



“Job Satisfaction and Happiness among Present and Past Decade Employees.”

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Abstract:

Job satisfaction have numerous element, such as pay ,promotion , incentive, co-worker, management contact, work environment etc. that might impact the satisfaction level , and its also create level of happiness. The study aim to assess the job satisfaction and happiness among employees and difference between present and past decade employees. A total 80 employees participate in this research study . Participant completed a set of questionnaire that consist of Minnesota job satisfaction questionnaire and oxford happiness questionnaire . The collected data was analyzed by using SPSS that level at P<0.05. During the analysis, we observed a significant relationship between the job satisfaction and happiness, also have moderate level satisfaction between present and past decade.

Introduction:

Job is one of the important elements of people`s life. Their living style and their social lives depend on their jobs. Job satisfaction is the feelings of individuals about their jobs. Therefore, it is necessary for every organization to have satisfied workplace. Role of job satisfaction in order to improve the employees` performance, the aim of the present study is to know the job satisfaction and role of happiness among current (2013-2023) and past(2003-2013) decade employees. Hoppock defines job satisfaction as any combination of psychological, physiological and environmental circumstances that causes a person truthfully to say I am satisfied with my job. Job satisfaction represent a combination of favorable and unfavourable feelings and emotions that employees have towards their work. In fact , job satisfaction mainly a psychological and environmental issue which can express the employee`s behavior and level of performance and productivity. We can say that the job satisfaction has been linked to physical and mental health, motivation , absenteeism tardiness/fatigue accidental (internal and external harm) Productivity etc. The most widely accepted explanation of job satisfaction was presented by Locke (1976), who defined job satisfaction as “ a pleasurable or positive emotion state resulting from the appraisal of one`s job or job experiences”. Additionally, job satisfaction has emotional, cognitive and behavioral components. (Bernstein& Nash,2008). Emotional component such as boredom, anxiety, or excitement. Cognitive component refers to beliefs regarding one`s job, for example feeling that one`s is mentally

demanding and challenging. Finally, behavior component includes people`s actions in relation to their work. There action may include being pretending to be ill in order to avoid work or, staying late, tardy(Bernstein & Nash, 2008). Job satisfaction is one of the complex areas, consisting various kinds of feelings and conditions. As environment becomes competitive and complex day by day, the importance of job satisfaction and its relationship with employees` performance also increases. Weiss(2002) has argued that job satisfaction is an attitude but points out that researchers should clearly distinguish the objects of cognitive evaluation which can affect beliefs, behaviors and certain extent of emotion.

This definition suggests that employees develop attitude towards their jobs by taking into account their beliefs ,behaviors and feelings . Another distinct definition of job satisfaction is that an employee`s affective reaction to a job based on comparing actual outcomes with desired outcomes (Cranny et al,1992). It is generally recognized as a multifaceted construct that includes employee feelings about a variety of both intrinsic and extrinsic job elements (Robbins and Judge,2007). satisfaction is not the same as motivation, although it is clearly linked. One of the biggest preludes to the study of job satisfaction was the Hawthorne studies. Hawthorne studies started 1924 till 1933, sought to find the effects of various condition on workers productivity. The studies reflected that novel changes in work conditions temporarily increase productivity referred to as Hawthorne effect. It was later found that this increase resulted was not from the new conditions, but from the

knowledge of being observed. This finding deduced that people work for purposes other than pay, which paved the way for researchers to investigate other factors in job satisfaction. Maslow's Hierarchy of Needs Maslow's hierarchy of needs is one of the prominent motivation theory that laid the foundation for job satisfaction theory. This theory explains that people seek to satisfy five specific needs in life-physiological needs, safety needs, social needs, self-esteem needs, and self-actualization. In this theory it states that the lower needs must be met before the others can be achieved (Robbins and Coulter, 2007). Herzberg developed one of the earliest theories relating to job satisfaction in the 1950s. The two-factor theory, also known as motivator hygiene theory, emphasizes that there are factors in the workplace that create satisfaction referred as motivators and those which leads to dissatisfaction if they are not present or hygiene factors (Hackman, Oldham, 1976). The Locke's Range affects theory was developed in 1976, it is considered as one the most famous job satisfaction models and is used by many researchers. The main premise of this theory is that satisfaction is determined by a discrepancy between what one wants in a job and what one has in a job. This theory also states that how much one values a given facet of work moderates the satisfaction one achieves when expectation are met. Conversely, dissatisfaction occurs when expectations are not met. Vroom in his definition on job satisfaction focuses on the role of the employee in the workplace. Thus he defines job satisfaction as affective orientation on the part of individuals towards work roles which they are presently occupying (Vroom, 1964). memory. You may have new insight as to what made that moment "happy," as well as tips to train your brain towards more happiness. Pleasure, comfort, gratitude, hope, and inspiration are examples of positive emotions that increase our happiness and move us to flourish. According to Myers & Diener (1995)- "Happiness is the experience of frequent positive effect, infrequent negative effect and an overall sense of satisfaction with life as a whole. According to American psychological association defines happiness as "an emotion of joy, gladness, satisfaction, and well-being.

There are two major sources of happiness.

1. Hedonic basis of happiness- subjective well-being
2. The Eudaimonic basis of happiness self-Realization

Seligman's Authentic Happiness Theory (2002) He integrated most of theories of happiness which were considering following. The pleasant life is about happiness in Hedonism's sense. The good life – is about happiness in desire's sense. The meaningful life- is about happiness in objective list sense. The theory holds the notion that happiness could be

analyzed into three different elements that we choose:

1. Positive emotion- The first is in having positive emotions such as pleasure, rapture, ecstasy, warmth and comfort.
2. Engagement- The second is about flow as of getting engaged in something which one desires of and letting him being loss of self-consciousness during that activity.
3. Meaning- The third element of happiness propounded by this theory is meaning. One might be feelings some positive emotion and getting engaged in enjoying the things they desire of, but those things are only momentary. To have happiness for lifelong one must have some meaning or purpose in life. The "Happiness skills theory"- This theory proposes that state of happiness- subjective sense of well-being-is achieved by:
 1. Experience
 2. Valuation
 3. Anticipation,
 4. Hedonic acquisition
 5. Habit formation

Mishra M. and Mishra N.L.,(2022). examined a sample of public, academic and special Librarians in Job Satisfaction study and reported that more preference has been expressed for greater responsibility of various kinds: more freedom of choice, greater opportunity to improvise and to act in a solo capacity and less choice for supervision. Work restructuring and job enlargement techniques should be considered in order to try and meet this desire. This applies at all levels, including the junior most staff. It also applies in a situation where duties have been rigidly divided into professionals and non-professionals. Morge (1953) in his study on the Job satisfaction of the employees of white collar jobs found that fifty five male teachers were satisfied with their job with oppose to thirty five percent female employees who were not satisfied with their job. This study highlighted the relationship between gender and job satisfaction and concluded that satisfaction is affected by gender. Sinha and Singh (1961) studied the relationship between job satisfaction and absenteeism. A random sample was selected from various departments of Tisco, Jamshedpur. The sample consisted of high and low absentee workers. Respondents consisted of 50 each from both the categories. Job satisfaction questionnaire consisted of items of four components of job satisfaction namely nature of work, wages and security, supervisors and supervision and companies overall personnel policy. It was found that low absentees were significantly more satisfied with their job than high absentees. Cardona (1996) in a survey of members of the Association for Investment Management and Research found that 81% of the managers were satisfied or very satisfied with their job.

Most managers named professional achievement, personal or professional growth, the work itself and their degree of responsibility more important than compensation as the factors that create positive feelings about their job. Factors like company policies, administration, relationships with supervisors, compensation and the negative impact of work on their personal lives were viewed as those which create negative feelings about the job. Wiggins & Bowman (2000) studied the relationship among career experience, life satisfaction, and organizational factors for managers. The study was conducted in healthcare organizations. (Thiagarajan, Jayasingh, 2018) , described the determinants of employee happiness in an information technology company. Work life balance , physical and mental well-being, relationship with managers has a significant influence on employee happiness. (Namita and Dr. Singh,2017) , studies the happiness of employees at work in manufacturing industry, India. The level of educational qualifications of employees was at the medium level. Relationship, quality of work-life and leadership were three factors that led to happiness at work.

Objective:

1. To study the relationship between job satisfaction and happiness among employees.
2. To study the relationship between job satisfaction and happiness among past decade employees .
3. To study the relationship between job satisfaction and happiness among current decade employees.

Hypothesis:

1. There will be no significant difference between present and past decade employees.
2. There will be positive relationship between job satisfaction and happiness.

Method:

The conceptual aspects used for information is completed through the questionnaire. The survey tries to find out the factors which are affecting the job satisfaction and happiness among employees. The proposed hypothesis were tested empirically by selecting an adequate sample, appropriate measures and procedures for data collection and statistical methods.

Sample:

Respondents were selected by using purposive sampling method from employees working in different sector in U.P. They were approached either through personal contact or suggested by friends and family. The total number of participants further present study was, finally included after data screening.

Measuring tools:

The following measures were used in the current research, along with the demographic data schedules during the study, the research adopted two tools in bilingual language English and Hindi :

Minnesota job satisfaction scale – Minnesota Satisfaction questionnaire (MSQ-short Form) is a standardized scale and is especially designed to measure intrinsic and extrinsic job factors of employees. The Minnesota satisfaction questionnaire is a paper-pencil type. MSQ- short form was developed by Weiss, Dawis, England, and Lofquist in 1967. MSQ- short form has 20 items include, activity, responsibility, variety, social service, authority, ability utilization, company policy, compensation, advancement, independence, creativity, working conditions, coworkers, recognition, and achievement.

Happiness scale

The Oxford happiness questionnaire was developed by psychologists Michael Argyle and peter Hills at Oxford University in 1989. Oxford happiness questionnaire has 29 items which measures personal happiness of a person.

Procedure:

Initially, formal permission was taken from the heads of the organization / institute to allow the researcher to access the employees of the stated organization randomly selected and consent was obtained. The examiner established rapport with the subject. After sample selection, MSQ- short OHQ form was administered on the employees.

Result:

The outcome of my concept by using SPSS is given positive significant. The obtained data on all the variables were put for statistical analysis in SPSS (The statistical package for social sciences). with the help of SPSS, we have carried out descriptive statistic, Pearson's product-moment correlation, and t-test. Initially, the descriptive statistics were computed for the variable of job satisfaction and happiness among employees. Pearson's product – moment correlation was applied to the data. considering the obtained from the correlation and t-test , the data was further analyzed to out the significant relation .

Descriptive statistics:

The demographic sample of this study consisted both men and women . From the sample, the 43 peoples comes from the population of present decade (2014- 2023) and 37 peoples comes from past decade (2003- 2013).

In table (1) Maximum, minimum, mean, standard deviation and variable (N= 37, 43).

Group Statistics								
	YEAR	N	Mean	Std. Deviation	Std. Error Mean	t	Df	Sig.
Js	more than 10 year	37	73.1351	9.75580	1.60384	.031	78	.975
	less than 10 year	43	73.0465	14.78570	2.25480	0.032	73.346	.975
happiness	more than 10 year	37	115.2432	16.72889	2.75021	.344	78	.732
	less than 10 year	43	113.9070	17.82429	2.71818	.346	77.388	.731

Present decade – Mean (Js) = 73.1351 &

Mean (H) = 115.2432

Past decade- Mean (Js) = 73.0465

Mean (H) = 113.9070

The table (2) maximum, minimum, mean and standard deviation with the variables that were

investigated are depicted for the entire sample size of 80. The result of this analysis provide general and fundamental information pertaining to the data.

Maximum, minimum, mean, standard deviation and variable (N= 80).

	N	Minimum	Maximum	Mean	Std. Deviation
jobsatisfaction	80	24.00	100.00	73.0875	12.63328
Happiness	80	83.00	165.00	119.3875	17.89526
Valid N (listwise)	80				

Table 1 shows that the minimum, maximum, mean and standard deviation (SD) score for job satisfaction (N=80) Min. =24.00 max.= 100.00 mean = 73.0875 SD = 12.63328

Happiness (N = 80) Min = 83.00 max= 165.00 mean =119.3875 SD= 17.89526

Table 1 presents descriptive statistics of the construct of employees happiness and job satisfaction . The descriptive statistic of the study suggest that there are moderate level of happiness exist among the employees . The result also imply

that , job satisfaction of employees in moderate level with mean scores from 73 out of 100.

Correlation:

A correlation analysis was also carried out to identify the relationship between job satisfaction and happiness among employees . The correlation analysis shows that there was a positive significant among employees.

Table 2 between depicted the correlation result that shows a significant relationship between job satisfaction and happiness among employees.

Correlations			
		Jobsatisfaction	Happiness
Jobsatisfaction	Pearson Correlation	1	.276*
	Sig. (2-tailed)		.013
	N	80	80
Happiness	Pearson Correlation	.276*	1
	Sig. (2-tailed)	.013	
	N	80	80

*. Correlation is significant at the 0.05 level (2-tailed).

Discussion:

The purpose of this study is to explore the relationship between job satisfaction and happiness among employees. As a result, the performance of employees as well as the overall productivity of an organization had been affected. Therefore, it is necessary that employer should know the ways or reasons of job satisfaction and happiness in order to motivate the employees towards the effective and efficient performance. The results of the present study identify that there is significant correlation between job satisfaction and happiness among

employees and service years have minor difference between present and past decade. When the two decade were compared on satisfaction and happiness, it is observed that satisfaction and happiness employees were moderate level of satisfaction in their jobs. The present study also supports the previous studies, the positive relation among job people's investigated that the reasons for job satisfaction of professional library staff of Central University Libraries in India. The data collected from 460 professional library staff of 7 central Universities. The objectives of the study

were, to study the effect of job anxiety on job satisfaction and their inter-relationship, Job anxiety and job satisfaction according to the position in the hierarchy of their posts. and the extent of job satisfaction. Considerable differences were found in Job Satisfaction in 4 areas : Job content, management, personal adjustment, social relations. The level of anxiety of staffin higher posts was comparatively lower than in lower posts. Job satisfaction scores of the 3anxiety sub groups: low, moderate, and high revealed significant differences between them. Correlation analyses between job anxiety and job analysis revealed that the degree of job.anxiety is related to job satisfaction in various areas in different ways and confirms the theory that interpersonal relations were the major determinants of anxiety. Molla I. H. (2015) .This study also supports that my present study research is satisfied and positive relationship among employees. Low level of anxiety also create level of happiness. And my obtained data shows low levels of anxiety that means the result of happiness is average.

Hence, the job satisfaction and happiness among employees have moderate level of satisfaction and pleasure, and service years decades miner difference among employees. These positive result of employees always give positive productivity and good performance. The job satisfaction also affect the level of happiness because of job satisfaction as a work place related to interpersonal and interapersonal .

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