

FACTORS AFFECTING HAPPINESS AMONG UNMARRIED EMPLOYEES

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ABSTRACT

This study aims to explore the factors that lead to the happiness and challenges that they faced at the workplace. In depth interviews were carried out with seven (7) unmarried employee and the results were analysed using thematic analysis. The findings show , support from colleagues and conducive workplace are the factors that contribute to their happiness. In addition, results also revealed that excessive work, dealing with human behaviour and unfairness are the challenges that they face at the workplace. This study provides additional insight into the management of happiness and offers ideas for future research.

Keywords: happiness, challenges, unmarried employees, public sector

INTRODUCTION

The relationship between marriage and happiness has been studied widely in a range of social science disciplines, with there being a comfortable consensus that marriage has a positive influence on well-being (Becker,1973). Previous studies aligning individual differences with work-family conflict often focused on biographic factors, such as gender and marital status (Byron, 2005).

Happiness can provide motivation for individual to achieve higher performance. Generating happiness in the workplace is one way to increase the productivity. Happiness study has been widely studied and explored in many industry sectors, but only limited studies have been done for construction industry. This research tries to enrich this topic by conducting study to engineers at the selected public sector.

A study by Bruce and Cahit (2016) has mentioned happier people are more likely to stay single instead of being unhappily married. Similarly, a study by Girme, Overall, Faingataa and Sibley (2015) also indicate that single people with high in avoidance goals who strive to prevent relationship conflict were just as happy and satisfied as people involved in a relationship. Prior study also mentioned that single engineers are significantly happier and perform better in their work than married engineers (Sjoen & Hewagamage, 2016).

Workplace happiness is what most employees strive for in their life (Soadah & Junaidi, 2015). Happiness at the workplace reported to have positive effect to organization performance while challenge and hindrance work stresses were positively related to work-family conflict (Chang, Zhou, Wang, & Heredero, 2017). Researcher responded to this to these trends by exploring the factors that lead to the happiness and challenges that they faced at the workplace.

METHODS

The data is collected through in-depth interview. Seven(7) unmarried employees that currently working at the selected public sector in Mukah, Kuching and Kota Samarahan were involved in this study. Interviews were audiotaped, transcribed, and analysed according to the methods of framework analysis. Transcripts were read repeatedly to identify the key themes and categories, which were then developed into a framework for coding the body of interview data. Data is analysed using thematic analysis. Of the 7 informants who completed the interview, four(4) were women and three(3) were men; Three (3) assistant engineer, (1) Assistant administrative officer, (1) Administrative officer, (1) Accountant and (1) Engineer (See Table 1).

Table 1: Informants' profile