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Determinants of Happiness at Workplace; A Case Study Of Pakistan

Faiza Saleem

Department of Economics and Management Sciences, Women University of Azad Jammu & Kashmir, Bagh

Dr. Muhammad Masood Anwar

Assistant Professor, Department of Economics and Management Sciences, Women university of Azad Jammu & Kashmir, Bagh Email: masood@wuajk.edu.pk

Rashida Saddique

Department of Economics and Management Sciences, Women university of Azad Jammu & Kashmir, Bagh

Maria Siddique

Department of Economics and Management Sciences, Women university of Azad Jammu & Kashmir, Bagh

ABSTRACT

Happiness at work place is relatively new impending in field of economics, which refer to as satisfaction of workers at their work atmosphere. The aim of the study is to check the link between happiness and work and how it makes better the production at work. The current study is undertaken in Pakistan by using the data from world value survey's wave 7th (2015-2022). Total sample consist of 1995 respondents. The happiness is predicted through the common inquiry of impression of happiness. Health status, age, saving status, education, income, age, gender, and marital status, satisfaction with financial situation, importance of religion, region and province are other factors that are examined as well. Ordered probit model is used for estimation.

The percentage of very happy people have been increased with the passage of time in Pakistan as in 3rd wave (1994-1998), there are 28% people were very happy which increased to 48% in 7th wave (2015-2022). The study found an important connection between happiness and productivity. Status of saving, importance of religion, health status, region and province of Punjab and Baluchistan are the factors of happiness that affect productivity.

Key words; Happiness, World Value Survey, Ordered Probit Model, Productivity

INTRODUCTION

Happiness has been improved into a most significant subject during past 2 decades. There are many articles are presented on topic of happiness, worldwide conferences of happiness are held to encourage happiness. Happiness in the form of kind mood, comfort, bliss, pleasure, and positive reaction has been raising the debate all through psychology and economic study. It also refers to place of work experiences. Happiness is the most imperative topic that needs to be noticed particularly at workplace.

Happiness cooperates in an important way in our lives, and it has consequence the manner we live our lives. Happiness can be introduced in thousands of ways. For example Aristotle the famous Greek philosopher divided the happiness in two parts, the



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first is Hedonic and the second is Eudemonia. Hedonic happiness is measured as contentment and enjoyment, while eudemonia happiness is resulting from meaning and purposes. These both forms of happiness are attained and add to overall level of individual's happiness or well-being in different ways.

Happiness is the most important desire of human life that everyone in the world seeks for (Fisher, 2010). Being happy is of great importance to most people, and happiness has been found to be a highly valued goal in most societies (Diener 2000). Over all well-being and happiness at workplace is highly profitable for organizations (Seligman 2002). Everyone is looking for happiness by different ways (Aydin 2012).

Happiness can be denoting by different things and there are many names of happiness: enjoyment, zest, delight, anticipation and satisfaction (Seligman 2003). Happiness also recommended as the worth of life or well-being (Veenhoven 2010). In the field of science the term 'subjective well-being' is used in many ways (Salerno 2010).

Happiness is the worldwide concept which is considered as the central goal of life. PRYCE JONES (2015) shows the result of research on the extra ordinary impact of happy employees such as, the happy employees are better able to attend the higher goals and challenges than the less of unhappy employees, 18% more in the term of challenges and 33% more in term of goal. The employees who are happy at the workplace are 47% more productive than the unhappy employees. There is a close relationship between the sickness and the happiness at workplace. The happy employees are less absent than the unhappy employees. The employees who are happy at work have 180% more than unhappy employees. The happy employees are 108% more involved both their coworker and, they are 82% more satisfied with the work. The happy employees are 50% more motivated than unhappy employees. The happy employees have 28% more respect than unhappy employees. The happy employees are 25% more efficient and effective in their jobs and 25% more confident.

In past, economists like Smith (1963) and Mill (1863) explain happiness as utility which was denoted as satisfaction from using up of physical good and services. While later in 1970s this idea was change.

There are different theories about individual's happiness. There is a set point theory in psychology which is presented by Heady and wearing (1989). This theory assumes that everyone has a fixed stage of happiness. Change in individual's life like job loss, bad health etc. are short-term changes not long-term. The positive and negative trials of life have temporary consequence on happiness after these effects individual back to their fixed set of happiness. According to the set point theory we each have a specific level of happiness. There is another theory Objective list theory (Veenhorven 2009). This theory is concerning subjective feelings. According to this theory a happy person is who have thing that grip more value, like power, good affiliation and visions coming true. There is another theory about well-being that is Desire-fulfillment theory (Griffin 1986). This theory talks about situations under which somewhat is good for somebody. In desire theory an individual who gets what he wants is reflect as pleased individual. There is another approach for happiness that is Aspiration theory (Easterlin 1995, 2001 & 2003). This theory states that the level of happiness and pleasure is not a function of income but it is contingent on the gap among income and individual's objective.

Pakistan is a developing country which faces many problems like, economic and social problems. Happiness is also a big problem faced by Pakistani people. There is a lack of happiness among large population in Pakistan.

According to the latest world happiness report Finland hold the rank of the happiest country in the world.



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Pakistan has ranked 105 out of 149 countries in the list (world happiness report 2021). A new determine of happiness is Happy Planet Index (HPI). Pakistan reaches a Happy Planet Index score of 31.5 and ranks 36th of all countries evaluated (HPI 2016).

LITERATURE REVIEW

Happiness at work place is an imperative problem. Happiness at work increases the performance of employee that boosts the productivity. Happiness is very essential for everyone. Every person wishes to be happy and enjoy their living. Many studies noticed the performance of worker by different methods. Sven and Silvia (2015), doing work on high performance work practices. They used different variables i.e. health, happiness and relational well-being to understand the link involving well-being of employee and work performance. They used the sample of 1364 employs from Germany. They found that some of the work practices for high performance are swapping consequence on the worker's well-being by different ways. They suggested that there should be some systematic inspection on affiliation among welfare and elevated performance work practices. Subjective happiness has shown a positive effect on the level of work performance.

According to Casinillio, et al. (2021) income is not an element of happiness they want to study happiness and its influencing determinants among employees (Teaching and non-Teaching) of Visays state university. In this paper they take 162 employees in a survey. Data was collected by structured questionnaire. They find that non-teaching staff are happier than teaching staff. Determinant of happiness are age, years in service, permanent status, opportunities for promotion and fair administration. Happiness at workplace increase productivity and happiness does not make by income but other factors influence happiness. Thompson, A. & Bruk Lee, V. (2021) contributes to the literature. They investigated the correlation with happiness and productivity at work. They found that rise in the involving in jobs source for refuse in employee level of happiness. Good working atmosphere is referring to as the happiness at work, which proceeds to as increase in outcomes. Job satisfaction is the main determinant of worker's happiness. This study used the sample of Spanish working individuals. The author institutes the measure between individual's happiness at work and the personal happiness. They discussed that the governmental beliefs are life satisfaction and job satisfaction. Life satisfaction is safety of worker while job satisfaction included as training value, work environment and the position of Covid-19. Findings show that the happiness is the key to success of organizations.

According to Mrouch, M. & de Waal, A. (2020) Happiness at workplace depend on three factors work engagement, job satisfaction and effective organizational commitment. In this study researcher take employees of Takaful insurance company. In this study researcher used structural equation modeling. He found that to become more attractive Takaful company need to create happiness at workplace (HAW).

There are also many literatures on welfare of individuals. According to Yasir, Waqar M Khan and Asad-ul- Islam (2020) there is no relation among economic development and human well-being in long- term. They found that the income inequality, failing international investment position, reduction of natural resources and negative environment effects of economic activities have negative effects on human well-being.

Worker happiness at workplace has significant effect an organizational citizenship behavior Agustina, G., et al. (2020). This study find that HAW has a positive effect on Krakatau steel good, there are only a few things that need to be improved which are lack of pleasure when working intensely, pride in work and still not satisfied with their supervisor. Bellet,C., et all provide experimental verification on the association between



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employee happiness and productivity. They used data from call center employees at British Telecom (BT). They analyses data over a 6 months period. They find that happy workers make more sales then the unhappy employees. When workers are happy they work more efficiently and make more calls and sales. Happier worker get 30% more bonus on their salaries.

Another study on happiness at workplace was conducted by Kun, A., and Gadanez, P. (2019). They focus on investigate the affiliation between teacher's (employees) psychological capital, workplace well-being and supposed workplace happiness. This study found that workplace well-being and happiness linked with private psychological assets hope and confidence.

Work-life balances effect the workers happiness and well-being. This effect was proved by Adnan Bataineh, K. (17 January, 2019). The researcher discussed that happiness at workplace impact employee's performance. This study finds the relation of work-life balance, happiness, and employees' performance. This study used questionnaire-based survey and collect data of 289 employees of pharmaceutical industries in Jordan. The study uses multiple regressions Hypothesis. Employee's performance positively and significantly affects by work-life balance and happiness. Only job-satisfaction has no impact on employee's performance. Happiness increases the health conditions and skills of employees. Happy people do better than unhappy employees. Butt, R. S, et all. (2019) also contribute in literature on happiness at workplace. They pay attention on worker's profession satisfaction. They collect data from 211 employees by random sampling. The structure equation model is used for estimation. They find that there is a constructive connection between job satisfaction and motivational factors. This study suggested that people's values must increase by increase their job quality.

Many studies show that happiness positively affects the productivity. Yvette and Njan worked on happiness and productivity. They checked the impact of happiness on productivity. They used the model of Fair Treatment. In this paper the researcher compare the happiness and productivity of US and France. The results show that happiness is "exceptional for productivity".

There are many literatures on happiness at workplace and literature shows that happiness at workplace increases the productivity, success, and employee's performance. Happiness promotes career success. Happiness related to various successes related outcomes.

Walsh, L., et al. (2018) provide evidence that happiness leads to career success. Happy people are more likely to find jobs, be satisfied with status, perform well, be productive and be evaluated positively and obtain higher income. Rahmi, F, (2018) also support this point of view that happiness increase productivity at workplace. He says that happiness is an important domain in the work atmosphere. They proved that happy employees are more productive. Happiness at work can increase effectiveness of worker which is positive for organizations and other workplaces. Many studies shows the reason that why happiness is an important topic in economics, why economists study happiness? Piekaliewicz, M. (2017) suggested that the happiness is a determinant of production. He clarify that there is a connection between happiness and productivity.

A study on subjective well-being use data from world value survey (WVS) 2012. This study suggests that various factors influence the subjective well-being like age, income, education, religious values, law and order, job gender and marital status. There is a correlation between these factors and subjective well-being of individual (Jamal and Haroon, 2018).

There is another article that contributes to the literature on the happiness at



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workplace. Salas-Vallina, A., et al. used the data of 389 employees of banks of Spanish and Italian banks. They focused on the role of admirer nature that is concerned in the efficiency of motivating leadership. They find that management exerts positive effects on followers.

Beek-Kyoo Joo and Insuk Lee (2017), also give a research that employee's happiness leads highly engaged in their work, employees are satisfied with their career and felt a greater well-being in their lives. Happiness at workplace leads to present satisfaction and career satisfaction and success. Another study support the fact that happiness increase productivity. DiMaria, C. H., et al. (2017) used the data of 20 European countries for estimations. This study used Data Envelopment Analysis DEA, to measure the productive efficiency. They used European Social Survey and cover up four time periods 2004, 2006, 2008, and 2010. They recommend that happiness positively related to productivity.

Many studies show that happiness positively affects the productivity. Salas-Vallina, A., et al. developed the HAW scale in 2017 which is calm three proportions.

Engagement

Job satisfaction

Commitment

They suggested that there is no significant difference in shorter versions of HAW scale and dimensions of engagement, job satisfaction and affective organizational dedication.

In a study Jabeen, F. & Khan, F.A, (2016) contribute to literature on happiness by analyzing the determinants of happiness for Pakistan using the World Value Survey data for 3 waves which are 1994-1998, 1999-2004, 2010-2014. The study shows that different social and economic factors for example marital status, education, income, employment, trust, importance of religion, children, and financial situation can affect an individual's happiness

SGROI, D., (2015) in his research makes four experiments for measuring success of key economic objective. In experiment one 276 participant include and use comedy clip. Find that happiness value in real time procedure was affect rising happiness. Happiness also affects the fiscal decisions. Delis, M. D., & Myloldi, n., (2015) found that expectation enhance the risk of investment.

According to Dr. Susan Abraham (2015), workplace happiness and job satisfaction are related to each other. The study is descriptive data was collected by questionnaire. This study also use secondary data from journal world wide web 150 employees from each of 5 software companies in Bangalore were taken as sample find that the correlation between workplace happiness and job satisfaction and correlation $R = 0.323$ is significance at 0.01 level. Workplace happiness is an important factor in organization. There is another study that is about the bottom-up and top-down approach. The researcher in this study focused on the idea of happiness and how it is related to work. How the strategic outcomes are delivers on work. They provide a huge knowledge about the science of happiness. Findings of the study shows that knowledge of happiness delivers return on venture and planned termination when policy is accurately implement.

DiMarim, et al.,(2014), contributed in the topic of happiness and productivity. They deliberate that how subjective well-being contributes to production. They used labor and capital stock annual data from AMECO. They find that happiness is an input not output to production. Alfredo and Ana in their study discussed that work contributes significantly to the level of happiness and well-being of employee. They discuss the 10 papers that are associated to their interest and find a strong relationship between occupation and happiness.



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Mansour and Jeanne also contribute in the study of happiness. They used data of 850 students at California State Poly Techno University. They asked 4 questions that are “what is happiness”? “What makes you happy”? “What makes you happy in the workplace”? “Does happiness impact job performance”? They find that happy worker are more productive than the unhappy worker. Arik Levinson, (2013), contributed to the behavioral economics and focused on difficult question that how economics related to behavioral economics. He suggested that there is a strong relationship between happiness economics and behavioral economics

Chadi and Hetschko use panel data for estimation on working satisfaction. They find that fixed-term service has many shortcomings and affect the employee’s living dealings. Job safety is an important necessity for employee’s contentment.

Happiness can be measured by using negative and positive adjective or feeling happiness can measure by many other factors such as considering of the percentage of the time feeling happy and unhappy. There are many studies that focused on the welfare economics. The Welfare Economics became the most important topic in Economics. Stutzer, A., & Frey, B. S. (2012), review the literature on the Welfare Economics, and measurement and relationship of happiness research. Secondly they focused on four factors of happiness in economics.

Income

Employment

Social capital

Health

They also discussed the life satisfaction approach. They contribute to understanding the utility in term of people adoption and their difficulties in predict future utility. They also discussed about the development in economics of happiness. Happiness and high individual welfare is considered as the positive feelings towards particular and life knowledge. This study explores the factors of individual well-being.

Kemakon and Oparin (2011) in their study used 300 employees as sample and data was collected by questionnaire. They take 100 employees from manufacturing sector, 100 from service sector and 100 from commercial sector. They use face to face interviews and analyses data by regression analyses. Happiness depends on relationship, quality of work life and leadership. The level of happiness of SMEs employees was at higher level. Similarly Fisher (2010), contributes in literature. They gave main focused on definition, cause, and consequences of happiness at work. They suggest that happiness must increase at workplace because it is a healthy and solid step to make it more productive and comprehensive. They tell us that happiness at workplace is like glue that hold and encourage the high-quality employee of future.

Happiness raises productivity. Proto, E., & Sgroi, D. (2009), make two experiments and provide evidence that happiness raises productivity. In experiment one, 12% greater productivity in a paid piece rate task. Then the make another experiment in which they studied real-world unhappiness shocks bereavement and family illness and use GMAT Math style test and they find that the result of experiment two match with experiment one.

Easterlin, (2009), used time series studies. They take 3 groups of countries for analysis which are 17 developed, 9 developing, and 11 transitions. They found that there is no significant relationship between the increase in level of happiness and the long-term rate of GDP per capita. Rego, A., & e Cunha, M. P. (2008), define the pressure and happiness at work place. They want to estimate that how pressure and well-being change the individual’s concert. They used the sample of 199 employees from 118 different organizations. They find that happiness at work place cause in the boost in concert of



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employee and this will be beneficial for future work practice.

Powdtharee in 2007 contributes the literature of happiness. The policy makers and economists show interest about the individual's well being. They focused both on the subjective and objective aspect of human satisfaction. In this study author suggested that the dimensions of objective aspect of human satisfaction are income, unemployment, education, and the dimensions of subjective aspect of human satisfaction are surveys of reported well-being. Happiness as subjective well-being has many important policy implications for future development

CHEPTEER 3 METHODOLOGY

In this study secondary data is used. Data has been collected from the world value survey's wave 7th for estimation. The world value survey (WVS) is a comprehensive investigate scheme that explores people's main beliefs and suggestions. WVS uses the sample survey as its method of data gathering, an organized and regular approach to collect information throughout interviewing spokesperson general samples of individuals. WVS group works with top social scientists. World value survey covers a total of seven waves of surveys, which have been conducted with the interval of 5 or 10 years. Pakistan is at 586 number and just 3rd, 4th, 6th, and 7th waves are calculated for Pakistan.

The basic model of individual's happiness is taken from previous studies, which is;

$$H_i = \alpha_0 IS_i + \alpha_1 \text{lage}_i + \alpha_2 \text{lage}_i^2 + \alpha_3 IRI + \alpha_4 HS_i + \alpha_5 Edu_i + \alpha_6 SS_i + \alpha_7 SFS_i + \beta \kappa \sum D_i + \epsilon_i$$

Whereas:

H_i = happiness level

IS_i = income status

Lage_i = log of the age

IRI = religion importance

HS_i = health status

Edu_i = education status

SS_i = status of the savings

SFS_i = satisfaction with financial situation

$\sum D_i$ stand for dummy variables for gender, marital status, kids, employment status, trust, area, and province and ϵ_i is the error term. Complete explanation about variables is given in table 1. Happiness is the dependent variable in study and is ordinal in character.

TABLE# 1

Description of Variables

Variables	Respective Question number in WVS	Variable Description
H_i	Q46	Respondent's perceived level of happiness, 1 for very happy 2 for quite happy 3 for not very happy 4 for not at all happy



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Income status	Q288	Different categories, 1 for „higher step“ to 10 for „lower step“
Age	Q262	Log of age of respondent in years.
Religious importance	Q164&172	Different categories, 1 for “very important” 10 for “not at all important”
Status of health	Q47	Respondent’s condition of health 1 'Very good" 2 for 'Good' 3 for 'Fair' 4 for 'Poor', 5 for 'Very poor'
Education status	Q275	Different categories, „Illiterate/ No formal education“ To „University level education with degree“
Status of Savings during the last year	Q286	1 for 'Save money ' 2 for 'Just get by' 3for 'Spent some savings ‘ 4 for 'Spent savings and borrowed money'
Satisfaction with financial situation of household	Q50	1 for 'satisfied' up to 10 for 'dissatisfied'
Gender	Q260	Dichotomous variable, 1 for male 0 for female
Marital status	Q273	1 for married 0 for unmarried
Children	Q274	Different no for having children
Employment status	Q279+Q280	1-Full time 2-part time 3-self employed 4-retired/pensioned 5-homemaker 6-student 7-unemployed 8-other 9-disable (EVS) 10-military service (EVS)
+spouse employment		
Trust	Q57	Dichotomous variable, 1 for Most people can be trusted 0= need to be very careful
Region	H	Dichotomous variable, 1 for „urban“ 0 for rural
Province	G	Punjab Sindh KPK Baluchistan



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WOD	Q40	1- ngly agree/agree	Stro
		2- ria	Nut
		3- ngly disagree/disagree	Stro
WFP	Q41	1- ngly agree/agree	Stro
		2- ria	Nut
		3- ngly disagree/disagree	Stro
FC	Q43	1- d thing	Goo
		2- 't mind	Don
		3- thing	Bad
Competitio n	Q109	1- mpetition is good	Co
		2- ria	Nut
		3- mpetition is harmful	Co
Success	Q110	1- the long run, hard work usually brings a better life	In
		2- ria	Nut
		3- d work doesn't generally bring success - it's more a matt	Har

This is a comparative study so study used the ordered probit estimation technique for analysis because our dependent variable “Happiness” is ordinal in nature. The ordered probit model is used when there are more than two ordered outcomes of a dependent variable. This model is used with many empirical studies for the estimation of determinants of happiness, like kahneman (1997), Hudson et al., (2014), and F.Jbeen and faiza (2016).

Frequency Distribution for Level of Happiness

For the comparison purpose we show results of frequency distribution in table 2 for all four waves.

TABLE#2 Level of Happiness (Frequency in Percentage)

Self-reported level	3rd wave of (1995-1998)	4th wave (1999-2004)	6th wave (2010-2014)	7 th wave (2015-2022)
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happiness

/Waves

No. of obs.	733	2,000	1,200	1995
Very happy	28	20	45	47.8
Quite happy	50	56	38	41.4
Not very happy	18	21	12	2.5
Not at all happy	4	3	5	8.2

Author's own calculations

Table 2 shows the conclusion on position of happiness in all four waves for Pakistan. In first three waves there are total 3,933 respondents while in 7th wave there are 1995 respondents.

The 3rd wave was conducted for the time 1995-1998. This shows that there are 28% people reported as "very happy", 50% reported as "quite happy", and 8% reported that they were "not very happy" and only 4% reported as "not at all happy". The 4th wave estimated for the period of 1999-2004, and the results shows that 20% individuals were "very happy", 56% people reported that they were "quite happy", 21% were "not very happy" while only 3% were "not at all happy". The 6th wave which was studied for the period 2010-2014, reported that 45% people were "very happy", 38% individuals were "quite happy", 12% were "not very happy", and 5% were reported as "not at all happy". The 7th wave which was conducted for the period 2015-2022, shows that approximately 48% people were reported as they are "very happy", 41% people reported as "quite happy", and approximately 3% people were "not very happy", and 8% people are "not at all happy".

According to the frequency table the 7th wave has the highest percentage of people 89.2% are either very happy or quite happy, which is the highest level compared to the 3rd 4th and are being happier.

RESULTS AND DISCUSSION

Table 18 shows the regression results for the determinants of happiness for all four waves for Pakistan. The ordered probit regression is used for estimation. The first three waves i.e. 3rd, 4th and 6th wave has been already done by Farkhanda Jabeen* & Faiza Azher Khan in 2016. They also used the ordered probit regression for estimate three waves of world value survey for Pakistan to analysis the determinants of happiness.

In present study the results for all four waves are explain for the comparison purpose. Overall significance is checked through the likelihood ratio (LR) and the likelihood ratio explain the very small p-value. Pseudo R-square is examined for the goodness of fit of regression.

Table#18 Determinants of happiness

	(a)	(b)	(c)	(d)
Independent Variable	Wave 3rd (1995-1998)	Wave 4th (1999-2004)	Wave 6th (2010-2014)	Wave 7th (2015-2022)
ISi (Income status)	0.041 (0.025)	0.017 (0.030)	0.035* (0.018)	-0.020 (0.024)
Lage	-5.741* (3.44)	5.624** (2.412)	-3.894 (2.550)	4.971 (4.057)



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Lage2	0.778* (0.466)	-0.742** (0.329)	0.583 (0.361)	-0.642 (0.025)
IRi (importance of religion)	0.262*** (0.071)	0.066 (0.056)	0.045 (0.091)	0.100 (0.038)
HSi (Health status)	0.272*** (0.054)	0.613*** (0.055)	0.940*** (0.060)	0.777 (0.063)
Education	-0.024* (0.013)	0.002 (0.011)	0.017 (0.014)	0.003 (0.020)
SSi (Savings status)	0.288*** (0.046)	0.010 (0.049)	-0.016 (0.050)	0.105 (0.069)
SFSi (Satisfaction with financial situation)	0.450*** (0.119)	-0.121 (0.011)	0.563*** (0.089)	-0.230 (0.022)
D1i (Gender)	0.034 (0.135)	0.065 (0.095)	-0.474*** (0.104)	0.087 (0.229)
D2i (Marital status)	-0.275 (0.196)	0.282* (0.149)	0.214 (0.213)	-0.170 (0.128)
D3i (Employment status)	-0.106 (0.123)	0.013 (0.093)	0.261** (0.110)	Employment1 0.083 (0.211) Emplopyment2 -0.107 (0.146)
D4i (Trust)	0.046 (0.116)	0.250*** (0.067)	0.017 (0.094)	0.088 (0.126)
D5i (Children)	0.057 (0.185)	0.187 (0.124)	-0.154 (0.201)	0.016 (0.214)
D6i (Region)	--	0.295*** (0.097)	--	-0.473 (0,115)
D7i (Punjab)	--	0.427*** (0.124)	0.087 (0.109)	-0.031 (0.132)
D8i (Sindh)	--	0.002 (0.134)	-0.063 (0.127)	B -0.061 (0.251)
D9i (KPK)	--	0.621*** (0.136)	0.269* (0.150)	-0.160 (0.185)
Cut1	-9.139 (6.324)	11.62 (4.412)	-3.89 (4.472)	9.465 (7.300)



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Cut2	-8.004 (6.322)	13.09 (4.415)	-2.756 (4.469)	12.110 (7.302)
Cut3	-6.424 (6.320)	15.04 (4.420)	-1.114 (4.469)	13.656 (7.304)
Wald chi2	180.3	320.43	486.57	363.207
Pseudo R-squared	0.1063***	0.116***	0.253***	0.247
N	722	1461	1145	1995

Author's own calculations

In table 18 the first column (a) contains the regression result for 3rd wave i.e. (1995-1998). The second column (b) shows the regression results for the wave 4th i.e. (1999-2004). The next column (c) contains the regression result for the wave 6th i.e. (2010-2014). The last column (d) shows the regression result for the 7th wave (2015-2022). The first independent variable is IS (income status). The income status is insignificant in 7th wave as in 3rd and 4th wave. The income status is significant in only 6th wave (2010-2014). Income status shows positive and significance relationship with level of happiness 10% level. Now for the variable of lage and lage square, results shows that the lage is insignificant in 7th wave while the lage square is significantly and negatively related to the level of happiness. The lage and lage square are significant in 3rd and 4th wave at 10% and 5% respectively. The importance of religion is positive and significant related to the individual's happiness in 7th wave. This shows that when religion importance increase by 1% the level of happiness also increase by 1%. The importance of religion is positive and significant also in 3rd wave. These results are aligned with the study of Lewis, C. A., & Cruise, S.M.(2016). The result of 4th 6th wave shows that the IR has no effect on happiness.

The health status is most significant determinant of happiness in all four waves. The health status is only the variable that is significant in all four waves. In 7th wave the health status shows, when health status is good the probability of being happy increase by 7%. This shows that the people with good health status are happier then the people who have not a good health status. This result is supported by many studies like Piqueras, J. A., Kuhne, W., Vera-VILLarroel, P., Van Straten, A., & Cuijpers, P. (2011). For the variable of education, the results of 7th wave shows that the education is insignificant as in 4th and 6th wave, education status is significant in only 3rd wave. Considering the variable of saving status, the results show that the saving is also insignificant in 7th wave. The health status is significant in only 3rd wave. Now the variable of satisfaction with financial situation shows a negative and significant relationship with the level of happiness. This shows that when the individual's satisfaction level increase the level of happiness decrease by 2%. This variable is also significant in 3rd and 6th wave at 1%. The dummy variable of gender has no effect in 7th wave as in 3rd and 4th wave. It is significant only in 6th wave.

The variable of marital status shows insignificant effects on level of happiness in 7th wave, it is also insignificant in 3rd and 6th wave. The variable of employment status of individual and employment status of individual's spouse shows insignificant effects on individual's happiness in 7th wave. It is also insignificant in 3rd and 4th wave; only in 6th wave it is significant. For the variable of trust, results shows that the trust has no effect on the level of happiness in 7th wave as in 3rd and 6th wave. The dummy variable of children shows that it is insignificant in all four waves. Another dummy variable of region shows that it is negatively and significantly related to the level of happiness in 7th wave. It shows that for the rural inhabitants the probability of being happy decrease by 4%. The explanatory variable is province for which the Sindh is referring to as benchmark. The



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province of Punjab is significant if all four waves.

Determinants of Happiness at Workplace

This table is estimated for checking the connection between happiness and productivity.

Table #19

Employment status	UNEMPLOYED			EMPLOYED		
	Estimate	Std. Error	Sig	Estimate	Std. Error	Sig
<i>threshold</i>	6.356	11.009	.564	2.788	10.918	.798
<i>[Hi = 1]</i>	8.796	11.009	.424	5.744	10.920	.599
<i>[Hi = 2]</i>	10.398	11.009	.345	7.242	10.923	.507
<i>[Hi = 3]</i>						
region_Di	-.412	.168	.014	-.350	.166	.034
His	.664	.086	.000	.937	.094	.000
SFSi	-.202	.031	.000	-.265	.032	.000
trust_Di	.255	.182	.162	-.174	.183	.341
gender_Di	-.290	.459	.527	.152	.287	.598
children_Di	-.037	.335	.911	.113	.287	.694
Edu	.015	.029	.615	-.004	.029	.896
employment_status2_Di	.102	.264	.699	-.214	.189	.258
SS	.016	.098	.873	.206	.101	.042
IS	-.059	.034	.084	.016	.033	.623
Religion_importance	.118	.037	.001	.064	.036	.074
D_Punjab	.085	.204	.676	-.678	.186	.000
D_KP	-.100	.291	.731	-.116	.249	.642
D_Balochistan	.747	.372	.045	-.761	.366	.037
Lage	2.864	6.214	.645	1.457	6.015	.809
LAge_Square	-.306	.874	.726	-.190	.825	.818

Author's own calculations

As one of our objective is to estimate the determinants of happiness at workplace, so for this purpose I has been divided the data into two parts first for unemployed and



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second for employed individuals. Then I estimated again through the ordered probit regression technique and find the following results that are showed in table no 19.

Table 19 shows the determinants of happiness for unemployed and employed people. For the variable of income status, results shows that this variable is negatively and significantly related to the level of happiness. It implies that when income of individual's increase the probability of being happy decrease by 5%. Income status is insignificant for employed individual's happiness. Focusing on the variable of log of age and log of age square, results shows that these variables have no effect on level of happiness. The variable of religion importance is significant in both columns at 1% and 10% respectively.

Health status is one of the most powerful and most significant variables for both columns. It shows positive and significant relationship with the individual's happiness at 1% level. It implies that people with good health status are more satisfied and happy with their lives and with their works. This result is aligned with the verification reported by many studies like (Veenhoven, 1996; Sarah D, Pressman and Brooke N, Jenkins, 2018; A Steotoe, 2019)

Education is insignificant in both columns. For status of saving, results shows that it is insignificant in first column, for unemployed. But it is a positive and significant relationship with the employed individual's happiness. It implies that when individual's savings increase the probability of being happy increase by 2%. The regression results for the variable of satisfaction with financial situation shows that it is negative and significant in both columns. If people are satisfied with their financial situation then probability of getting happier will reduce by 20%.

For the variable of region, results shows that it is negatively and significantly related to the level of happiness. It implies that for the rural natives the probability of being happy is less as compare to the urban natives. The dummy variable of province shows that the province of Punjab shows significant for second column (employed). The province of Boluchistan is significant for both columns.

According to the reported results, the variable of log of age, log of age square, education, gender, marital status, employment status of individual's spouse, trust, and children do not seem affect the level of happiness significantly for Pakistan.

Finally as the whole result shows that for the unemployed the variable of income status is different that is significant and for employed individuals the variable of SS (status of saving) is significant.

Factors of Happiness That Affect the Productivity

To identify the main factors of increasing happiness at workplace to make it more productive we calculated the results in table no 25 as;

TABLE#25

Model	B	Std. Error	T	sig
1 (Constant)	-98360.41	37625.99	-2.614	.009
Region ISO 3166-2	.168	.064	2.614	.009
State of health (subjective)	-.129	.052	-2.502	.012
Satisfaction with financial	-.002	.019	-.111	.912

situation of household



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Family savings during past year	-.233	.071	-3.305	.001
Religion importance	.041	.023	1.807	.071
Punjab	-1.125	.116	-9.696	.000
KP	-.845	.157	-5.384	.000

Author's own calculations

Table 25 shows the result of factors of happiness that affect the productivity. Productivity has been affected by the following variables region, state of health, satisfaction with financial situation, states of saving, importance of religion, Punjab and Baluchistan. We used happiness as a moderator variable in our model.

For the variable of region result shows that it is positive and significant for the productivity. It implies that for the urban are happier and more productive then the rural residents. The variable of health status is negative and significantly related to productivity. When the people are happy they are more productive. Focusing on the variable of saving status results shows that the saving negative and significant for productivity. It implies that when productivity increases by 1 unit the saving decrease by 2%. For the dummy variable of Punjab and Baluchistan the results shows that these are significant. These variables increases happiness and happiness boost the productivity. The variable of satisfaction with financial situation of household and importance of religion are insignificant.

CONCLUSION

In present thesis we have tried to describe the factors of happiness at work place and to confirm the relationship between productivity and happiness. In addition, study also tried to explain the main elements that increase productivity at work.

This study is done just about for Pakistan by using the data from 7th wave of world value survey. The total sample of 1995 respondents is used. Ordered probit regression analysis has been used for estimation. The theory illustrate that different variables like income, trust, savings, marital status, satisfaction with financial situation, and importance of religion etc influence the happiness of people. On the other hand experiential part showed mixed verification on determinant of happiness. Pakistan is happier than its neighboring countries i.e. India, bangladish and china (WHR & HPI).

Thesis shows that according to the estimated results, there is a high percentage of a happy individual in Pakistan. All wave shows higher percentage of happy people and this percentage are higher in 7th wave of world value survey (2015-2022) than the 3rd, 4th and 6th wave.

The results of ordinal regression are aligned with previous studies. Results show that health status, saving status, importance of religion, region, SFS, and province of Punjab and Baluchistan affect the level of happiness at work.

The results for connection between work and happiness show a positive and significant relationship.

At the end results show that health status, region, saving, important of religion and province of Punjab and Baluchistan are the factors of happiness that effect on productivity.

SUGGESTIONS

In the light of result of my study, in order to achieve happiness at work to increase productivity following policies are suggested.

Providing work opportunities will increase employment that improves the happiness level in country.



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Government should facilitate the rural residents to meet their basic needs like providing better health and education services that may be increase in happiness and productivity.

Government should provide income for unemployed people.

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