

Happiness and Wellbeing Co-existence in Organizations

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Abstract

Wellbeing and happiness relationship was studied in the present work to establish that hedonic and eudaimonic domains co-exist among the workers, those were working in two factories of an aeronautical complex. This was conducted to check established propositions related with cross cultural populations. Two almost identical groups of participants consisting of 61 subjects including 50 males and 11 females were tested. These participants were working in two separate factories in an aeronautical complex. Randomized group design was implied. Subjective well-being (SWB) by (Diener, Emmons, Larsen & Griffin, 1985) and Subjective Happiness Scale by (Lyubornisky, Dickerhoof, Boehm and Sheldon, 2011) was administered to test the propositions. SPSS regression model was implied, happiness found to be explainable by wellbeing $F(1,59) = 7.86$, $p < .005$, $R^2 = 0.118$ moreover, wellbeing significantly predicted happiness, $B = -0.333$, $t(59) = -2.804$, $p = .007$., based on the sample, a one-unit increase in wellbeing found leading to a 0.333 unit decrease in happiness. The study provided useful information about the co-existence of wellbeing and happiness providing useful information about human factor and organizational productivity.

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