



FIGURE 1 | Main effects of Model 2 with standardized coefficients. N. B. All displayed results are significant at the 0.1% alpha level. Only significant standardized regression coefficients between latent variables are reported to reduce clutter.

all the seven I COPPE domains of well-being through the general domain of MIDLS (see **Table 3**). Among the fully mediated paths, the largest indirect effect was found on overall well-being, $\beta=0.58$, $p<0.001$, 95% CI [0.53, 0.62], with R^2 accounting for 71% of the total variance, and the smallest on occupational well-being, $\beta=0.48$, $p<0.001$, 95% CI [0.43, 0.53], with R^2 accounting for 49% of the total variance. Among the total indirect effects – which account for the additional direct effect of the general domain of MFS onto the I COPPE domains – the path stemming from MFS through MIDLS onto economic well-being, with the additional path of MFS onto economic well-being, shows the strongest significant total effect, $\beta=0.64$, $p<0.001$, 95% CI [0.58, 0.69], with R^2 accounting for 59% of the total variance, whereas the smallest effect was found on community well-being, $\beta=0.59$, $p<0.001$, 95% CI [0.54, 0.64], with R^2 accounting for 64% of the total variance. For parsimony, these calculated values are not displayed in **Figure 1**.

DISCUSSION

The results support the hypothesis that mattering mediates the relationship between fairness and well-being. In fact, our findings showed that the seven domains of well-being measured by the I COPPE scale short form are all significantly and strongly associated with mattering, as measured by the Mattering in Domains of Life Scale. In turn, the latter is strongly and

significantly linked to fairness as measured by the general domain of the MFS. The results also show that only in the case of economic well-being, there is clear evidence of partial mediation. For all the other domains of well-being, the evidence points toward mattering fully mediating the relationship between fairness and well-being. This also potentially applies to community and psychological well-being, whose relationship with fairness is supported by such small and close to non-statistical significance that the hypothesis of full mediation is more plausible than the one of partial mediation.

The full mediation relationship reported here points to mattering as an important mechanism that can explain how fairness impacts on wellness. The divergent finding of a partial mediation relationship between fairness and economic well-being suggests that, in the presence of fairness, mattering is not the only element directly predicting economic well-being. Further, our findings build upon established literature connecting both fairness and mattering to well-being, thereby offering novel evidence concerning the relationship between these two constructs. While prior studies have started to explore the relationship between mattering and fairness (e.g., Lachance-Grzela, 2012), to our knowledge, this is the first empirical large-scale investigation that provides evidence of the predictive power of fairness onto mattering.

Theoretical Implications

This study offers several implications for theory, research, and practice. At the theoretical level, it shows that fairness exerts

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