Characteristics of Job-related Happiness Types Case Study of Female Employees in Science

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Abstract: Happiness is a concept that has not yet reached a consensus in terms of its content because of its many different meanings. The purpose of this paper is to characterise happiness patterns in the workplace to contribute to a better understanding of the evidence-based concept of happiness. A cross-sectional study was conducted on female employees at a scientific institution with a strength of 720 people. The Happiness at Work Scale was developed to collect data on 27 items, covering the basic connotations of happiness in the workplace. Statistical analysis results have shown that there are three different types of happiness: job satisfaction, hedonic, and eudaimonic job-related happiness. They are separate, but correlated, and measurable constructs. Some happiness profiles of female employees have been outlined. The results showed the multidimensional and complex features of the concept of happiness in the workplace in Vietnam, and built a reliable and valid measure of happiness at work.

1. Introduction

Happiness is the concern of every individual and is also a goal in the policies of many countries. However, a unified understanding of what happiness is remains desirable (Kesebir & Diener, 2008). Happiness is said to be an ambiguous term and has many meanings (i.e., psychological balance and harmonia, wellbeing, meaningfulness, life satisfaction, etc.) (Delle Fave et al., 2011). Traditionally, there are two different views on happiness. According to the hedonic perspective, happiness can be understood as experiencing pleasure and positive influences and satisfaction with life (Diener, 2000; Pavot & Diener, 2008), but according to the eudaimonic perspective, happiness is living a life with purpose and meaning, realising the individual's potentials (Ryff & Singer, 2008; Waterman, 2008). According to

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the synthesis of Michaelson et al. (2014), three aspects of happiness include hedonic (feeling or emotion), eudaimonic (sense of meaning and purpose), and evaluative (subjective judgments, in terms of life satisfaction). Some authors point out the irrationality of contrasting hedonic with eudaimonic happiness because the two notions are disproportionate concerning composition, which complicates the manipulation of the concept of happiness (Kashdan et al., 2008). They suggest that they are separate, parallel, and correlated (Biswas-Diener et al., 2009). These two notions have been integrated into the happiness model of Seligman (2002) and Keyes (2002), where happiness is composed of both hedonia and eudaimonia.

In the workplace, happiness is receiving more and more attention because it is found to be important not only for individuals but also for organisations (Fisher, 2010). Happiness is an indicator of an individual's mental health (WHO, 2004). It contributes to increasing employee performance (Rego & Cunha, 2008; Warr, 2007), promoting positive behaviour in the organisation (Wright, 2003; Mohammed & Abdul, 2019), better teamwork (Peñalver et al., 2017), reducing turnover, and increased performance (Thompson & Bruk-Lee, 2020). The concept of happiness in the work context is also very complex. It is said to be "an umbrella concept that includes a large number of constructs" (Fisher, 2010, p.24), which is a multidimensional concept (Fisher, 2014). It suggests that there are also different types of happiness in the workplace from different dimensions and different interpretations of happiness.

Types of job-related happiness

The hedonic and eudaimonic perspectives are conceptually distinct patterns of happiness based on empirical evidence (Erdogan et al., 2012). In the occupational field, however, psychologists have found a richer variety of happiness patterns based on findings about its various dimensions.

Synthesised from many different concepts in research, Fisher (2014) proposed that happiness at work has three basic aspects, each of which includes different concepts: Subjective wellbeing (job satisfaction, organisational commitment and affect in the workplace), eudaimonic wellbeing (job involvement, work engagement, thriving, flow, and intrinsic motivation, meaning and calling at work), and social wellbeing at work (satisfaction with relationships, social support, feelings of belonging to work communities, helpful social encounters with others). According to The New Economic Foundation, a UK-based socio-economic research organisation specialising in consulting to help develop a mindset towards sustainable economic development, happiness at work includes experience at work (feelings experienced as happiness, joy, contentment, satisfaction) and functioning at work (autonomous, competent, safe and secure, connected to others) (Michaelson et al., 2014). Based on the Model for Action of the World Health Organisation and the concept of sustainable work over the life course of the European Union, Weziak-Bialowolska et al. (2020) pointed out six aspects of wellbeing at work, including job satisfaction, happiness, mental health, meaning, purpose, and social relationships, in which happiness and mental health include emotions at work such as happiness, depression or sadness. Some authors consider isolation affective wellbeing (including positive and negative emotions) (Van Katwyk et al.,

2000; Daniels, 2000), eudaimonic wellbeing at work (including interpersonal and intrapersonal wellbeing) (Bartels et al., 2019), or job satisfaction (Weiss, 2002). Each concept in the mentioned aspects, in spite of a certain interference, still contains different ideas about happiness in the workplace of individuals.

As can be seen, job-related happiness has different names, reflecting different angles and describing different types of happiness. But most strikingly, its dimensions bear many of the features of hedonia and eudaimonia stemming from labour activity in the workplace. In addition, while the content of hedonic happiness is consistent among different authors, reflecting the experience of positive emotions outweighing negative emotions and job satisfaction, the content of eudaimonic happiness is quite diverse with many terms such as purpose and meaning in work, self-actualisation, self-determination, and social relationship (Kashdan et al., 2008). One more point worth noting, although affect at work and job satisfaction both fall under hedonic happiness, according to the original concept of happiness, affect and satisfaction are distinguished as affective and cognitive components (Diener, 2000). This view of happiness in life can also be applied to job-related happiness because it is also a part of happiness. While affect at work is an immediate experience, job satisfaction is the product of the evaluation of what is achieved from the profession based on comparison with the needs and expectations of the individual, compared with others, therefore, it's more thoughtful.

The problem arises when there are different types of happiness with different connotations, as the concept is ambiguous, so it is easy to use the concepts interchangeably. As a result, there can be incomplete, one-sided views of happiness. For example, measuring only one side, namely, hedonic happiness or job satisfaction, one may jump to a conclusion about happiness in general at work (including eudaimonia). Especially when it is necessary to identify the factors affecting happiness and apply the results in practice, the factors that make employees happy and excited about work may not be the factors that make them find their professional life meaningful and valuable. The nature of these happiness patterns in the workplace and their characteristics need to be further elucidated on empirical data.

Relationship between types of job-related happiness

Separation and correlation between types

Theoretical perspectives suggest that aspects or patterns of happiness are separate, and unique, but interrelated. For example, affective (affects) and cognitive components (satisfaction) may represent separate constructs, each providing some kind of information about subjective wellbeing, even though they are conceptually related. These components have moderate correlation and more detailed studies of each component alone or in combination can be performed (Diener, Scollon & Lucas, 2009).

In the dynamic model of wellbeing at work of the New Economics Foundation (Michaelson et al., 2014), good experiences (similar to hedonia) and good functioning (similar to eudaimonia) are two different components of wellbeing at work, but there is a

reciprocal relationship between them. Good functioning can create positive emotions. And in turn, positive emotions can cause individuals to express their positive self-worth. Research by Kashdan et al., (2008) also found a strong correlation between hedonic and eudaimonic components. According to Diener (2009), hedonic and eudaimonic happiness are two types of happiness that are independent but correlated; and when achieving eudaimonic happiness people will feel happy, comfortable, satisfied, and pleasant which means they will also gain hedonic happiness. Research by Henderson et al. (2013) does not directly discuss the relationship between hedonic and eudaimonic happiness but shows that both contribute to the overall happiness of individuals in different ways.

Combination of types: creation of overall job-related happiness

Fisher's review (2014) found that many workplace happiness concepts are a combination of different dimensions of wellbeing, often cognitive with affective, hedonic with eudaimonic, or eudaimonic with social wellbeing. This combination suggests that overall happiness at workplace index can be built in addition to the independent indicators of each happiness type. The integration of different types of happiness, and scales of these models, can generate an overall happiness score that allows an assessment of the overall level of happiness in the work environment. Thus, it is conceivable that an individual can experience different types of happiness simultaneously, each contributing to overall happiness in a different way. This index not only has theoretical significance, contributing to a better understanding of the concept of happiness in the workplace, but it also has practical significance in assessing happiness at the individual, organisational, and country levels. However, reality shows that, in terms of measuring happiness, "some aspects are commonly measured, and measured very well, while other important components of overall wellbeing at work have been greatly ignored" (Fisher, 2014, p.15).

Types and measurements of overall happiness

From a practical perspective, measuring overall happiness in the workplace is the need of practitioners and policymakers because it is necessary to evaluate the effectiveness of activities to promote happiness in the workplace - to know if a policy has been implemented effectively, it is necessary to assess how it has increased overall happiness. However, given the complexity and multifaceted nature of the concept of happiness in the workplace, measuring it to ensure validity is not simple. Synthesis by Sender et al. (2021) pointed out that measuring happiness in the workplace is one of the core problems that still exist because no scale is widely accepted by academics and managers, who are often policymakers in organisations. The diversity of interpretations and applications seems to lead to inconsistent conclusions about what really makes employees happy in the workplace in more than 100 years of research into this issue (Danna, 1999). In fact, recently several workplace happiness scales have been developed to assess overall happiness (Salas-Vallina et al., 2017; Singh & Aggarwal, 2018; Sender et al., 2021) to deal with the above situation, but they have not been popularised in studies.

In addition, a number of scales to measure separate types of happiness have also been developed and applied in research and practical evaluation. For example, some scales of hedonic happiness, such as the Job-Related Affective Wellbeing Scale (Van Katwyk et al., 2000), Measure of Affective Wellbeing at Work (Daniels, 2000); scales that evaluate different aspects of eudaimonic happiness such as the Comprehensive Meaningful Work Scale (Lips-Wiersma & Wright, 2012), Work and Meaning Inventory (Steger, Dik & Duffy, 2012), Daily Behaviour Scale (Steger, Kashdan & Oishi, 2008), and the Utrecht Work Engagement Scale-9 (Schaufeli et al., 2006). There are quite a few good scales built to measure job satisfaction such as Warr's Job Satisfaction Scale (Warr, 1979), the Minnesota Satisfaction Questionnaire (Weiss et al., 1967), and the Job Satisfaction Survey (Spector, 1985). Among these, measuring job satisfaction is the most popular because it is the most studied phenomenon among happiness types, and the scales are of good quality (Fisher, 2014).

In essence, happiness is a mental category, abstract and relative because it is elusive. The empirically established and qualitatively verified scales are the basis for the assertion that happiness can be measured quantitatively and they contribute to a clearer recognition of happiness.

In Vietnam, studies on happiness at work only stop at job satisfaction, while studies on hedonic and eudaimonic aspects are very rarely conducted. A summary of studies published in Psychology, the leading journal of psychology in Vietnam, shows that since 1996 only nine articles on job satisfaction and one on hedonic happiness at work were published, and there are no articles about eudaimonic happiness and three articles that do not directly refer to happiness at work but emotions at work (Institute of Psychology, 2019; Journal of Psychology, 2020, 2021 & 2022). Measures of overall happiness, as well as happiness patterns in the workplace, are not many, despite the fact that understanding them will greatly assist in promoting employee happiness in various ways. In an attempt to find evidence from empirical research on the existence of overall happiness in workplace patterns in Vietnam, we conducted a case study on female employees in the scientific sector to learn the characteristics of job-related happiness from a female perspective. The field of scientific activities has traditionally been a stronghold of men, however, the proportion of female employees participating in scientific research is increasing, and by 2015 it was 44.8% (MOST, 2016). The research results, therefore, help to better define the concept as well as the measurement based on the empirical data of happiness in the workplace that plays a very important role in the cause of industrialisation and modernisation in Vietnam.

2. Methodology

Participants

Survey participants include 720 female employees (accounting for about three-fourths of the female employees in the organisation) who were randomly selected, working in all

affiliated units of a scientific organisation. They include 28 people (3.9%) who are female leaders of institutes or equivalent units and 692 female employees. The age groups of the study sample include four groups: under 29 (4.9%), 30-39 (50.7%), 40-49 (38.6%) and over 50 years old (5.8%). The job positions are quite diverse: researchers, editors, librarians, accountants, teaching personnel, office specialists, and other support staff (cleaners, security guards, drivers). The research sample covers all employment categories and levels 1, 2, and 3. In terms of educational attainment, most of the participants have a postgraduate degree, and only 1.9% attain a bachelor's degree and lower. In general, the research sample is diverse, including all basic characteristics of female staff in terms of age, education, rank, and representation of female employees in this organisation.

Tools

Deriving from popular dimensions of happiness, 27 job-related happiness items have been built to reflect the following main contents.

Items related to emotions at work (10 items). Inspired by the scale of positive and negative experiences (SPANE) of Diener, Wirtz et al. (2009) and research results of different authors, 10 typical positive and negative emotions in the workplace are experienced and selected to learn the hedonic aspect of happiness. Of such emotions, five are positive emotions (joy, enthusiastic, passionate about work, motivated to work, feeling loved) and five are negative ones (angry/frustrated, sad/boredom, disappointed, frustration, stress, envy). A 5-level Likert scale is applied to survey the frequency of emotions, from 1 corresponding to "Never" to 5 corresponding to "Always". The higher the score, the more often the emotions occurred in the workplace within about one month prior to the survey.

Items related to job satisfaction (10 items). The content reflecting the evaluative aspect of happiness refers to job satisfaction in general and satisfaction with different areas of the profession such as income, material condition, colleague relationship, administration, management, cultural environment, position, professional progress, and individual ability. A satisfaction rating scale from 0 (completely dissatisfied) to 10 (fully satisfied) is applied.

Items related to meaning in work life (seven items). The content refers to the meaning of work and self-worth at work, reflecting the eudaimonic aspect of happiness. For example, there are such items as: I feel that my work is meaningful, I feel that the results of my labour are valuable, and I feel that my capacity is promoted at work. The 5-point Likert scale is applied from 1 (Almost not true) to 5 (Almost completely correct).

The respondent's socio-demographic information was also collected.

Data collection

Data was collected online via Google form in July 2020. It was three months after Hanoi had just experienced a social distancing period due to the Covid-19 pandemic and

working people going to work normally. However, in the context of "fighting the pandemic like fighting the enemy" as put by the government, this was the right way to collect data to ensure safety. The time to answer the questionnaire was about 20 to 30 minutes and the respondents received a remuneration corresponding to one hour of average work. Data was collected without missing information.

Data analysis

Scoring for job-related happiness variables

Hedonic job-related happiness score: According to Diener, Wirtz et al., (2009), SPANE creates three scales: frequency of positive emotions, frequency of negative emotions, and the difference between the frequency of positive and negative emotions. The larger the difference, the higher the happiness level. Applying the above scoring method, in this study, the frequency was calculated separately for positive and negative emotions by summing the scores of five corresponding emotions for each category. The score ranges for these two scales are from 5 to 25. The job-related happiness hedonic score is the difference between positive and negative emotion scores, ranging from -20 to +20. Score ≤0 reflects the level of unhappiness in the workplace because positive emotions do not outweigh negative emotions. The higher the score, the higher the happiness level.

Job satisfaction score: The score is calculated by the average score of the component items. The lowest score is 0 and the highest is 10. The higher the score, the higher the job satisfaction.

Eudaimonic job-related happiness score: The score is calculated by the average score of the component items. The lowest score is 1 and the highest is 5. The higher the score, the higher the job satisfaction.

Because of the different score systems, to facilitate the integration of happiness overall at work, we rescaled the points to the same 0-10 score system (the meaning of the score does not change) according to the following formula (Giannoulis, 2018):

$$Y_i = \left(\frac{Xi - min}{max - min} \right) \times 10$$

In which: Y_i is the happiness score converted to the 10 score system of individual i

Xi is the score obtained on the initial scale of individual i

min is the lowest score and max is the highest score of each initial scale

Overall happiness at workplace score: Scores are calculated by the average of three types of happiness after rescaling scores.

In all post-rescaling score categories, the lowest score is 0 and the highest score is 10. Based on the probability distribution, those with scores below 5 are considered unhappy, and with scores of 5 or higher are considered happy. We define people with a score of 8 or higher as very happy to distinguish them from moderately happy people in this second group.

Statistics

Descriptive statistical parameters (frequency, percentage, mean score, standard deviation, min, max, skew Sk) were used to describe the distribution of the scores. Exploratory factor analysis (EFA), Pearson correlation analysis, cross-tabulations, and Cronbach's Alpha coefficient were applied to understand different characteristics of job-related happiness. The analysis was performed on statistical software SPSS 22.0.

All empirical data used in this article is retrieved from the project titled "Happiness at Workplace of Vietnam Academy of Social Sciences Female Employees", led by Prof. PhD. Đặng Nguyên Anh, funded by Vietnam Academy of Social Sciences.

3. Results

3.1. Separation of job-related happiness types

EFA is a statistical technique which is utilised in a wide range of applications, including exploring the underlying theoretical structure of the phenomena. It identifies interrelated items that converge under one structure and are distinct from other items loaded in structure among the observed variables in the analysis. In this study, EFA is applied to learn the separation of types from the collection of job-related happiness items.

The Principal Components Analysis with an Oblimin Rotation was conducted on 27 items using the data gathered from samples of 720 cases. The Kaiser-Meyer-Olkin measure of sampling adequacy was .930. Bartlett's test of sphericity was significant ($\chi2$ (351) = 12578.544, p < .001). The communality of the variables was from .439 to .746 (Table 1), in which most had a communality of more than .50. These indicators showed that factor analysis was suitable with the mixed data and all variables meet an acceptable level of explanation for extracted factors.

The results show that all items were loaded into four factors with factor loadings > .50 - the threshold for practical significance (Hair et al., 2010) - that explained 63.58% of the variance. All variables have high loadings only on a single factor and are weak on others (Table 1).

Considering the items in each factor, it can be seen that the first factor includes 10 items with factor loadings from .530 to .818; they are related to job satisfaction in general and with job domains. This factor is called job satisfaction. The second factor consists of seven items, with factor loadings from .695 to .829, which are items that reflect the sense of the meaning of the profession and the purpose and value of the individual in the profession, called Eudaimonic happiness. The third factor consists of five items, with factor loadings from .632 to .820, reflecting negative feelings in the workplace, named Negative affect. The last factor, which has five items with factor loadings from .567 to .759, reflects positive feelings at work, called Positive affect.

Table 1: Factor Loadings with Oblimin Rotation and Variable Communalities

Items	Components				Communality
	Job satisfaction	Eudaimonia	Negative affect	Positive affect	
JS5	**.818**	-.033	-.023	.098	.735
JS10	**.806**	.010	-.024	-.060	.635
JS6	**.790**	-.052	-.093	.081	.710
JS4	**.756**	-.077	.007	.003	.530
JS8	**.738**	-.107	-.146	.208	.746
JS7	**.700**	-.127	-.118	.253	.695
JS1	**.634**	.313	.172	-.012	.586
JS2	**.625**	.276	-.078	-.040	.619
JS3	**.568**	.129	-.148	-.076	.439
JS9	**.530**	.330	.168	-.021	.465
EUD5	.046	**.829**	-.076	-.010	.739
EUD6	.050	**.800**	.011	.005	.675
EUD2	-.073	**.782**	-.083	.129	.695
EUD4	.119	**.770**	-.063	.035	.732
EUD1	-.038	**.769**	-.084	.123	.692
EUD3	.173	**.722**	-.030	.066	.716
EUD7	.068	**.695**	-.072	.095	.623
HUD8	-.005	-.147	**.820**	-.003	.735
HUD9	.092	-.077	**.811**	.118	.596
HUD2	-.144	-.008	**.753**	-.001	.665
HUD4	.002	-.093	**.733**	-.105	.625
HUD10	-.118	.106	**.632**	-.094	.487
HUD6	-.055	.242	.070	**.759**	.727
HUD1	.147	-.124	-.142	**.702**	.605
HUD3	.091	-.024	-.027	**.634**	.453
HUD7	-.075	.413	.094	**.596**	.656
HUD5	.043	.280	-.041	**.567**	.586
Cronbach's Alpha	.912	.930	.832	.815	
Initial Eigenvalues	10.713	3.089	2.087	1.277	
Percentage of Variance	39.677	11.439	7.729	4.731	
Cumulative variance (%)		63.576			

Notes: JS: Job satisfaction; EUD: Eudaimonia; HED: Hedonia; Factor loadings >.50 are bold

Source: Authors.

Thus, the results show that data on three types of work-related happiness is separated into four different structures, in which, two structures reflect two types of happiness, namely, job satisfaction and eudaimonic job-related happiness. Two other structures that reflect affects in the workplace but in opposite directions are negative and positive. Happy people are those who regularly experience positive emotions, and rarely experience negative emotions, and these two structures are grouped into a type of happiness by calculating the difference between the scores of the two emotions (Diener, Wirtz et al., 2009; Bradburn, 1969). Thus, these two structures can form hedonic job-related happiness because they can reflect happiness with the predominance of positive emotions over negative job-related emotions.

In summary, the separation of the three content types of happiness in the workplace has been confirmed by empirical data. Job satisfaction, hedonic happiness, and eudaimonic happiness are three separate constructs, reflecting three different perspectives on job-related happiness, in which hedonic happiness includes two subconstructs: negative and positive affect at work. They can also be separate constructs, which can be considered independently to better understand the types of emotions experienced in the workplace and their function on wellbeing.

3.2. Correlation between types of job-related happiness

The correlations between the three happiness patterns were investigated to determine whether they were related in some way.

Table 2 results show that there is a relatively strong positive correlation between happiness types (correlation coefficient from .54 to .60, $p<0.001$). It means that when female employees have more dominant positive emotions than negative emotions, they also have higher job satisfaction and the higher they see their worth and the meaning of their work. On the contrary, when female employees have more dominant negative emotions than positive emotions, they also have lower job satisfaction and they see their self-worth and job meaning lower, too.

Table 2: Pearson Correlation Coefficient between Job-related Happiness Types

	Job satisfaction	Hedonic	Eudaimonic
Job satisfaction	-		
Hedonic job-related happiness	.602***	-	
Eudaimonic job-related happiness	.539***	.554***	-

*Note: ** p<.001*

Source: Authors.

The data also shows that, in the workplace, hedonic happiness has a higher correlation coefficient with job satisfaction (r=0.602) than eudaimonic happiness (r=0.539), that is, hedonia and job satisfaction are more strongly related to each other than eudaimonia.

3.3. Overall job-related happiness

The three-dimensional correlations analysed above suggest that there is a pattern of experiencing these types of happiness, if employees experience one type at a high level, then the other is not at a low level. Conversely, if one type is low then the others are difficult to be high. With such a positive trend, these three types of happiness have the basis for the ability of these three dimensions to combine into overall happiness in the workplace.

Empirically, the EFA results with the principal component method show that three items representing the three types of happiness calculated above (job satisfaction, hedonic, eudaimonic) form a single factor, explaining 70.63% of the variance. The communality of the three items ranges from .68 to .73 with factor loadings of .843, .824, and .854, respectively, which are very high. The data also shows that the Cronbach Alpha reliability of the 3-item composite scale is 0.789, ensuring the internal stability of the scale. Thus, it is possible to create an overall happiness index that ensures reliability and validity from separate happiness patterns.

3.4. Measuring types and overall job-related happiness of samples

- Descriptive statistics of types and overall job-related happiness

Figure 1 shows the score distributions of the three types of happiness (job satisfaction, hedonic, eudaimonic), and overall job-related happiness, that have been converted to the 0-10 system. The distribution of all scores has the same shape: concentrated in the centre and gradually decreasing to the sides. Statistical parameters in Table 3 show that all four types of happiness scores have a Mean close to the Median. The distributions of job satisfaction and eudaimonia skew slightly to the right with skewness = -.704 and -.661 respectively, while the distributions of hedonic and overall happiness have skewness close to zero (Sk=0.009 and -0.052, respectively). This data shows that the distributions are approximate normal curves. The normal distribution is an important theoretical distribution in statistics because it is the statistical assumption for higher order analyses, so the results of this normal asymptotic distribution allow for further analyses of the three types of happiness and overall happiness as separate phenomena.

Assessing the level of happiness in the workplace in different types, as well as the overall one, the results show that in general female employees tend to be more satisfied with their jobs, experience more positive emotions than negative ones in the workplace, feel that their jobs are meaningful and self-worth in their jobs, and are generally quite happy. Comparing happiness levels in the three types shows that hedonia has the lowest level (M=6.52, SD=1.12), followed by job satisfaction (M=6.92, SD=1.28), and the highest is

eudaimonia (M=7.37, SD=1.40). However, the difference between the types of happiness is insignificant, indicating that all three types of happiness are on the same level.

The values of Cronbach's Alpha coefficient of the measures were high, above the accepted level of 0.7 (Cronbach, 1951), indicating that the scales have internal consistency, which is important statistical evidence for the quality of the used instrument. In addition, the highest scores of all four scales are 10 and the lowest scores are between 1 and 2 scores, showing that these four scales can distinguish happiness levels from the lowest/near the lowest to the highest level of the scale.

Figure 1: Distributions of Job-related Happiness Scores

| *1a. Job satisfaction* | *1b. Hedonia* | *1c. Eudaimonia* | *1d. Overall happiness* |
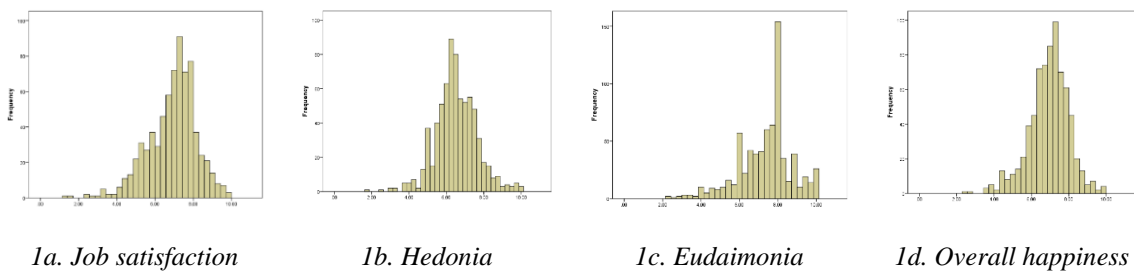
Source: Authors.

Table 3: Statistics of Job-related Happiness (N=720)

	Job satisfaction	Hedonic happiness	Eudaimonic happiness	Overall happiness
Mean	6.92	6.52	7.37	6.94
Median	7.10	6.50	7.71	7.04
Std. Deviation	1.28	1.12	1.40	1.07
Skewness	-.704	.009	-.661	-.052
Minimum	1.40	1.75	2.29	2.54
Maximum	10.00	10.00	10.00	10.00

Source: Authors.

Thus, the results show the ability to separate happiness patterns from a measurement perspective. Job satisfaction, hedonic happiness, and eudaimonic happiness are three separate constructs, reflecting the three different dimensions of happiness. The tool to measure three types of happiness and overall happiness ensures reliability and can distinguish different levels of happiness according to almost the entire spectrum of the scale, allowing separate analysis of each type of happiness from the perspective of describing the situation as well as higher-order

analysis (comparison, correlation, regression...) to learn more about happiness in general, as well as different aspects of job-related happiness.

- Levels of job-related happiness

Dividing happiness scores into three levels: unhappy, moderately happy, and very happy, the data shows that most of the sample was moderately happy at work, both in overall happiness and as well as the other two happiness patterns (Table 4). Considering the rate of unhappy and very happy at work, it shows that the number of unhappy female employees in hedonia is 10.4% but this rate in eudaimonia is only 6.3%. In contrast, the number of very happy people in eudaimonia accounts for 43.3%, but this rate in hedonia is only 9.3%.

Table 4: Levels of Job-related Happiness: Types and Overall - N (%)

	Unhappy (<5)	Moderate happy (5.0-7.99)	Very happy (>=8)
Hedonic happiness	75 (10.4)	578 (80.3)	67 (9.3)
Job satisfaction	61 (8.5)	523 (72.6)	136 (18.9)
Eudaimonic happiness	45 (6.3)	363 (50.4)	312 (43.3)
Overall happiness	40 (5.6)	582 (80.8)	98 (13.6)

Source: Authors.

The above data reveals more details about happiness levels in the workplace of the study sample. Besides the majority of people who tend to be quite happy and very happy, there is still a certain percentage of people who are unhappy with their jobs, which is prominent in the lack of positive emotions in their jobs, but rather the predominance of negative emotions (10.4%). The rate of job dissatisfaction also accounts for 8.5%. Overall, unhappy people make up 5.6% and very happy people make up 13.6% in the workplace. Although the number of people who are very happy with their jobs accounts for a higher percentage than the unhappy ones, the influence of unhappy people in an organisation is unpredictable.

- Combination of the types: Profiles of job-related happiness

Assuming that each individual simultaneously experiences different types of happiness to some degree, we would have happiness profiles that examine how happiness types are experienced in certain groups. By combining the three types of happiness, the data shows that 20 combinations make up 20 happiness profiles in female employees (Table 5).

The data shows the three happiness profiles which are more common among female employees.

(1) Moderate profile: At work, they feel moderately happy in all three aspects: positive emotions outweighing moderate negative emotions, moderate job satisfaction, and a sense of moderate job meaning. This number accounts for 35.8%.

(2) Eudaimonic profile: People who feel they are very valuable people at work, see the great meaning of the work they do at the office; however, they are moderately satisfied

with their jobs, and their positive emotions moderately override their negative emotions. They account for 24.4%.

(3) Happy profile: The group of people who feel that their work is meaningful, they are valuable people at work and are very satisfied with their work. However, in the workplace, even though their positive emotions are dominant, they sometimes still experience negative emotions in the workplace such as anger, discomfort, and stress mixed with disappointment. There are 10% of people in this category.

Table 5: Job-related Happiness Profiles

	Frequency	Percent
EUD.L - JS.L - HED.L	18	2.5
EUD.L - JS.L - HED.A	5	.7
EUD.L - JS.A - HED.L	9	1.3
EUD.A - JS.L - HED.L	13	1.8
EUD.A - JS.L - HED.A	20	2.8
EUD.L - JS.A - HED.A	12	1.7
EUD.A - JS.A - HED.L	29	4.0
EUD.A - JS.A - HED.A	258	**35.8**
EUD.L - JS.H - HED.A	1	.1
EUD.H - JS.L - HED.A	5	.7
EUD.A - JS.H - HED.L	2	.3
EUD.H - JS.A - HED.L	3	.4
EUD.H - JS.H - HED.L	1	.1
EUD.A - JS.A - HED.H	10	1.4
EUD.A - JS.H - HED.A	29	4.0
EUD.H - JS.A - HED.A	176	**24.4**
EUD.H - JS.A - HED.H	26	3.6
EUD.A - JS.H - HED.H	2	.3
EUD.H - JS.H - HED.A	72	**10.0**
EUD.H - JS.H - HED.H	29	4.0
Total	720	100.0

Notes: EUD=Eudaimonia; JS=Job satisfaction; HED=Hedonia; H=High; A=Average; L=Low

Source: Authors.

The data also shows that not many people have a perfect happiness profile at work (with high scores in all three categories). These people only account for 4%. Not so many people have an unhappy profile (with low scores in all three categories) with a proportion of 2.5%. In particular, people who are very happy in one type but unhappy in another are very rare (1.6%).

Continuing to understand those considered very happy or unhappy in the overall index, what about the other three aspects? The data in Table 6 shows that for those who are very happy at work, hedonia, job satisfaction, and eudaimonia at least must be at a moderate happy level or higher of which more than 90% of people have two types of being very happy. For people who are unhappy at work, all three types are moderate happy or lower, of which 90% experience two types of unhappiness.

Table 6: Happiness Patterns in People Who Are Very Happy and Unhappy at Work

Very happy in general	N	%	Unhappy in general	N	%
Very happy in all 3 types	29	29.6	Unhappy in all 3 types	18	45.0
Very happy in 2 types and happy in 1 type	58	59.2	Unhappy in 2 types and happy in 1 type	18	45.0
Very happy in 1 type and happy in 2 types	11	11.2	Unhappy in 1 type and happy in 2 types	4	10.0
Total	98	100.0	Total	40	100.0

Source: Authors.

The above empirical data shows that perceived value, meaning, purpose in professional life, and the moderate balance between different happiness patterns are dominant features of happiness at work for female employees in a scientific agency.

4. Discussion and conclusion

The purpose of this study is to find the characteristics of happiness patterns experienced at work on a sample of female employees in terms of discovering and describing happiness patterns at work and the relationship between them. In the following section, we will discuss our findings on the Vietnamese study sample in comparison with existing research results in the world and their implications for the development of further studies to better understand their application to sustainable, organisational development with an employee-centred approach.

Types of happiness: separate but correlated

Our research has provided evidence of three distinct types of happiness that are relatively strongly correlated with effect sizes from nearly 54% to more than 60%, namely job satisfaction, hedonic, and eudaimonic job-related happiness. This result confirms the view of Biswas-Diener et al. (2009) about the separation but correlation between hedonia and eudaimonia, but our results are applicable in occupational settings. At the same time, by this

result, we also prove the separation of the cognitive component (job satisfaction) and the affective component (positive and negative affects) of subjective wellbeing as described by Diener (2000) but in a narrower scope than professional life. Diener, Socollon et al. (2009) suggested that each component (positive affect, negative affect, life satisfaction, life domain satisfaction) can be considered a separate happiness block and can be studied separately. The results of the separation of positive and negative affect in our study also suggest that positive and negative emotions may not only reflect perceived happiness in the workplace through the balance between them in the Vietnamese sample but also confirm their functional separation in the general classification of human emotions (Russell & Carroll, 1999).

Each type reflects different perspectives on happiness in the workplace. The content of the happy types is confirmed by the items that are loaded into a component in the EFA that specifies the content of these happy types. Hedonic job-related happiness reflects senses of positive affect outweighing negative, eudaimonic job-related happiness while senses of meaningful work life and job satisfaction reflect senses of accomplishment from positive evaluation of work life. This is theoretically meaningful in understanding better the diversity of happiness in the context of organisational culture in Vietnam because this is the first study on this issue in the country. It can be extended to similar research in other contexts such as families, schools, and other types of organisations or expanded to male subjects so that the science of happiness increasingly brings about deeper knowledge with a more practical meaning.

Overall job-related happiness - a broader concept of happiness at work

Our research shows that it is possible to create an overall happiness index in the workplace by means of a combination of the three types of happiness: job satisfaction, hedonia, and eudaimonia. Thus, a happy worker is not only the one who experiences every joy or is satisfied with her job, but she also has to consider herself useful and valuable and her work meaningful so that she can be a happy person. The absence of a certain ingredient can make the feeling of happiness imperfect. The overall happiness index covers all three dimensions, and all three dimensions have the same role in happiness and have broader implications than each individual component.

Because happiness at work has great practical significance for organisations and employees, Fisher (2014) proposed that there is a need for a more unified and comprehensive definition of overall happiness in the workplace so that a common happiness scale can possibly be established, thus avoiding the situation where each author introduces their own concept in research. The current situation is that there is no universally accepted scale for the measurement of happiness at work. Our research has created an overall job-related happiness scale used on the Vietnamese sample. It contributes to the creation of a broader concept that spans independent types or dimensions of happiness at work. Moderate correlations between happiness dimensions suggest that they share a common connotation that spans all three dimensions. That common ground will be central to giving a broader general understanding of happiness in the workplace and building a scale to measure it on that basis.

From the connotation of happiness types, we realise that the first common point is the subjectivity of happiness. Subjectivity is shown from any perspective. Affects are emotional reactions to the effects of events that are significant to the individual. Emotions are subjective experiences because not all events mean the same to everyone, and everyone's emotional responses are not the same. Job satisfaction is a positive emotional state based on an individual's assessment of his or her job as well as aspects related to his or her occupation (Locke, 1976). It reflects the feeling of accomplishment characterised by a subjectively cognitive evaluation (Dell Fave et al., 2011). In the same situation, a condition, each person will have a different assessment based on their needs and expectations. Eudaimonic job-related happiness refers to the sense of fulfilment of the purposes or meaning of the job for the individual (Rothausen, 2013). The meaning of the profession, the purpose of work, and the value of oneself in the profession are also felt by the individual. This view of subjective happiness (the individual's perception) is different from objective happiness, which is assessed by external factors such as money, prestige, success, position, and others. This, according to Baumeister & Bushman (2016), is based on the culture to which the individual belongs, together with the beliefs and values of the members of that culture.

Next comes emotionality, a personal sense of happiness. Hedonia, satisfaction or eudaimonia are all feelings, not behaviours. These types of feelings exist in different lengths, for example, hedonic happiness is just an immediate, short-term, and quick reaction, while eudaimonic happiness is said to be true happiness and exists in the long term (Joshanloo et al., 2020). The American Psychological Association's (APA) definition of happiness is also emotional: "Happiness is an emotion of joy, gladness, satisfaction, and wellbeing" (APA n.d.). Emotions can be expressed in behaviour because emotions strongly influence behaviour (Baumeister et al., 2007), but happiness always falls under the category of emotions.

Finally, there is the positive psychological state of happiness. No matter what kind of happiness is experienced, the human psyche is in a positive state. Positive emotions have the function of building long-term personal resources, from physical and intellectual resources to social and psychological resources (Fredrickson, 1998). Positive terms (such as positive feelings, positive mental health, positive relationship), good (good feelings), and well (functioning well) are often associated with a state of happiness.

From the common points shared between types of happiness, we are of the opinion that based on these shared common points, the synthesis of scores on experiencing predominant positive emotions at work, job satisfaction, meaning, and self-value in professional activities makes the overall score of happiness at workplace reasonable, not a mechanical calculation.

The workplace happiness scale is built to ensure reliability and validity, reflecting the multi-faceted concept of job-related happiness

This study also shows that another characteristic of happiness in the workplace is that it can be measurable, in different types, as well as in overall happiness. The workplace happiness scales developed in this study ensure structural reliability and validity as a potential tool for future research on this topic in Vietnam. Measures of different aspects of happiness in the

workplace as well as overall happiness in the workplace are meaningful in that they help not only to assess happiness levels but also to outline happiness profiles. The data measured from the scale provides information to better understand that individuals can experience many different types of happiness at the same time, but for the majority, happiness in this aspect is related to happiness in other aspects of the workplace and vice versa. Thus, the pattern can be seen that in the workplace, very happy people do not feel unhappy from any dimensions of happiness, and unhappy people do not feel very happy from any perspective. Furthermore, perfect happiness or complete unhappiness is possible but very rare for female employees in the workplace. Somehow, everyone gets their own sense of happiness in the workplace.

In practical terms, the results of the initial measurement of happiness in the workplace of female employees in a large scientific research centre show that scientific policy-making needs to pay attention to the real situation where a certain percentage of employees are not happy with their jobs both from different dimensions and overall analysis.

Limitations and directions for further research

Whether or not the findings in this study are characteristic of female-specific happiness in a scientific agency or common for the general workforce, and what factors affect happiness in the workplace, need further studies. It is also the necessary research direction to clarify the nature of happiness profiles in the workplace, how they work, the difference between them, and the factors involved. Future results will suggest ways to promote appropriate workplace happiness profiles, enhance work efficiency as well as positive behaviour in an organisation within the Vietnamese cultural environment, and step by step improve mental health among employees.

In the framework of this article, the understanding of the characteristics of happiness types is limited because many other characteristics have not been mentioned. For example, what is the role of each type of happiness in labour behaviour? Are the social relationships in an organisation the same? Are the factors that promote each type of happiness different? How different are those types of happiness expressed in each group such as age, gender, education, and qualification? Do happiness and its types have anything to do with happiness in life? In addition, this study only focuses on female employees, regardless of job position, and the type of work they undertake in the organisation, leading to limitations in understanding more deeply about job-related gender-based happiness of employees. These are also interesting directions for further research to be conducted.

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