

MGT413: Human Resources Training and Individual Development

Happiness and Well-Being
April 21, 2004

Outline

- Happiness and life satisfaction
- Job satisfaction
- Stress
- Increasing happiness
- Myers Video
- Exercise: Balancing Your Life (?)

Attitudes

- Happiness
 - Percent time happy
 - Your subjective assessment of how happy you are in general
- Life satisfaction
 - In most ways my life is close to ideal
- Career satisfaction
 - I am satisfied with the progress I have made toward meeting my overall career goals
- Job Satisfaction
 - I like my job

Happiness

- Happiness – Subjective Well-Being (SWB)
- Both cognitive and affective components
- Why is happiness important?
- Role of affect

Happiness

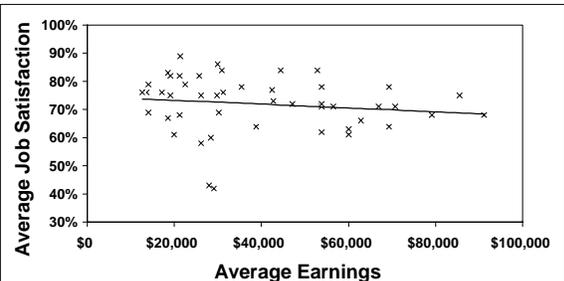
Some Things You May Not Know

- Money has little effect on happiness ($r = .13$)
- Winning the lottery has little effect on happiness
- Happiness is partly innate
- Happy people live longer
- Happiness has not increased over time
- Demographics are unrelated to happiness
- Having children does not increase happiness
- People, not events, determine happiness

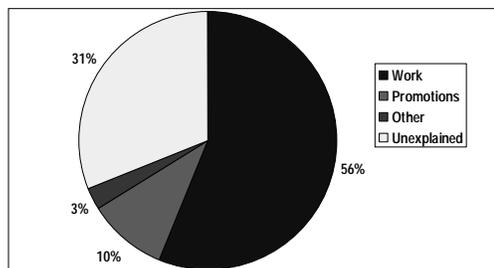
Job Satisfaction

- Average level of overall job satisfaction in organizations
 - 70-80%
- However, there is wide variation within specific facets of job satisfaction
 - Generally high: work, co-workers, supervisor
 - Generally low: pay, promotion opportunities

Does Pay Satisfy?

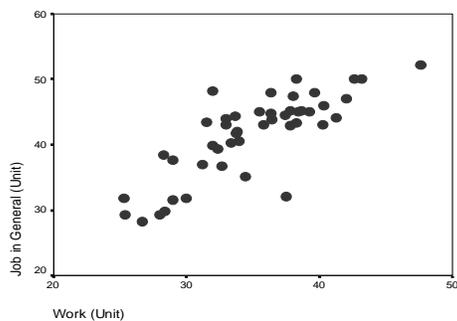


Predictors of Job Satisfaction



Source: 55 Executive MBA Students at UF

Importance of Work Itself



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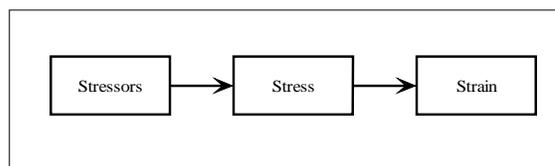
Implications

- Prepare yourself for career that interests you; within a career field, choose job based on intrinsic interest
- Dimensions of intrinsic interest
 - Skill variety
 - Task significance
 - Task identity
 - Autonomy
 - Feedback

Stress

- A patterned physiological and emotional response to any event that:
 - Is physically or psychologically demanding, and
 - Causes uncertainty or perceived lack of control
- These events are termed "stressors"
- Stress can be "chronic" or "acute"
- The physical and emotional responses to stress are termed "strain"
 - Deviations from normal states of human functioning resulting from exposure to stressful events.

A Model of Stress



Is Stress Bad?

- Most jobs function effectively with a moderate level of stress
 - Too little stress → boredom
 - Too much stress → exhaustion
 - Moderate stress → job challenge

Life Stressors

- Death of spouse=100
- Divorce=73
- Separation=65
- Detention=63
- Major injury/illness=53
- Marriage=50
- Fired=47
- Reconciliation=45
- Retirement=45
- Pregnancy=40
- Sexual difficulties=39
- New family member=39
- Business readjustment=39
- Child leaving home=29
- In-law trouble=29
- Boss trouble=23
- Change in residence=20
- Change to new school=20
- Change in church=20
- Mortgage=17
- Change in sleep=16
- Vacation=13
- Christmas=12
- Minor violations=11

Attitude Correlates of Stress

	Job stress	Life stress
Life satisfaction	-.34	-.70
Career satisfaction	-.34	-.58
Work→family conflict	.02	.50
Family→work conflict	.31	.49
Depression	.37	.79
Happiness	-.18	-.58

Job Stressors

- Task Demands
- Physical Conditions
- Information Overload
- Organizational change

Role Stressors

- Role Conflict
 - The demands of one job role are not compatible with the demands of some other job role
- Role Ambiguity
 - The expected behaviors for a given role are unknown or uncertain

Work-Family Conflict

- Work→family conflict
 - After work, I come home too tired to do some of the things I'd like to do
- Family→work conflict
 - My personal life takes up time that I'd like to spend at work

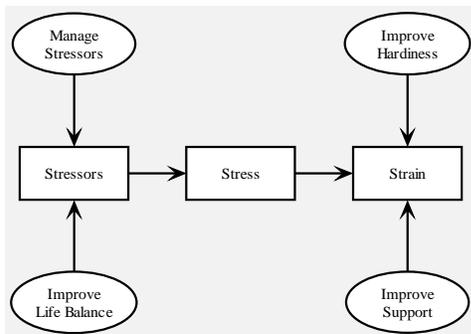
Consequences

- Strain
 - Burnout
 - Depressed mood, anxiety
 - Physical health (sleeping, heart problems, etc.)

Individual Factors

- Not everyone reacts to stressors in the same way. Some individuals cope better:
 - Hardiness
 - Characterized by good mental and physical health, which allows one to cope with stress
- Others individuals cope worse:
 - Negative affectivity
 - Type A Behavior Pattern
 - Characterized by extreme competitiveness, impatience, aggressiveness, and work devotion
- Role of social support

What Can You Do?



Increasing Happiness

- Top-down
- Bottom up
 - Cognitive approach
 - Happy people, compared to unhappy: take a positive view, have realistic goals, see the funny side in things, do not blame themselves, believe they control what happens, depend on themselves
 - Behavioral approach
 - Enhance positive affect: exercise, social activities
 - "Mood in Everyday Life"
- "The Pursuit of Happiness"