



FACTORS INFLUENCING HAPPINESS AT WORK AT PEJABAT TANAH BATU
PAHAT

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ABSTRACT

Happiness at work is the positive feelings felt by the workers about the environment of their workplace. By having the good feeling, the employees can show positive organizational behaviour that lead to achieve the organizational goals. This issue is very important towards the organization where it can give impact on the employee's productivity, performance and behaviour and eventually leads to the success or failure of the organization. So, in order to maintain the maximum level of happiness at work felt by employees, the organization should act fast and take action in order to enhance the happiness at work of the employees. This paper investigates the factors that can influence the happiness at work among employees in Pejabat Tanah Batu Pahat. The researcher highlighted three main factors which are work engagement, psychological well-being and total rewards. This study used main data collection method by distributing questionnaires towards the employees at Pejabat Tanah Batu Pahat to determine the factors that can give impact on their happiness at work. The total population is 116 employees and from the total amount of employees only 90 employees were chosen by using simple random sampling. The data was collected and evaluated by Statistical Package for the Social Science (SPSS). The findings in this study figured out that the independent variables "Work Engagement" and "Total Rewards" supported the hypotheses and significantly related with happiness at work. Meanwhile "Psychological well-being" is not significant with the happiness at work. So, the organization and the employees should take some action in order to enhance significant variables to ensure that the happiness level in the workplace can be perceived. Hence, in order to perceive workplace happiness there are some recommendations that can be made like creating trusting work environment and gives recognition to the employees.

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