



A study of factors affecting the happiness of staff members of Zabol University of Medical Sciences

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ABSTRACT

Today, establishing an intimate atmosphere with abundant affection, friendly relationship, successful experiences and appropriate environment, and actual work place can be of great importance in the development of emotions, especially happiness. Also, exercise and sense of accomplishment, healthy interaction in the workplace, praising the staff members and involving them in work and organization affairs can influence the effectiveness of positive emotions. The aim of this research is to investigate the factors affecting the happiness and vivacity of the employees and to introduce ways to increase these indices. In order to achieve this end, the statistical population of this study include all staff members of Zabol University of Medical Sciences, consisted of 200 persons. Determining the sample size, 127 participants were selected using Morgan table method. And the questionnaires were distributed in random fashion. According to the type of information required for this research, two methods of examining existing documents and field surveys have been applied to collect data. The questionnaire consists of 29 questions that the researcher designed after studying literature and research background, the validity of which was confirmed by the professors and its reliability was obtained by Cranach's alpha 0.85. In order to analyze the obtained data, inferential tests such as Normality, T-Student and Friedman have been used. The findings showed that all identified factors (organizational learning, regional facilities, staff justice, positive thinking, flexible structure, and status of job role, interest in work, workplace safety and interaction with colleagues) have been affective on the employees' wellbeing.

Key words: vivacity, happiness, University of Medical Sciences, Staff

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INTRODUCTION

Nowadays, establishing an amiable atmosphere with abundant affection, friendly relationship, successful experiences and appropriate environment, and physical work place can be important in the development of emotions, especially happiness. Also, exercise and feeling of success, healthy relationships in the workplace, valuing personnel and involving them in work and organization can be affective on the effectiveness of positive emotions. People cooperate with organization having wishes and dreams; coordination and consistence of the organization with this wish makes people happy. This happiness and pleasure generates innovations, creativity in work, increase in the amount of production and services, and loyalty of people to the organization, and eventually, the organizations enjoy healthiness and dynamism (Brojeni and Asadi, 1392). It is in the light of happiness that a person can make and prepare himself for future of job and successful in life and society. Happiness and joy are the primary substance of the transformation of society and the evolution and development of humans. Happiness and vivacity are the raw Material of society change and inner upheaval and

evolution of human beings. In a happy and contented environment, production will be more; employment will increase and economy will be healthier. In a happy environment, the minds will be dynamic, language communicative and talent will be flourishing (Nicknam, 2011). In fact, the historical background of our country indicates that vivacity has been of Iranian interest over the history. In fact, happiness is a sense of life satisfaction and the ability to enjoy the experiences of a person. In general, studies show that two types of factors are effective in creating or decreasing vitality and happiness including: 1: External factors such as family conditions, living conditions, job conditions, income levels and how to spend their leisure time ; 2: Internal factors such as physical, Psychological, social and spiritual health; in terms of sociology, happiness has comprehensive effect not only on the economic aspect, but also in social, cultural, educational, and social aspects (Yaghubi et al., 2013).

Recreation is the base of many issues and the driving force of society. That is why all countries are striving to settle happiness, if they cannot provide all the necessary elements for happiness, at least, they generate initiatives that would make society happier; the significance of the role of happiness in Mental and, physical health, efficiency, productivity, and social participation have increased the attention of researchers

in psychological areas, life sciences and social sciences towards factors affecting happiness. Happiness and vitality not only exert influence in social phenomena such as interpersonal relationships, but rather, alone, they have impact in cognitive processes such as memory, learning, problem-solving and intellectual flexibility (Andrew *et al.*, 2014). The importance of addressing the issue of happiness and vitality is important from several aspects. First, happiness is contagious; the happiness of a person can also induce happiness in others. Another thing is that happiness makes the person's affiliations more environmentally friendly and more enjoyable. Those who are happy are more likely to feel safe, make decisions easier,

have more cooperative spirit and are more pleased with the people who live with them (Obeidi and Mirzaee, 2006). Each research is aimed to find answers to one or more fundamental questions. Therefore, the researcher in this research is seeking to answer this fundamental question. Which factors affect the happiness of Zabul University of Medical Sciences staff? What are some of the ways to improve the happiness of Zabul University of Medical Sciences staff members?

Conceptual model of the study

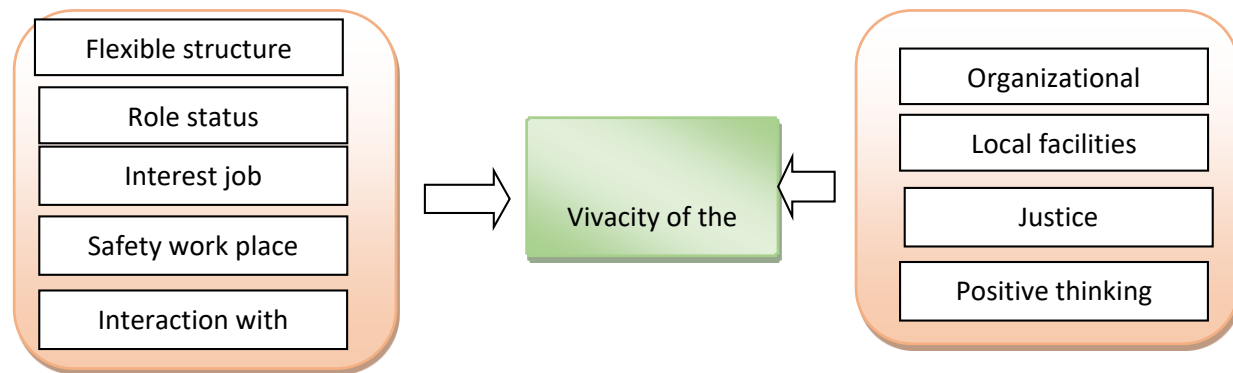


Figure 1: conceptual model of the study

Hypotheses

- ✓ Organizational learning has a significant impact on employees' happiness in Zabul University of Medical Sciences.
- ✓ Local facilities has a significant impact on employees' happiness in Zabul University of Medical Sciences.
- ✓ Justice has a significant impact on employees' happiness in Zabul University of Medical Sciences.
- ✓ Positive thinking has a significant impact on employees' happiness in Zabul University of Medical Sciences.
- ✓ Flexible structure has a significant impact on employees' happiness in Zabul University of Medical Sciences.
- ✓ Role status has a significant impact on employees' happiness in Zabul University of Medical Sciences.
- ✓ Interest job has a significant impact on employees' happiness in Zabul University of Medical Sciences.
- ✓ Safety work place has a significant impact on employees' happiness in Zabul University of Medical Sciences.
- ✓ Interaction with colleagues has a significant impact on employees' happiness in Zabul University of Medical Sciences.

Methodology

The present study, base on objective, is an applied research

and in terms of data collection method, it is descriptive and in terms of relationship between the variables of the research it is casual. The collected data will be analyzed using statistical tests. The research methodology will be of survey type, the most important advantages of which are the generalizability of the results. In the present study, effective factors are considered as independent variable and the variable of employee happiness as dependent variable. The statistical population of this research includes all 200 staff members of Zabul University of Medical Sciences .in order to determine the sample size, 127 people were selected using Morgan table method and Cochran formula. And the method of distribution of questionnaires is random, because each person has a chance to be elected. Out of this number of distributed questionnaires, 123 completed questionnaires were received. Data analysis will be carried out with SPSS and OFFICE software. And descriptive frequency tests, mean and standard deviation are used for demographic variables and major variables. Also, inferential tests such as normal, t-student have been used.

Findings

to test the hypotheses, first a test of normality must be performed; if the variables have normal distribution, then the parametric tests are used and the nonparametric tests are used if the data are not normally distributed. The results of the normality test of the data are presented in the following table.

Table (1): The results of the test of normality (Kolmogrov-Smirnov) in brief

<i>variable</i>	<i>error value(α</i>	<i>significance level(Sig</i>	<i>Test result</i>
<i>Organizational learning</i>	0/101	0/ 05	Data is normal
<i>Local facilities</i>	0/102	0/ 05	Data is normal
<i>Justice</i>	0/364	0/ 05	Data is normal
<i>Positive thinking</i>	0/214	0/ 05	Data is normal
<i>Flexible structure</i>	0/103	0/ 05	Data is normal
<i>Role status</i>	0/251	0/ 05	Data is normal
<i>Interest job</i>	0/075	0/ 05	Data is normal
<i>Safety work place</i>	0/632	0/ 05	Data is normal
<i>Interaction with colleagues</i>	0/063	0/ 05	Data is normal

As shown in Table 1, all variables have a normal distribution because their level of significance is higher than the standard level of 0.05. In this case, one-sample T test should be used to test the assumptions.

Hypothesis1: Organizational learning has a significant impact on employees' happiness in Zabol University of Medical Sciences.

To test this hypothesis, measured by the questionnaire, the test statistic is as follows.

H0: $\mu \leq 3$

H1: $\mu > 3$

The average of the 3 results is the average of the minimum score is 1 and maximum is 5, which is considered for the Likert scale.

Table 2. The results of T-test

concept	Sample size	mean	Standard deviation	Mean criterion error	Expected mean
Organizational learning	123	4.16	0.419	0.050	3

Reference: research findings

Table 3. Test results obtained from a T sample

Concept	T	Degree of freedom	Significance level	Mean difference	95% confidence interval Difference	
					Lower limit	Upper limit
Organizational learning	23.20	122	0.000	1.16	1.06	1.26

The test result consists of two outputs. The first output shows the descriptive variable indexes that include the number of respondents, the mean and the standard deviation. The second output also shows the mean test results. The first column in the left side shows the concept. The second column shows T statistic, the third column shows the degree of freedom and the fourth column also show the significance of the test (Sig). Given that the sig value is less than 0.05, the research hypothesis is confirmed. The table above shows that the mean of the T test for organizational learning test is 4.16, which are greater than 3. So at a 5% error level, the assumption H0 can be rejected. That is, organizational learning has a significant effect on employees' happiness in Zabol University of Medical Sciences.

Hypothesis2: Local facilities has a significant impact on employees' happiness in Zabol University of Medical Sciences.

To test this hypothesis, measured by the questionnaire, the test statistic is as follows.

H0: $\mu \leq 3$

H1: $\mu > 3$

The average of the 3 results is the average of the minimum score is 1 and maximum is 5, which is considered for the Likert scale.

Table 4. The results of T-test

concept	Sample size	mean	Standard deviation	Mean criterion error	Expected mean
Local facilities	123	4.26	0.469	0.056	3

Reference: research findings

Table 5. Test results obtained from a T sample

Concept	T	Degree of freedom	Significance level	Mean difference	95% confidence interval Difference	
					Lower limit	Upper limit
Local facilities	22.59	122	0.000	1.26	1.15	1.38

The test result consists of two outputs. The first output shows the descriptive variable indexes that include the number of respondents, the mean and the standard deviation. The second output also shows the mean test results. The first column in the left side shows the concept. The second column shows T statistic, the third column shows the degree of freedom and the fourth column also show the significance of the test (Sig). Given that the sig value is less than 0.05, the research hypothesis is confirmed. The table above shows that the mean of the T test for Local facilities test is 4.26, which are greater than 3. So at a 5% error level, the assumption H0 can be rejected. That is, Local facilities has a significant effect on employees' happiness in Zabol University of Medical Sciences.

Hypothesis3: Justice has a significant impact on employees' happiness in Zabol University of Medical Sciences.

To test this hypothesis, measured by the questionnaire, the test statistic is as follows.

H0: $\mu \leq 3$

H1: $\mu > 3$

The average of the 3 results is the average of the minimum score is 1 and maximum is 5, which is considered for the Likert scale.

Table 6. The results of T-test

concept	Sample size	mean	Standard deviation	Mean criterion error	Expected mean
Justice	123	4.09	0.469	0.058	3

Reference: research findings

Table 7. Test results obtained from a T sample

Concept	T	Degree of freedom	Significance level	Mean difference	95% confidence interval Difference	
					Lower limit	Upper limit
Justice	18.84	122	0.000	1.09	0.979	1.21

The test result consists of two outputs. The first output shows the descriptive variable indexes that include the number of

respondents, the mean and the standard deviation. The second output also shows the mean test results. The first column in the

left side shows the concept. The second column shows T statistic, the third column shows the degree of freedom and the fourth column also show the significance of the test (Sig). Given that the sig value is less than 0.05, the research hypothesis is confirmed. The table above shows that the mean of the T test for Justice Test is 4.09, which are greater than 3. So at a 5% error level, the assumption H0 can be rejected. That is, Justice has a significant effect on employees' happiness in Zabol University of Medical Sciences.

Hypothesis4: Positive thinking has a significant impact on employees' happiness in Zabol University of Medical Sciences.

To test this hypothesis, measured by the questionnaire, the test statistic is as follows.

H0: $\mu \leq 3$

H1: $\mu > 3$

The average of the 3 results is the average of the minimum score is 1 and maximum is 5, which is considered for the Likert scale.

Table 8. The results of T-test

concept	Sample size	mean	Standard deviation	Mean criterion error	Expected mean
Positive thinking	123	4.26	0.498	0.059	3

Reference: research findings

Table 9. Test results obtained from a T sample

Concept	T	Degree of freedom	Significance level	Mean difference	95% confidence interval Difference	
					Lower limit	Upper limit
Positive thinking	21.27	122	0.000	1.26	1.147	1.38

The test result consists of two outputs. The first output shows the descriptive variable indexes that include the number of respondents, the mean and the standard deviation. The second output also shows the mean test results. The first column in the left side shows the concept. The second column shows T statistic, the third column shows the degree of freedom and the fourth column also show the significance of the test (Sig). Given that the sig value is less than 0.05, the research hypothesis is confirmed. The table above shows that the mean of the T test for Positive thinking test is 4.26, which are greater than 3. So at a 5% error level, the assumption H0 can be rejected. That is,

Positive thinking has a significant effect on employees' happiness in Zabol University of Medical Sciences.

Hypothesis5: Flexible structure has a significant impact on employees' happiness in Zabol University of Medical Sciences.

To test this hypothesis, measured by the questionnaire, the test statistic is as follows.

H0: $\mu \leq 3$

H1: $\mu > 3$

The average of the 3 results is the average of the minimum score is 1 and maximum is 5, which is considered for the Likert scale.

Table 10. The results of T-test

concept	Sample size	mean	Standard deviation	Mean criterion error	Expected mean
Flexible structure	123	4.26	0.535	0.063	3

Reference: research findings

Table 11. Test results obtained from a T sample

Concept	T	Degree of freedom	Significance level	Mean difference	95% confidence interval Difference	
					Lower limit	Upper limit
Flexible structure	19.77	122	0.000	1.26	1.13	1.39

The test result consists of two outputs. The first output shows the descriptive variable indexes that include the number of

respondents, the mean and the standard deviation. The second output also shows the mean test results. The first column in the left side shows the concept. The second column shows T

statistic, the third column shows the degree of freedom and the fourth column also show the significance of the test (Sig). Given that the sig value is less than 0.05, the research hypothesis is confirmed. The table above shows that the mean of the T test for Flexible structure test is 4.26, which are greater than 3. So at a 5% error level, the assumption H0 can be rejected. That is, Flexible structure has a significant effect on employees' happiness in Zabol University of Medical Sciences.

Hypothesis6: Role status has a significant impact on employees' happiness in Zabol University of Medical Sciences.

Table 12. The results of T-test

concept	Sample size	mean	Standard deviation	Expected mean
Role status	123	3.98	0.625	3

Reference: research findings

Table 13. Test results obtained from a T sample

Concept	T	Degree of freedom	Significance level	Mean difference	95% confidence interval Difference	
					Lower limit	Upper limit
Role status	13.18	122	0.000	0.985	0.836	1.13

The test result consists of two outputs. The first output shows the descriptive variable indexes that include the number of respondents, the mean and the standard deviation. The second output also shows the mean test results. The first column in the left side shows the concept. The second column shows T statistic, the third column shows the degree of freedom and the fourth column also show the significance of the test (Sig). Given that the sig value is less than 0.05, the research hypothesis is confirmed. The table above shows that the mean of the T test for Role status test is 3.98, which are greater than 3. So at a 5% error level, the assumption H0 can be rejected. That is, Role

To test this hypothesis, measured by the questionnaire, the test statistic is as follows.

H0: $\mu \leq 3$

H1: $\mu > 3$

The average of the 3 results is the average of the minimum score is 1 and maximum is 5, which is considered for the Likert scale.

status has a significant effect on employees' happiness in Zabol University of Medical Sciences.

Hypothesis7: Interest job has a significant impact on employees' happiness in Zabol University of Medical Sciences.

To test this hypothesis, measured by the questionnaire, the test statistic is as follows.

H0: $\mu \leq 3$

H1: $\mu > 3$

The average of the 3 results is the average of the minimum score is 1 and maximum is 5, which is considered for the Likert scale.

Table 14. The results of T-test

concept	Sample size	mean	Standard deviation	Expected mean
Interest job	123	3/138	0/971	3

Reference: research findings

Table 15. Test results obtained from a T sample

Concept	T	Degree of freedom	Significance level	Mean difference	95% confidence interval Difference	
					Lower limit	Upper limit
Interest job	1/62	122	0/000	0/138	-0/300	0/306

The test result consists of two outputs. The first output shows the descriptive variable indexes that include the number of respondents, the mean and the standard deviation. The second output also shows the mean test results. The first column in the

left side shows the concept. The second column shows T statistic, the third column shows the degree of freedom and the fourth column also show the significance of the test (Sig). Given that the sig value is less than 0.05, the research hypothesis is confirmed. The table above shows that the mean of the T test

for Interest job test is 3.13, which are greater than 3. So at a 5% error level, the assumption H0 can be rejected. That is, Interest job has a significant effect on employees' happiness in Zabol University of Medical Sciences.

Hypothesis8: Safety work place has a significant impact on employees' happiness in Zabol University of Medical Sciences.

To test this hypothesis, measured by the questionnaire, the test statistic is as follows.

H0: $\mu \leq 3$

H1: $\mu > 3$

The average of the 3 results is the average of the minimum score is 1 and maximum is 5, which is considered for the Likert scale.

Table 16. The results of T-test

concept	Sample size	mean	Standard deviation	Expected mean
Safety work place	123	3/79	0/400	3

Reference: research findings

Table 17. Test results obtained from a T sample

Concept	T	Degree of freedom	Significance level	Mean difference	95% confidence interval Difference	
					Lower limit	Upper limit
Safety work place	15/30	122	0/000	0/790	0/681	0/893

The test result consists of two outputs. The first output shows the descriptive variable indexes that include the number of respondents, the mean and the standard deviation. The second output also shows the mean test results. The first column in the left side shows the concept. The second column shows T statistic, the third column shows the degree of freedom and the fourth column also show the significance of the test (Sig). Given that the sig value is less than 0.05, the research hypothesis is confirmed. The table above shows that the mean of the T test for Safety work place test is 3.79, which are greater than 3. So at a 5% error level, the assumption H0 can be rejected. That is, Safety work place has a significant effect on employees' happiness in Zabol University of Medical Sciences.

Hypothesis9: Interaction with colleagues has a significant impact on employees' happiness in Zabol University of Medical Sciences.

To test this hypothesis, measured by the questionnaire, the test statistic is as follows.

H0: $\mu \leq 3$

H1: $\mu > 3$

The average of the 3 results is the average of the minimum score is 1 and maximum is 5, which is considered for the Likert scale.

Table 18. The results of T-test

concept	Sample size	mean	Standard deviation	Expected mean
Interaction with colleagues	123	4/50	0/507	3

Reference: research findings

Table 19. Test results obtained from a T sample

Concept	T	Degree of freedom	Significance level	Mean difference	95% confidence interval Difference	
					Lower limit	Upper limit
Interaction with colleagues	23/00	122	0/000	1/50	1/37	1/63

The test result consists of two outputs. The first output shows the descriptive variable indexes that include the number of respondents, the mean and the standard deviation. The second

output also shows the mean test results. The first column in the left side shows the concept. The second column shows T statistic, the third column shows the degree of freedom and the fourth column also show the significance of the test (Sig). Given

that the sig value is less than 0.05, the research hypothesis is confirmed. The table above shows that the mean of the T test for Interaction with colleagues test is 4.50, which are greater than 3. So at a 5% error level, the assumption H0 can be rejected. That is, Interaction with colleagues has a significant effect on employees' happiness in Zabol University of Medical Sciences.

Conclusion

one of the advantages of every job is getting the most out of it. Work, if done with ease or hardship, is the result of messages that are often referred to. At the beginning of the selection process, there was doubt, whether the topic "Investigating factors affecting the happiness of Zabol University of Medical Sciences staff members" could be as a research encompass much as one study topic related to this issue. Or can the research have positive and good results? But with continuous study and perseverance, interesting results were obtained. happiness has, In fact, an emotional, psychological and emotional background in which a person feels inwardly about life and work that is accepted and contributes to the mobility, efficiency and effectiveness of the individual in the workplace. Paying attention to employees 'happiness in the organization and paving the ground for employees' happiness is an effective and reliable way to achieve the mental health of the staff. On the one hand, happiness increases the positive emotions of the employees and, on the other hand, it reduces their negative emotions and, as a result, increases productivity. In general, happiness in the workplace should be targeted and proportionate to the level of access to the resources and the needs of individuals and individuals; it can help to improve happiness in the workplace. It is also necessary to consider the improvement of happiness in the workplace as the main target of organizational planning plans. In this regard, it is recommended to conduct comprehensive studies on the material and human resources available in the organization, to develop methods for exploiting these resources for the happiness of the organization by applying various facilities, orientation of educational-welfare programs to the development of happiness in the workplace. Thus, Generally speaking, these measures are necessary to generate more productivity in organizations.

- An expert review of employee rights
- Annual increase of employees' salaries in order to increase their interest in work
- Granting financial facilities in high cost months or seasons to families, such as October (starting schools).
- Persons who have more work experience be cherished and appreciated.
- The organization tries to put employees with more work experience beside employees with fewer years of experience in order to increase the productivity of the organization.
- By Increasing their work experience their salaries will also increase.

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