ORIGINAL RESEARCH PAPER

Management

HAPPINESS AMONG TEACHERS IN MADURAI-AN EMPIRICAL STUDY

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ABSTRACT

The aim of this study is to measure happiness especially at work among the teachers in Madurai and to identify the factors influencing happiness .Teachers are the most resourceful persons not only for schools and colleges but also for the society. They shape the society through their mighty intervention in the life of students. Stress is unavoidable part of life due to increasing workload and complexities in daily life and they have low happiness level. Therefore in this present study ,the researcher has measured the happiness level among the teachers.A sample size of 150 respondents were taken for the study.Here the independent variable PANAS (Positive and Negative Affect Schedule) is taken with the dependent variable demographic factors.Tools such as Correlation, ANOVA, Cross –tabs ,Chi-square were used for the study to find out the happiness level among the teachers.

INTRODUCTION

Happiness has its own importance in everyday life. However, recently it has gained much attention due to its emphasis in organizational studies and the impact it has on overall employee performance. Being happy is of great importance to most people,and happiness has been found to be a highly valued goal in most societies (Diener 2000). Happiness, in the form of joy, appears in every typology of 'basic' human emotions.

Feeling happy is fundamental to human experience, and most people are at least mildly happy much of the time (Diener and Diener 1996). Happiness has attracted the attention of philosophers since the dawn of written history (McMahon 2006), but has only recently come to the fore in psychology research. The rise of positive psychology in the past decade (Seligman and Csikszentmihalyi 2000) has legitimized attention to happiness and other positive states as opposed to the previously dominant disease model which directed attention disproportionately to illness, depression, stress and similar negative experiences and outcomes.

DEFINING HAPPINESS AT WORK

With rare exceptions, happiness is not a term that has been extensively used in academic research on employee experiences in organizations. This does not mean that organizational researchers are uninterested in employee happiness at work. On the contrary, for many years we have studied a number of constructs, that appear to have considerable overlap with the broad concept of happiness. Undoubtedly, the most central and frequently used of these is job satisfaction, which has a long history as both an independent and dependent variable in organizational research (cf. Brief 1998; Cranny et al. 1992). In the past two decades, a number of new constructs have emerged which reflect some form of happiness or positive affective experience in the workplace. What these constructs have in common is that all refer to pleasant judgments (positive attitudes) or pleasant experiences (positive feelings, moods, emotions, flow states) at work.

PANAS :

The PANAS assesses the specific, distinguishable affective emotional states that emerge from within the broader general dimensions of positive and negative emotional experience.

In recent research, two broad, general factors—typically labeled Positive Affect (PA) and Negative Affect (NA)—have emerged reliably as the dominant dimensions of emotional experience. The Positive and Negative Affect Schedule (PANAS) is a self-report questionnaire that consists of two 10-item scales to measure both positive and negative affect. Each item is rated on a Likert scale of 1 (not at all) to 5 (extremely).The 10-item scales are Enthusiastic, Determined, Inspired, Active, Attentive, Scared, Upset, Distressed, Hostile and Irritable.The first five items are Positive Affect(PA) and the last five items are Negative Affect(NA) .

DEMOGRAPHIC FACTORS	HAPPINESS FACTOR	HAPPINESS AT WORK
	PANAS(POSITIVE AND	

PANAS

REVIEWS OF LITERATURE

Brief (1998) called for research on a 'new job satisfaction'construct which explicitly includes affect as a component, suggesting that the affective component may relate to outcomes differently from the cognitive component that has been the focus of most existing research.

Fisher (2000) assessed mood and emotions repeatedly over a two-week period, and found that average affect while working was more strongly related to a faces overall job satisfaction measure than to standard verbal measures of overall job satisfaction. Fisher concluded that, while affect while working was related to job satisfaction, it was by no means the same thing.

Watson and Tellegen (1985) have summarized the relevant evidence and presented a basic, consensual two-factor model. Whereas some investigators work with the unrotated dimensions (typically labeled pleasantness-unpleasantness and arousal), the varimax-rotated factors—usually called Positive Affect and Negative Affect—have been used more extensively in the self-report mood literature.

OBJECTIVES OF THE STUDY

(1) To identify the level of happiness among the teachers in Madurai.
(2) To identify the relationship between age, gender and happiness at work.
(3) To identify the impact of age ,gender and happiness at work.

HYPOTHESES OF THE STUDY

H_0 **(Null Hypothesis):** There is no relationship between Happiness Level and Age

H_1 **(Alternate Hypothesis):** There exists a relationship between Happiness Level and Age.

H_0 **(Null Hypothesis):** There is no relationship between Happiness Level and Gender.

H_1 **(Alternate Hypothesis):** There is exists a relationship between Happiness Level and Gender.

STATISTICAL TECHNIQUES USED

Some of the statistical tools used are Chi-Square test, Correlation,Regression,ANOVA and Cross-tabs.

ANALYSIS AND INTERPRETATION

TABLE 1
CHI-SQUARE –AGE,GENDER OF THE RESPONDENTS AND PANAS LEVEL

Pearson Chi Square	Value	Df	Sig.
AGE AND HAPPINESS LEVEL	18.218	6	.006
GENDER AND HAPPINESS LEVEL	13.208	2	.001

INTERPRETATION

The above table 1,the first row of the table shows the Pearson chi-square test between the age of the respondents and PANAS Level.Since the Significance value is .006 i.e less than .05,there exists a relationship between the Age and the Happiness .The second row of the table shows that there exsists a relationship between the gender and the happiness level,since the significant value is .000 which is less than .05

TABLE 2
REGRESSION -AGE ,GENDER OF THE RESPONDENTS AND PANAS LEVEL

	R	R SQUARE	ADJUSTED R SQUARE
AGE AND HAPPINESS LEVEL	.314	.099	.093
GENDER AND HAPPINESS LEVEL	.460	.212	.201

INTERPRETATION

In the above table,the first row of the table shows that the value of R^2(R Square) is .099 (i.e) 9.9% .Therefore,it shows that nearly 9.9% of the respondents have a significant impact between their age and the happiness level.The second row of the above table shows that the value of R^2(R Square) is .212 (i.e) 21.2% .Therefore,it shows that nearly 21.2% of the respondents have a significant impact between the gender and the happiness level.

TABLE 3
ANOVA - AGE OF THE RESPONDENTS AND PANAS LEVEL

	Sum of Squares	df	Mean Square	F	Sig.
Enthusiastic	8.617	3	2.872	3.222	.025
Determined	11.820	3	3.940	5.299	.002
Inspired	15.310	3	5.103	5.194	.002
Active	1.949	3	.650	.704	.551
Attentive	.784	3	.261	.288	.834
Scared	7.477	3	2.492	2.473	.064
Upset	37.502	3	12.501	29.299	.000
Distressed	13.249	3	4.416	13.409	.000
Hostile	10.861	3	3.620	18.991	.000
Irritable	13.735	3	4.578	28.740	.000

INTERPRETATION

The above table 3,it shows that there exists a relationship between the PANAS items and the age of the respondents.The items which have been highlighted show that there exists a relationship on the age of the respondents**.**

TABLE 4
ANOVA - GENDER AND PANAS LEVEL

	Sum of Squares	df	Mean Square	F	Sig.
Enthusiastic	32.714	1	32.714	45.650	.000
Determined	28.356	1	28.356	45.607	.000
Inspired	38.874	1	38.874	47.985	.000
Active	38.658	1	38.658	58.371	.000
Attentive	19.760	1	19.760	25.750	.000
Scared	.003	1	.003	.003	.957
Upset	8.027	1	8.027	12.945	.000
Distressed	3.112	1	3.112	7.912	.006
Hostile	.508	1	.508	1.968	.163
Irritable	5.935	1	5.935	28.281	.000

INTERPRETATION

The above table 3,it shows that there exists a relationship between the PANAS items and the gender.The items which have been highlighted show that there exists a relationship on the gender of the respondents.

TABLE 5
CROSS TABULATION - AGE ,GENDER OF THE RESPONDENTS AND PANAS LEVEL

AGE OF THE RESPONDENTS	PANAS LEVEL			
20-30	HIGH	MEDIUM	LOW	TOTAL
	8(33.3%)	16(66.7%)	0(0.0%)	24(16.0%)
31-40	9(21.4%)	29(69.0%)	4(9.5%)	42(28.0%)
41-50	12(16.0%)	40(53.3%)	23(76.7%)	74(30.7%)
Above 51	0(0.0%)	6(66.7%)	3(33.3%)	9(100.0%)
TOTAL	29(90.3%)	91(60.7%)	30(20.0%)	150(100.0%)
GENDER OF THE RESPONDENTS MALE	9(18.4%)	22(44.9%)	18(36.7%)	49(100.0%)
FEMALE	20(19.8%)	69(68.3%)	12(11.9%)	101(100.0%)
TOTAL	29(19.3%)	91(60.7%)	30(20%)	150(100.0%)

INTERPRETATION

In the above table 5,the first row of the table shows the cross tabulation between the age of the respondents and Happiness level. 66.7% of the teachers perceived medium level of happiness belong to the age group 20-30,respondents who belong to the 31-40 age group. 69% of the teachers perceived medium level happiness belong to the age group. 76.7% of the teachers perceived low level of happiness to the age group 41-50. (i.e) 66.7% of them perceived happiness level as medium belong to the age group above 51. The second row of the above table 5 shows the cross tabulation between the gender and Happiness level. 44.9% of the teachers perceived medium level of happiness belong to the male category and 68.3% of the teachers perceived medium level of happiness belong to the female category.

TABLE 6   CORRELATION –AGE OF THE RESPONDENTS AND THE HAPPINESS LEVEL

PEARSON'S R	VALUE	APPROX.SIG.
AGE AND THE HAPPINESS LEVEL	.314	.000
GENDER AND THE HAPPINESS LEVEL	-.197	.016

INTERPRETATION

In the above table 5 ,the first row of the table shows the Pearson's Correlation between age and the happiness level. Since the significant value is .000, there exists a relationship between the age and the happiness level.The second row of the above table shows the Rearson's correlation between the gender and the happiness level. Since the significant value is .016, there exists a relationship between the gender and the happiness level

CONCLUSION

From the analysis and interpretation,it shows that there exists a relationship among the age ,gender and the happiness level.It is very important for the educational institutions to make their teachers happy.Because teachers who are happy will give their best results.Therefore institutions must take necessary steps to increase the factors which promote happiness such as job satisfaction,motivation,job involvement ,Positive and Negative Affect Schedule(PANAS) etc., to make them feel alive and also to be happy at their workplace.

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