



Factors Affecting on the Rate of Employees Happiness in Islamic Azad University of Khomeinishahr

Mohammad Reza Iravani¹, Allahyar Arabmomeni² and Faezeh Taghipour³

1. Department of Social Work, Islamic Azad University, Khomeinishahr Branch, Isfahan, Iran
2. Department of Human Science, Islamic Azad University, Khomeinishahr Branch, Isfahan, Iran
3. Department of Cultural Management, Khorasgan (Isfahan) Branch, Islamic Azad University, Isfahan, Iran

* Corresponding author's Email: Iravani@iaukhsh.ac.ir

ABSTRACT: Happiness affects employees' performance, increases productivity, improves quality of services and enhances it. This study is to investigate factors that affect employee's happiness of Islamic Azad University of Khomeinishahr in 2012. This descriptive study is semi experimental. The population is the staff of Islamic Azad University of Khomeinishahr. In this study, 50 individuals were randomly have been selected among the staff of Islamic Azad University of Khomeinishahr. Beck test is a research tool in this study, the researcher made a few changes to standardize and questions of any material, shows a manifestation of depression. The statistical methods used in this study were t-test and variance analysis that are carried out separately.

Keywords: The Amount of Happiness, Depression, Salary, Education

ORIGINAL ARTICLE

INTRODUCTION

In today's ever changing environment, human capital, capital is precious and is an essential. Use the "competitive weapon" and education as the only true way to develop these weapons, and consequently won in the competition, Requires an understanding of the development, analysis, conceptualization and design and redesign is a continuous and progressive. Organizations to stay and survive in today's highly competitive and unpredictable environment must be appropriate ways to foster, Organizations to stay and survive in today's highly competitive and unpredictable environment should be looking for ways to nurture knowledge workers are maintained.

One of these guidelines is to provide quality educational programs. Nowadays, one of the main indicators of the progress and development of human resources is the community. And the country can grow during the course of that with the happiness, all sectors of society, and taking advantage of latent talents of the necessary material resources, human and cultural community provides. When there is happiness in the Enterprise, despite his respect for all employees, with the value of the work and the fate of their organization, they share. And the organization's commitment to become. Thus the involvement of employees in decision making and implementation of their ideas in practice is to increase the happiness and sense of responsibility and commitment decisions. Managers and employees must contribute to the advancement of organizational competence and performance of their. And to respect their views on organizational issues and thereby increase employee commitment to the organization. And commitment is

increasing, the happiness and the happiness of every individual in the organization.

Happiness can be useful in providing physical and mental stimulation can be used in quality of life it can be used to enhance employee's abilities and depression especially for employees who are experiencing mental distress happiness can be explained by the fact that the basic. Finally, we must remember that the people who live in the community and the institution of family and those who work in institutions appropriate to their age, they need to feel happiness.

Development and progress of any organization largely depends on the efficiency and Human Development. Organizations that are much as larger, they will naturally add to the problems of this force. Managers in relation to various issues, trying to control his staff are constantly. The Directors believe that, when a person is in a place of employment, you must accept all the terms of. Some managers on the issue, employee satisfaction can be increased through reward and encourage work, they insist. Perhaps the thought is that managers, employees are their subordinates and must accept their orders. However, because staff levels are today, under great financial pressure more attention to economic issues and their willingness to work, But gradually employees interested and want to work With the sense of greater job autonomy in their work, Way to give them a sense of worth.

Joy or Happiness is having a large, complex and ambiguous. Happiness involves at least three basic components; the emotional component of an upbeat

mood, cheerful and happy, the community upbeat person who enjoys a good social relationships with others. And they can receive social support and finally, the cognitive component that is upbeat person processes information in a specific way, Shall interpret the case, he is finally feeling of happiness and optimism. The evaluation of the happiness of their lives they can cognitive aspects, such as the judgments of life satisfaction and emotional aspects of mood or emotion in reaction to life events include.

Humans are very, very ancient times, With the amount of happiness and affection are familiar what a joyful gatherings, whether in war, birth and the events that happiness is reinforced in this research study, the factors affecting happiness, is on employees of Islamic Azad University of Khomeinishahr, Since the creation of man and the needs of its various senses, and stretching and mobility, motivation and effort has been. Human adaptation to the tools needed to meet their physical and spiritual needs. One of the primaries means the amount of making applications welfare psychological adjustment and adaptation of the human spirit seeking perfection of human needs on the one hand and on the other his life was calming pain. The most preferred method of making compromises and promotion programs for The amount of welfare of the people in the organization.

Given the importance and role in the perception of joy and happiness, motivation and organizational commitment are necessary officials in joy and happiness as one of the factors affecting the productivity of work. Commitment can have many positive outcomes including overworking and why managers should maintain a commitment to organization staff and provide an acceptable level of safety and job satisfaction. In fact, successful organizations are organizations that, by taking advantage of advances in the identification of active employees and according to the characteristics - strengths and weaknesses of each job type have been established to create the best compatibility with.

Riddick et al. (1994) About 600 retired Americans black and white women, and found Research, Retired Caucasian women who participated in this study were more recreational activities, had better mental health.

In other studies, they found that after an hour of physical exercise, in tension, depression, anger, fatigue and confusion they felt less. For the rest of the day and even in some cases for the next day, they will feel more power. (Maroukalis, et al., 1993).

Physical training and exercise, will lead to greater confidence and a more positive body image (Sostroem et al., 1996).

Sostroem et al. (1996) found that perceptions about athletic skills, physical condition, attractive body,

strength and overall physical self-worth, all self-confidence, lack of positive affect and negative affect predicted.

Theoreticians, they feel that happiness cognitive perspective, the logical progression is to reach the goal. In this view, whatever are the steps to reach the goal of the amount to be added to his happiness unlike the school hedonism happiness that is targeted, the cognitive perspective, in other words the happiness derived from the target is raised (Khalesi, 1997).

Keshavarz et al. (2006) get a review of research on factors affecting happiness, began to investigate the factors affecting the welfare of the people of Yazd. The results suggest that age, sex, education and artistic activities, sports activities, religious activities, or happiness and positive relationship between unemployment and happiness, there is a negative relationship. Between physical and psychological health, social relationships, family, happiness, optimism about the future and the attitude is positively associated with happiness scores.

Oxford University under standardization questionnaire aimed to provide normative tables for the Oxford Happiness Questionnaire, The University reached the conclusion that the Oxford Happiness Questionnaire validity and reliability from the resources that are useful for assessing student.

MATERIALS AND METHODS

The research methodology used in from research is a survey that is run through a field. In this study, the Statistical Society refers to all the staff of Islamic Azad University of Khomeinishahr. In this study, a random sample of 50 employees of the total Statistical Society the city is the Islamic Azad University of Khomeini questionnaire was distributed among them. From parameters of descriptive statistics such as mean, thumb, middle frequency, percentage, graphs, correlation, variance, standard deviation and inferential statistics such as t-test was used for from index.

Research Hypothesis:

It seems that the amount of salary and welfare of employees, Islamic Azad University of Khomeinishahr, there is a significant relationship. It seems, the education and welfare of employees, Islamic Azad University of Khomeinishahr, there is a significant relationship. It seems that the experience of happiness and staff of Islamic Azad University of Khomeinishahr, there is a significant relationship. It seems, the Location and welfare of employees, Islamic Azad University of Khomeinishahr, there is a significant relationship.

RESULTS

According to the table 1, 88% of the sample was married, only 12 percent were single. According to the table 2, 86% of subjects were male and 14 percent female.

According to the table 3, the significance level (sig) is smaller than 0.05, So Between the amount of salary and welfare of employees, Islamic Azad University of Khomeinishahr, there is a significant relationship.

According to the table 4, the significance level (sig) is smaller than 0.05, So Between the education and

welfare of employees, Islamic Azad University of Khomeinishahr, there was a significant relationship.

According to the table 5, the significance level (sig) is smaller than 0.05, so between work experience and happiness of employees, Islamic Azad University of Khomeinishahr, there was a significant relationship.

According to the table 6, the significance level (sig) is greater than 0.05, so between the Location and welfare of employees, Islamic Azad University of Khomeinishahr, there was no significant relationship

Table 1. The relationship between marital status and happiness

Variabl	Number	Average	Standard deviation	Variance
Married	44	3.29	0.734	0.539
Single	6	3.33	1.03	1.06
Total	50	-	-	-

Table 2. The relationship between gender and Happiness

Variabl	Number	Average	Standard deviation	Variance
Male	43	3.28	0.734	0.539
Female	7	3.43	0.976	0.952
Total	50	-	-	-

Table 3. Analysis of variance between the employee's salary and happiness of the Islamic Azad University of Khomeinishahr

Source	SS	DF	MS	F	Sig.
Between group	1.608	3	0.536	0.603	0.039
within group	40.872	46	0.889		
Total	42.480	49			

Table4. Analysis of variance between the education and welfare of employees, Islamic Azad University of Khomeinishahr

Source	SS	DF	MS	F	Sig.
Between group	1.722	3	0.574	1.148	0.045
within group	22.998	46	0.500		
Total	24.720	49			

Table5. Analysis of variance of employee's work history and happiness of the Islamic Azad University of Khomeinishahr

Source	SS	DF	MS	F	Sig.
Between group	1.364	3	0.455	0.661	0.047
within group	31.616	46	0.687		
Total I	32.980	49			

Table6. Analysis of variance between the Location and welfare of employees, Islamic Azad University of Khomeinishahr

Source	SS	DF	MS	F	Sig.
Between group	0.376	3	0.125	0.575	0.089
within group	28.124	46	0.611		
Total	28.500	49			

DISCUSSION

First hypothesis: Between the amount of salary and welfare of employees, Islamic Azad University of Khomeinishahr relationship was confirmed.

Second hypothesis: Between the education and welfare of employees, Islamic Azad University of Khomeinishahr relationship was confirmed.

Third hypothesis: the experience of happiness and staff of Islamic Azad University of Khomeinishahr relationship was confirmed.

Fourth Hypothesis: Between the locations of Khomeinishahr Branch employee's happy relationship was not confirmed.

Suggestions:

- Promotion of employee participation in decision-making.
- Providing housing and welfare facilities and health care personnel.
- Delegating more responsibility to employees on the job.
- Should support the rights, medical and psychiatric services, leisure and other matters that should enable them to staff.
- The welfare and security staff must have facilities that directly to the welfare of the staff. In order to establish these programs, staff meetings, and seminars for information is one of the effective measures of social contact staff increases.

REFERENCES:

- Abedi, M.R. Mir Shah Jafari, S.E. & Liaghatdar, M.J. (2008). Article standardization Oxford Happiness Inventory among students of Isfahan University.
- Keshavarz, A. & Vafeian, M. (2006). Paper examines the factors affecting the level of happiness.
- Khalesi, A. (1997). Happiness and personality, of correcting and training, a third year (27)
- Maroukalis, E. & Zervas, Y. (1993). Effects of Aerobic Exercise on Mood of Adult Women Perceptual and Motor Skills.
- Riddick C.C. & Stewart, D.G. (1994). An Examination of the Life satisfaction and importance of leisure in the lives of older female retirees: a comparison of Blacks to Whites. *Journal of leisure Research*.
- Sostroem, J., & Potts, S.A. (1996). Life adjustment correlates of physical self-concepts. *Medicine and Science in sport and Exercise*.