"The Effect of Gender, Age and Designation on Workplace Happiness: A study of Women Universities in Rajasthan"

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Abstract

Purpose – The study's objective is to investigate the effect of gender, age and designation on workplace happiness in women exclusive private universities in Rajasthan. The study also shows the significance relationship among variables.

Design/methodology/approach – The study used a quantitative research design, which involves collecting and analysing numerical data through a standard questionnaire. The data was collected from a sample of total 102 employees working in women exclusive private universities of Rajasthan by using Convenience sampling method to obtain data through Oxford happiness questionnaire based on a five-point Likert scale The results were analyzed using the arithmetic mean , Independent T- test to determine The effect of Gender, Age and Designation on workplace happiness.

Findings – This study reveals the effect of Gender, Age and Designation on workplace happiness. This study found that there is a significant link between designation and workplace happiness.

Research limitations/implications – First, because it was restricted to academics and administrative staff employed by higher education institutions in Rajasthan, this study is constrained by the specific sociocultural milieu that it was performed in, which may limit its ability to generalise.

Practical implications – The findings of this study could assist institutions and educational organisations in developing policies and procedures that will increase academicians' happiness and assist them in achieving their objectives.

Keyword – *Happiness, Workplace happiness, Gender, Age, Designation, Employees, Academician, Administrative.*

Introduction:

Happiness is a feeling of contentment and wellbeing. It is an enjoyable or cheerful thought process. According to Rastogi, H., and Moorjani (2011), it describes how highly a person thinks of the overall calibre of his or her own life. university professors who have satisfying interpersonal relationships, a sense of security, health, and wellbeing, as well as environments that are emotionally stable and in which they feel good about their profession.

Considering mixed results about the relationship involving workplace happiness and output, it appears that the likelihood of happy employee being productive is higher. (Diener and Biswas-Diener, 2008; Wright and Cropanzano, 2004; Zelenski et al., 2008). Happiness is defined as the "state of being happy" in Longman's Dictionary (2005, p. 634) as a feeling of satisfaction, i.e., something is fine or right, as being satisfied with something, not nervous about being fortunate and doing well.

The majority of people place a high value on happiness, and happiness has been proven to be a highly valued aim in the majority of countries (Diener 2000). Joy, a type of happiness, may be found in every classification of "basic" human emotions. Happiness is intrinsic to the human experience, and most people report feeling joyful at least occasionally (Diener and Diener 1996). Happiness has fascinated philosophers since the beginning of written history (McMahon 2006), but psychology study has only just begun to focus on it. In contrast to the predominate

disease model, which focused emphasis disproportionately on illness, the growth of positive psychology over the past ten years (Seligman and Csikszentmihalyi 2000) has legitimised attention to happiness and other positive moods as contrast to the prevailing disease paradigm of the past, which gave unproportional attention to negative experiences and results like illness, sadness, stress, and similar ones.

It depends on a person's personality attribute how they perceive happiness. People with outgoing personalities are often thought to be happier than those with introverted personalities. Previous research has indicated a significant connection between personality and occupational contentment. Studies on personality and job happiness with regard to teachers are quite few. Therefore, it is essential to comprehend how personality factors affect university lecturers' satisfaction at work.

Recent research has shown that personality traits like extraversion and neuroticism have an impact on a person's level of happiness. According to research by Pishva et al. (2011), extroverts are thought to be happy than neurotic ones.

The term "workplace happiness" refers to employees' job contentment. Happiness is typically understood to be a person's subjective sense of well-being and life satisfaction. Maintaining a healthy and positive work environment is crucial for increasing staff productivity in the company. Therefore, it is equally crucial to research the variables that may have an impact on employees' levels of satisfaction at work.

Review of literature:

Happiness:

According to Kesebir and Diener (2008), philosophers and social scientists have offered numerous definitions of happiness. The main distinction between hedonic and eudemonic conceptions of happiness, according to Ryan and Deci (2001; Ryff and Singer 2008), is that the former places emphasis on acting in a way that is morally righteous, true to oneself, meaningful, and/or growth-promoting, whereas the latter places emphasis on pleasurable experiences and favourable judgements.

Investigating people's feelings of happiness in their lives is an example of employing the hedonic method. It is generally believed that affect balance, which is defined as having more positive sensations and less negative feelings, has two connected components that when combined demonstrate how well-adjusted a person is (Diener et al. 1999; Schimmack 2008). It is typically believed that assessing your level of satisfaction with life (taking into account both the overall picture and particular aspects like relationships, health, employment, and spare time) and affecting balance are two interrelated processes. Studies on emotions, moods, and sentiments frequently discover that whether those emotions seem positive or negative is the most crucial factor. According to Watson et al. (1999), this is known as the pleasantness-unpleasantness aspect. On a scale that rates how good or unpleasant an emotion is, the word "happy" is used to denote the strongest positive emotion. This term aids in determining if an experience is extremely positive or extremely negative (Remington et al. 2000; Russell 1980, 2003).

Despite the fact that our emotions can fluctuate, the concepts of the best kind of well-being, self-esteem, potential, and other related ideas all point to the notion that leading a happy and fulfilling life entails acting morally, setting meaningful goals that complement who we are, and developing our skills and abilities (Seligman 2002; Sheldon and Elliot 199). The hedonic theory of happiness is at odds with this.

In plain English, the ideas of living a good and happy life advise that it's necessary to be morally upright, aim for worthwhile goals that fit with who we are, and develop our abilities and talents regardless of our current feelings. The hedonic theory of happiness is in conflict with this premise.

The general consensus is that pursuing simply enjoyable experiences, or hedonic happiness, may not result in enduring fulfilment without also possessing a deeper sense of contentment, or eudaimonic well-being. As both pleasurable feelings and meaningful happiness are measured jointly, some researchers have questioned whether the distinction between these two components of well-being actually matters when researching them (Kashdan et al. 2008; Waterman et al. 2008).

To put it another way, most people believe that pursuing happiness alone for the sake of fun and enjoyment (hedonic happiness) may not ultimately lead to lasting happiness unless it is accompanied with a deeper sense of fulfilment from meaningful experiences (eudaimonic well-being). Since both enjoyable sentiments and meaningful

contentment are frequently measured together, several academics have questioned whether it's necessary to distinguish between the two while studying them.

Workplace happiness:

Over the last 20 years, a number of new indicators of happiness or positive work experiences have increased. All of these elements, such as pleasant emotions, moods, and states of flow, are connected to joyful experiences and positive attitudes at work. Happiness has been evaluated by organisational studies researchers utilising a variety of significant factors. They take into account how prevalent these elements are, how consistent they are across time, and lastly the specifics of what they entail.

According to Bhattacharjee & Bhattcharjee (2010), a person's subjective well-being at work is referred to as their level of happiness at work. Since managers and leaders have the greatest impact on an organization's overall culture, it is their responsibility to set boundaries around what is truly important to their employees' happiness.

Happiness at Work is distinguished by both characterising and unfavourable workplace attitudes. Happiness, according to Myers and Diener (1995), is the experience of frequent pleasant feelings, few negative emotions, and a general sense of contentment with life. Dulk et al. emphasised the importance of work in people's lives.

Schwartz,(2015) "Their work challenges happy workers," he stated in his book. They feel pushed to push themselves and go beyond their comfort zones. He also stated that "satisfied people do their work because they feel in control." Their working hours give them some leeway and independence.

This makes us wonder if everyone at a company is happy with their work. Fisher, C. D. (2010) reviewed the literature on workplace contentment and provided an overview of findings from studies in positive psychology. Sloan (2012) investigated how emotions are handled at work differently for men and women. At Assumption University, Saenghiran (2013) studied how to increase workplace contentment using an organisational development intervention. According to Jones and Lindsay (2014), when applied strategically, the science of enjoying one's work can produce favourable results. Wesarat et al.'s (2015) conceptual framework for comprehending workplace contentment may provide guidance for upcoming studies in this field.

Being happy at work is crucial to your wellbeing because you spend a significant portion of your life there.(Valentine) Also presumed is that "it is a frame of mind which empowers action to get the most out of the performance and accomplish prospectively."

In truth, a person's level of job satisfaction is mostly determined by them. Workplace happiness is as crucial to a person as breathing, eating, and drinking. As Fisher C. (2010), the concept of "happiness at work" encompasses a variety of factors, from transient emotions and moods felt by an individual to more persistent attitudes and enduring character qualities at the team level.

Sharon (2011) argued for people who experience happiness and fulfilment in both their personal and professional lives tend to perform better at work. Additionally, studies have shown that when employees are happy, they tend to stay with a company for a longer period of time (Choo and Bowley, 2007).

Happiness is mostly a function of one's autonomy, or capacity for making independent judgements. People that prefer to work are content with their lives. As a result, roles should be given to people in accordance with their level of autonomy. Employees in organisations where managers lack the discretion or freedom to make judgements lose motivation and perform less effectively. (Gavin and Mason,2004) Additionally, positive psychology prevents people from focusing on the impossible while simultaneously assisting them in finding happiness.

Happiness in work, according to (Edmunds and Pryce-Jones, 2008), is effectively utilising one's resources to overcome problems. One can maximise performance and reach their potential by deliberately savouring the highs and managing the lows. Furthermore, doing so boosts one's own happiness as well as the happiness of others. The type of firm that person works for can also have an impact on their level of pleasure, as certain organisations place a higher priority on employee welfare than others by offering benefits like job security and support (Block, 2011; Habbershon & Williams, 1999; Memili et al., 2010; Poza et al., 1997).

However, teamwork is most important factor in sustaining a genuine sense of enjoyment at work. (Mateu, 2016). According to (Namie, 2016), most people seem to enjoy their lives more when they work less hours.

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This study suggests that working a lot of hours can make life less enjoyable for some people. It's interesting to note that those who choose part-time employment over full-time tend to be happier (Nikolova & Graham, 2014). Nevertheless, Mohanty (2009) contended that certain psychological traits, such as optimism and self-esteem, can probably contribute favourably to employee satisfaction. As a result, these capital characteristics may influence an employee's salary both directly and indirectly via their influence on happiness.

Cheloha and Farr (1980) suggested that working is the first step towards achieving job satisfaction and a prerequisite for being content with one's employment. This was done in an effort to define pleasure at the workplace. Many people who need to earn more nonetheless have a strong incentive to do so: the need for more money (Ahuvia, 2008). Mohanty later confirmed this by showing that a worker's pay affects his or her disposition positively. (Mohanty, 2009).

Objectives of the study:
1. To determine the dimensions of workplace happiness.
2. To investigate the significance between gender and workplace happiness.
3. To carry out the significance between age and workplace happiness.
4. To study the significance between designation and workplace happiness.

Theoretical background and Hypothesis :

Gender and workplace happiness :

As stated by Fisher (2010), an employee's relationship with his or her employer has a direct impact on how content they are at work. This attitude construct consequently affects how workers act and how they view their co-workers, employer, and workplace culture. According to Erdogan et al. (2012), employee contentment with a variety of elements, including leadership, working conditions, job responsibilities, career advancement, and more, can lead to a happy workplace. Other researchers such as Kahn (1990), Harter et al. (2002), Helsin et al. (2001), Wu et al. (2017), and Brunetto et al. (2014) support this viewpoint.

Affective organisational commitment, according to Mousa and Puhakka (2019), is the emotional connection that a worker has with their employer. On the other side, continuity commitment (Allen and Meyer, 1993) concentrated on the perceived costs of leaving the company.

In the words of Joo and Lee (2017), Diener (1984), and Carmeli et al. (2009), an individual is thriving when they have emotional well-being, financial security, good health, and a steady work. While Harrison et al. (2006) and Warr (2007) examined the relationship between job satisfaction and loyalty to an organisation, other academics like Erdogan et al. (2012) and Fisher (2010) argue that more research is necessary to determine the factors that contribute to workplace happiness, especially given that many studies have a Western context as their primary focus. Prior studies (Chin and Liu, 2017; Wu et al., 2017) have emphasised the difficulties in increasing job satisfaction in less developed nations.

Religious differences are the primary cause of employment discrimination in the Egyptian health care sector, and the disappointed workers are both male and female (Mousa, 2017a). A similar finding was made by Ellison and Mullin (2014): A higher gender distribution was not associated with a happy workplace.

Ho : There is no significant relationship between gender and workplace happiness.

Age and workplace happiness:

The total quality of life, which includes happiness, was found to be unrelated to age in a study conducted in Denmark with participants of different age groups (Ventegodt et al., 2008). This may come as a surprise given that depression and advancing age have been associated with worsening physical health and fewer social ties (Ajrouch et al., 2001).

Due to their extensive wisdom or varied life experiences, older folks may be more resilient. They are more likely than younger people to participate in religious activities or visit places of worship, according to Yohannes et al. They frequently have a long history in the community, and newly retired people are especially likely to be active in social groups. Happiness has been linked to greater social participation in elderly adults (Golden et al., 2009).

According to Orbuch et al. (1996), the length of a marriage may have a survival impact that causes marital satisfaction to rise.

Happiness is frequently higher in older people who have completed their schooling (Kubzansky et al., 1998; Murrell et al., 2003). In the UK, there was no mandate to finish high school for people born before 1956 (Sheldon, 2009). Therefore, possessing educational credentials may be directly related to financial well-being, which is related to happiness, in older age groups (Bowling et al., 2007).

Although some studies do not directly construct an age curve, they do find a similar pattern by tabulating data and accounting for numerous personal and geographic characteristics. An example comes from China, where subjective well-being is classified into five stages and used as a measure of happiness (Sun et al., 2015).

We only use a single data collection for this aspect, but our main focus is on using age to explain happiness. Some studies use long-term frameworks, although these don't seem to materially alter the core conclusions, according to Cheng et al. (2014) and other researchers.

H1 : There is an insignificant relationship between age and workplace happiness.

Designation and workplace happiness:

When examining elements that influence an individual's level of satisfaction at work, research frequently highlights the predictable parts of a job. The premise is that fascinating, stimulating, and difficult work could result in positive thoughts about one's career. According to Fried and Ferris (1987), the most well-known job characteristic typology is that of Hackman and Oldham (1975), which confirms that jobs with more of these traits are more gratifying to their employees. The definition of job characteristics has been developed by Morgeson and Humphrey (2006) to take into account a number of new motivational elements, social variables, and work context factors in addition to the five motivational components from Hackman and Oldham.

In general, it is thought to be preferable to have more desirable work traits. The "vitamin model" proposed by Warr (1987, 2007) contends that, similar to other vitamins, increasing amounts of some work characteristics only slightly boost wellbeing until one reaches the "recommended daily allowance." It is believed that levels beyond that have negligible positive effects on happiness. Furthermore, just as it is possible to overdose on some vitamins, there may be some work traits that when present in large quantities can decrease enjoyment. For instance, Warr contends that there might be an excess of personal control, diversity, and clarity.

There is evidence that, when we look beyond the task itself and examine other job-level characteristics, the behaviour of leaders has an impact on employee happiness. In the words of DeGroot et al. (2000), charismatic leadership has a considerable impact on how satisfied employees are with their jobs. Job satisfaction was found to have a moderately good correlation with organisational commitment and leader-member interactions, according to Gerstner and Day (1997). According to Dirks and Ferrin (2002), trust in a leader is a powerful predictor of commitment and satisfaction. According to Baard et al. (2004) and Deci et al. (1989) studies, leaders must promote their followers' autonomy if they want them to be happy, content, and engaged.

A study by Toulabi et al. (2013) found a link between teachers' happiness and the standard of their working environment. The study also found relationships between aspects including compensation, management support, emotions of job stability, prospects for career growth, professional development, and decision-making, and happiness.

H2 : There is no significant relationship between designation and workplace happiness.

Methodology :

Sampling: The existing literature on workplace happiness served as the basis for the current quantitative investigation. To the author's knowledge, no studies have looked specifically at women's private universities or the relationship between gender, age, designation, and workplace happiness.

Employees of Indian women-only private universities were the subject of the study. Accordingly, the 102 academic and administrative staff members of women's private universities who were asked to participate make up the complete sample size that the authors of the present research are able to analyse.

All academic and administrative staff at the selected universities were the target of the author's With the aid of SPSS, the data was analysed using the arithmetic mean, standard deviation, Cronbach's alpha, and T-test.

Data analysis : All academic and administrative staff at the selected universities were the target of the author's With the aid of SPSS, the data was analysed using the arithmetic mean, standard deviation, Cronbach's alpha, and T-test.

Table 1: Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Age	102	1	2	1.15	.356
Designation	102	1	2	1.27	.448
Gender	102	1	2	1.52	.502
WH	102	1.11	4.22	3.2516	.58313
Valid N (listwise)	102				

The table 1 shows the descriptive statistics for four variable : Age, designation, gender and workplace happiness. The data were collected from a sample of 102 employees of women private universities of Rajasthan.

Reliability statistics : The data were collected from sample of 102 participants. The mean is average value of each variable in sample. The Age score is 1.15, the designation score is 1.27,Gender score is 1.52 and workplace happiness is 3.2516 indicating participants were above the neutral level for measurements: age, designation and gender. Workplace happiness score indicates that participants were neutral on this variable.

The standard deviation measures how widely distributed or variable the data are, more variety in the data is indicated by a higher standard deviation. Each variable standard deviation falls between 0.356 to 0.58313, showing that there is some variation in the responses.

Table 2: Reliability statistics

Cronbach's Alpha	N of Items
.810	18

The table 2 shows reliability statistics of variable workshop happiness. A scale or instrument's consistency and stability are evaluated using reliability statistics. A commonly used indicator of internal consistency, Cronbach's alpha, reveals how closely a scale element reflects its underlying structure.

The results suggest that the scale used in the study how acceptable level of reliability. The Value of Cronbach's alpha is .810.

The workshop happiness has high coefficient, indicting a high level of reliable data.

The findings indicate that the scale used in the study is reliable and can be highly used to assess the factors effect of gender, age and designation on workplace happiness in workplace exclusive private universities in Rajasthan.

Table 3: Group Statistics

Age		N	Mean	Std. Deviation	Std. Error Mean
WH	24-44	87	3.2586	.59383	.06366
	45 and above	15	3.2111	.53378	.13782

		Levene's Test for Equality of Variances		t-test for Equality of Means							
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference		
									Lower	Upper	
WH	Equal variances assumed	.249	.619	.290	100	.772	.04751	.16377	-.27741	.37243	
	Equal variances not assumed			.313	20.461	.757	.04751	.15182	-.26872	.36373	

Table 4: Independent Samples Test

According to Table 4's findings, there is no relationship between age and workplace contentment (t =.290), which is not significant at the 0.05 level. Therefore, the claim that "there is no significance difference between age and workplace happiness" is retained.

Moreover, the information in Table 3 reveals that those between the ages of 24 and 44 likely to have slightly higher mean scores than those who are 45 and older.

Table 5: Group Statistics

Designation		N	Mean	Std. Deviation	Std. Error Mean
WH	Academicians	74	3.229	0.65107	0.07569
	Administrative Staff	28	3.3115	0.34755	0.06568

Table 6: Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means							
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference		
									Lower	Upper	
WH	Equal variances assumed	9.281	.003	-.636	100	.526	-.08253	.12976	-.33998	.17492	
	Equal variances not assumed			-.824	88.558	.412	-.08253	.10021	-.28166	.11660	

Table 6's data reveals a significant relationship between "designation" and "workplace happiness," with a t-value of -0.636 and a p-value of 0.003. At the conventional significance level of 0.05, this difference is significant. We

can therefore reject the initial hypothesis, which stated that "there is no significant difference between designation and workplace happiness."

Table 5 reveals that there is a difference between the average satisfaction scores of academicians and administrative employees.

Table 7: Group Statistics

Gender		N	Mean	Std. Deviation	Std. Error Mean
WH	Male	49	3.2868	.55502	.07929
	Female	53	3.2191	.61144	.08399

Table 8: Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means							
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
WH	Equal variances assumed	.193	.662	.585	100	.560	.06777	.11594	-.16226	.29780
	Equal variances not assumed			.587	99.969	.559	.06777	.11550	-.16138	.29692

According to Table 8's findings, there is no statistically significant relationship between gender and workplace contentment (t-value: 0.585; p-value: 0.662). We continue to hold to the original hypothesis that "there is no significant difference between designation and workplace happiness" as a result of the lack of significance at the generally accepted 0.05 level.

Table 7 shows a small difference between the average happiness scores for males and females.

Conclusion :

In conclusion, this study has the ability to provide insightful information to people in advantageous positions, helping them to learn more about how content employees are at work. The study's findings point to an important connection: when companies care about their employees' happiness, it can result in a deeper sense of dedication to their jobs and more motivation. This implies that employees prefer to work harder and more devotedly when they are happier at work, which is advantageous for the company.

It's crucial to remember that the study's scope is narrow, concentrating primarily on a private university for women. As a result, even though the study's conclusions are significant in the context of one particular university, they might not necessarily be applicable to other colleges or workplaces. Each workplace may have its own particular elements that influence employee satisfaction and loyalty.

This study made an intriguing finding, which is that persons who have the career they truly wanted are typically happier than others. This demonstrates how important a role overall happiness has in job satisfaction. People seem to be happier and more productive at work when they are in roles that align with their goals and preferences.

In conclusion, because employee happiness is related to commitment and motivation, this study advises leaders to take note of it. By doing this, businesses may foster a culture where workers are happy and motivated to succeed. The study's restricted focus belies its wider implications, which call for more research into the complex interactions between fulfilment, commitment, and happiness at various organisations.

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