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Assessment of Happiness and Quality of Life – An Empirical Study with Special Reference to Anugraha Fashion Mill Private Limited, Tirupur

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Abstract

Happiness and Quality of life are inevitable in every human life. The ultimate goal of each creature in the world would be to lead a happy and comfortable life. The research has been undertaken with the main aim of knowing the happiness and quality of life. The study has been conducted among 100 white collared employees working in Anugraha Fashion Mill Private Limited, Tirupur. The study is descriptive in nature and adopts a simple random sampling method for data collection. The data is analyzed using Statistical Package for Social Science (SPSS) 22.0 and the tools employed are correlation and linear regression. The results show that whenever age increases, the contribution of social support to happiness also increases and the output of the 'R square' value of the linear equation indicates that 1.2% changes in the contribution of social support to happiness are accounted for by age of the respondents. Lastly, whenever age increases, the contribution of work culture to quality of life also increases. The study concluded by recommending the management to provide sufficient social support, and improved work culture to the employees for the mutuality of interest.

Keywords: Happiness, Quality of Life, Social Support and Work Culture

1. Introduction

Happiness is a subjective emotional state characterized by feelings of contentment, satisfaction, and well-being. It is often considered as a fundamental human goal and is closely linked to concepts such as quality of life, mental and physical health, and overall well-being. Some people may find happiness through spiritual or religious practices, while others may find it through career success, family, or hobbies. The pursuit of happiness is a common theme in many cultures and societies, and research in the field of positive psychology has helped to further understand the nature of happiness and how it can be cultivated whereas the quality of life implies an individual's overall well-being and satisfaction with their life. It can vary greatly from person to person and can be understood by many factors such as genetics, environment, and personal circumstances. It is an important concept in fields such as healthcare, urban planning, and social policy as it can be used to measure the effectiveness of interventions and policies aimed at improving well-being. In this aspect, an attempt has been made to assess the happiness and quality of life of employees working in Anugraha Fashion Mill Private Limited, Tirupur.

2. Review of Literature

Sonja Lyubomirsky *et al.*,[1] found that happiness was associated with and precedes numerous successful outcomes as well as behavior paralleling success. Dalia Susniene *et al.*,[2] investigated the concept of quality of life and happiness. The study found that both the quality of life and happiness were correlated. A person with a high quality of life index could feel unhappy and a poor person might feel happy. Taherch Mandavi Haji *et al.*,[3] assessed the effectiveness of life skills training on happiness, quality of life, and emotion regulation and it was found that the physical health subscale does not differ significantly. Life skill training was an effective intervention that increased happiness, quality of life, and emotion regulation. Eylem Paslin Gurdogan[4] noted that the quality of life and

happiness of 345 nurses were positive and the quality of work life was affected by their working style. Chykhansova Olena[5] found that Ukraine had obtained 132nd rank out of 155 countries after the World Happiness Report 2019 becoming the unhappy European state in the past 10 years. Langgesari Elsari Novianti[6] found that Indonesian people would lead a happy and more satisfied life with improved psychological and physical function. Frantisek Murugas *et al.*,[7] inferred that the correlation between happiness and quality of life was high but not so high that both could be identified as the same.

3. Objectives

- To study the demographic profile of the respondents.
- To determine the factors contributing to happiness and quality of life.
- To assess the happiness and quality of life of employees in Anugraha Fashion Mill Private Limited.
- To know the impact of age on social support to happiness.
- To offer valuable suggestions to management for ensuring optimum happiness and good quality of life in the organization for the mutuality of interest.

4. Research Methodology

The study describes the happiness and quality of life among employees in Anugraha Fashion Mill Private Limited, Tirupur, and hence, the study is descriptive in nature. For the present inquiry, the population comprises 200 white collared employees working in Anugraha Fashion Mill Private Limited Tirupur. The sample size is 100 respondents selected by using a simple random sampling method. The primary data has been obtained from the respondents through a structured questionnaire during the month of December 2022. The secondary data has been collected from all associated sources such as books, journals, and Internet web sources. The primary data are examined using SPSS 22.0 and the scientific tools employed are correlation and linear regression analysis.

5. Analysis and Discussion

5.1 Demographic Profile of the Respondents

The respondents of the study belong to various socio-economic backgrounds. Table 1 denotes the responses based on the demographic classification of the respondents.

Table 1 indicates that a maximum of 47% of the respondents belong to 21-30 years of age, 66% are male,

Table 1. Demographic profile of the respondents

Socio-Economic Factors	Classification	Frequency/ Percentage
Age (in years)	Upto 20	18
	21-30	47
	31-40	17
	41-50	06
	51-60	12
Total		**100**
Gender	Male	66
	Female	34
Total		**100**
Marital Status	Married	60
	Unmarried	40
Total		**100**
Educational Qualification	Secondary	02
	Higher secondary	05
	Diploma	10
	Degree	81
	Others	02
Total		**100**
Work Experience (in years)	upto 1	07
	2-5	32
	6-10	25
	11-15	18
	More than 15	18
Total		**100**
Monthly income (in Rs.)	Upto 10000	04
	10001-20000	43
	20001-30000	20
	30001-40000	18
	Above 40000	15
Total		**100**
Family Size (Members)	Upto 3	21
	4-5	64
	6-7	15
Total		**100**
Family Type	Joint family	49
	Nuclear family	51
Total		**100**

Source: Computed

60% are married, 81% are degree holders, 32% have 2-5 years of work experience, 43% are earning monthly income between Rs.10001-Rs.20000, 64% are with the family size of 4-5 members and 51% are living in nuclear family type.

5.2 Factors Contributing to Happiness and Quality of Life

Table 2 determines the factors contributing to the happiness and quality of life of the respondents by using simple percentage analysis.

Table 2. Factors contributing to happiness and quality of life

S. No.	Factors	VI	I	MI	LI	VLI	Total
1	Social support to happiness	5	17	16	58	4	100
2	Personal achievement to happiness	29	6	59	1	5	100
3	Work culture to quality of life	23	12	11	48	6	100
4	Work-life balance to quality of life	29	7	61	2	1	100

(VI- Very Important, I –Important, MI – Moderately Important, LI – Least Important, VLI –Very Least Important)

Note: Number represents the frequency and percentage

Source: Computed

Table 2 shows that the majority of 58% of the respondents opined that social support is the least important factor contributing towards happiness, 59% opined that personal achievement is moderately an important factor contributing to happiness, 48% opined that work culture is the least important factor contributing to quality of life and 61% opined that work-life balance is a moderately an important factor contributing to quality of life.

5.3 Age and Contribution of Social Support to Happiness

Table 3 assesses the relationship between age and the contribution of social support to happiness for which the following null hypothesis has been framed and tested with correlation analysis. The results are portrayed in Table 3.

H_0: There is no significant relationship between age and the contribution of social support to happiness.

From Table 3, it is observed that the correlation value is 0.111 and the p-value is 0.270. Hence, the null hypothesis is accepted and it can be concluded that there is no significant relationship between age and the contribution of social support to happiness.

5.4 Impact of Age on Contribution of Social Support to Happiness

Tables 4-6 assesses the impact of age on the contribution of social support to happiness by framing the following null hypothesis and the same is tested with linear regression analysis.

H_0: There is no significant impact of the age of the respondents towards the contribution of social support to happiness.

Table 3. Age and contribution of social support to happiness (Correlation Analysis)

Factors		Age	Contribution of social support to happiness
Age	Pearson Correlation	1	.111**
	Sig. (2-tailed)		.270
	N	100	100
Contribution of social support to happiness	Pearson Correlation	.111	1
	Sig. (2-tailed)	.270	
	N	100	100

**Not Significant

Source: Computed

Table 4 indicates that the R Square value is 0.012. It represents that 1.2% change in the contribution of social support to happiness is accounted by the age of the respondents. The 'p' value is 0.270 which is not significant and thus the null hypothesis is accepted at 5% level of significance.

Table 4. Model Summary

Model	R	R square	Adjusted R Square	Std. Error of the Estimate
1	.111[a]	.012	.002	.42874

Predictors: (Constant), Age
Source: Computed

Table 5. ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.226	1	.226	1.228	.270[a]
	Residual	18.014	98	.184		
	Total	18.240	99			

Predictors: (Constant), Age
Dependent Variable: Contribution of social support to happiness
Source: Computed

5.6 Assessment of Happiness and Quality of Life

Table 8 analyses the happiness and quality of life of the respondents by using simple percentage analysis. The statements from 1-4 are meant to assess the happiness and the statements from 5-8 are meant to assess the quality of life of the respondents.

Table 8 depicts that the majority of 51% of the respondents strongly agree that they are happy, 50% strongly agree that they are satisfied with everything in their life, 57% strongly agree that their life is good, 38% strongly agree that their life is rewarding, 70% strongly agree that they have a healthy relationship with their parents, 49% agree that they have decent paid job, 70% strongly agree that they are satisfied with hygiene around them, and 39% agree that they are mentally and physically healthy.

Table 6. Coefficients[a]

Model Beta		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		Std. Error	Beta			
1	(Constant)	1.143	.098		11.674	.000
	Age	.039	.036	.111	1.108	.270*

Dependent Variable: Contribution of social support to happiness
*Not significant
Source: Computed

5.5 Age and Contribution of Work Culture to Quality of Life

Table 7 measures the relationship between age and the contribution of work culture to quality of life with correlation analysis and the results are given.

H_0: There is no significant relationship between age and contribution of work culture to quality of work life.

From Table 7, it is observed that the correlation value is .007 and the p-value is 0.942. The null hypothesis is accepted. Hence, it can be concluded that there is no significant relationship between the age of the respondents and the contribution of work culture to the quality of happiness.

Table 7. Age and contribution of work culture to quality of life (Correlation Analysis)

Factors		Age	Contribution of work culture to quality of life
Age	Pearson Correlation	1	.007**
	Sig. (2-tailed)		.942
	N	100	100
Contribution of work culture to quality of life	Pearson Correlation	.007	1
	Sig. (2-tailed)	.942	
	N	100	100

** Not Significant
Source: Computed

Table 8. Assessment of happiness and quality of life

S. No.	Statements	SA	A	N	DA	SDA	Total
1	I am very happy	51	18	29	02	0	100
2	I am well satisfied with everything in my life	50	12	29	06	03	100
3	I feel my life is good	57	21	20	0	02	100
4	I feel life is very rewarding	38	25	30	04	03	100
5	I have a healthy relationship with my parents	70	26	03	0	01	100
6	I have a decent-paying job	37	49	13	0	01	100
7	I am satisfied with the hygiene around me	70	26	03	0	01	100
8	I am mentally and physically healthy	36	39	23	02	0	100

(SA- Strongly Agree, A-Agree, N-Neutral, DA-Disagree, SDA-Strongly Disagree)

Note: Number represents the frequency

Source: Computed

6. Suggestions

Based on the findings, suggestions are offered to the management for ensuring optimum happiness and good quality of life in the organization

- A high proportion of the respondents feel social support for happiness is the least important. Hence, the management could take up initiatives to provide welfare measures like free education to the children of the employees, hospital facilities, free training programs, etc to make them realize the significance of social support for both personal and professional life.
- Most of the respondents opined that personal achievement to happiness is moderately important. Therefore, the management could provide achievers awards, paid holidays, and vacations to keep them motivated.
- The work culture has been identified as the least important factor in quality of life. Hence, the management could encourage interpersonal communication and social interactions in the organization for the betterment of the work culture.
- In order to maintain and improve the employee's work-life balance, management could organize stress management programs, and yoga and meditation classes regularly for the employee's well-being.

7. Conclusion

The happiness depends more on the quality of life a person leads. In the current scenario, most often people live in unhappy state and thereby spoil one's own life and life of others. Hence, the researcher felt the need for the present study. It has been inferred from the study that the majority of the employees in the organization felt that they lacked social support and had a poor work culture. To overcome the issues, management should ensure that employees get enough social support, and improved work culture for the mutuality of interest.

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