



A STUDY ON WORKPLACE HAPPINESS AMONG IT PROFESSIONALS IN CHENNAI REGION

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Abstract

People who are happier at work are more committed to their organization, rise to positions of leadership more rapidly, are more productive and creative, and suffer fewer health problems. More and more, research is suggesting that happiness should not be an afterthought for workplaces; it should be an essential goal, entwined with the kinds of 21st century skills that are key to individual and organizational success today. This paper deals with work place happiness perceived by the IT professionals in Chennai region. It outlines the various indicators of work place happiness and such indicators are quantified and measured. This paper concludes with some interesting findings.

Introduction

Ryan and Deci offer a definition for happiness in two views: happiness as being hedonic accompanied with enjoyable feelings and desirable judgments and they define happiness as being eudemonic, which involves doing virtuous, moral and meaningful things. Schimmack explains that the hedonic alternative is usually found in research on subjective well-being which outlines two related elements: life satisfaction, judgment and affect stability or having a superiority of positive feelings or less negative feelings. Watson et al. claims that the most important approach to explain an individual's experience, such as the structure of mood and emotions, is in a hedonic tone (pleasantness-unpleasantness). Warr describes the hedonic approach as being concerned with pleasant feelings, satisfying judgments, self-validation and self-actualization. In other words, in order for one to live a happy life one must be concerned with doing virtuous, moral and meaningful things while utilizing personal talents and skills. However, some psychologist argue that hedonic happiness is unstable over a long period of time, especially in the absence of eudemonic well-being.

It could be noted that happiness is not fundamentally rooted in obtaining sensual pleasures and money, those factors can influence the well- being of an individual at the workplace. However, extensive research has revealed that freedom at a workplace and autonomy has the most effect on the employee's levels of happiness as well as gaining knowledge and ability to influence one's individual working hours. Companies with higher than average employee happiness exhibit better financial performance and customer satisfaction and such situation leads to workers happiness. Thus, it is beneficial for companies to create and maintain positive work environments and leadership that will contribute to the happiness of their employees.

Happy people are more pleasant to be around, but there are other business benefits to a happy workforce besides a more positive environment. Happy employees are more creative, innovative, and dedicated, and they're more likely to stick around long-term. Plus, a happy

workplace is usually a more productive workplace. Everyone wants to be noticed when they've done a good job. Happy employees get consistent feedback and recognition for their work. Constructive feedback is important, but it's easy to forget recognition and to gloss over what your team is doing well. Remind them of the contribution they're making, and make an effort to give out both positive and constructive feedback on a regular basis. There's nothing worse than being bored at work, and employees who are consistently unsatisfied with work that doesn't engage won't stick around long. Work isn't always going to be fascinating and fulfilling, but it's important to incorporate interesting projects into the day-to-day work to help keep people engaged. Very few people want to live to work. Life is messy and doesn't always fit neatly into the 9-5 workday, which is why employees that have more flexibility in their schedules tend to be happier with their overall work-life balance. The ability to fit work around life is one of the perks of a mobile society, and many companies are recognizing the benefits of a flexible schedule for employee happiness and productivity. A healthy work-life balance also includes time off, which is critical to preventing employee burnout.

Methods and Materials

This study aims at analyzing the determinants of work place happiness among IT professionals in Chennai region. In this study 100 IT professionals are selected from the 5 companies in Chennai region and 10 respondents are selected from the each company under simple random sampling method. The relevant data are collected from them with the help of interview schedule. The collected data are classified and tabulated with the help of computer programming. The data analysis has been carried out with the help of ANOVA test , T' test percentage and average analysis.

Work Place Happiness

This section deals with respondents' rating on work life balance. It can be access to the help of 38 factors on a 5 point rating scale. These include parents and relatives are happy with family, spending heavily on medical expertise, satisfaction with professional contribution, top management is approachable for any issues, getting recognition in the achievements in work, satisfaction with work load, having trust on colleagues in job and location, satisfaction with salary, owning enough, properties to lead life, like to make more friends, supervisors considered the opinions, of the employees, able to spend enough time with family members, live happily with parents and in-laws, involve in sports and games, often engagement in entertainment activities, satisfaction with economic status, satisfaction with facilities to perform job best, active in social network, satisfaction with administration of the organization, happy with wife and children's, happy in visiting native place, satisfaction with the official procedure for getting any permission, happy wish ambience and surrounding household environment, satisfaction with social wellness, smoking and consume alcohol to reduce work pressure, happy with co-workers, satisfaction with infrastructural wellness in the working place, involve in spiritual activities to relive work pleasure, colleagues help in over work load, go for movies every week, satisfaction with incentives and increments, satisfaction with training and development facilities to perform job, having association with social clubs and service organization, satisfaction with working environment, spending money for friends in social life and entrainment, satisfaction with accessibility of office and location, Internet and computer facilities are made available in the working environment and feeling of home sickness.

Table 1 presents data the designation wise respondents rating on work place happiness. It could be noted that out the total 38 factors of work life happiness, the respondents rate the parents and

relatives are happy with family as their first level happiness and it is evident from their secured a mean score of 4.15 on a 5 point rating scale. Spending heavily on medical expertise ranks the second level work life happiness and it is observed from the respondents secured a mean score of 4.07 on a 5 point rating scale. Satisfaction with professional contribution is rated at third level happiness as per the respondents secured a mean score of 3.99 on a 5 point rating scale. The respondents have fourth level work place happiness by citing event that top management is approachable for any issues as per the respondents secured a mean score of 3.94 on a 5 point rating scale. The respondents have fifth level work place happiness by the way of getting recognition in the achievements in work and it is measured from their secured a mean score of 3.88 on a 5 point rating scale. Satisfaction with work load ranks the sixth level work place satisfaction and it is clear from the respondents secured a mean score of 3.84 on a 5 point rating scale.

Table 1 Designation Wise Respondents Rating on Work Place Happiness

Variables	Software engineer	Senior Software engineer	System Analysts	Project Manager	Mean
Satisfaction with salary	3.14	3.44	3.84	4.14	3.64
Satisfaction with incentives and increments	1.74	2.00	2.21	2.46	2.10
Satisfaction with work load	3.46	3.78	3.98	4.13	3.84
Satisfaction with economic status	2.32	3.16	3.38	3.63	3.12
Happy with co-workers	2.02	2.32	2.50	2.75	2.40
Satisfaction with accessibility of office and location	1.54	1.70	1.82	2.07	1.78
Having trust on colleagues in job and location	3.41	3.66	3.78	4.05	3.73
Colleagues help in over work load	1.88	2.09	2.24	2.52	2.18
Getting recognition in the achievements in work	3.60	3.84	3.96	4.11	3.88
Satisfaction with working environment	1.58	1.83	1.95	2.20	1.89
Satisfaction with facilities to perform Job best	2.77	3.02	3.14	3.39	3.08
Satisfaction with training and development facilities to perform Job	1.70	2.00	2.12	2.26	2.02
Internet and computer facilities are made available in the working environment	1.50	1.68	1.78	1.82	1.70
Satisfaction with infrastructural wellness in the working place	2.08	2.23	2.35	2.5	2.29
Go for movies every week	1.81	2.06	2.18	2.43	2.12
Often engagement in entertainment activities	2.8	3.10	3.17	3.72	3.20
Having association with social clubs and service organization	1.61	1.86	1.98	2.24	1.92
Active in social network	2.51	3.08	3.24	3.23	3.02
Smoking and consume alcohol to reduce work pressure	2.14	2.38	2.5	2.73	2.44
Involve in spiritual activities to relive work pleasure	2.00	2.18	2.30	2.48	2.24
Spending monthly for friends in social life and entrainment	1.63	1.74	1.92	2.05	1.84
Like to make more friends	3.20	3.48	3.54	3.88	3.53
Involve in sports and games	2.90	3.25	3.37	3.62	3.29
Satisfaction with professional contribution	3.80	3.93	4.06	4.15	3.99
Satisfaction with social wellness	2.20	2.36	2.40	3.00	2.49
Top management is approachable for any issues	3.74	3.88	4.02	4.13	3.94
Supervisors considered the opinions of the employees	3.16	3.41	3.53	3.78	3.47
Satisfaction with the official procedure for getting any permission	2.00	2.24	2.56	3.84	2.60
Satisfaction with administration of the organization	2.71	2.86	2.98	3.13	2.92
Feeling of home sickness	1.62	1.60	1.70	1.80	1.68
Happy in visiting native place	2.41	2.68	2.74	3.12	2.74
Able to spend enough time with family members	3.09	3.31	3.46	3.72	3.40
Owning enough properties to lead life	3.28	3.51	3.68	3.88	3.59
Spending heavily on medical expertise	3.88	3.96	4.18	4.24	4.07
Happy wish ambience and surrounding household environment	2.23	2.4	2.61	2.96	2.55
Parents and relatives are happy with family	3.95	4.19	4.21	4.26	4.15
Happy with wife and children's	2.61	2.76	2.88	3.03	2.82
Live happily with parents and in-laws	3.02	3.27	3.38	3.62	3.32
Average	2.55	2.80	2.94	3.19	2.87

Source: Computed from the primary data

ANOVA						
Source of Variation	SS	df	MS	F	F crit	
Rows	86.58546	37	2.340148	118.8008	1.518116	
Columns	7.981939	3	2.660646	135.0714	2.686384	
Error	2.186486	111	0.019698			
Total	96.75389	151				

The respondents enjoy the work place happiness by the way of having trust on colleagues in job and location and it is estimated from the respondents secured a mean score of 3.73 on a 5 point rating scale. Satisfaction with salary records the eighth level work place happiness and it is calculated from the respondents secured a mean score of 3.64 on a 5 point rating scale. The respondents have ninth level work place happiness by the way of owning enough properties to lead life and it is observed from the respondents secured a mean score of 3.59 on a 5 point rating scale. The respondents rank the tenth level work place happiness in terms of like to make more friends and it is investigated from their secured a mean score of 3.53 on a 5 point rating scale.

The respondents have eleventh level work place happiness by citing the fact that supervisors considered the opinions of the employees and it is evident from their secured a mean score of 3.47 on a 5 point rating scale. Able to spend enough time with family member's ranks the twelfth level work life happiness and it is observed from the respondents secured a mean score of 4.40 on a 5 point rating scale. Live happily with parents and in-laws is rated at thirteenth level work place happiness as per the respondents secured a mean score of 3.32 on a 5 point rating scale. The respondents have fourteenth level work place happiness by citing event that involve in sports and games as per the respondents secured a mean score of 3.29 on a 5 point rating scale. Often engagement in entertainment activities ranks the fifteenth level work life happiness and it is observed from the respondents secured a mean score of 3.20 on a 5 point rating scale. The respondents enjoy the work place happiness by the way of satisfaction with economic status and it is estimated from the respondents secured a mean score of 3.12 on a 5 point rating scale. Satisfaction with facilities to perform job best records the seventieth level work place satisfaction and it is calculated from the respondents secured a mean score of 3.08 on a 5 point rating scale. The respondents have eighteenth level work place happiness by the way of active in social network and it is observed from the respondents secured a mean score of 3.02 on a 5 point rating scale. Satisfaction with work load ranks the ninetieth level work place satisfaction and it is clear from the respondents secured a mean score of 2.92 on a 5 point rating scale.

The respondent's rank the twentieth level work place happiness in terms of happy with wife and children's and it is investigated from their secured a mean score of 2.82 on a 5 point rating scale. The respondents rate the happy in visiting native place as their twenty first level work place happiness and it is evident from their secured a mean score of 2.74 on a 5 point rating scale. Satisfaction with the official procedure for getting any permission ranks the twenty second level work life happiness and it is observed from the respondents secured a mean score of 2.60 on a 5 point rating scale. Happy wish ambience and surrounding household environment is rated at twenty third level work life happiness as per the respondents secured a mean score of 2.55 on a 5 point rating scale. The respondents have twenty fourth level work place happiness by citing event that satisfaction with social wellness as per the respondents secured a mean score of 2.49 on a 5 point rating scale. The respondents have twenty fifth level work place happiness by the way of smoking and consume alcohol to reduce work pressure and it is measured from their secured a mean score of 2.44 on a 5 point rating scale. Happy with co-workers ranks the twenty sixth level

work place happiness and it is clear from the respondents secured a mean score of 2.40 on a 5 point rating scale. The respondents enjoy the work place happiness by the way of satisfaction with infrastructural wellness in the working place and it is estimated from the respondents secured a mean score of 2.29 on a 5 point rating scale. Involve in spiritual activities to relive work pressure records the twenty eighth level work place happiness and it is calculated from the respondents secured a mean score of 2.24 on a 5 point rating scale. The respondents have twenty ninth level work place happiness by citing the fact that colleagues help in over work load and it is observed from the respondents secured a mean score of 2.18 on a 5 point rating scale. The respondents rank the thirtieth level work place happiness by the way of go for movies every week and it is investigated from their secured a mean score of 2.12 on a 5 point rating scale. The respondents rate the satisfaction with incentives and increments as their thirty first level work place happiness and it is evident from their secured a mean score of 2.10 on a 5 point rating scale. Satisfaction with training and development facilities to perform Job ranks the thirty second level work life happiness and it is observed from the respondents secured a mean score of 2.02 on a 5 point rating scale. Having association with social clubs and service organization is rated at thirty-thirds level work place happiness as per the respondents secured a mean score of 1.92 on a 5 point rating scale. The respondents have thirty fourth level work place happiness by citing event that satisfaction with working environment as per their secured a mean score of 1.89 on a 5 point rating scale. The respondents have thirty fifth level work place happiness by the way of spending money for friends in social life and entrainment and it is measured from their secured a mean score of 1.84 on a 5 point rating scale. Satisfaction with accessibility of office and location ranks the thirty sixth level work place happiness and it is clear from the respondents secured a mean score of 1.78 on a 5 point rating scale. The respondents enjoy the work place happiness by the way of internet and computer facilities are made available in the working environment and it is estimated from the respondents secured a mean score of 1.70 on a 5 point rating scale. Feeling of home sickness records the last level work place happiness and it is calculated from the respondents secured a mean score of 1.68 on a 5 point rating scale.

The project manager group respondents' rank the first positions in their overall rated indicators of work place happiness as per their secured a mean score of 3.19 on a 5 point rating scale. The system analyst group respondents' hold the second position in their overall rated indicators of work place happiness and it is estimated from their secured a mean score of 2.94 on a 5 point rating scale. The senior software engineer group respondents' rank the third position in their overall rated indicators of work place happiness and it is estimated from their secured a mean score of 2.80 on a 5 point rating scale. The software engineer group respondents' come down to the last position in their overall rated indicators of work place happiness and it is estimated from their secured a mean score of 2.55 on a 5 point rating scale.

The anova two way model is applied for further discussion. At one point, the computed anova value 118.80 is greater than its tabulated value at 5 per cent level significance. Hence the variation among indicators of Work Place Happiness is statistically identified as significant. In another point, the computed anova value 135.07 is greater than its tabulated value at 5 per cent level significance. Hence the variation among the designation status is statistically identified as significant.

Data presented in table 2 indicate the sex wise respondents' rating on work place happiness. The male respondents ranks the first position in their overall rated indicators of work place happiness as per their secured a mean score of 2.94 on a 5 point rating scale. The female respondents come to the second position in their overall rated indicators of work place happiness as per their secured a mean score of 2.79 on a 5 point rating scale.

Table 2 Sex Wise Respondents Rating on Work Place Happiness

Variables	Male	Female	Mean
Satisfaction with salary	3.89	3.34	3.64
Satisfaction with incentives and increments	2.26	1.90	2.10
Satisfaction with work load	4.03	3.68	3.84
Satisfaction with economic status	3.43	3.06	3.12
Happy with co-workers	2.55	2.22	2.40
Satisfaction with accessibility of office and location	1.87	1.60	1.78
Having trust on colleagues in job and location	3.83	3.56	3.73
Colleagues help in over work load	2.29	1.99	2.18
Getting recognition in the achievements in work	4.01	3.74	3.88
Satisfaction with working environment	2.00	1.73	1.89
Satisfaction with facilities to perform Job best	3.19	2.92	3.08
Satisfaction with training and development facilities to perform Job	2.17	1.90	2.02
Internet and computer facilities are made available in the working environment	1.83	1.58	1.70
Satisfaction with infrastructural wellness in the working place	2.40	2.13	2.29
Go for movies every week	2.23	1.96	2.12
Often engagement in entertainment activities	3.22	3.00	3.20
Having association with social Clubs and service organization	2.03	1.76	1.92
Active in social network	3.29	2.98	3.02
Smoking and consume alcohol to reduce work pressure	2.55	2.28	2.44
Involve in spiritual activities to relive work pleasure	2.35	2.08	2.24
Spending monthly for friends in social life and entrainment	1.97	1.64	1.84
Like to make more friends	3.59	3.38	3.53
Involve in sports and games	3.42	3.15	3.29
Satisfaction with professional contribution	4.11	3.83	3.99
Satisfaction with social wellness	2.45	2.26	2.49
Top management is approachable for any issues	4.07	3.78	3.94
Supervisors considered the opinions of the employees	3.58	3.31	3.47
Satisfaction with the official procedure for getting any permission	2.61	2.14	2.60
Satisfaction with administration of the organization	3.03	2.76	2.92
Feeling of home sickness	1.75	1.50	1.68
Happy in visiting native place	2.79	2.58	2.74
Able to spend enough time with family members	3.51	3.21	3.40
Owning enough properties to lead life	3.73	3.41	3.59
Spending heavily on medical expertise	4.23	3.86	4.07
Happy wish ambience and surrounding household environment	2.66	2.30	2.55
Parents and relatives are happy with family	4.26	4.09	4.15
Happy with wife and children's	2.93	2.66	2.82
Live happily with parents and in-laws	3.43	3.17	3.32
Average	2.94	2.79	2.87

T statistical value 25.60, df 37, T critical Value 1.68

The T test is applied for further discussion. The computed T value 25.60 is greater than its tabulated value at 5 per cent level significance. Hence there is a significant difference between

male respondents and female respondents in their overall rated indicators of work place happiness.

Data presented in table 3 indicate the education wise respondents' rating on indicators of work place happiness. The research degree level educated respondents rank the first position in their overall rated indicators of work place happiness as per their secured a mean score of 3.16 on a 5 point rating scale. The post graduate level educated respondents' register the second position in their overall rated indicators of work place happiness as per their secured a mean score of 2.98 on a 5 point rating scale. the degree level educated respondents hold the third position in their overall rated indicators of work place happiness as per their secured a mean score of 2.81 on a 5 point rating scale. The diploma level educated respondents come down to last position in their overall rated indicators of work place happiness as per their secured a mean score of 2.52 on a 5 point rating scale.

The anova two way model is applied for further discussion. At one point, the computed anova value 200.8 is greater than its tabulated value at 5 per cent level significance. Hence the variation among indicators of Work Place Happiness is statistically identified as significant.

Table 3 Education Wise Respondents Rating on Work Place Happiness

Variables	Diploma	Degree	Post Graduate	Research Degree	Mean
Satisfaction with salary	3.04	3.49	3.99	3.99	3.64
Satisfaction with incentives and increments	1.64	2.05	2.30	2.34	2.10
Satisfaction with work load	3.36	3.88	4.00	4.04	3.84
Satisfaction with economic status	2.4	3.21	3.2	3.59	3.12
Happy with co-workers	2.01	2.20	2.60	2.80	2.40
Satisfaction with accessibility of office and location	1.65	1.7	1.8	2.02	1.78
Having trust on colleagues in job and location	3.31	3.71	3.83	4.05	3.73
Colleagues help in over work load	1.78	2.14	2.30	2.52	2.18
Getting recognition in the achievements in work	3.40	3.89	4.05	4.20	3.88
Satisfaction with working environment	1.58	1.69	2.10	2.28	1.89
Satisfaction with facilities to perform Job best	2.57	3.07	3.29	3.39	3.08
Satisfaction with training and development facilities to perform Job	1.6	2.02	2.18	2.36	2.02
Internet and computer facilities are made available in the working environment	1.40	1.70	1.83	1.92	1.70
Satisfaction with infrastructural wellness in the working place	1.88	2.20	2.48	2.60	2.29
Go for movies every week	1.69	2.10	2.30	2.42	2.12
Often engagement in entertainment activities	2.88	3.16	3.24	3.53	3.20
Having association with social Clubs and service organization	1.60	1.84	2.00	2.23	1.92
Active in social network	2.64	2.98	3.10	3.35	3.02
Smoking and consume alcohol to reduce work pressure	2.13	2.38	2.50	2.75	2.44
Involve in spiritual activities to relive work pleasure	1.92	2.10	2.40	2.54	2.24
Spending monthly for friends in social life and entrainment	1.50	1.72	1.88	2.24	1.84
Like to make more friends	3.18	3.43	3.60	3.90	3.53
Involve in sports and games	2.82	3.25	3.40	3.72	3.29
Satisfaction with professional contribution	3.78	3.83	4.15	4.20	3.99
Satisfaction with social wellness	2.08	2.43	2.65	2.80	2.49
Top management is approachable for any issues	3.74	3.86	4.03	4.13	3.94
Supervisors considered the opinions of the employees	3.16	3.41	3.53	3.78	3.47
Satisfaction with the official procedure for getting any permission	2.35	2.46	2.72	2.9	2.35
Satisfaction with administration of the organization	2.71	2.86	2.98	3.13	2.71
Feeling of home sickness	1.47	1.62	1.74	1.90	1.68
Happy in visiting native place	2.43	2.68	2.8	3.05	2.74
Able to spend enough time with family members	3.09	3.34	3.44	3.71	3.40
Owning enough properties to lead life	3.28	3.53	3.65	3.90	3.59
Spending heavily on medical expertise	3.93	3.98	4.1	4.25	4.07
Happy wish ambience and surrounding household environment	2.24	2.49	2.61	2.86	2.55
Parents and relatives are happy with family	3.95	4.19	4.21	3.95	4.15
Happy with wife and children's	2.61	2.76	2.88	3.03	2.82
Live happily with parents and in-laws	3.01	3.26	3.32	3.68	3.32
Average	2.52	2.81	2.98	3.16	2.87

ANOVA

<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>F crit</i>
Rows	85.30078	37	2.305427	200.8699	1.518116
Columns	8.400855	3	2.800285	243.9865	2.686384
Error	1.27397	111	0.011477		
Total	94.97561	151			

In another point, the computed anova value 243.9 is greater than its tabulated value at 5 per cent level significance. Hence the variation among the educational status is statistically identified as significant as per the work life balance.

Table 4 presents data on the working experience wise respondents rating on indicators of work place happiness. The respondents belong to the above 15 years working experience group respondents rank the first position in their overall rating on work place happiness as per their secured a mean score of 3.18 on a 5 point rating scale. The respondents come under 10-15 years working experience group respondents' register the second position in their overall ranked indicators of work place happiness as per their secured a mean score of 2.97 on a 5 point rating scale. The respondents belong to the 5-10 years working experience group hold the third position in their overall rated indicators of work place happiness as per their secured a mean score of 2.77 on a 5 point rating scale. The respondents belong to the below 5 years working experience group come down to the last position in their overall rated indicators of work place happiness as per their secured a mean score of 2.53 on a 5 point rating scale.

Table 4 Working Experience Wise Respondents Rating on Work Place Happiness

Variables	Below 5 years	5-10 Years	10-15 Years	Above 15 years	Mean
Satisfaction with salary	2.94	3.66	3.86	4.09	3.64
Satisfaction with incentives and increments	1.82	2.01	2.2	2.38	2.10
Satisfaction with work load	3.64	3.70	3.93	4.08	3.84
Satisfaction with economic status	2.74	3.01	3.23	2.74	3.12
Happy with co-workers	2.02	2.30	2.50	2.78	2.40
Satisfaction with accessibility of office and location	1.52	1.68	1.89	2.04	1.78
Having trust on colleagues in job and location	3.35	3.61	3.83	4.10	3.73
Colleagues help in over work load	1.90	2.07	2.28	2.47	2.18
Getting recognition in the achievements in work	3.70	3.77	3.99	4.06	3.88
Satisfaction with working environment	1.51	1.78	2.00	2.27	1.89
Satisfaction with facilities to perform Job best	2.68	2.95	3.18	3.49	3.08
Satisfaction with training and development facilities to perform Job	1.64	1.91	2.13	2.40	2.02
Internet and computer facilities are made available in the working environment	1.42	1.59	1.81	1.96	1.70
Satisfaction with infrastructural wellness in the working place	1.91	2.18	2.40	2.67	2.29
Go for movies every week	1.74	2.10	2.22	2.40	2.12
Often engagement in entertainment activities	2.8	3.1	3.3	3.6	3.20
Having association with social Clubs and service organization	1.56	1.8	2.01	2.3	1.92
Active in social network	2.64	2.9	3.14	3.4	3.02
Smoking and consume alcohol to reduce work pressure	2.06	2.33	2.55	2.82	2.44
Involve in spiritual activities to relive work pleasure	1.98	2.03	2.25	2.68	2.24
Spending monthly for friends in social life and entrainment	1.56	1.73	1.95	2.12	1.84
Like to make more friends	3.14	3.42	3.64	3.91	3.53
Involve in sports and games	2.91	3.18	3.4	3.67	3.29
Satisfaction with professional contribution	3.74	3.88	4.10	4.20	3.99
Satisfaction with social wellness	2.11	2.38	2.6	2.87	2.49
Top management is approachable for any issues	3.76	3.83	4.00	4.18	3.94
Supervisors considered the opinions of the employees	3.09	3.36	3.58	3.85	3.47
Satisfaction with the official procedure for getting any permission	2.22	2.49	2.71	2.98	2.60
Satisfaction with administration of the organization	2.54	2.81	3.03	3.3	2.92
Feeling of home sickness	1.42	1.59	1.81	1.96	1.68
Happy in visiting native place	2.36	2.63	2.85	3.12	2.74
Able to spend enough time with family members	3.02	3.29	3.50	3.78	3.40
Owning enough properties to lead life	3.21	3.48	3.69	4.02	3.59
Spending heavily on medical expertise	3.69	3.96	4.18	4.45	4.07
Happy wish ambience and surrounding household environment	2.17	2.46	2.67	2.90	2.55
Parents and relatives are happy with family	3.95	4.19	4.21	4.26	4.15
Happy with wife and children's	2.61	2.76	2.88	3.03	2.82
Live happily with parents and in-laws	3.02	3.27	3.38	3.62	3.32
Average	2.53	2.77	2.97	3.18	2.87

ANOVA						
<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>F crit</i>	
Rows	86.46337	37	2.336848	260.2745	1.518116	
Columns	8.916923	3	2.972308	331.0511	2.686384	
Error	0.996602	111	0.008978			
Total	96.3769	151				

The anova two way model is applied for further discussion. At one point, the computed anova value 260.2 is greater than its tabulated value at 5 per cent level significance. Hence the variation among the indicators of Work Place Happiness is statistically identified as significant as per the rating of the respondents. In another point, the computed anova value 331.0 is greater than its tabulated value at 5 per cent level significance. Hence the variation among the working experience groups is statistically identified as significant as per the rating of the respondents.

Table 5 presents data on the income wise respondents' rating on work place happiness. The highest income group respondents rank the first position in their overall rated indicators of work place happiness as per their secured a mean score of 3.16 on a 5 point rating scale. The respondents come under the income group Rs. 30,000 to Rs. 40,000 register the second position in their overall rated indicators of work place happiness as per their secured a mean score of 3.07 on a 5 point rating scale. The respondents belong to the income group Rs. 20,000 to Rs. 30,000 occupy the third position in their overall rated indicators on work place happiness as per their secured a mean score of 2.82 on a 5 point rating scale.

Table 5 Income Wise Respondents Rating on Work Place Happiness

Variables	Rs. Below 20,000	Rs.20,000 Rs.30,000	Rs.30,000 - Rs. 40,000	Above Rs.40,000	Mean
Satisfaction with salary	2.86	3.71	3.96	4.04	3.64
Satisfaction with incentives and increments	1.74	2.06	2.30	2.33	2.10
Satisfaction with work load	3.56	3.75	4.03	4.03	3.84
Satisfaction with economic status	2.66	3.06	3.33	3.69	3.12
Happy with co-workers	1.94	2.35	2.60	2.73	2.40
Satisfaction with accessibility of office and location	1.44	1.73	1.99	1.99	1.78
Having trust on colleagues in job and location	3.27	3.66	3.93	4.05	3.73
Colleagues help in over work load	1.82	2.12	2.38	2.42	2.18
Getting recognition in the achievements in work	3.62	3.82	4.09	4.01	3.88
Satisfaction with working environment	1.43	1.83	2.10	2.22	1.89
Satisfaction with facilities to perform Job best	2.60	3.00	3.28	3.44	3.08
Satisfaction with training and development facilities to perform Job	1.56	1.96	2.23	2.35	2.02
Internet and computer facilities are made available in the working environment	1.34	1.64	1.91	1.91	1.70
Satisfaction with infrastructural wellness in the working place	1.83	2.23	2.5	2.62	2.29
Go for movies every week	1.66	2.15	2.32	2.35	2.12
Often engagement in entertainment activities	2.72	3.15	3.4	3.55	3.20
Having association with social clubs and service organization	1.48	1.85	2.11	2.25	1.92
Active in social network	2.56	2.95	3.24	3.35	3.02
Smoking and consume alcohol to reduce work pressure	1.98	2.38	2.65	2.77	2.44
Involve in spiritual activities to relive work pleasure	1.90	2.08	2.35	2.63	2.24
Spending monthly for friends in social life and entrainment	1.48	1.78	2.05	2.07	1.84
Like to make more friends	3.06	3.47	3.74	3.86	3.53
Involve in sports and games	2.83	3.23	3.5	3.62	3.29
Satisfaction with professional contribution	3.66	3.93	4.2	4.15	3.99
Satisfaction with social wellness	2.03	2.43	2.7	2.82	2.49
Top management is approachable for any issues	3.68	3.88	4.1	4.13	3.94
Supervisors considered the opinions of the employees	3.01	3.41	3.68	3.8	3.47
Satisfaction with the official procedure for getting any permission	2.14	2.54	2.81	2.93	2.60
Satisfaction with administration of the organization	2.46	2.86	3.13	3.25	2.92
Feeling of home sickness	1.34	1.64	1.91	1.91	1.68
Happy in visiting native place	2.28	2.68	2.95	3.07	2.74
Able to spend enough time with family members	2.94	3.34	3.6	3.73	3.40
Owning enough properties to lead life	3.13	3.53	3.79	3.97	3.59
Spending heavily on medical expertise	3.61	4.01	4.28	4.4	4.07
Happy wish ambience and surrounding household environment	2.09	2.51	2.77	2.85	2.55
Parents and relatives are happy with family	3.87	4.24	4.31	4.21	4.15
Happy with wife and children's	2.53	2.81	2.98	2.98	2.82
Live happily with parents and in-laws	2.94	3.32	3.48	3.57	3.32
Average	2.45	2.82	3.07	3.16	2.87

ANOVA

Source of Variation	SS	df	MS	F	F crit
Rows	86.84166	37	2.347072	368.9073	1.518116
Columns	11.55122	3	3.850406	605.1978	2.686384
Error	0.706207	111	0.006362		
Total	99.09909	151			

The lowest income group respondents slip down to the last position in their overall rated indicators on work place happiness as per their secured a mean score of 2.45 on a 5 point rating scale.

The anova two way model is applied for further discussion. At one point, the computed anova value 368.9 is greater than its tabulated value at 5 per cent level significance. Hence the variation among the rated indicators of work place happiness is statistically identified as significant as per the rating of the respondents. In another point, the computed anova value 605.1 is greater than its tabulated value at 5 per cent level significance. Hence the variation among the income groups is statistically identified as significant as per the rating of the respondents.

Conclusion

It could be seen clearly from the above discussion that the respondents' have high level work place happiness by citing the indicators of parents and relatives are happy with family, spending heavily on medical expertise, satisfaction with professional contribution, top management is approachable for any issues, getting recognition in the achievements in work satisfaction with work load, having trust on colleagues in job and location satisfaction with salary, owning enough properties to lead life and like to make more friends as per their secured a mean score above 3.50 on a 5 point rating scale. the respondents' report the moderate level work place happiness by citing the indicators of supervisors considered the opinions of the employees, able to spend enough time with family members, live happily with parents and in-laws, involve in sports and games, often engagement in entertainment activities, satisfaction with economic status, satisfaction with facilities to perform job best, active in social network, satisfaction with administration of the organization, happy with wife and children's, happy in visiting native place, satisfaction with the official procedure for getting any permission and happy wish ambience and surrounding household environment as per their secured a mean score in the range of 2.50 to 3.50 on a 5 point rating scale. the respondents' rate the low level work place happiness by citing the indicators of satisfaction with social wellness, smoking and consume alcohol to reduce work pressure, happy with co-workers, satisfaction with infrastructural wellness in the working place, involve in spiritual activities to relive work pressure, colleagues help in over work load, go for movies every week, satisfaction with incentives and increments, satisfaction with training and development facilities to perform job, having association with social clubs and service organization, satisfaction with working environment, spending money for friends in social life and entrainment, satisfaction with accessibility of office and location, internet and computer facilities are made available in the working environment and feeling of home sickness as per their secured a mean score below 2.50 on a 5 point rating scale. It could be seen clearly from the above discussion that the project manager respondents rank the first position in their overall rated indicators of work place happiness, system analysts respondents the second and senior software engineer the third and software engineer respondents the last.

It is observed that the female respondents lag behind the male respondents in their overall rated indicators work place happiness. The result of education wise analysis reveals that the research degree level educated respondents rank the first position in their overall rated indicators of work place happiness, post graduate holder respondents the second, degree level educated respondents the third and diploma level educated respondents the last. The result of working experience wise analysis indicates that the respondents come under the above 15 years working experience group rank the first position in their overall rated indicators of work place happiness, respondents belong the 10-15 years working experience group the second, respondents belong to 5-10 years working experience group the third and respondents come under the below 5 years

working experience group the last. The result of income wise analysis shows that the highest income group respondents rank the first position in their overall rated indicators of work place happiness, respondents come under the income group Rs. 30,000 to Rs. 40,000 the second, respondents belong to the income group Rs. 20,000 to Rs. 30,000 the third and lowest income group respondents the last.