

Research Paper

Happiness, Work Engagement, and Flourishing among Healthcare Professionals

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ABSTRACT

Research among healthcare professionals has focused more on challenges than their positive mental health in India. Thus, the study investigates the relationship between happiness, work engagement, and flourishing among healthcare professionals. The research was conducted in the aftermath of the Omicron lockdown. Oxford Happiness Questionnaire (Hills & Argyle, 2002), Utrecht Work Engagement Scale (Schaufeli & Bakker, 2004), and Flourishing Scale (Diener et al., 2009) were the measures of happiness, work engagement, and flourishing among healthcare professionals. Furthermore, 177 professionals belonging to the age groups of 21–70 years ($M = 35.38$, $SD = 12.14$) participated in the study. Healthcare professionals include medical doctors, dentists, psychologists, and nurses. Statistical techniques such as Pearson correlation, t-test, ANOVA, and multiple regression were used. The study found a significant relationship between the level of happiness, work engagement, and flourishing among healthcare professionals. There is no significant gender difference in happiness and work engagement levels, but flourishing differed significantly between males and females. There is no significant difference in the level of happiness, work engagement, and flourishing among different healthcare professionals. Happiness and work engagement have a significant impact on flourishing among healthcare professionals. This study provides scope for future studies on healthcare professionals.

Keywords: *Happiness, Work Engagement, Flourishing, Healthcare professionals*

The healthcare system in India is developing at an exponential rate, which will be on par with the IT and educational sectors. It is believed to be highly prospective in becoming a key industry that boosts the nation's economy (Mukherjee & Patrick, 2018). Nonetheless, literature on healthcare professionals has concentrated on their challenges such as anxiety, burnout, depression, and substance abuse. In middle-income countries notably, there has been less emphasis on healthcare professionals' positive mental health. Happiness, work engagement, and flourishing are predictors of health system efficiency. Conversely, efficient health systems in turn lead to happiness, work engagement, and flourishing among healthcare professionals, leading to better health service delivery, and health system performance (Muthuri et al., 2021).

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Positive psychologists advocate for a better knowledge of how one's happiness and well-being affect productivity and optimal performance to reach one's greatest potential in life (Seligman & Csikszentmihalyi, 2000). It's a crucial aspect of health system efficiency. Consequently, happiness and well-being among healthcare professionals have been the subject of a growing number of empirical studies in recent years (Muthuri et al., 2020).

Happiness (Subjective well-being)

Diener et al. (2002) define subjective well-being (or happiness) as a combination of positive affect (in the absence of negative affect) and general life satisfaction (i.e., subjective appreciation of life's rewards). Happiness does not necessarily mean an absence of negative affect in all aspects of life. But, rather learning to balance emotions (Muthuri et al., 2020).

Subjective well-being's cognitive and feeling components can be further elaborated as life satisfaction (Job contentment), Positive feelings (Enjoying their life), and Low negative feelings (Having fewer worries). Furthermore, good income, goal achievement, and high self-esteem affect job contentment. Positive feelings are attributed to social support, interesting work, and extraversion. Finally, low negative feelings are caused by low neuroticism, goals that lead to harmony, and a positive mindset (Das et al., 2020).

Happiness at work. Therefore, happiness consists of experiencing more positive emotions at work, job satisfaction, organizational commitment, job involvement, work engagement, thriving, vigor, flow, and intrinsic motivation (Fisher, 2010).

Work Engagement

Work Engagement is defined as a high level of involvement in and attention to one's work. It is the opposite of job burnout. Engaged employees display high levels of energy and enthusiasm for their work. They have a great affinity for their work. Also, they are inclined to dedicate themselves personally to accomplishing their challenging goals. Employee's energy is reflected in their professional involvement. As a result, employees who are involved in their work become absorbed in it, experiencing a state of flow in which they lose track of time and become less reactive to distractions (Bakker & Leiter, 2015).

Flourishing

According to Diener et al. (2009), flourishing is defined as an individual's self-perceived success in important areas of life such as relationships, self-esteem, purpose, and optimism. Flourishing entails fulfilling one's potential and embracing life fully. It is the opposite of languishing on a spectrum meaning living a hollow and empty life (Erum et al., 2020).

Flourishing at Work. Flourishing is used to describe people who succeed at work and are happy, engaged, self-motivated, successful, and learning. Flourishing at work includes both a hedonic and a eudemonic aspect, in which flourishing entails being fully engaged, and work is viewed as an expression of one's true self (Peterson et al., 2005; Cameron & Spreitzer, 2011).

While much of the study on occupational health has concentrated on work-related well-being (e.g., job satisfaction) and ill-health (e.g., occupational burnout), there has been little research on employee flourishing (Ho & Chan, 2022).

THEORETICAL FRAMEWORK

According to Barbara Fredrickson's broaden and build theory (2001), positive emotions typically intensify mental flexibility, curiosity, focus, originality, and efficiency. So, individuals strengthen their various psychological, cognitive, physical, and social resources through thought-action tendencies, in that way enhancing their well-being (Fredrickson, 2001). Happy individuals are more inclined to perform well both psychologically and socially, eventually leading to flourishing (positive mental health) (Diedericks & Rothmann, 2013).

According to Weiss & Cropanzano's (1996) affective events theory, workplace events may elicit pleasant feelings and moods, which can lead to beneficial outcomes including job satisfaction and in-role job performance. Employees who are flourishing at work are less likely to quit, and they perform better both on the job and outside of it (Erum et al., 2020). Consequently, both the affective events theory (Weiss & Cropanzano, 1996) and the broaden and build hypothesis (Fredrickson, 2001) assert that both workplace flourishing and work engagement occur when an employee experiences pleasant emotions like happiness, satisfaction, and thriving at work. They focus on their work positions and perform their tasks with all of their ability and vigor (Erum et al., 2020).

According to self-determination theory, three basic requirements propel humans to grow and evolve. These are competence, connection, and autonomy. Engaging in activities for the intrinsic benefits of the behaviour itself (intrinsic motivation) is essential. In addition, research has established the connection between this theory with subjective well-being, eudaimonic well-being, and flourishing.

One of the most widely used theories for describing work engagement is the job demands-resources (JD-R) theory. According to this theory, engaged employees are those who have both job and personal resources to challenge the work demands. Furthermore, personal resources are self-efficacy, optimism, self-esteem, etc. which affect work engagement (Bakker & Albrecht, 2018).

Person organization fit (P-O fit) theory postulates the compatibility between the individual and organization which can be divided into two parts. The first is about the fit between an individual's knowledge, skills & abilities (KSAs) and the demands of the job. The second is the fit between an individual's KSA and the needs of the job. A person may be a good fit for an organization if they share similar values (supplementary P-O fit) or if the person and the organization can meet each other's needs (complementary P-O fit). The person-organization fit influences flourishing at work (Bakker & Leiter, 2015).

REVIEW OF LITERATURE

Studies have found a positive correlation between various aspects of well-being among different professionals. For instance, Fredrickson & Losada (2005) observed a positive relationship between flourishing and positive affect among college students. Fourie et al., (2008) showed that non-professional counsellors in South Africa exhibited work wellness (high work engagement and low burnout) when the following criteria were met: low job demands, high work resources, and a strong sense of coherence. Moreover, a study done by Field & Buitendach (2011) among the support staff at a tertiary education institution in South Africa showed a significant positive association between happiness, work engagement, and organisational commitment.

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Diedericks & Rothmann, (2013) revealed that for IT professionals, factors such as work role fit, availability of personal resources, supervisor relations, and work engagement are positively related to their flourishing levels. Burke & Hackett's (2017) research on therapists in Ireland showed a positive correlation between flourishing and their passion for their work. The Therapists were found to have a considerably greater rate of flourishing (72.1%) than the general population. Additionally, moderate mental health and languishing rates were found to be 27.2% and 1% respectively.

Madhuchandra & Srimathi (2016) found no significant difference in psychological well-being among medical doctors and nurses in Bangalore. Psychological well-being was the same regardless of gender. Moreover, 67% of the dental professionals in Hyderabad had an above-average happiness score, despite being recognized as a stressful and risky profession. Higher happiness level was significantly associated with the male gender (Epari et al. 2017). Knowledge employees in Korea, who were highly engaged employees had career satisfaction and higher subjective well-being (happiness) when they had higher perceived organizational support, and psychological capital (Joo & Lee, 2017).

The findings of Mukkavilli et al. (2017) study in Hyderabad found a statistically significant difference with female dentists having higher mean scores in total work engagement ($p = 0.40$), and its dimensions. These include vigor ($p = 0.23$), dedication ($p = 0.53$), and absorption ($p = 0.69$). The majority of them had average levels of Work engagement ($p = 0.4428$). A study by Singh et al. (2017) in India showed that knowledge employees had a positive correlation between work engagement and happiness. In addition, Chaverri et al. (2018) through their research in Texas revealed that counsellors with a personal history of trauma reported lower levels of happiness compared to their colleagues without such trauma. Montes et al. (2018) observed a significant relationship between work engagement and flourishing among nuns in Spain.

In a comparative study between medical doctors and nurses working in Bangalore, work engagement was found to be higher among medical doctors than nurses. Gender difference in work engagement was observed in the medical doctor's sample. However, work engagement was similar for male and female nurses (Mukherjee & Patrick, 2018). The flourishing states of nurses in South Africa were explored qualitatively by Motlounge & Nell (2019).

An international study focusing on dental professional's happiness showed a significant difference between 21 countries. To elaborate further, dentists experienced moderate levels of subjective happiness, affect, and life satisfaction which varied across countries. Men were found to be happier than women (Alhajj et al., 2020). Furthermore, a study estimating the concurrent validity of the flourishing scale among older adults in Iran showed a direct and significant association between the flourishing scale and the Oxford happiness questionnaire ($r = 0.647$, $p < 0.001$) (Ramandi et al., 2020).

Flourishing (mental health), work engagement, and experiences of meaningful work-role fit among industrial psychologists were found to differ significantly, according to Van Zyl et al. (2020). In Sweden, school psychologists' work engagement and role clarity (the concept of flourishing) were shown to be correlated, with female psychologists demonstrating better work engagement (Landqvist & Schad, 2021). A holistic study based in Atlanta, US proved that flourishing healthcare trainees had down-regulated CTRA (Conversed transcriptional response to adversity) gene expression. Most importantly, loneliness and stress which are

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psychosocial aspects had a negative correlation with flourishing (Mascaro et al., 2022). A recent study carried out in Windhoek, Namibia, found a connection between happiness and the work engagement of nurses (Ilmalwa & Hlatywayo, 2022). Following the pandemic in China, Hunan's healthcare professionals displayed a moderate level of work engagement. In addition, work engagement and gender are associated (Wang et al., 2023).

Need for study

According to a report, healthcare professionals experienced an average level of happiness scoring 7.5 out of 10, higher than the average (7.3) found in all other industries (Peterson, 2021). Their capacity to care for patients depends on their level of happiness because unhappiness limits their ability to do their jobs and overcome obstacles (Javanmardnejad et al., 2021). Given the highly stressful and hazardous nature of their work, despite its rewards, the happiness of healthcare professionals warrants further study, as it can significantly impact their quality of life (Alhajj et al., 2020).

Given the patient's high expectations and the steady growth of the healthcare industry, research on work engagement among professionals is necessary. Prior research has demonstrated that burnout and understaffing were frequently cited as reasons for the mistakes made by physicians and nurses. Therefore, work engagement acts as a buffer to allostatic workload (stress). If healthcare professionals realize the real value and purpose of their humanitarian service, perceive struggles as daily challenges, and create positive experiences, it will lead to flourishing toward "full life". Research studies on well-being constructs such as happiness, work engagement, and flourishing are abundant in other fields in India but there aren't enough that focus on healthcare professionals.

Hence, happiness, engagement in work, and flourishing of health professionals must be highlighted through empirical studies to overcome the limits of studies on positive trends among Indian healthcare professionals. This innovative research has implications for creating policies and programmes that promote flourishing, happiness, and work engagement among healthcare professionals (Muthuri et al., 2021).

METHODOLOGY

Aim

To study the relationship between happiness, work engagement, and flourishing among healthcare professionals.

Hypotheses

- H₀: There will be no significant relationship between happiness, work engagement, and flourishing among healthcare professionals.
- H₁: There will be no significant difference in the level of happiness among male and female healthcare professionals.
- H₂: There will be no significant difference in the level of work engagement among male and female healthcare professionals.
- H₃: There will be no significant difference in the level of flourishing among male and female healthcare professionals.
- H₄: There will be no significant difference in the level of happiness among doctors, dentists, nurses, and psychologists.
- H₅: There will be no significant difference in the level of work engagement among doctors, dentists, nurses, and psychologists.

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- H₆: There will be no significant difference in the level of flourishing among doctors, dentists, nurses, and psychologists.
- H₇: There will be no significant impact of happiness, and work engagement on flourishing among healthcare professionals.

Sample

There are 177 healthcare professionals in the sample from throughout Tamil Nadu, including 53 medical doctors, 28 dentists, 35 nurses, and 61 psychologists. A sampling design was purposive. The ex post facto study design was adopted.

| Inclusion criteria | Exclusion criteria |
|---|--|
| The age group of 21-70 years. | Samples outside India. |
| Indian medical doctors, nurses, dentists, psychologists, etc. | Physiotherapists, social workers, other medical staff, etc. Professionals other than Healthcare professionals. |
| Trainees and professionals with at least 3 months of training or work experience. | Students and trainees with less than 3 months' experience were excluded. |

Operational definitions

1. **Healthcare professionals** are individuals who have undergone clinical training to practice ethical and evidence-based medicine to provide quality health services (Muthuri et al., 2021). The current study focuses on Medical Doctors, Nurses, Dentists, and Psychologists.
2. **Workplace happiness** is a construct that reflects pleasant judgments (positive attitudes), pleasant experiences (positive feelings, moods, emotions, flow states), or positive affective experiences in the workplace (Fisher, 2010).
3. **Work Engagement** is a positive, fulfilling, work-related state of mind that is characterized by vigour, dedication, and absorption (Schaufeli, et al., 2002b, p. 74).
 - *Vigour*: High levels of energy and mental resilience while working, the willingness to invest effort in one's work, and persistence also in the face of difficulties.
 - *Dedication*: A sense of significance, enthusiasm, inspiration, pride, and challenge. The exact opposites of exhaustion and cynicism, respectively, are vigour and dedication.
 - *Absorption*: Being fully concentrated and happily engrossed in one's work, whereby time passes quickly and one has difficulties with detaching oneself from work.
4. **Workplace flourishing (WF)** is an employee's perception that he or she is feeling and functioning well in the workplace (Rautenbach, 2015).

Instruments

Three measures were used in this study,

1. **The Oxford Happiness Questionnaire.** A 29-item scale was designed by mental health professionals Michael Argyle and Peter Hills at Oxford University. It had high scale reliability at 0.91. The internal consistency was highly significant, ranging from 0.69 to 0.26 for both the Oxford Happiness Inventory (OHI) and Oxford Happiness Questionnaire (OHQ). There was a positive association between the Oxford Happiness Questionnaire, Self-esteem, Life Regard Index, Life Orientation

Test, Life Satisfaction, Depression-Happiness Scale, and Personality Variables. The happiness score is calculated by dividing the total score by 29.

2. **Utrecht Work Engagement Scale.** Arnold Bakker & Wilmar Schaufeli (2004) developed the 17-item measure. The scale is divided into three subscales: absorption (6 items; $\alpha = 0.766$), vigour (6 items; $\alpha = 0.726$), and dedication (5 items; $\alpha = 0.745$). The total scale's Cronbach's alpha has been estimated to be 0.893 (Chaudhary & Rangnekar, 2017). It was determined to be 0.896 overall in the Indian setting and to be 0.73, 0.75, and 0.77 for the subscales, respectively (Chaudhary et al., 2012). The sub-dimensions and overall are scored by finding the mean of each dimension and the total score. The overall scores and sub-dimensions fall between 0 and 6 (Schaufeli & Bakker, 2004).
3. **Flourishing Scale** is an 8-item scale constructed by Diener et al. (2009). It provides a single psychological well-being score. The test has a temporal stability over one month of .71 and a Cronbach's alpha of .87. High convergent validity was determined using well-being measures such as the Satisfaction with Life Scale, the 4-item Subjective Happiness Scale, and the Positive and Negative Affect Schedule (PANAS). The Flourishing Scale also yielded one strong component with an eigenvalue of 4.24, accounting for 53% of the variation in the items, and no other eigenvalue above 1.0, according to a principal axis factor analysis. The factor loadings were in the .61 to .77 range. The sum of all 8 items leads to a possible score range of 8 (lowest possible) to 56 (highest PWB possible). Higher scores indicate a person with a wide range of psychological assets and strengths.

Procedure

The survey was carried out in 2022 using both online and offline data collection techniques in the aftermath of the Omicron lockdown in Tamil Nadu, India. The online method was sending the Google form via email, Facebook, Instagram, WhatsApp, and other networks. The survey was sent to the hospital immediately through offline means. The survey form was divided into three sections: demographics, applicable scales and instructions. The statistical analysis was carried out using SPSS version 23.

Statistical methods

Pearson's Product Moment Correlation, Independent sample *t*-test, One-way ANOVA, and Multiple regression.

RESULTS

Table 1. Relationship between Happiness, Work Engagement, its Dimensions, and Flourishing Among Healthcare Professionals

| Variables | HP | V | D | AB | WE | FL |
|-----------------|--------|--------|--------|--------|--------|----|
| Happiness | - | | | | | |
| Vigor | .173* | - | | | | |
| Dedication | .319** | .738** | - | | | |
| Absorption | .338** | .746** | .677** | - | | |
| Work Engagement | .303** | .924** | .874** | .906** | - | |
| Flourishing | .412** | .499** | .590** | .447** | .566** | - |

Note: HP = Happiness, V = Vigor, D= Dedication, AB = Absorption, WE= Work Engagement, and FL = Flourishing. * $p < 0.05$ (2-tailed), ** $p < 0.001$ level (2-tailed), $n = 177$.

Table 1 shows that there was a statistically significant relationship between happiness, and flourishing $\{r(175) = .412, p < 0.001\}$. Similarly, there is a statistically significant

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relationship between happiness, and work engagement $\{r(175) = .303, p < 0.001\}$. A statistical relationship between work engagement and flourishing was observed ($r = .566, p < 0.001$). Also, happiness and flourishing were statistically significant ($r(175) = .412, p < 0.001$). Vigor, absorption, and dedication had a significant correlation with happiness. There was a significant correlation between flourishing with vigor, absorption, and dedication. The only correlation to show statistical significance at the 0.05 level was the one between vigour and happiness. As a result, the null hypothesis, which states that “*H₀: There will be no significant relationship between Happiness, Flourishing, and Work Engagement among Healthcare professionals.*” is rejected.

The present study’s findings are consistent with the predominant conclusions reported by Fredrickson & Losada (2005), Field & Buitendach (2011), Diedericks & Rothmann (2013), Joo & Lee (2017), Singh et al. (2017), Montes et al. (2018), Ramandi et al. (2020), Landqvist & Schad (2021), and Ilmalwa & Hlatywayo (2022).

Both happiness and flourishing are positive emotions and are correlated with each other (Ramandi et al., 2020). The strong correlation between happiness, work engagement, and flourishing could be explained using the affective event theory and the broaden-build theory. According to affective events theory (AET) by Weiss & Cropanzano (1996), flourishing professionals are less likely to leave the organization and demonstrate increased performance, both within and beyond their job skills. Furthermore, when healthcare professionals experience happiness at work, they’re more likely to engage in their tasks (Erum et al., 2020).

According to the broaden and build theory by Barbara Fredrickson (2001), happy professionals are more inclined to perform well by using various psychological, cognitive, physical, and social resources that lead to flourishing (Diedericks & Rothmann, 2013). Moreover, these positive emotions help individuals alter their cognitive processes to uncover alternatives that they may overlook when under stress (Bakker & Leiter, 2015). Lastly, professionals’ behaviour and perception of their jobs and organizations are influenced by their emotions, confirming that happiness is associated with work engagement (Erum et al., 2020). Based on these two theories, work engagement and flourishing occur when a professional experiences positive emotions like happiness, satisfaction, and thriving at the workplace. They use their full potential and energy to carry out their work tasks and focus on their work roles (Erum et al., 2020).

Table 2. Gender differences in the level of Happiness, Work Engagement, and Happiness among Healthcare professionals

| Gender | Male | | Female | | <i>t</i> | <i>p</i> |
|-----------------|----------|-----------|----------|-----------|---------------------|----------|
| | <i>M</i> | <i>SD</i> | <i>M</i> | <i>SD</i> | | |
| Happiness | 3.9595 | 0.50001 | 3.9685 | 0.46427 | 0.124 ^{ns} | 0.901 |
| Work engagement | 4.372 | 0.88742 | 4.4083 | 0.92038 | 0.263 ^{ns} | 0.793 |
| Flourishing | 48.9865 | 6.91929 | 46.4757 | 8.60671 | 2.073* | 0.04 |

Note. *ns* = Not significant, *significant at 0.05 level.

Table 2 shows that there was no significant difference in the level of happiness among males and females. Thus, the null hypothesis that “*H₁: There will be no significant difference in the level of Happiness among Male and Female Healthcare professionals*” is accepted; $t(175) = -0.124, p > 0.05$. The happiness levels of male and female professionals are similar.

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The result of the current study (Table 2.) contradicts those of Epari et al. (2017), which suggested that male dentists were happier compared to their female counterparts in India. Similarly, Alhadj et al.'s (2020) large-scale research on dentists also proves the inconsistency. This could be attributed to cultural and gender stereotypes. Masculinity and femininity are often defined by perceived societal values.

These value-based gender assignments may differ across culture and place (among dentists, males are happier than their female counterparts; Epari et al., 2017). This could be attributed to cultural perceptions of masculinity and femininity in different countries. According to Hofstede (2011), masculinity and femininity are based on societally perceived values assigned between males and females, which vary across cultures and contexts (Muthuri et al., 2020). However, the current study findings indicate that both male and female professionals experience similar levels of happiness.

From Table 2. it is found that there was no significant difference in the level of work engagement among males and females. Thus, the null hypothesis that "*H₂: There will be no significant difference in the level of Work Engagement among Male and Female Healthcare professionals*" is accepted; $t(175) = -0.263, p > 0.05$. This means that the work engagement levels of male and female professionals are similar.

The findings of the current study contradict the results reported in previous studies on dental professionals, school psychologists, and medical doctors (Mukkavilli et al., 2017; Landqvist & Schad, 2021; Mukherjee & Patrick, 2018). On the other hand, Mukherjee and Patrick (2018) found no statistically significant difference in the level of work engagement between male and female nurses. The research aligned with the conclusions of Wang et al. (2023), who demonstrated a correlation between gender and work engagement among healthcare professionals after the pandemic. The results may be explained by the gender stereotypes prevalent in Indian society. Additionally, professionals are most likely to have the resources to handle the demands and expectations of their jobs, which results in comparable levels of work engagement.

Lastly, Table 2. shows there was a significant difference in the level of flourishing among both male and female professionals. So, the null hypothesis that "*H₃: There will be no significant difference in the level of Flourishing among Male and Female Healthcare professionals*" is rejected; $t(175) = 2.073, p < 0.05$. The flourishing levels of male professionals were higher than those of female professionals.

The findings are consistent with the study done by Baya et al. (2018). According to the self-determination theory, the three needs (autonomy, competence, and relatedness) could have been met for men more than women. Female healthcare professionals who felt more autonomous, capable, and linked to the individuals in their professional lives reported higher levels of thriving and well-being. Women healthcare professionals could benefit from improved well-being in the workplace if their basic psychological requirements were met. It could be possible that women professionals are not receiving adequate support from their colleagues, supervisors, and family members. Due to gender discrimination, they may be struggling to showcase their talents and abilities in the workplace. They could be experiencing feelings of inadequacy amidst the competition in the healthcare industry. Women professionals are often expected to fulfil their domestic duties at home, which could lead to a lack of autonomy. Financially, they may have to depend on their spouse or their

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parents. Cultural expectations may require women to balance their work and personal lives, limiting their autonomy (Baya et al., 2018).

There could probably be an incongruence between an individual's wants and desires and the job's capabilities. Studies indicate that people who possess attributes that are highly congruent with the demands of their jobs tend to be more satisfied with their jobs. However, given that the demands of the job could not be entirely in line with a woman's knowledge, skills, desires, or abilities, they might find it difficult to fulfil them (Bakker & Leiter, 2015). Female professionals may not have adequate resources to deal with their strenuous work demands, which could have led to lower flourishing scores than their male counterparts (Bakker & Albrecht, 2018). This could imply that female healthcare professionals perceive lesser success in important life domains such as relationships, self-esteem, purpose, and optimism (Diener et al., 1985).

Table 3. Differences in the level of Happiness, Work Engagement, and Flourishing among different Healthcare professionals

| Dependent variables | Healthcare Professionals | | | | F |
|---------------------|--------------------------|-----------------------|----------------------|------------------------|---------------------|
| | Medical Doctor | Dentists | Psychologist | Nurses | |
| Happiness | 3.9785 (.45833) | 4.0123 (.42036) | 3.9011 (.41962) | 4.0167 (.63166) | .601 ^{ns} |
| Work Engagement | 4.4206 (.99047) | 4.3992 (.90400) | 4.4127 (.77381) | 4.3126 (1.00956) | .117 ^{ns} |
| Flourishing | 47.8869 (8.8419) | 49.3574 (6.832462) | 47.29508 (6.5072) | 45.91429 (9.793069) | 1.010 ^{ns} |

Note. *ns* = Not significant. Standard deviations are represented in parentheses below Means.

Table 3 shows no significant difference in the level of happiness among medical doctors, dentists, psychologists, and nurses. So, the null hypothesis that "*H₄: There will be no significant difference in the level of Happiness among Medical Doctors, Dentists, Psychologists, and Nurses.*" is accepted; $F(3, 173) = 0.6150$, *ns*, $p > 0.05$. This means that medical doctors, dentists, psychologists, and nurses exhibit almost similar levels of happiness. Similarly, no significant difference in psychological well-being was found among medical doctors and nurses in Bangalore (Madhuchandra & Srimathi, 2016).

The findings show no significant difference in the level of work engagement among medical doctors, dentists, psychologists, and nurses. So, the null hypothesis that "*H₅: There will be no significant difference in the level of Work Engagement among Medical Doctors, Dentists, Psychologists, and Nurses*" is accepted; $F(3, 173) = 0.9500$, *ns*, $p > 0.05$. This reveals that engagement levels among medical doctors, dentists, psychologists, and nurses are similar. On the contrary, Mukherjee & Patrick's (2018) findings showed that doctors had higher levels of work engagement as compared to nurses.

Also, it shows no significant difference in the level of flourishing among medical doctors, dentists, psychologists, and nurses. The null hypothesis that "*H₆: There will be no significant difference in the level of Flourishing among Medical doctors, Dentists, Psychologists, and Nurses*" is accepted; $F(3, 173) = 0.3900$, *ns*, $p > 0.05$. The flourishing levels of medical doctors, dentists, psychologists, and nurses are almost similar.

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Overall, it could be observed that there was no significant difference in the level of happiness, work engagement, and flourishing among different healthcare professionals. This suggests that work demands faced by healthcare professionals do not seem to vary substantially across different fields. Consequently, enabling them to experience similar levels of happiness, work engagement, and flourishing. There are other contributory factors for this finding. Such as the availability of adequate resources to manage work-related stressors. The professionals' positive attitudes towards their work challenges. Lastly, a professional's personality traits may influence the findings of the current study (Cameron & Spreitzer, 2011).

Table 4.1. Regression analysis of Happiness, Work engagement, and Flourishing among Healthcare professionals

| Regression Statistics | |
|-----------------------|-------------------|
| R | .615 ^a |
| R Square | .378 |
| Adjusted R Square | .371 |
| F value | 52.864 |
| p-value | .000** |

Note. Predictor variable: Happiness, and Work Engagement. ** $p < 0.01$.
Dependent Variable: Flourishing

Table 4.2. Coefficient table of regression analysis

| Model | B | T | p-value |
|-----------------|------|-------|---------|
| (Constant) | - | 2.659 | .009 |
| Happiness | .267 | 4.261 | .000** |
| Work Engagement | .479 | 7.630 | .000** |

Note. ** $p < 0.001$.

To test hypothesis H₇, tables 4.1 and 4.2 show how the dependent variable flourishing was regressed on predicting variables happiness and work engagement. Flourishing significantly predicted happiness, $F(2, 174) = 52.864$, and work engagement, $F(2, 174) = 52.864$, $p < 0.001$. This indicates that flourishing plays a significant role in shaping happiness ($b = .267$, $p < 0.001$), and work engagement ($b = .479$, $p < 0.001$). These results demonstrate the positive effect of flourishing. Also, $R^2 = .378$, depicts that the model explains 37.8% of the variance in flourishing. This reveals that both happiness and work engagement equally contribute to flourishing. So, the null hypothesis “H₇: Flourishing will not predict Happiness and Work Engagement among Healthcare professionals” is rejected. This suggests that happy and engaged healthcare professionals tend to flourish at work.

CONCLUSION OF THE STUDY

Conclusion

- There is a significant relationship between happiness, work engagement, and flourishing among healthcare professionals.
- There is no significant difference in the level of happiness among male and female healthcare professionals.
- There is no significant difference in the level of work engagement among male and female healthcare professionals.
- There is a significant difference in the level of flourishing among male and female healthcare professionals.

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- There is no significant difference in the level of happiness among medical doctors, dentists, nurses, and psychologists.
- There is no significant difference in the level of work engagement among medical doctors, dentists, nurses, and psychologists.
- There is no significant difference in the level of flourishing among medical doctors, dentists, nurses, and psychologists.
- There is a significant impact of happiness and work engagement on flourishing among healthcare professionals.

Strengths

- The study highlights the positive aspects of healthcare professionals by focusing on their experiences of positive emotions, rather than emphasising their mental health struggles.
- Although measures such as Work Engagement (Schaeuli & Bakker) and Flourishing Scale (Diener) have not been extensively used in previous Indian studies, they can be used to assess these constructs among healthcare professionals in the Indian context.
- This study represents a diverse sample of healthcare professionals in the Indian context.

Limitations

- Small sample size with unequal distribution of healthcare sectors, and age groups.
- Other healthcare professionals could not be included in the study.
- The sample was unequally distributed.

Implications

- The current study aims to contribute to the growing body of research on the healthcare sector, an emerging field of study. The current work seeks to address the limited literature on happiness, work engagement, and flourishing among healthcare professionals. Subsequently, filling the research gap in the emerging field of psychology.
- Implementing training programs, and policies that promote happiness, work engagement, and flourishing among healthcare professionals could be beneficial (Muthuri et al. 2020; Muthuri et al., 2021).
- Positive psychology theorists argue that study and policy should shift away from focusing primarily on psychopathological characteristics (people's flaws), and instead emphasize maximizing positive elements (people's strengths) (Muthuri et al., 2021).
- Management should ensure that adequate support is provided to healthcare professionals. Their grievances should be addressed. Their performances can be recognised by supervisors and management. Also, cultivating a positive organizational culture contributes to their mental health (Rahmi, 2018).
- Providing a positive, and supportive working environment, including removing hazards, allotting flexible schedules, reducing workload, and fostering healthy relations with colleagues and supervisors, could help healthcare professionals function more effectively (Rahmi, 2018).
- Providing certain benefits such as maternity leave allowance, flexible timings, etc. may help support women professionals. Additionally, ensuring equal representation and recognition in the workplace is vital (Baya et al., 2018).

Suggestions

- A larger sample size with equal distribution among different sections of healthcare professionals could be considered.
- Researchers can also do a comparative study of healthcare professionals with non-healthcare professionals.
- Future studies can focus on stating various other factors that influence happiness, flourishing, and work engagement within the Indian context.
- Questionnaires created in the workplace context could be used in relevant research studies.

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Conflict of Interest

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