret can support self-regulation and contribute to long-term well-being (Roese & Summerville, 2005; Wrosch et al., 2005).

Finally, the mediating role of job satisfaction in the relationship between task performance and flourishing further reinforces the conditional nature of job satisfaction in the model. Rather than exerting a direct influence on flourishing, job satisfaction appears to become meaningful when shaped by performance-based perceptions of competence and accomplishment. This sequential mediation pattern suggests that successful task execution strengthens job satisfaction, which subsequently relates to psychological well-being, a finding consistent with prior studies linking performance, satisfaction, and well-being (Judge et al., 2001; Ruželė et al., 2024; Wright & Cropanzano, 2000).

In conclusion, the findings of the present study suggest that employees' past leisure experiences do not remain confined to earlier life stages, but may continue to shape professional functioning and psychological well-being when they are sustained, revisited, or meaningfully integrated into later life. Leisure nostalgia appears to operate as a bridge between individuals' life histories and their current work experiences, supporting not only task-related effectiveness but also broader processes of meaning-making and flourishing. In this sense, leisure and recreation should not be viewed merely as episodic breaks from work or tools for short-term recovery, but rather as enduring components of a life course that contribute to holistic well-being. By highlighting the long-term psychological value of leisure experiences, this study underscores the importance of recognizing recreation as a meaningful domain through which individuals can maintain continuity, purpose, and psychological balance across both personal and professional spheres.

### ***Theoretical and Practical Implications***

The findings of the present study offer important theoretical and practical implications for the literature on leisure, work, and psychological well-being. From a theoretical perspective, this study advances research on nostalgia by demonstrating that leisure nostalgia constitutes a meaningful psychological resource within occupational contexts. Although nostalgia has been widely examined in consumer behavior and leisure studies (Cho, 2021; Triantafyllidou & Siomkos, 2014), its role in occupational health psychology has received limited attention. By linking leisure nostalgia to job satisfaction, task performance, and flourishing, this study extends existing research and highlights the relevance of leisure-based emotional experiences for employees' work-related functioning and well-being.

This study further contributes to theory by integrating Broaden-and-Build Theory (Fredrickson, 2001) and Conservation of Resources (COR) theory (Hobfoll, 1989) to explain how leisure-related emotions influence well-being. The findings suggest that leisure nostalgia, as a positive emotional experience, may broaden individuals' cognitive and emotional capacities and support the accumulation of psychological resources that foster flourishing. In this respect, the study extends prior applications of these theories by demonstrating their usefulness in explaining the effects of leisure nostalgia on work-related outcomes.

In addition, the results underscore the importance of task performance as a key mechanism linking leisure nostalgia to flourishing. While previous studies have established that positive emotions enhance performance and engagement, the present findings suggest that emotionally meaningful leisure

experiences may indirectly contribute to well-being by strengthening individuals' perceptions of competence and accomplishment. This highlights the value of considering behavioral pathways when examining how leisure experiences shape psychological well-being.

By incorporating career decision regret into the proposed model, this study also offers a more comprehensive perspective on how positive and negative psychological processes jointly influence flourishing. Consistent with COR theory, career decision regret may reflect resource depletion that constrains well-being, whereas leisure nostalgia may serve as a psychological buffer by fostering emotional resilience and self-continuity. Examining these processes together provides a more nuanced understanding of the pathways through which leisure nostalgia contributes to flourishing.

From a practical standpoint, the findings suggest that organizations should recognize leisure experiences as an integral component of employees' work functioning and well-being. Rather than viewing leisure solely as recovery time, organizations may benefit from acknowledging its potential as a source of emotional resources that support job satisfaction and task performance. Initiatives that encourage employees to engage with meaningful leisure experiences or reflect on positive leisure memories may contribute to a more supportive work environment and enhanced psychological well-being. Additionally, providing opportunities for skill development, constructive feedback, and career support may further strengthen employees' flourishing by reinforcing their sense of competence and reducing career-related distress.

### ***Limitations and Future Research Directions***

As with any empirical study, the present research is subject to certain limitations. Although career decision regret was included to capture a negative cognitive–emotional mechanism, its integration within the overall model may appear less fully developed compared to other constructs. At the same time, its association with leisure nostalgia warrants further theoretical consideration. While leisure nostalgia is generally conceptualized as a positive psychological resource, it may also activate reflective and comparative cognitive processes (e.g., counterfactual thinking about past life choices), which can give rise to feelings of career-related regret. From this perspective, the relationship between leisure nostalgia and career decision regret may reflect a more complex and ambivalent psychological process than currently specified in the model. Nevertheless, given the relatively limited empirical evidence on this linkage, future research is needed to more clearly establish the conditions under which leisure nostalgia may either buffer against or contribute to career decision regret, and to refine the conceptual integration of this construct within employee well-being models.

In addition, although the present study focuses on leisure nostalgia as a key predictor of flourishing, prior research indicates that employee well-being is shaped by a broader set of individual and organizational factors, including personality traits (Athota et al., 2020), leadership styles (Das & Pattanayak, 2023), perceived organizational support (Viot & Benraiss-Noailles, 2025), and work–life balance (Abdelhay et al., 2025). These findings suggest that employee well-being is influenced by a comprehensive constellation of determinants. However, these variables were not included in the current model in order to preserve theoretical parsimony, which represents a limitation of the study. Future research may benefit from incorporating these factors into more comprehensive models to provide a more holistic understanding of employee well-being.

Furthermore, the data were collected from a single national context, namely Türkiye, which may limit the generalizability of the findings. Cultural norms, labor market structures, and employment practices may influence how individuals interpret both leisure experiences and career-related cognitions. Therefore, future research should consider cross-cultural and cross-national comparative designs to examine the robustness of the proposed relationships across different contexts.

Finally, although the sample includes employees with diverse employment conditions, distinctions between full-time and part-time employment were not explicitly examined. Given that employment status may shape both access to leisure experiences and career-related evaluations, future research is encouraged to investigate these differences more systematically.

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## Author Contributions

The author (HD) was solely responsible for the conceptualization, methodology, investigation, data curation, formal analysis, software development and coding, preparation of the original draft, review and editing, and overall supervision of the study.

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## Conflict of Interest

The author declares that there is no conflict of interest.

## Ethics Committee Approval

The study was conducted in accordance with the principles of the Declaration of Helsinki. Ethical approval was obtained from the Social and Human Sciences Scientific Research and Publication Ethics Committee of Afyon Kocatepe University (Decision No. 2025/483, dated 17 December 2025).

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