

**An Empirical Study about Happiness and Stress at Workplace:
on Mandsaur University**

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Abstract:

Happiness doesn't cost you anything it always giving you something. Happiness at the workplace leads to more efficiency at work with positive feelings. Stress at workplaces is a serious subject. According to a survey from the Indian Psychological Association (Pulich, 2001), more than half of Indian workers experience chronic work stress—and this is costing Indian industries are making billions of rupees a year in lost work hours, medical bills and many more. More significantly, all this upsetting at work will have considerate consequences for our quality of life—not solely at the workplace however everyplace else also. (J, 2000) So how do we regain our sanity and take back our lives?

Happiness at work as one of the main positive health indicators that we have drawn more attention in recent years among policymakers and health system managers. The foremost focus of this study is to identify the level of occurrence of the job stressors for Mandsaur University individuals measured and touch out the upsetting factor that affects most individuals. (Colligan Thomas W and Higgins Eileen M, 2006)

The paper focused into the areas wherever changes may be created by the staff, managers, and the Human Resources (HR) department so as to reduce the stress on employee by making a change.

The emphasis was mainly on the (university) education sector of Mandsaur (M.P) India to assess the step to which pointers of occupation stress at the workplace (Work timings stretched, Unfair distribution of labor, Monotony at work, underutilization of skills and dealing relationships) influences Indian native's mental and emotional well-being.

The data was collected by surveying employees of various University through a structured questionnaire developed at Oxford University. The sample size was 102. Both primary and secondary sources of data were extensively used for analyzing this study.

Key words: Happiness index, Happtitude, work place, work stress, world happiness report

Introduction

Stress is normally coined in a medical term or psychological development as a result of its potentialities in deteriorating the health condition of an individual and also the information that triggers the fight or flight response respectively. (H, 1956) Trendy time is that the age of mental illness and stress that itself are going to be overwhelmed by a range of pressure as concluded and explored in the study of (M, 2005) . Activity-stress within the geographic point will create folks dread walking into the office each morning and so create them worry regarding their jobs in the dark. it's become a lot of globalized and has the tendency to have an effect on all employees regardless of the work profile or class, the sole distinction being the strength levels. (Costa G., 1996) outlined Stress as a scenario that forces someone to deviate from its routine functioning thanks to modification in the psychological or state. Once employees are sad, they are less economical, less effective and a lot of seemingly to squander work hours or ultimately quit. Stress affects not simply moral, however a company's bottom line.

The most space of this study is activity stress caused to a private because of the company culture in today's time. As fascinating and enticing it should appear, this package comes with sure cons for many of the folks. Juggling between their work and life to strike that balance, meeting with the high demands of the market, giving into the competition at geographic point to prove their price et al. With this and plenty of a lot of struggles that the company culture offers reciprocally to what it offers, makes it not possible to achieve the goal for a couple of. (EdwardsD., 2002)Stress isn't perpetually dreadful, as some folks are derived to figure far better with certain quantity of stress because it provides them motivation, creative thinking and gentle feeling of high spirits however the priority lies wherever too much stress or perennial stress will have negative physical, mental and emotional consequences on a person's mind and body(Shapiro Shauna L., 1998)pains to attain a mark or a goal set is commonly within the mind of the many however by golf stroke health at stake would mean etymologizing yourself awkward to accomplish that concentrate on as excessive stress will interfere with the productivity and impact the physical and emotional health. The ability of a private to modify it will mean the distinction between success and failure for themselves. Someone can't manage everything in their work environment, however that doesn't mean being powerless—even once stuck during a troublesome scenario. In the finding of Edwards there are ways in which to manage geographic point stress isn't regarding creating vast changes or rethinking career ambitions all the time (Burnard, 2003). The bottom line is, concentrate on the one issue that's perpetually inside a person's control: one's selves.

General Sources of Work Stress

As per the article of American Institute of Stress, 46% of the main cause of stress is the workload of an employee, with people issues at 28%, followed by juggling work and private lives and job security at 6 June 1944.(Ganesan, 2018)Remember that excessive stress will interfere along with your employees' productivity and performance and might additionally impact their physical and emotional health.

This will then eventually have an effect on relationships among colleagues and residential life too.

Besides the statistics listed on top of, their square measure different factors that coincide with workplace-related stress.

They are;

1. Low salaries,
2. Excessive workloads
3. Poor peer support
4. Limited prospects for growth or advancement and
5. The task at work that is not engaging or challenging.

From an equivalent article, eightieth of employees feel stress on the task and nearly 0.5 say they have facilitated in learning the way to manage stress.(S., 1995)

A good manager is responsive to things, as such, that occurred within the workplace.

However, a good manager takes the initiative to assist their team members by searching for however they'll cut back stress within the geographical point.

To assist you in being a good manager UN agency finds ways in which to cut back stress within the geographical point, we've got listed many concepts that you simply will cultivate along with your fellow colleagues.

Recognition of new word in this era for retaining happiness towards work place

Happtitude = happy + attitude

What is happiness and how to be always having happy attitude?

Happiness meaning “the state of being happy”, with being happy: “feeling or showing pleasure or fulfillment”, but obviously each of us has a different way to had pleasure. It is not how much we have in our life, but how much we enjoy, that makes happiness. In short we want to say, the happiest people don't have the best of everything, they just make the best of everything. The meaning of happiness suggests involving these criteria: fulfillment, satisfaction, independence, contentment, success, love, care and confidence.

Factors which leads to Happtitude

1. State of Mind – This was the largest category and is similar to Need/Want fulfillment.

The distinction is that this cluster targeted on the sensation related to happiness, instead of the supply of that feeling. (Tucker L, 1986)

Most of the respondents mentioned a feeling of contentment, satisfaction, or peace of mind unrelated to a specific cause. This feeling is usually indicated to be the result of an absence of problems, or a spirit of harmony with one's life or surroundings.

2. Need Fulfillment – This group was more specific, indicating that happiness is brought about by one's needs and desires being fulfilled. The assumption here, apparently, is that a need or desire creates unhappiness, which turns into happiness by default whenever the need or desire has been satisfied.

These desires and needs may well be physical, emotional, material, or otherwise.

The responses typically don't distinguish on however those desires square measure glad, whether by personal efforts, someone else, or by chance. (Williams Stephen, 1998)

Also, there is no middle ground, only two possible states – happy or unhappy.

3. Action – This class delves additional therein the necessity for action goes on the far side basic requirements, and that one's own efforts are the key indicator of happiness.

These respondents seem to recognize a supply of happiness that comes from clearly outlined goals and within the struggle to with success reach these goals they're going on the far side simply satisfying basic desires and needs, and involve efforts toward material belongings as well as self-actualization.

4. Enjoyment - many outlined happiness as simply a general sensible feeling like "whatever makes ME smile." These people can recognize the emotion of happiness but have obviously not thought too deeply regarding precisely wherever it evolves.

5. Activities – This classification centers on what a person does that makes him or her happy. In this case, it is clear that happiness is associated with certain enjoyable activities such as sports, entertainment, hobbies, etc.

6. Emotional attachment – Another group was especially oriented toward the feeling of love, as the result of having friends and family.

These students felt that an outsized part of happiness is being closely connected to the lives of others.

7. Events – an identical class to Activities, but this one associates happiness with specific events, such as getting married, having a baby, graduation, concerts, and so on.

Presumably these are people who derive good feelings from memories and being part of momentous occasions.

8. Opposite – A small number of respondents simply defined happiness as the opposite of sadness or something similar.

The problem here once more is that the assumption that their square measure solely 2 attainable emotions, gaily being merely the default condition within the absence of the other.

9. Other – Every other answer given was included here. Some were just vague. Others were unique and unrelated to the other categories, such as "high level of serotonin".

Basic concept behind the HAPPTITUDE is to make yourself happy at your work place. Happtitude make your attitude great and happy by following these seven steps

1. – Step One – Happiness is a choice
2. – Step Two – Happiness is an attitude of mind
3. – Step Three – Happiness is a state of mind
4. – Step Four – Gratitude is the key to Happiness
5. – Step Five – Happiness is in the present moment
6. – Step Six – Happiness Triggers
7. – Step Seven – Understand the reason why we are unhappy (Heathfield, 2006)

Research Objectives

1. To identify the stress at workplace in Indian scenario.
2. To introduce new concept i.e. Happtitude and its factors.
3. To draw attention towards continuous declining level of India on world happiness index

Research Methodology

After deciding to conduct the study, the first step was to decide the various sectors of Indian scenario from which the data was supposed to be collected. A quantitative cross-sectional non-probability sampling research design was used to gather data from employees of Mandsaur university were approached and 102 respondents Mandsaur university were expressed that they we're experiencing stress and need happiness in life. So, the sample size of the study is 102. One hundred two employees of Mandsaur University in India.

Data was gathered using The Oxford Happiness Questionnaire which was developed by psychologists Michael Argyle and Peter Hills at Oxford University. the questionnaire was provided to the respondents. Only those respondents willing to participate in the study were included. Participants were informed about the purpose of the study and were assured confidentiality.

Oxford Happiness Test

This scale was provided by Argile and Lou (1990) which consists of 29 articles and its reliability and validity has been explored in various studies. For example, Argile and Lou

(1990) calculated the reliability coefficient of this questionnaire using Cronbach's alpha as equivalent to 90%. The questionnaire consists of two sections. Demographic profiles of respondents were incorporated in Section A. Section B consist of the Oxford Happiness Questionnaire was developed by psychologists Michael Argyle and Peter Hills at Oxford University was distributed and respondents fill and return under this questionnaire number of statements about happiness are there they need to indicate how much they agree or disagree with each by entering a number in the blank after each statement, according to the following scale:

- 1 = strongly disagree
- 2 = moderately disagree
- 3 = slightly disagree
- 4 = slightly agree
- 5 = moderately agree

Data Analysis and Interpretation

Analysis of the data involved both descriptive and inferential statistics including frequency, standard deviation and regression analysis and for this SPSS was used.

Interpretation

Results of regression analyse with the Oxford Happiness Inventory as the dependent variable

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.360	.946		2.495	.016
Work timings stretched	.089	.141	.091	.632	.530
Unfair distribution of labor	.187	.146	.186	1.282	.206
Monotony at work	-.043	.137	-.045	-.317	.752
underutilization of skills	.008	.135	.008	.058	.954
Dealing with relationships	-.031	.140	-.032	-.222	.825

a. Dependent Variable: Happiness

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.197 ^a	.039	0.059	1.404

a. Predictors: (Constant), 6, 4, 2, 5, 3

Linear regression was used to find which personality trait provided the best predictive validity for happiness. The results of the linear regression conducted, considering happiness as the dependent variable and all variables of stress and personality traits as predictors. The results can be viewed in Table 1 and 2. Variables like work timings stretched, unfair distribution of work, Monotony at work, Underutilization of skills and Dealing with relationships are accounted for 70% of the variance for happiness (R2 change =.059, p < 0.001). However, the significant predictors work timings stretched are ($\beta = .632$) and Unfair distribution of labor ($\beta = .186$) except Monotony at work ($\beta = -0.317$). Study shows that 80% evidently conveys that flexi working hours are helpful for majority of the employees in alleviating stress due to work.

Work from home facility is additionally one amongst its sorts that are gaining momentum in Indian workplaces in education business, giving liberty to its employees to carry out their worktasks from the boundaries and comfort of their home. The reason behind adopting these facilities by an organization shows the extent of understanding for its staff and therefore the necessity of it while not disrupting work. For reference: Mandsaur university visiting faculty and flexi work hours allows an employee to compress their work hours if they have pitched in a total of 43hours in a week. This is not restrained to simply female staff however to their counterpart similarly.

Academics must inculcate Sunshine Wednesdays where the employee can leave when the sun is still shining and —Be Hot- Be home on time are the policies incorporated by Godrej.

Simple Ways to Reduce Stress in the Workplace.

Conclusion

Workplace stress plays a big role in physiological and psychological well-being of staff. It also affects the productivity and performance of organizations. The various results of workplace stress like physical problems, mental disturbances, emotional imbalance, lifestyle disturbances and behavioral problems lead to disturb the climate of the organization. These issues create interpersonal conflicts, decreased productivity, low organizational commitment, increased absenteeism and more attrition etc. By facilitating the employees with effective training, the management can provide them with platform to solve their stress related problems. Modest but useful stages can pave the route for improved efficiency of workforces and increased productivity of organization.

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