

## **Development and Validation of the Jealousy Scale**

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The main objective of the study was to develop a precise and reliable instrument for measuring the level of jealousy. The study was carried out in the following four stages. In the first phase, the items of the jealousy scale were generated by reviewing existing literature and employing a logical group discussion strategy. In the next phase, these items were sent to the experts of Psychology and theology for qualitative item analysis. In phase III, the items proposed by the experts were applied to the randomized sample of 300 participants as a first try out of the test. All the items showing good internal consistency, were further applied to a sample of 200 individuals in the final Phase of Factor Analysis. The Exploratory Factor Analysis also shows significant factor loading on three components. According to the value of the Confirmatory Factor (CFI), the model has a good fit. The scores obtained from test revealed very good reliability i-e .93(N=500). Each item shows a significant item-total correlation. The jealousy scale is a three-dimensional scale. It has good reliability and can be used within Pakistan. Further studies are suggested for validation of the scale across the globe .

**Keywords:** jealousy, cognitive jealousy, emotional jealousy, behavioral jealousy.

In general, the term "jealousy" broadly refers to complicated and strong emotional reactions triggered by the threat or worry of losing something or someone significant (Ven,2016). These destructive emotions of jealousy can be experienced when someone feels compromised by the deficiency of something they love, such as kinships, intimate relationships, work accomplishments, possessions, or societal position (Chung & Harris, 2018). The negative characteristics of jealousy can be exhibited through numerous behaviors (Zandbergen & Brown, 2015; Briki, 2019). It is a common emotion that most of people may experience at some point in their lives.

Jealousy is a complex emotion that includes uncertainty, worries, suspicion, and resentment as well as emotional, cognitive, and behavioral responses to the situations that trigger jealousy (Chin et al., 2017; Pfeiffer et al., 1989). According to a study, people's unintentional demonstration of jealousy can be affected by several factors, including personality traits, social and/or environmental factors. As a result, people respond differently to circumstances that provoke jealousy (Cynkier, 2018).

Typically, jealousy involves an amalgamation of emotional, cognitive, and physiological responses. Jealous individuals may encounter a variety of undesirable emotions, including outrage, hatred, misery, dread, and insecurity (Zandbergen & Brown, 2015; Briki, 2019). In terms of cognition, jealousy frequently involves disrupting mental processes, placing an increased emphasis on anticipated threats or betrayals in future. Physical symptoms of jealousy comprise a faster heartbeat, perspiration, tense muscles, and other stress-related reactions. Jealousy may produce horrendous behaviors like resentment, hate, and emotional

manipulation (De Cristofaro et al., 2023). Hence, it is concluded from a study that jealous people are more likely to behave violently toward their partners, such as verbally abusing or physical assaults (Cynkier, 2018).

### **Theoretical background**

In Western literature, the underlying foundation of jealousy can be dated back to 1905, when Freud distinguished between normal and pathological jealousy. According to him, pathological jealousy occurs when there is no real threat to the relationship, but it happens without a trace of a genuine threat. The experiences of jealousy are normal in human existence, which can be developed into pathological jealousy if left untreated (Zheng, 2021). Additionally, It is also associated with Personality Disorders (APA, 1994), depression, anxiety, and paranoid ideation (Widiger & Rojas, 2015; Lerigo, 2020).

Jealousy is one of the most callous and discouraging emotions in any religion. In Islam, almost 1400 years ago, the term jealousy was stated in Quran. According to Muslim scholars, the first ever sin committed in Heaven as well as on earth was because of jealousy. According to a narration in the Quran, when Iblis and the Angels were told to prostrate before Adam in reverence and honor by Allah, Iblis outright rejected because he was jealous of Adam's prestige and position (2:34). It is also reported in Quran that due to malicious action of Satan, Adam and his wife were enticed resulting in expulsion from paradise (7:20; 20:120).

Another narrative tracked down in chapter 5 of Al-Maeeda in Quran, recounts the murder of one son of Adam by another, was because of jealousy (5:27–31). An essential inference drawn from Qabil's (Cain's) murder of his brother Habil (Abel) is that jealousy is a natural byproduct of achievement, which may escalate out of control and result in the worst situation (5:27–31). A person can get diseased with the sickness of jealousy, which might exert control over his entire existence and his senses. A very jealous person is thus irrational and impulsive (Crusius & Mussweiler, 2012).

Another delineation of jealousy is portrayed in chapter 12 of the Holy Quran which concerns the mistreatment of Prophet Yousaf (Joseph) by his stepbrothers (12:9). The Prophet Yusuf and his brothers' narrative makes us mindful of the intimidation of jealousy, how it may blind, how it may seize the kindness in heart, and how it can lead its possessor to experience jealousy and terrible suffering internally (12:8-9). Sometimes the jealous person backstabs the person they are jealous of and spreads rumors and disparaging remark/terms about him (Cohen-Charash, 2009).

Almighty Allah states that we should seek His protection from evils and jealousy in verse five of the second last chapter of the Holy Quran, which is one of the most frightening things that may harm humanity (Quran, 113:5).

The Prophet (PBUH) also warned against jealousy by drawing a comparison it and fire that completely consumes the wood. *“Beware of jealousy, for verily it destroys good deeds the way fire destroys wood.”* (Abu Dawood)

A jealous person experiences more adverse effects than the person they are jealous of. Not only does jealousy ruin one's cognitive functioning, but it also damages one's faith in Allah.

The Messenger of Allah (PBUH) said: *“They are enemies for Allah’s bounties, those who envy people for what Allah has given them of Bounty.”* (at-Tabarane).

Islam promotes fair competition and permits people to strive for excellence and superior performance, without harboring animosity or hatred towards others or desiring their destruction. Sincere believers hold the belief that Almighty Allah is in charge of everything in this world. They surrender themselves to their Lord and strive hard to accomplish their aims and place their faith in Allah. Because of the respect they have for

God's will, they show gratitude if the outcomes are favorable and remain free of animosity and jealousy toward unfavorable events.

Much earlier than contemporary theories, Muslim scholars such as Imam Al-Ghazali considered jealousy as the underlying source of evil thinking for other, manipulating, backstabbing and dishonesty etc. (Al-Ihyah). According to Muslim Scholars, one of the psychological roots of jealousy is the lack of knowledge about Almighty Allah, which influences the individual belief system.

### **Rationale**

It is concluded from the literature review and clinical record data that jealousy is a universal emotion and every individual is susceptible toward jealousy. While reviewing literature, the researcher found that abundance of theoretical work done on jealousy is mainly devoted to romantic jealousy. The current research is a byproduct of a study conducted in an Islamic perspective on jealousy as a contributory factor in the development of Personality Disorders. It is discovered through the literature review that there is no assessment tool that measures jealousy in a cultural or indigenous context. Hence, the researcher wanted to develop an indigenous scale that assess multidimensional aspects of jealousy.

The existing scales such as Multidimensional jealousy scale (Pfeiffer & Wong, 1989), Revised Anticipated Sexual Jealousy Scale (Buunk, 2013), Jealousy in Romantic Relationship Scale (İpek & Turhan, 2023), Spouse Emotional Jealousy Scale (Kizildag & Yildirim, 2017), Anticipated Jealousy Scale (Pollard et al., 2022), Self-Report Jealousy Scale (Bringle, 2013), Jealousy Scale in Athletes (ÇEKİÇ et al., 2023) And other scales mainly addressed the jealousy in romantic or interpersonal relationship or context specific jealousy in western literature. Therefore, an indigenous jealousy instrument was needed in Pakistani context to measure jealousy at an earlier stage so that it can be alleviated timely.

### **Advantages**

This scale of jealousy is significant in Pakistani and Islamic context. The theoretical background of the current study addresses Islamic teaching along with narrative from Quran and also emergence of emotions of jealousy in childhood, among siblings, friends, schools, work place and in cultural context in western perspective, therefore, making it more significant and adequate in Pakistani culture. This developed scale make sure that each items reveal indigenous realities, which assured a good content validity and reliability. This current scale effectively connects religious perspective with contemporary psychology, up surging its significant and acceptability among Muslims clients and research scholars.

As this scale focuses on jealousy in broader term rather than focusing only romantic or interpersonal jealousy, hence increasing its scope and implications in various settings such as counseling, clinics and organizations. Moreover, it can be used in schools, workplace and communities to detect jealousy at earlier stage preventing behavior challenges such as resentment, psychological distress and social conflicts and promote overall psychological wellbeing.

### **Objective**

The main objective of this study was to develop a precise and reliable instrument for measuring jealousy.

### Method

The research study was partitioned into a four-phase process. During phase I, a pool of items was generated by reviewing existing literature and employing a logical-group discussion strategy. Subsequently, in phase II the items generated were reviewed and evaluated by specialists in the field. In phase III, the pilot study was carried out on the items that the experts finalized. In the last phase, the scale was administered to a sample of 500 participants for Factor analysis.

#### *Item Generation*

In phase I of scale development, items were generated based on information assembled about the variable jealousy from the literature review and group discussion. The theoretical concepts given by Imam Ghazali (Pfeiffer & Wong, 1989) were considered during the construction of the jealousy scale. Primarily, 46 items were theoretically and logically generated. All the items were organized into a Likert-type five-point rating scale. The response option included “strongly disagree (1), disagree (2), neutral (3), agree (4) and strongly agree (5)”.

#### *Expert Review*

In Phase II, the items generated in Phase I were sent and reviewed by subject experts of psychology and theology. The 46 items were reviewed based on Construct validity and Clarity of Statements. According to an analysis by Subject experts, 11 items such as item no.1,5,6,7,8,9,22,26,33,38 and 42 were excluded due to intersecting concepts. However, 35 items were retained while minor changes were made in statements.

#### *First tryout*

The pilot study was carried out in phase III. The items finalized by the committee experts were then administered to a sample size of 300 participants. The current study's participants were contacted at their educational institution and given a concise description about the objective of the study. The questionnaires were distributed among willing individuals. The participants were told to carefully read each question and answer each one without skipping any. To alleviate the impact of social desirability, the questionnaire and the true objective of the study were kept anonymous. The test constructor was present to elucidate any confusion in completing the instruments. For inclusion in the study, the age range was 18-40 years were considered. Item- total Correlation analysis was tested in which each item showed good and acceptable item-total correlation (Table no.1).

#### *Final tryout*

In the last phase, the scale was administered to a sample of 200 participants for the assessment of validity and factor analysis. For Exploratory Factor Analysis, Principal component analysis with varimax rotation was used. The criteria for selecting factor and factor loading were decided as Eigen value < 1 and 0.40 respectively. The Cronbach alpha reliability of a scale's scores was calculated as 0.93, indicating high internal consistency.

### Results

The first tryout was conducted on a sample size of 300 participants. The inclusion criteria for age range were 18-40 years. The percentage of female participants (76%) was higher than males (23.4%), whereas 0.4% were participants who preferred not to disclose their gender. The age of 80% participants was under 30 years, whereas most of the participants (90%) belonged to middle socioeconomic status. The percentage for the joint and nuclear family was 40% and 46% respectively, whereas 13% of the participants preferred not to mention their family system. The calculated Cronbach Alpha Reliability for the scores of the scale was 0.92 which is a very good score. It indicates that the instrument is reliable when employed to evaluate the jealousy construct in the specified population. Table no. 1 demonstrates the internal consistency of individual items was above 0.90, hence no item was thought to be deleted in order to increase the reliability scores.

**Table 1**

*Item total score correlation and Cronbach's Alpha, If Item deleted for Jealousy Scale*

| Items  | Corrected Item-<br>total Correlation | Cronbach's<br>Alpha if Item<br>deleted |
|--|--------------------------------------|--|
| I get suspicious when my best friend talks to others.                      | .269                                 | .924                                   |
| I spy over the things my best friend do.                                   | .513                                 | .921                                   |
| I sometimes think my best friend is cheating on me.                        | .531                                 | .920                                   |
| I don't trust my best friend when we are not together.                     | .491                                 | .921                                   |
| I feel my best friend will betray me.                                      | .565                                 | .920                                   |
| I want my best friend to do what I like.                                   | .494                                 | .921                                   |
| I constantly check my friend's social media to see what they<br>are doing  | .543                                 | .920                                   |
| especially when they are not talking to me.                                |                                      |  |
| I do not like when my best friend compliments others.                      | .538                                 | .920                                   |
| I am more intelligent than my siblings.                                    | .277                                 | .923                                   |
| I feel my siblings are better than me.                                     | .245                                 | .924                                   |
| My parents always favorite my siblings.                                    | .540                                 | .920                                   |
| I feel my elder siblings are studying in expensive institution<br>than me. | .469                                 | .921                                   |
| I feel my siblings are given more freedom than me.                         | .519                                 | .921                                   |
| My family members devote most of the attention to my<br>siblings.          | .648                                 | .919                                   |
| I wish sometime, I was the only child of my parents.                       | .537                                 | .920                                   |
| My parents usually criticize me a lot.                                     | .526                                 | .920                                   |
| My parents consider me inferior.   | .643                                 | .919                                   |
| I feel my parents did not support me when I was a child.                   | .455                                 | .921                                   |
| I act good just to get appreciation by my family.                          | .555                                 | .920                                   |
| I sometimes unconsciously imitate other.                                   | .509                                 | .921                                   |
| I do not feel happy when someone achieves success.                         | .517                                 | .921                                   |
| Most of the time I judge people negatively.                                | .522                                 | .921                                   |
| I feel happy when people face misfortune.                                  | .616                                 | .920                                   |
| I sometimes wish bad luck for the people I don't like.                     | .549                                 | .920                                   |
| I act defensive when someone calls me jealous.                             | .417                                 | .922                                   |
| I dislike certain people without any reason.                               | .379                                 | .922                                   |
| I like to remind people their flaws and mistakes.                          | .550                                 | .920                                   |
| I feel life of the people who are successful is easy.                      | .381                                 | .922                                   |
| I feel I am not satisfied with my life style.                              | .459                                 | .921                                   |
| I often mimic other's behavior.  | .586                                 | .920                                   |
| I feel people are obsessed with me.  | .463                                 | .921                                   |
| By drowning other's achievements and emphasizing mine<br>makes me happy.   | .569                                 | .920                                   |
| I sometimes give deliberately bad advices to others.                       | .613                                 | .920                                   |
| I enjoy spreading false rumors.  | .551                                 | .921                                   |
| I believe i am a practicing Muslim.  | .106                                 | .925                                   |

The scale was further administered to 200 participants in phase IV of the study, whose ages ranged from 18 to 40. Male participants comprised 23.4% of the sample, while 0.4% of individuals decided not to disclose their gender. The majority of participants (76%) were female. The scores obtained from the scale of jealousy, revealed high internal consistency, as indicated by Cronbach's Alpha of 0.92. SPSS v.25 was used in order to conduct an exploratory Factor Analysis, whereas, Varimax rotation was used for principal component analysis.

Table No. 2 demonstrates the factor loadings for the three components. Jealousy appears to be a three-dimensional construct, as seen by the strong loadings on three components that the EFA results demonstrate. In the analysis, all of the items were retained. Table no. 2 shows the KMO value, which confirmed that the sampling was adequate. Moreover, Bartlett's Test of Sphericity was significant at  $p=0.000$  (5984.761\*\*,  $p<0.001$ ). To verify the model's appropriateness, Confirmatory Factor Analysis was also performed in AMOS v. 26 Software. The model revealed an acceptable fit indices such as  $X^2=1595.7(df=517)$ ; CFI= .821; NFI= .76; RMSEA= .065. According to the researchers such as Hu & Bentler (1999) and Byrne (2010), the values of RMSEA below .08 and CFI values approaching .90 indicated an acceptable model fit. Thus, the findings support the validity of the scale. (Hu, & Bentler, 1999 ; Byrne, B. M. 2010).

**Table 2**

*Factors Loading for EFA with Varimax Rotations for Jealousy Scale (JS)*

| Items  | Factors  |      |      |
|--|----------|------|------|
|  | Loadings |      |      |
|  | 1        | 2    | 3    |
| I get suspicious when my best friend talks to others.  | .230     |      |      |
| I spy over the things my best friend do.   | .597     |      |      |
| I sometimes think my best friend is cheating on me.  | .509     |      |      |
| I don't trust my best friend when we are not together.   | .590     |      |      |
| I feel my best friend will betray me.  | .600     |      |      |
| I want my best friend to do what I like.   | .527     |      |      |
| I constantly check my friend's social media to see what they are doing especially when they are not talking to me. | .567     |      |      |
| I do not like when my best friend compliments others.  | .605     |      |      |
| I do not feel happy when someone achieves success.   | .624     |      |      |
| I feel happy when people face misfortune.  | .723     |      |      |
| I sometimes wish bad luck for the people I don't like.   | .558     |      |      |
| I like to remind people their flaws and mistakes.  | .417     |      |      |
| By drowning other's achievements and emphasizing mine makes me happy.  | .605     |      |      |
| I sometimes give deliberately bad advices to others.   | .690     |      |      |
| I enjoy spreading false rumors.  | .696     |      |      |
| My parents always favor my siblings.   |          | .681 |      |
| I feel my elder siblings are studying in expensive institution than me.  |          | .542 |      |
| I feel my siblings are given more freedom than me.   |          | .705 |      |
| My family members devote most of the attention to my siblings.   |          | .769 |      |
| I wish sometime, I was the only child of my parents.   |          | .465 |      |
| My parents usually criticize me a lot.   |          | .721 |      |
| My parents consider me inferior.   |          | .666 |      |
| I feel my parents did not support me when I was a child.   |          | .707 |      |
| I feel I am not satisfied with my life style.  |          | .443 |      |
| I act good just to get appreciation by my family.  |          |      | .369 |
| I sometimes unconsciously imitate other.   |          |      | .429 |

|   |      |
|---|------|
| I am more intelligent than my siblings.               | .267 |
| Most of the time I judge people negatively.           | .399 |
| I feel my siblings are better than me.                | .387 |
| I act defensive when someone calls me jealous.        | .567 |
| I dislike certain people without any reason.          | .505 |
| I feel life of the people who are successful is easy. | .595 |
| I often mimic other’s behavior.                       | .546 |
| I feel people are obsessed with me.                   | .422 |
| I believe i am a practicing Muslim.                   | .466 |

|                            |        |       |       |
|----------------------------|--------|-------|-------|
| Eigen Value                | 10.35  | 2.264 | 1.762 |
| % of variance              | 29.577 | 6.470 | 5.035 |
| Kaiser-Meyer-Olkin Measure | .927   |       |       |

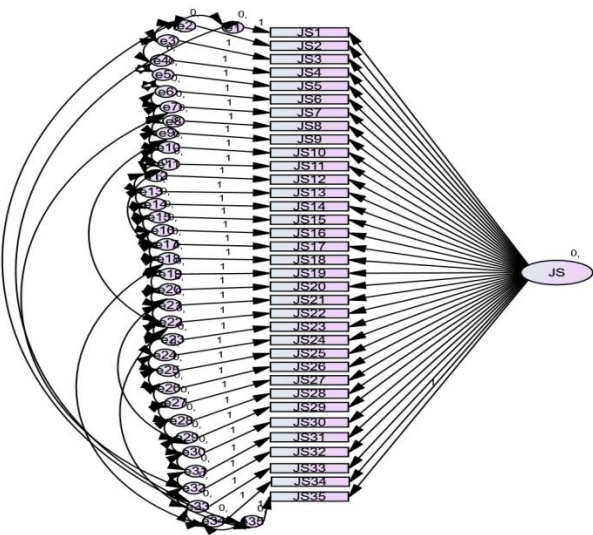
|                               |            |
|-------------------------------|------------|
| Bartlett’s Test of Sphericity | 5984.761** |
|-------------------------------|------------|

Note: N=500. p<0.001. EFA; Exploratory Factor Analysis. JS; Jealousy Scale

Figure 1: Confirmatory Factor Analysis (CFA) Model

X2= 1595.7(df=517); CFI= .821; NFI= .76; RMSEA= .065

CFI: Comparative fit index, NFI: Normed Fit Index, & RMSEA = Root mean square error of approximation



Discussion

The present research paper concludes that Jealousy is a universal phenomenon that exists throughout all stages of personal life. According to Hart and Carrington, (2018), feelings of jealousy were also observed in infants. Hence,the emotion of jealousy can affect anyone. It might appear as sibling jealousy (Boer et al., 1992), friendship jealousy (Kim et al., 2017), academic jealousy (Fazalddad et al., 2020), or professional jealousy at work (Andiappan & Dufour, 2020).

Jealousy stems from the psychosexual phases theory proposed by Freud (1905). A child experiences rivalry and jealousy with their same-sex parent for the love of the opposite-sex parent in the phallic stage of psychosexual development. According to Freud, jealousy may be caused by unresolved conflicts in phallic

stage and may appear as jealousy, competitiveness, possessiveness, or insecurity in childhood or in later life. In psychoanalytic literature, delusional jealousy has also been linked to early mother fixation (Freud, 1905). But according to Islam, jealousy has existed since the beginning of humanity. Therefore, one cannot underestimate the negative consequences of jealousy.

It has been concluded from the literature review that parents have a substantial impact on their children's emotional and psychological development (Grusnick et al., 2020). They could actively inculcate jealousy by openly comparing their child to others. These comparisons might make a child feel inferior and jealous. Parents can also unintentionally foster jealousy in their children by setting high standards and building a surrounding where competition with friends or siblings are promoted. In such circumstances, children could feel compelled to compete for their parents' love, attention, or approval (Boer et al., 1992). Sibling jealousy and competition can occasionally arise when a child feels that one sibling is more important than the others.

Friendship jealousy can occur when a child feels excluded or inferior to their classmates, and this can result in emotional and social issues (Anaya & Pérez-Edgar, 2019; Schofield et al., 2012). Jealousy can have a negative impact on a child's overall functioning and mental health. It may lead to the feelings of depression, low self-esteem, or anxiety. Children may struggle with relationships, emotional well-being, and overall development. Therefore, the implication of current study's is that, counselors and clinicians who work with children having behavioral difficulties should pay more consideration to these characteristics. They should be aware of the possibility that jealousy may be a contributing factor to a child's difficulties and should address it in their therapeutic approach.

The present study was carried out to develop an indigenous jealousy scale. Previous studies examine jealousy in a limited context of relationships that are mainly dedicated to romantic relationships. Even though jealousy is a frequently recurring universal emotion, still research that assessed jealousy from an Islamic perspective is scarce. That is why there was a need to develop a jealousy scale that can assess jealousy in general even among normal people.

While defining jealousy, psychologists often take into account Western beliefs; nonetheless, the term jealousy appeared in the Quran about 1400 years ago. According to Muslim scholars and the Holy Quran, jealousy was the first sin committed in heaven (2:34) and as well as in this world (5:27-31). When Allah SWT created Adam AS, He asked the angels to bow down to Adam AS, but Iblis refused because he was jealous of the honor given to Adam AS. (7:12 Quran). Quran has also acknowledged various incidents jealousy highlighting criminal consequences, such as the Prophet Adam's son Qabil killed his brother Habil for having a more beautiful wife out of jealousy (5:27 Quran). Another story of prophet Yousef AS and his stepbrothers is an open example of jealousy (9:12 Quran). In addition to being a serious sin in Islam, jealousy is also regarded as the most discouraging and negative feeling across the world's religions. It is one of the most prevalent diseases that affects human health psychologically and damages a person's mental tranquility and happiness.

In western literature, the root of jealousy traced back to the psychosexual stages theory put forward by Freud (1905) which argues that during the Oedipal stage of psychosexual development, a young child experiences jealousy and rivalry with their same-sex parent for the affection of the opposite-sex parent. However, Islam holds that jealousy dates back to the beginning of humankind Hence the detrimental consequences of jealousy cannot be underestimated.

To establish the psychometric properties of the scale, Inter-item Correlations, Factor Analysis and Cronbach Alpha Reliability were used. The results of Table No. 2 demonstrate that the jealousy scale has three dimensions, that is Cognitive, Behavioral, and Emotional. Thus the results supported the work of Pfeiffer and Wong (1989). According to the theoretical approach of Pfeiffer and Wong (1989), three



components of jealousy experiences can occur simultaneously. Each component can differentially correlate with other variables for which a unidimensional scale cannot be used. The value of the Inter-item correlation and Cronbach Alpha reliability were highly significant, which shows that the instrument is reliable to be used indigenously (Table 1).

One of the significance of developing this instrument of jealousy is to use this tool to detect and quantify jealousy in order to prevent or alleviate its harmful effects. A person's mental health may also be harmed by jealousy, in addition to causing interpersonal conflicts and emotional pain. Therefore, organizations should take proactive steps to address and regulate this feeling among individuals by measuring and analyzing jealousy levels. Early detection and treatment of jealousy can stop it from developing it into more significant problems or undesirable behaviors. The ultimate goal is to successfully handle jealousy and foster a healthy emotional climate to contribute to general improvements in mental health.

### **Implications**

One of important reasons for developing the jealousy scale was, so that it could be used to measure and identify jealousy in order to prevent or alleviate its harmful effects. Jealousy can also have a negative impact on a person's mental health, generating emotional distress and interpersonal difficulties. Therefore, by monitoring and analyzing jealousy levels, educators and organizations can take proactive measures to address and regulate this feeling among students. By being identified and treated early, jealousy can be prevented from becoming more serious issues like bullying, hostility, or other undesired behaviors. The ultimate objective is to effectively manage jealousy and encourage a positive emotional environment in educational settings, in order to contribute to general improvements in mental health.

In the workplace, jealousy can be detrimental. It could lead to negative behaviors including competition, discrediting coworkers, and weakening teamwork. The professional jealousy among employees can be reduced by using this jealousy instrument by identifying the employees who may be more prone to jealousy. This enables employers to provide support and take proactive measures to reduce jealousy related issues. The absence of jealousy at work usually leads to a more peaceful and cooperative workplace environment. In a positive workplace environment, employees who feel less jealous are more likely to cooperate, support one another, and focus on common goals. The personal development of employees can be improved by addressing and managing jealousy. This preventive approach could improve overall performance within the company, increase job satisfaction, and create a more positive and industrious work environment. Furthermore, it might help people progress in their jobs, which benefits both them and the organization they work for.

### **Conclusion**

In literature review, most of the studies limited jealousy to the realm of romantic relationships while generally ignoring its conceptualization from an Islamic perspective, the current study was conducted to construct an indigenous jealousy scale in order to fill a research gap. Jealousy despite being a universal and recurrent emotion, it received limited attention when it comes to religious teaching, particularly in Islam. The Quran defines jealousy as a first sin, such as Iblis' refusal to bend before Adam (2:34; 7:12), Qabil's murder of Habil (5:27–31), and the animosity of Prophet Yusuf's brothers (12:9) are all examples. These narratives emphasize jealousy, its destructive nature, which is consistent with the general religious agreement that jealousy is an evil and destructive emotion that affects psychological well-being and interpersonal harmony.

In western literature, Jealousy is frequently interpreted by using frameworks like Freud's psychosexual theory, which associates jealousy with the phallic stage. whereas, Islam places jealousy's beginnings before the beginning of human history, highlighting its basic and long-lasting effects.

To construct the psychometric properties of the newly developed scale, validity and reliability analyses were conducted, including Inter-item Correlations, Factor Analysis and Cronbach's Alpha. The three factors were identified in findings of analysis i.e. cognitive, emotional and behavioral were consistent with the

theoretical framework of Pfeiffer and Wong's (1989), viewed jealousy as a multidimensional construct. The scale showed high internal consistency which suggests that it is reliable for use in domestic settings.

The significance of this instrument lies in its potentialities to identify, measure, and treat jealousy, thereby reducing its adverse psychological and social impacts. By facilitating early identification, this jealousy instrument can aid in prevention of maladaptive behaviors and promotion of sound mental health.

The jealousy scale is a multi-dimensional scale with significantly good reliability. It is a highly reliable scale to be used in the Pakistani population that fits into the early- to middle-adulthood group. This instrument will measure the individual's level of jealousy. Ultimately, jealousy instrument provides a valuable means to promote better interpersonal relationships and emotional control in individual, family, and in organizational settings

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