

An Investigation into Dependence of Job Happiness on Age, Gender and Marital Status

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ABSTRACT

Happiness at work is a constituent for success for both the organizations as well for the individuals. Hence happiness is a key business driver at work. We all have some kind of physical, emotional and spiritual need which an individual looks forward to attain in order to feel happiness in his/her life at both the workplace and home. It depends on internal as well as external sources that prevail in an individual's life. Employees, especially of this generation, no longer view work merely as a means of remuneration. They are searching for work that is interesting, meaningful and yes, which makes them feel happy. Happiness is a central criterion of mental health and has been found to be associated with numerous tangible benefits, such as enhanced physical health, reduced psychopathology, superior coping skills and even longer life. This study is aimed to investigate the Job happiness levels of employees working in different organizational sectors. It also identifies the factors responsible for happiness in the workforce. A total sample of 100 employees from different organizations was chosen for the research study. Males and females are equally included in the sample size. Stratified random sampling technique was used to select samples from the population. Data collection was done through a use of a questionnaire and personal interviews. Karl Pearson's correlation was used to analyze the data collected. The study clearly reveals a direct relation between happiness and job satisfaction and higher the satisfaction level higher is the performance. On comparing the factors of happiness with variables (Age, Gender and Marital Status), concluding aspects were common between many employees.

Keywords: *Job Happiness, Age, Marital Status*

Happiness at work has traditionally been seen as a potential by-product of positive outcomes at work, rather than a pathway to business success. During the past two decades, maintaining a level of happiness at work has become more significant and relevant due to the intensification of work caused by economic uncertainty and increase in competition (Hughes J & Bozionelos N, 2007). In fact, companies with higher than average employee happiness exhibit better financial performance and customer satisfaction. It is thus beneficial for companies to create and maintain positive work environments and leadership that will contribute to the happiness of their employees (Morrow, I. J. 2011). Happiness is not fundamentally rooted in obtaining sensual pleasures and money, but those factors can

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influence the well-being of an individual at the workplace. However, extensive research has revealed that freedom and autonomy at a workplace have the most effect on the employee's level of happiness (Gavin, Joanne h.; Mason, Richard O, 2004).

'In order to achieve the good life people must work in good organizations' (Gavin and Mason 2004, 387). Research on perceived psychological climate provides evidence that individual-level perceptions of affective, cognitive, and instrumental aspects of organizational climate are consistently and strongly related to happiness in the form of job satisfaction and organizational commitment (Carr et al. 2003). Another meta-analysis showed that five climate dimensions of role, job, leader, work group, and organization were consistently related to job satisfaction and other job attitudes (Parker et al. 2003). Perceptions of organizational justice are also related to job satisfaction and organizational commitment (Cohen-Charash and Spector 2001; Colquitt et al. 2001). In sum, it appears that some aspects of organizational practices and qualities, and how they are perceived by organization members, are consistently predictive of happiness-related attitudes. Positive mood is associated with creativity and proactivity (Amabile et al. 2005; Fritz and Sonnentag 2009). Positive mood also seems to reduce interpersonal conflict and enhance collaborative negotiation outcomes (Baron et al. 1990). Baek-KyooJoo and Insuk Lee (2017) in their study concluded that employees were highly engaged in their work, satisfied with their careers, and felt a greater sense of well-being in their lives when they had higher perceived organizational support (POS) and psychological capital (PsyCap). "Men who have high job satisfaction are very likely to be content in other aspects of their life" as per a report in the UK.

Objectives

The present study is conducted to achieve the following objectives:

1. To determine if there exists a relation between age, gender and marital status with job happiness
2. To know the responsible factors for happiness of workforce

METHODOLOGY

A total sample of 100 employees (50 men and 50 women) from different organizations was chosen for the research study. Males and females are equally included in the sample size. Stratified random sampling technique was used to select samples from the population. Data collection was done through a use of a questionnaire and personal interviews. The questionnaire consisted of 25 questions with five alternatives of answers- strongly agree, agree, neutral, disagree and strongly disagree. The questionnaire included all types of questions related to happiness and satisfaction. Personal interviews were conducted with the senior level to know the issues pertaining to new policy, resistance to change, reasons for stress at workplace and employee engagement efforts by the organizations. Karl Pearson's correlation was used to find if a relationship exists between the variables (age, gender and marital status) and job happiness.

RESULTS AND DISCUSSION

On comparing the factors of happiness with variables (age, gender and marital status), concluding aspects were common between many employees. Though the survey was conducted on different organizations and different levels of management, the need for happiness was almost similar. The study clearly reveals a direct relation between happiness and job satisfaction. And higher the satisfaction level higher is the performance. As work is an important aspect of people's lives and most people spend a large part of their working lives at their work station, understanding the factors involved in job happiness is crucial to

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improving employees 'performance and productivity'. Job happiness affects the organizational goals and its turnover due to employee work behavior. It also impacts the personal life cycle and one's mental health. Happiness within reflects good behavior with family and friends while stress at work shows frustration and anger at home. The study highlights the key factors of happiness among employees ie. motivation at workplace, feeling of belongingness, effective appraisals by employers, incentives, compensation and reward system, recognition, periodic breaks from work, timely promotions and safety and security. Pay and designation play a vital role in employee happiness quotient.

Correlations:

| | | Age | Gender |
|---------------|-----------------|--------|--------|
| Age | Pearson | 1 | -.207* |
| | Correlation | | |
| | Sig. (2-tailed) | | .039 |
| | N | 100 | 100 |
| Gender | Pearson | -.207* | 1 |
| | Correlation | | |
| | Sig. (2-tailed) | .039 | |
| | N | 100 | 100 |

Correlation is significant at 0.05 level (2-tailed)

Age and Gender are not significantly related to each other for job happiness quotient hence the hypothesis is rejected. A recent study by Richa Aryan & Deepika Kathuria (2017) concludes age doesn't make any difference in wellbeing of employees. Hence happiness is independent of variable like age. Wellbeing of employees depends upon warmth in the relations, how management deals with the employees, motivation level, confidence in self and self-ambition. For a happier professional life wellbeing at workplace is of paramount importance. Also, age is a bad predictor of job satisfaction according to Adeoye, Ayodele, O. et al (2014).

| | | Marital Status | Age |
|-----------------------|-----------------|----------------|--------|
| Marital Status | Pearson | 1 | -.601* |
| | Correlation | | |
| | Sig. (2-tailed) | | .000 |
| | N | 100 | 100 |
| Age | Pearson | -.601* | 1 |
| | Correlation | | |
| | Sig. (2-tailed) | .000 | |
| | N | 100 | 100 |

Correlation is significant at 0.01 level (2-tailed)

Age and Marital Status aren't significantly related to each other for job happiness either. One can't guarantee happiness of an employee who is young and married. Similarly, someone who is single but at senior position. Personality traits are of significant value. In a study in Kenya, Anyango, Ojera and Ochieng (2013) explored the effect of employee characteristics on job satisfaction of private security guards and revealed that marital status did not significantly affect job satisfaction. The findings also contradict to a study of Makiko Hori & Yoshinori Kamo (2017) which indicates that marital status is a strong indicator of happiness in East Asian countries, especially for men but not necessarily for women.

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Happiness doesn't even depend on gender and marital status of employees. They are negatively correlated. If being married makes people happy, why is divorce so prevalent? The analysis emphasizes that happiness could be circumstantial but marital status in no way is a determinant of happiness. Empirical studies certainly show a strong relationship between the variables and happiness but with changing times people find a way out for their self-happiness.

Happiness at work largely depends on the individual. The best company is the one where the employer and employee are happy with each other. Self-awareness helps us choose a better profession and an employer that makes us buzz.

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Conflict of Interest

The authors carefully declare this paper to bear not conflict of interests

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