

**WHO FEELS HAPPIER? A STUDY ON GOVERNMENT AND PRIVATE SECTOR EMPLOYEES OF TRIPURA****Voice of Research**

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**Abstract**

*The objective of the present study was to determine happiness among Government and private sector employees. The study also attempted to ascertain the impact of gender on the feeling of happiness. Revised Oxford Happiness Scale was used to fulfill the objectives of the study. Six hypotheses were formulated and they were verified by using 't' test. Results showed significant impact of job status and gender on the feeling of happiness among employees of Tripura.*

**Keywords:** *Feeling, Happiness, Gender, Employees.*

Happiness is a mental or emotional state of well-being characterized by positive or pleasant emotions ranging from contentment to intense joy. From the past many decades many researchers have pondered on the meaning of happiness and how it might be attained. Philosophers and religious thinkers often define happiness in terms of living a good life, or flourishing, rather than simply as an emotion. Chekoladefined happiness as the harmonious satisfaction of one's desires and goals. Shin and Joshson (1978) defined happiness as the global assessment of a person's quality of life according to his chosen criteria. According to Waterman (1993) there are two aspects to happiness. One is "personal expression" and the other is "hedonic enjoyment." Personal expression is self-actualization, i.e. using our talents, taking on meaningful and challenging projects, working hard and guided by our values, and feeling confident and satisfied. Hedonic enjoyment is having fun, i.e. satisfying our needs, feeling relaxed, excited, happy, content, etc., and being able to forget our personal problems. In the view of Martin Seligman individuals seem happiest when they have Pleasure (tasty foods, warm baths, etc.), Engagement (or flow, the absorption of an enjoyed yet challenging activity), Relationships (social ties have turned out to be extremely reliable indicator of happiness), Meaning (a perceived quest or belonging to something bigger), and Accomplishments (having realized tangible goals).

Seligman also mentioned three ways to increase happiness: i) to get more pleasure out of life, ii) to become more engaged in what we do and iii) to find ways of making our life more meaningful. Argyle et al (1995) mentioned that happiness comprised of three interrelated components, namely: positive affect, absence of negative affect and satisfaction with life as a whole (Joshi, 2006, Bhandari, 2005). Happiness often precedes measures of success. Research demonstrates there is a relationship between happiness and workplace success. Happy people earn more money, display superior performance, and perform more helpful acts which typically exemplify success at work. Positive affect leads to improved workplace outcomes (Boehm et al., 2008). When

individuals experience positive affect, they become more motivated to invest time and effort, and overcome obstacles when pursuing their career goals, in part because they believe they have more control over attaining their career goals (Hasse, 2012). Lyubormirsky et al (2005) also found that happier individuals lived longer, earned more money, expressed more satisfying interpersonal relationships and were more productive at work. In addition happy people express positive emotions more frequently, are more optimistic, more sociable, extravert, (Frank 1997, Frey and Stutzer 2002b) and they are also less likely to commit suicide (Koivumaa-Honkanen et al., 2001; Helliwell, 2007). On the other hand unhappiness is an important risk factor for developing behavioural problems in the stressful situations of life.

**Objectives :** The objective of the present study was to determine who is more happy whether Government employees or private sector employees. The study also attempted to ascertain the impact of gender on the feeling of happiness among the employees.

**Hypotheses :** The following hypotheses were framed to fulfill the objectives of the study:

There is significant difference among Government and Private employees in respect to their happiness irrespective of gender.

There is significant difference among male and female employees in regard to their happiness irrespective of job status.

There is significant difference among male and female Government employees in respect to their happiness.

There is significant difference among male and female Private employees in respect to their happiness.

There is significant difference among male Government and male Private employees in respect to their happiness.

There is significant difference among female Government and female Private employees in respect to their happiness.

**Research Design :** The study was carried out among 200 employees. Among them 100 were Government employees and 100 were Private employees. Further in each group 50 were male employees and the rests were



female subjects. All of them belonged to age the group of 25 - 45 years. All of them were selected purposively from Agartala, the capital of Tripura. In the present research Revised Oxford Happiness Scale, developed by Argyle (2001) was used for ascertaining happiness. This scale has 29 items. Each item has 4 options. Subjects were asked to rate themselves on 0 to 3 spectrum, in which high score indicates high happiness while low score indicates low happiness. With the help of this scale data were collected in two phases. In the 1st phase data were collected from the Government employees and in the 2<sup>nd</sup> phase data were collected from the Private employees. In both the cases at first proper rapport were established with the study subjects and then the scale was administered to them. All the subjects responded by themselves that is self-administered method was employed in this study. After the data collection, analysis of the scores was done with the help of appropriate scoring key. For data analysis, descriptive statistics i.e. mean and SD was used and for testing the hypotheses inferential statistics i.e. t test was used.

**Results and Interpretation:** The term happiness captures a huge variety of positive emotional responses, including such things as cheerfulness, serenity, optimism, and joy. Happiness is an important indicator of quality of life. Happy people feel more efficient than the others and it is found that feeling of self-efficacy has positive impact on the performance of an individual (Stajkovic & Luthans, 1998; Legal & Meyer, 2009). Happiness is also related with motivational and personality variable. The study of Shukla (2006) revealed that happy people think and do good for self and for others and their other forms of behavior seems better than others. Diner and Seligman (2002) conducted a study on happiness among college students and found that happy people were highly social with strong romantic and other close social relationship compared to less happy groups. The present study is a comparative investigation

**Table-1: Comparison of Government and Private Employees in regard to their Happiness**

Subjects	Number	Mean	SD	t value	Level of Significance
Govt. Employees	100	46.14	5.17	9.73	Significant at 0.01 level
Private Employees	100	39.72	4.04		

among Government and Private sector employees (Male & Female) of Tripura with regard to their happiness. The mean value of Government employees was 46.14 with SD of 5.17. On the other hand the mean value of private employees was 39.72 with SD of 4.04. The t- value was 9.73, which was found to be significant at 0.01 level which further indicated that Government employees were more happy than the private employees. Therefore, the first hypothesis i.e., 'there is significant difference among Government and Private employees in respect to their happiness irrespective of gender' has been accepted

(Table 1).

**Table- 2: Comparison of Male and Female Employees in regard to Happiness**

Subjects	Number	Mean	SD	t value	Level of Significance
Male Employees	100	44.08	4.83	3.29	Significant at 0.01 level
Female Employees	100	41.78	5.13		

Results depicted in Table 2 showed significant difference (0.01 level) among male and female employees in regard to their feeling of happiness. Again from the mean values it can be stated that feeling of happiness was high among male employees (44.08) than the female employees (41.78). Therefore the second hypothesis that is 'there is significant difference among male and female employees in regard to their happiness irrespective of job status' has been accepted. It may be because of that in this patriarchal society females need to balance between their home responsibility and their office work which often make them unhappy and overburdened irrespective of what type of job they are doing.

**Table-3: Comparison of Male and Female Government Employees in regard to Happiness**

Subjects	Number	Mean	SD	t value	Level of Significance
Male Govt. Employees	50	47.28	6.04	1.97	Insignificant at 0.05 level
Female Govt. Employees	50	45	5.62		

From table 3 it is evident that there is no significant effect of gender on the feeling of happiness among the Government employees. The t- value was 1.97, which was insignificant at 0.05 level of significance which further indicates that all the Government employees feel similar happiness irrespective of their gender differences. Therefore, the third hypothesis i.e., 'There is significant difference among male and female Government employees in respect to their happiness' has been rejected. However the mean value of male Government employees was 47.28 with SD of 6.04 and the mean value of female Government employees was 45 with SD of 5.62. So on the basis of the mean value it can be said that female Government employees were less happy than their male counterparts.

**Table- 4: Comparison of Male and Female Private Employees in regard to Happiness**

Subjects	Number	Mean	SD	t value	Level of Significance
Male Private Employees	50	40.88	3.75	2.67	Significant at 0.05 level
Female Private Employees	50	38.56	4.87		

So far happiness among male and female private employees was concerned the results discovered that male private employees were happier than the female private employees (Table 4). So the fourth hypothesis has been proved. A no of research on dual career women has shown that working women face family-work conflict particularly in such jobs which demand long working hours which



often poses greater family difficulties. This often leads to different mental health problems which in turn make them unhappy.

From table 5 it is evident that job status has an significant impact on happiness feeling among the male employees which further indicated that although all the employees were male still job status that is government/ private sector job is a determining factor for feeling happy or not. From the mean it can be said that male government employees feelhappier than their counterparts.

**Table-5: Comparison of Male Government and Male Private Employees in regard to Happiness**

Subjects	Number	Mean	SD	t value	Level of Significance
Male Govt. Employees	50	47.28	6.04	6.37	Significant at 0.01 level
Male Private Employees	50	40.88	3.75		

Like male employees female employees also differed significantly in respect to their happiness. The mean value of female Government employees (45) was higher than their private counterparts (38.56). The 't' score revealed that female employees from Government employment were more happy than their counterparts. It may be because of that Private jobs are more stressful in regard to work demand and timing. More over Government employees received more facilities (like pension, LTC, GPF etc) in comparison to private employees. Hence due to job pressure and insecurity feeling often private employees feel unhappy. Several studies have demonstrated that people who face stressful situations at work tend to experience lower level of psychological wellbeing and more health problems (Delange et al., 2003).

**Table- 6: Comparison of Female Government and Female Private Employees in regard to Happiness**

Subjects	Number	Mean	SD	t value	Level of Significance
Female Govt. Employees	50	45	5.62	6.13	Significant at 0.01 level
Female Private Employees	50	38.56	4.87		

**Conclusion :** Finally it may be concluded that both male and female Government sector employees feel happier than the private sector employees. Again female employees were less happy than their male counterparts.

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