Happiness at Workplace: A Psychological Perspective

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Abstract: *People often associate work with stress and something they endure rather than enjoy. However, it is very difficult to change this narrative. So question arises is your workplace, a happy workplace? The answer cannot be same for everyone as the concept of happiness is not one size fits all but rather subjective. Happiness in the workplace comes with the power to make a choice. When one think happy workplace, autonomy and a sense of enjoyment is the most crucial factors. However, it also depends upon the organization's ability to sensitize its employees about organizational culture and their psychological well - being. This paper attempts to understand happiness at workplace from the perspective of psychology. The paper will throw light on four pillar of happiness at work. The study will also help in formulating various strategies for making a organizationsa happier workplace.*

Keywords: Happiness, Psychological Well Being, Stress

1. Introduction

A positive psychological research into the relationship between happiness and productivity. What is happiness at work place and how can we find this happiness amongst our colleagues, work place, job and organisation we work. Happiness is not actually rooted in the achieving epicurean pleasures and money, but these factors can influence the well - being of an individual at the workplace and organisation where you work. Happiness in the form of enjoyable state of mind and feelings, good times and productive mindset has been area of interest for contemplation around psychological studies. The concern for happiness has also far - flung to workplace experience. To be delightful is of significant concern to major number of people and happiness has become immensely regarded ambition in nearly all circles (Diener 2000). The upsurge of constructive psychology in the last few years (Seligman and Csikszentmihalyi 2000) has sanctioned heedfulness to happiness and more positive elements against earlier predominant disease display which focused on sickness, worries, anxiety, hardship and related adverse consequences.

This paper is marked at happiness at workplace. Many scholarly researchers in their theories and researches so far sanctioned presumptions of rivalry and profitability which is important for understanding organizations continuance and growth. Positive organizational scholarship focuses mainly on favourable and positive results, processes, constitution and nature of organization (Cameron et al.2003). "Positive" however portrays confirmative prejudice, positive organizational scholarship pay attention to the positive actions and forms that happens in accordance to organizational contexts. Positive organizational behavior has influenced many researchers now to take step towards positive psychology (Luthans 2002; Wright 2003). A count of constituent factors of organizational behaviour seems to have lie over other with the extensive idea of happiness in the workplace. This paper undertakes three points about happiness:
1) Defining happiness at workplace.
2) What are the constituting factors of happiness at workplace?

3) What are the consequences of happiness at workplace?

For each of these questions there must be an overview about understanding happiness and also the emphasis of happiness at work.

Outlining happiness at work
Happiness has been defined in an array of manner by various philosophers and researchers (Kesebir and Diener 2008). According to various researches on the structure of interest, attitude, feelings and moods the most important aspect in explaining a person's affective encounter is the hedonic view of happiness (Watson *et al.1*999). With limited exemptions, happiness is definitely not the word that has been widely valued in scholarly studies in organizations. This is not the indication that organizational researchers are not concerned about happiness at workplace. In positive psychology studies happiness is generally acknowledged by one more name that is Subjective Well Being (SWB). Happiness is the bottom line of SWB and some researchers also believed that happiness is SWB.

Over a number of years many factors are studied that have noticeably imbricate with the whole concept of happiness. Beyond any question the most commonly used of these is Job satisfaction (cf. Brief 1998; Cranny *et al.1*992). At workplace the happiness can be better explained with the help of different levels which are Transitory level, Individual level and Unit level.

Transitory level (within person): The real time noncognitive or emotional work events and temporary feelings and frame of mind that a person might go through was bring to attention (Weiss and Cropanzano's 1996) in Affective Events Theory. Factors related to happiness differ from one individual to another as transitory levels are happiness, pleasure, satisfaction and gladness.

Individual level (between persons): Nearly all factors of happiness in an organization develop a thought at individual level where all the difference of interest happens between persons. A wide range of administrative researches are centered on this level and it seems to be our automatic way

of understanding. Factors related to happiness at individual level commonly outlined and computed are job satisfaction, non cognitive engagement and conventional feelings at work.

Unit level (collective of persons): Factors related to happiness at unit level explains the happiness as unified or cumulative like work groups, teams and organizations.

Factors of happiness at work

When constituting factors of happiness have an object, it may be very comprehensive like a company or profession, it can be a little less extensive like entire job, more particular to some extent like aspects of employment such as the job itself, colleagues or manager, or can be very particularlike an event. Following are the factors that are organizational variables of happiness:

Job satisfaction
The utmost commonly studied variable till now is job satisfaction. Job satisfaction is a mindset, so it contains both cognitive and non cognitive components (Eagly and Chaiken 1993). Various studies show that there is a constructive interrelationship between job satisfaction and happiness at workplace. Job satisfaction is an individual level variable as well as the happiness at work for which the employees are mainly responsible on their own. Happy individuals undergo recurrent positive moods and feelings like pleasure, delight and joy and uncommonly negative emotions like unhappiness, annoyance and tension (Lyubomirsky at al., 2005). For these reasons, happiness is always related to satisfaction and if the concern is happiness at work it is related to job satisfaction of employees (Fisher, 2003).

Organizational Commitment
An individual's mental and emotional attachment towards the organization can be defined as organizational commitment. Commitment can be divided into three dimensions (Meyer and Allen, 1991); affective, continuance and normative. Affective dimension defines sensitive aspiration and affinity towards the organization, so it is closely lined up with happiness. Continuance dimension is the determination by the employees for the longevity of their association with the organization. Normative dimension means the decision of the employees to be with the organization because of the faithfulness and sincerity. All these dimensions of commitment show a common essence of happiness in them.

Job involvement
Job involvement is a conventional variable which defines an element of engrossment with the job, recognizing the job and looking the job as the centre to the person's individuality and dignity (Brown 1996). An employee cannot live and breathe his job without being happy at his workplace.

Consequences of happiness at workplace
Apparently to encounter the happiness at different levels like transitory, individual or unit level has important consequences in organizations.

Consequences of happiness at transitory level
The result of short lived happiness is positive to a great extent. At every day position, positive emotions are connected with inspiration, enthusiasm and dedication towards work (Amabile et al.2005; Fritz and Sonnentag 2009). Positive state of mind also lessens clashes between persons and increases collective bargaining (Baron et al.1990). Happiness at transient level also lead to believe how other facets of working environment are appraised and rated.

Consequences of happiness at individual level
A wide range of individual level researches including happiness related variables at workplace propose that positive mindset and attitude are related with advantageous results for employees as well as organizations. Such as job satisfaction and organizational commitment are positively related to intension of continuity of job and lowering turnover (Griffeth et al.2000; Meyer et al.2002). There is also affirmation that happiness anticipate career success also, happy individuals if compare with their less happy colleagues demonstrate high calibre performance and make more money (Boehm and Lyubomirsky 2008, 101) happy individuals probably encounter less span of unemployment and accomplish more likely in job search.

Consequences of happiness at unit level
There are many indications that happiness at collective level within a work unit is related to the positive and negative unit level outcomes. A systematic review proved that unit level satisfaction anticipates customer satisfaction and impression of service quality (Brown and Lam 2008). A systematic analysis finding correlation between business unit involvement and unit outcomes revealed that employee engagement at unit level on an average was substantially associated with higher returns, productivity, and customer satisfaction (Harter et al.2002).

2. Conclusion

Happiness at workplace is a holistic concept that contains a wide range of variables ranging from transitory temperament and feelings to comparatively stable emotions and greatly stable individuals inclination and personality at person level to accumulate perspectives at unit level. Both momentary happenings and long standing circumstances in the work, assignments, profession, position or organization make a huge impact on happiness. Also some other stable characteristics of persons such as identity, personality, desire, and inclination influence happiness in a workplace scenario. So, there must be good considerations that fixing happiness at workplace is a deserving and admirable goal. There is a general agreement over the board that employment relationships are unstable. The employer - employee relationship looks more conditional and dependent on each other with fulfilling each other's expectations. In such environment, one of the biggest aid is happiness that works as a adhesive to retain and motivate future employees of high quality.

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