

## GURU GOBIND SINGH COLLEGE FOR WOMEN

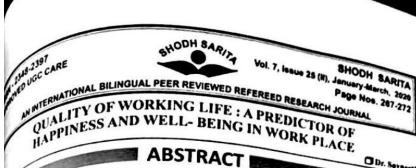
SECTOR 26, CHANDIGARH - 160019

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## 52. QUALITY OF WORKING LIFE: A PREDICTOR OF HAPPINESS AND WELL-BEING IN WORKPLACE



helpful to make a society thrive? Why is it good to be happy? Wellbeing is a choice. Daily in part of purpose, playfulness, and psychological flexibition. a best construed as a matrix that includes happiness, and psychological flexibility, as well autonomy, mastery, and psychological flexibility as well autonomy, mastery, and psychological flexibility as well autonomy, mastery, and provided in more flexible, accurate, clear, and expansive. This this state is a choice Daily reserved by the state of particular and the state of parti It's not just autonomy, mastery, and expansive. This thinking leads to happiness and more Marking Life, Happiness and Well-being.

MCHUN Special of work culture has forced the behaviour promisers and behaviour scientists scientists to adopt the philosophy of asychological attack psychological attachment and heir work and the organization enhanced well-being would improve

static efficiency. an of Work Life (QWL) is the work-culture BE to cornerstone of an organization. It is a the that covers the feelings of the workers er descrision of work including economic nt benefits, security, working conditions, and and interpersonal relationships and its maring in a person's life. Hence, work culture market should be recognized and improved for ML for its employees.

uring to Walton (1975), the QWL is getting EEE way to rescue human and environmental to have been neglected in favour of advancement of the productivity and powth

less: Research in the field of positive

psychology and happiness often defines a happy person as someone who experiences frequent positive emotions, such as joy, interest, pride, and infrequent (though not absent) negative emotions, like sadness, anxiety and anger. (Lyubomirsky et al., 2005).

Presently, human beings spend maximum time at their workplaces. Therefore, in the contemporary world there is a need of time for employees to find the meaning and purpose which will enhance their psychological growth such as happiness, well-being, quality of work life, socialization, and mental health at any organization. Gavin and Manson (2004) also suggested that if an organization provides purpose and meaning to employees to work there, this sense of satisfaction will lead to their happiness. Further, literature evidence reveals that happiness turns people to be more compassionate, more creative, more energetic and more successful in life (Dhammananda, 2002). It was noted that being happy at workplace is a fundamental element for satisfaction of life which further contributes to organizational success and employees satisfaction. The observations depict that happy people are more creative, have less absenteeism, have more positive attitude towards the work, and they are also successful in

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