



Workplace Happiness In Colleges

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ABSTRACT

Workplace happiness plays an important role in determining the growth of higher education institutions. Professors/Teachers working in a higher education institution are the main members of the institution. The research attempts to find out employee happiness in the workplace in Affiliated Colleges of Annamalai University. Data was collected from 50 faculties through a structured and standard questionnaire through descriptive research design. In this study, convenience sampling technique has been applied to collect the primary data from faculties. It is discovered that the workplace happiness significantly influences work commitment among the faculties. The analysis found that the workplace happiness significantly influences performance among the faculties. It is identified that the mediating effect of work commitment between workplace happiness and employee performance. Hence, it is concluded that higher educational institutions give their employees the right to decide where, when, what, and how they want to work, and thus improve their faculties' commitment, engagement, satisfaction, and happiness.

KEYWORDS: Higher Educational Institutions, Workplace Happiness, Work Commitment and Employee Performance.

INTRODUCTION

Under the global model theory, happiness is classified as subjective and objective as the main components of survival (Ventegodt, et al. 2003). Subjective happiness is measured through people's self-assessment of happiness and life satisfaction. At the same time, objective happiness is found in education, income, social wealth, and other goods that improve health and personal well-being.

Happiness has been found to be a highly valued goal in most organizations and being happy has been found to be very important to most people. Both individual and organizational development when there is happiness at work. Similarly, workplace happiness plays an important role in determining the growth of higher education institutions. Professors/Teachers working in a higher education institution are the main members of the institution. And when they feel satisfied and happy in their work and workplace, it indirectly affects the overall functioning of that higher education institution. Therefore, this research attempts to find out happiness in the workplace in Affiliated Colleges of Annamalai University.

REVIEW OF LITERATURE

Mohammad, et al. (2023) revealed that workplace happiness depends mainly on organizational commitment; however, employee engagement and job satisfaction also contribute to the individual's happiness at work.

Samer Ali Al-shami (2023) identified that happiness at workplace positively and significantly affected employees' innovative work behaviour through the mediating and moderating effects of organisation citizenship behaviour and organisational innovative culture, respectively. University directors should establish effective HAW approaches that elevate workers' organisational satisfaction, involvement, and commitment and develop a creative culture that acknowledges and complements innovation.

Agota Kun & Peter Gadanez (2022) indicated that workplace well-being and happiness correlated with inner psychological resources, hope and optimism in particular. We conclude that the future focus on employee well-being must take into account positive contributing factors and adopt a positively-oriented approach to promoting well-being.

Shania, et al. (2021) revealed that the variables of quality of work life and happiness at work have a positive and significant effect towards job satisfaction. Quality of work life and happiness at work has a positive and significant effect towards job satisfaction mediated by organizational commitment.

Laura Ficarra (2020) revealed that unhappy employees have the highest disagreement in statements such as "coworkers being nonjudgmental" (66.7%), "leaders are aware of the needs of others" (38%), and "leaders are humble and do not promote themselves" (50%). However, happy employees unanimously responded to most items. Therefore, happy people were more likely to be more consistent. The mean for happy people was 76.48 with a standard deviation of 9.56. The mean for unhappy people at work was 58.22 with a standard deviation of 15.33.

Agustien and Soeling (2020) revealed that while employee happiness did not directly impact performance, when the link was mediated by job motivation, there was a beneficial impact on employee performance.

Bataineh (2019) found that happiness at work has a direct effect on employee performance. Happiness has been defined as pleasant moods and emotions, well-being, and positive attitudes.

Madiha Kiran and Sobia Khurram (2018) found that flextime has a positive relationship with affective organizational commitment, employee engagement, job satisfaction and thus employee happiness. The research concluded that when organizations give discretion to its employees to decide about when, where, what and how to work, it makes employees more committed, engaged, satisfied and thus happier.

Cynthia Fisher (2010) suggested that engagement at work, job satisfaction, and organizational commitment could also be included in a complete assessment of individual happiness.

FRAMEWORK

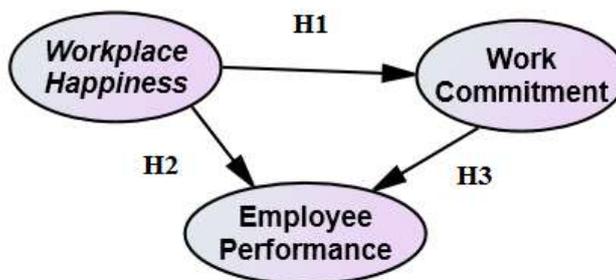


Figure 1: Framework of the Research

RESEARCH GAP

There has been a lot of research done on the employee happiness at workplace in colleges. Very few researches have been done in the Indian context. Similarly, the workplace happiness, work commitment and employee performance have not been addressed in educational institutions.

NEED FOR THE STUDY

The findings of this study will help educational institution authorities and policy makers. This study will help identify the mediating effect of work commitment between workplace happiness and employee performance. Findings from this study can help educational institution authorities design workplace policies and increase work commitment and faculties' performance.

OBJECTIVES

- To discover the influence of workplace happiness on work commitment.
- To find the influence of workplace happiness on employee performance.
- To analyze the mediating effect of work commitment between workplace happiness and employee performance.

HYPOTHESES

- There is no influence of workplace happiness on work commitment.
- There is no influence of workplace happiness on employee performance.
- There is no mediating effect of work commitment between workplace happiness and employee performance.

RESEARCH DESIGN

In order to explore the mediating effect of work commitment between workplace happiness and employee performance a descriptive research design is employed by the researcher. Data was collected from faculties working in Affiliated Colleges of Annamalai University through a structured and standard questionnaire. This

descriptive research design is employed to explore the relationship between workplace happiness, work commitment and employee performance.

QUESTIONNAIRE DESIGN

Data was collected from faculties working in Affiliated Colleges of Annamalai University through a well-designed questionnaire. The questionnaire construction for this study is divided into four parts. The first part of the questionnaire is arranged in such a way to know the demographics profile of the faculties working in Affiliated Colleges of Annamalai University, the second part is workplace happiness, the third part is work commitment and the fourth part is employee performance. Except first part, all the four sections are constructed with multiple choice questions. The first part is set up as a category and the other three as a measuring scaling technique.

Table 1: Questionnaire Construction

S.No.	Variable	Items	Author
I	Demographic Profile	8	---
II	Workplace Happiness	16	Self Design
III	Work Commitment	18	Meyer & Allen (1997)
IV	Employee Performance	8	Self Design

RELIABILITY

Pilot study was done to confirm that the results of this study questionnaire are reliable. The questionnaires are verified by involving 50 faculties working in Affiliated Colleges of Annamalai University. Based on the faculties' opinion, some changes are made in the questionnaire as suggested by the bus faculties working in Affiliated Colleges of Annamalai University. Cronbach's alpha tool is employed to test the reliability of the research variables. All the variables of this questionnaire are above 0.70 which shows that it is reliable. This means that the set of questionnaire has a high reliability value. Based on this result, it is statistically recommended that the questionnaire set can be implemented for final data collection of the research.

Table 2: Reliability of the research

S.No.	Variable	Items	Cronbach's Alpha
I	Workplace Happiness	16	0.86
II	Work Commitment	18	0.78
III	Employee Performance	8	0.90

SAMPLING TECHNIQUE

In this study, convenience sampling technique has been applied to collect the primary data from faculties working in Affiliated Colleges of Annamalai University. In this way 50 faculties working in Affiliated Colleges of Annamalai University are approached to collect the primary data.

STATISTICAL TOOL

Path analysis is used to estimate model by probing the relationship between workplace happiness, work commitment and employee performance. The researcher has employed the path analysis to identify the mediating effect of work commitment between workplace happiness and employee performance.

RESULTS AND DISCUSSION

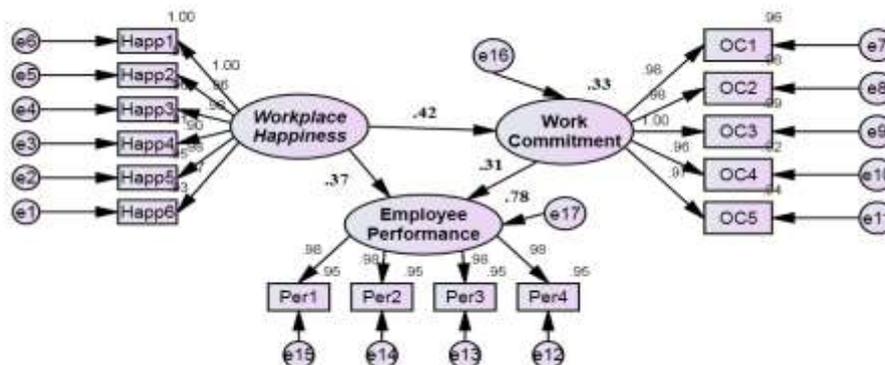


Figure 2: Mediating effect of work commitment between workplace happiness and employee performance

Table 3 demonstrates mediating effect of work commitment between workplace happiness and employee performance. Path Analysis is performed to verify the model fit. The Chi-square value is 2.302. Further, the model fit indication also exhibits the selected sample fit statistic customer satisfaction (AGFI, GFI, CFI, NFI, RMSEA, and RMR). AGFI is 0.981, the value shows greater than 0.90. CFI is 0.999, the value shows greater than 0.90. RMSEA is 0.043; the value is less than 0.08. That is, NFI is 0.999, the value is greater than 0.90. That is, GFI is 0.999. The value shows greater than 0.90. Indra, et al. (2020) found same result. RMR is 0.002; the value shows less than 0.08. Premapriya, et al. (2016) found same result.

Table 3: Model Fit Indication

Indicators	Observed Values	Recommended Values Premapriya, et al. (2016)
Chi-Square	2.302	---
p	0.129	> 0.050
GFI	0.999	>0.090
AGFI	0.981	
CFI	0.999	
NFI	0.999	
RMR	0.002	<0.080
RMSEA	0.043	

Source: Primary data

Table 4: Regression Weights

DV		IV	Estimate	S.E.	C.R.	Beta	p
Work Commitment	<---	Workplace Happiness	0.017	0.152	9.110	0.419	0.001
Employee Performance	<---	Workplace Happiness	0.196	0.146	7.340	0.368	0.001
Employee Performance	<---	Work Commitment	0.139	0.138	6.005	0.310	0.001

Source: Primary data

H_{a1}: Workplace happiness significantly influences work commitment among the faculties working in Affiliated Colleges of Annamalai University.

The path analysis is used to test the stated hypothesis. The analysis shows that the C.R. value is 9.110; the value of β is 0.419. It means 41.9 percent workplace happiness significantly influences work commitment among the faculties working in Affiliated Colleges of Annamalai University. This means that the p-value is significant ($p=0.001$). Hence, the hypothesis (H_0) is rejected. Therefore, it is discovered that the workplace happiness significantly influences work commitment among the faculties working in Affiliated Colleges of Annamalai University. Mohammad, et al. (2023); Agota Kun & Peter Gadanez (2022) found that relationship between workplace happiness and organizational commitment.

H_{a2}: Workplace happiness significantly influences performance among the faculties working in Affiliated Colleges of Annamalai University.

The path analysis is used to test the stated hypothesis. The analysis shows that the C.R. value is 6.005; the value of β is 0.310. It means 31 percent workplace happiness significantly influences performance among the faculties working in Affiliated Colleges of Annamalai University. This means that the p-value is significant ($p=0.001$). Hence, the hypothesis (H_0) is rejected. Therefore, it is discovered that the workplace happiness significantly influences performance among the faculties working in Affiliated Colleges of Annamalai University. Bataineh (2019) found that happiness at work has a direct effect on employee performance.

H_{a3}: There is mediating effect of work commitment between workplace happiness and employee performance.

The path analysis is used to test the stated hypothesis. The analysis shows that the C.R. value is 7.340; the value of β is 0.368. The analysis also shows that mediating effect of work commitment between workplace happiness and employee performance ($DE = 0.368 + IDE = 0.137$ and the TE is 0.505). It means 50.5 percent mediating effect of work commitment between workplace happiness and employee performance. This means that the p-value is significant ($p=0.001$). Hence, the hypothesis (H_0) is rejected. Therefore, it is discovered that the mediating effect of work commitment between workplace happiness and employee performance. Mohammad, et al. (2023); Agota Kun & Peter Gadanez (2022) found that relationship between workplace happiness and organizational commitment. Bataineh (2019) found that happiness at work has a direct effect on employee performance.

Table 5: Mediating Effect

DV		Workplace Happiness	Work Commitment
Work Commitment	DE	0.419	0.000
	IDE	0.000	0.000

DV		Workplace Happiness	Work Commitment
Work Commitment	DE	0.419	0.000
	IDE	0.000	0.000
	TE	0.419	0.000
Employee Performance	DE	0.368	0.310
	IDE	0.137	0.000
	TE	0.505	0.310

Source: primary data

FINDINGS

It is discovered that the workplace happiness significantly influences work commitment among the faculties working in Affiliated Colleges of Annamalai University. Mohammad, et al. (2023); Agota Kun & Peter Gadanez (2022) found that relationship between workplace happiness and organizational commitment.

The analysis found that the workplace happiness significantly influences performance among the faculties working in Affiliated Colleges of Annamalai University. Bataineh (2019) found that happiness at work has a direct effect on employee performance.

It is identified that the mediating effect of work commitment between workplace happiness and employee performance. Mohammad, et al. (2023); Agota Kun & Peter Gadanez (2022) found that relationship between workplace happiness and organizational commitment. Bataineh (2019) found that happiness at work has a direct effect on employee performance.

SUGGESTIONS

- Improve workplace happiness by designing appropriate and specific head-to-head strategies that contribute to success, such as pursuing personal goals and strengthening your skill set.
- Higher education institutions give their employees the right to decide where, when, what, and how they want to work, and thus improve their faculties' commitment, engagement, satisfaction, and happiness.
- Educational institutions can increase teacher job happiness by focusing on improving how each teacher characteristic affects the quality of work life and employee happiness at work.
- Educational institutions should focus on improving teacher happiness at work, both in attitude and behavior. Through this, good work commitment can be increased in the entire college.

CONCLUSION

The research attempts to find out happiness in the workplace in Affiliated Colleges of Annamalai University. Data was collected from 50 faculties through descriptive research design. In this study, convenience sampling technique has been applied to collect the primary data from faculties. It is discovered that the workplace happiness significantly influences work commitment among the faculties. The analysis found that the workplace happiness significantly influences performance among the faculties. It is identified that the mediating effect of work commitment between workplace happiness and employee performance. Hence, it is concluded that higher education institutions give their employees the right to decide where, when, what, and how they want to work, and thus improve their faculties' commitment, engagement, satisfaction, and happiness.

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