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Happiness Among University Faculty Educational Environs Under Covid-19: A Demographic Analysis

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Abstract: - In this paper work related factors (such as mobbing, job security and job concern) and academic related factors (such as publications, time for research and pressure) and relative income effect (social comparison and self-income evaluation) on life satisfaction and overall job satisfaction of young faculty members working at leading universities located in major cities in India under covid-19 were analyzed. The analysis is based on a unique survey conducted with 303 faculties. Separate regressions were run for the whole sample and for gender categories. Findings of the research revealed that life satisfaction and overall job satisfaction were strongly correlated with mobbing, time for research, formal and informal pressure and subjective job

security. Separate regression results revealed that the significant predictors for overall job satisfaction differed among male and female respondents. In regard to relative income effect, findings were in line with the existing literature: attaching importance to income comparison has a negative impact on life satisfaction. In addition, downward self-income evaluation for the present has a negative effect on life satisfaction, whereas upward self-income evaluation for the future (expectations) has a positive effect on life satisfaction.

Keywords: Life satisfaction, Job satisfaction

1. Introduction

The concept of happiness is mostly used in the milieu of emotional as well as mental state of an individual [1]. These states may be positive or pleasant emotions ranging from an emotional state satisfaction that can be seen as mental state, may be drawn from being at ease in ones' situation body and mind to extreme joy [2-3].

Happiness is also used in the perspective of life situation subjective well being prosperity etc. Happiness

is the subject of debate on usage and meaning and on possible differences in understanding by culture [4-6].

Since 1960 many researches are being conducted on various areas of happiness from social psychology to happiness economics. The social reforms and demographics situations has lead to significant transformation in quantitative and qualitative characteristics of human and institutional capacities of our country ,because of these demographic situations academician's career, his/her happiness not only governs by job satisfaction, students result but also by the policies

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framed and implemented by the government and educational institutes [7-9]. Even though there are many studies available on the relationship between happiness and productivity, performance, stress, burnout among employees, but there is no any such research available which studies the happiness among university faculty under the COVID-19 situation [10-16]. The need of this type of research is very important at this situation as the higher education faculty plays the crucial role in shaping the personality of students the low happiness level of the faculty members definitely influences their knowledge sharing in the classroom and ultimately suffers are none other than the students [17-20]. So for enhancing their performance, keeping them happy is exceptionally very important at this time [21-24].

This research mainly focus on finding out the diverse aspects which impacts the happiness of university faculty under COVID-19. The findings of this research will help educational institutes, management, policy makers which may further augment university faculties happiness to accomplish their desired goals.

2. Objectives of the study

- a) To ascertain work related factors influencing happiness of faculties at university level under COVID-19
- b) To ascertain academic related factors influencing happiness of faculties at university level under COVID-19
- c) To ascertain effect of income on life satisfaction of faculties working at university level under COVID-19

3. Hypothesis

The research hypothesis proposed for this study are itemize as below-

H0: Work related factors influencing happiness significantly differ among demographic variables like age and designation under COVI-19

H1: Academic related factors influencing happiness significantly differ among demographic variables like age and designation under COVI-19

H2: Income related factors influencing job satisfaction significantly differ among demographic variables like age and designation under COVI-19

4. Research Methodology

The research was undertaken on faculties working at leading universities located in major cities in India were analyzed. Random sampling method was used to obtain data through self administered survey questionnaire based on five point Likert scale. The questionnaire includes the questions from different aspects of work related factors like mobbing, job security, academic related factors like publication, time for research and income effect factors on social comparison and self income evaluation on life satisfaction. The study was conducted on 325 faculties, of 325, 307 duly filled questionnaires were received back via mail from March 2020 to June 2020. t-test will be used for data analysis.

5. Reliability and Validity

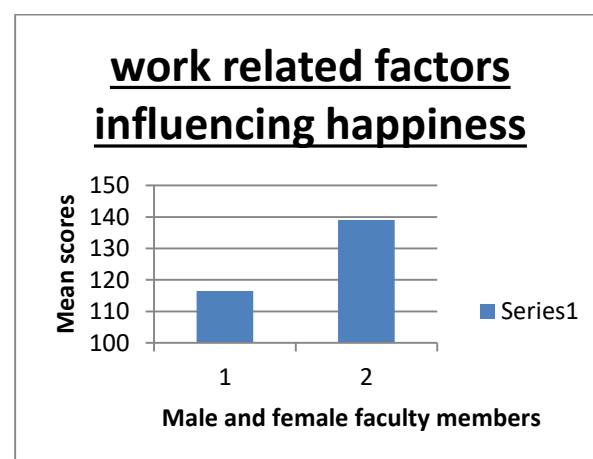
The validity of the test was established by content validity and the reliability of the test was established by test-retest method

6. Results and Discussions

Gender wise comparison of work related factors influencing happiness among demographic variables under COVID-19

A) To find out whether there is any significant difference between the mean score of male and female members working at university –

| Gender | Number | Mean | S.D. | t-test | Hypothesis |
|--------|--------|--------|-------|--------|------------|
| Male | 192 | 116.51 | 38.82 | 5.86 | Rejected |
| Female | 115 | 139.03 | 28.25 | | |



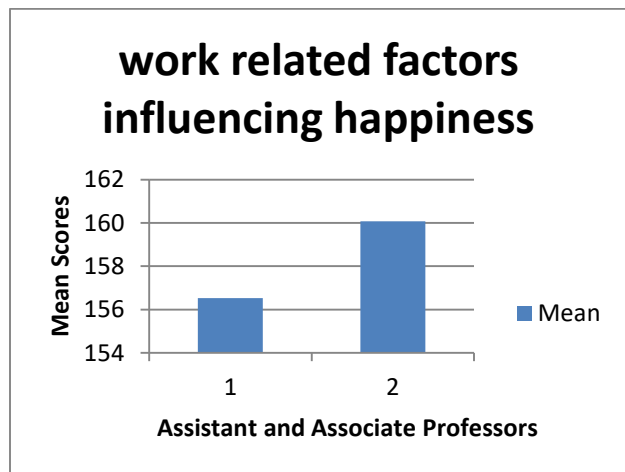
In the above mentioned table the mean score of male and female faculties are 116.51 and 139.03 with S.D. 38.82 and 28.25 respectively. The calculated t value is 5.86

which is more than the table value at 0.01 level of significance. It can be concluded from the results that both male and female faculty members significantly differs in happiness on work related factors such as mobbing ,job security and job concerns it might be because male faculty members are more concern...Hence the hypothesis is rejected .

Designation wise comparison of work related factors influencing happiness among demographic variables under COVID-19

a) To find out whether there is any significant difference between the work related factors influencing happiness of assistant professor and associate professor of university faculties –

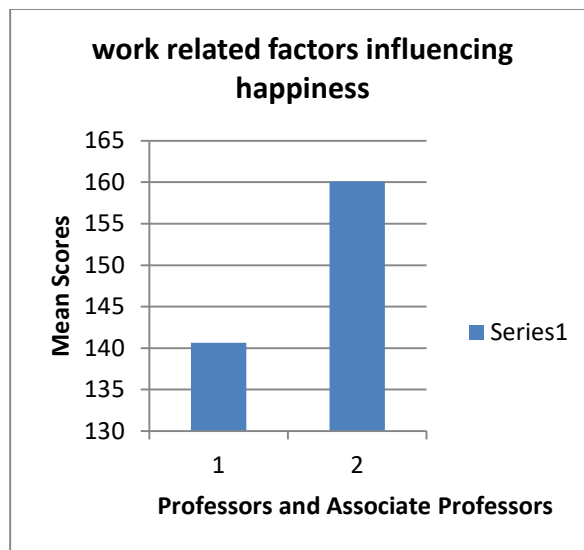
| Designation | Number | Mean | S.D. | t-test | Hypothesis |
|---------------------|--------|--------|-------|--------|------------|
| Assistant professor | 145 | 156.53 | 26.07 | 1.17 | Accepted |
| Associate professor | 120 | 160.08 | 23.13 | | |



Analysis and Interpretation: In the above mentioned the mean score of Assistant professor and Associate professor is 156.53 and 160.08 with S.D.26.07 and 23.13 respectively .The calculated t value is 1.17 which is less than the table value at 0.01 level of significance .It implies that the work related factors like mobbing, job security and job concerns significantly affecting the assistant and associated professors under COVID-19 circumstances.

b) To find out whether there is any significant difference between the work related factors influencing happiness of professor and associate professor of university faculties –

| Designation | Number | Mean | S.D. | t-test | Hypothesis |
|---------------------|--------|--------|-------|--------|------------|
| Professor | 38 | 140.66 | 48.08 | 2.40 | Accepted |
| Associate professor | 120 | 160.08 | 23.13 | | |

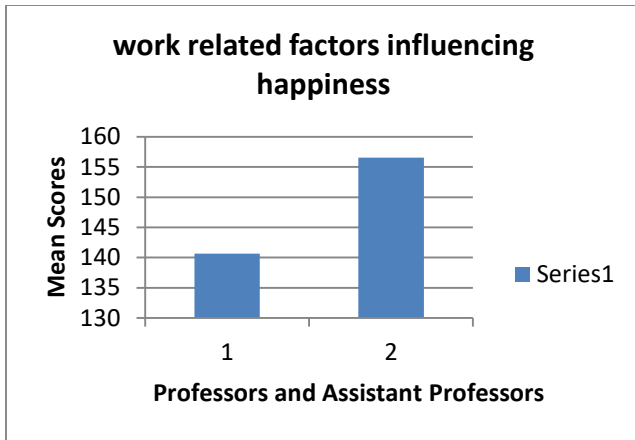


Analysis and Interpretation: In the above mentioned the mean score of Assistant professor and Associate professor is 140.66 and 160.08 with S.D.48.08 and 23.13 respectively .The calculated t value is 2.40 which is less than the table value at 0.01 level of significance .It implies that the work related factors like mobbing ,job security and job concerns significantly affecting the workplace happiness of both professors and associated professors under COVID-19 circumstances .Hence the hypothesis is accepted .

c) To find out whether there is any significant difference between the work related factors influencing happiness of professor and assistant professor of university faculties –

| Designation | Number | Mean | S.D. | t-test | Hypothesis |
|---------------------|--------|--------|-------|--------|------------|
| Professor | 38 | 140.66 | 48.08 | 1.96 | Accepted |
| Assistant professor | 145 | 156.53 | 26.07 | | |

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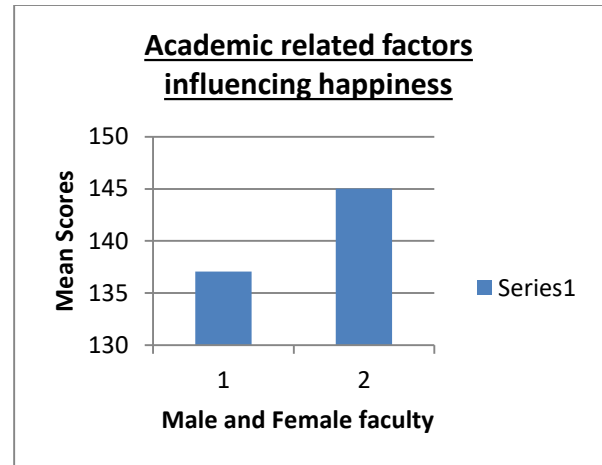


Analysis and Interpretation: In the above mentioned the mean score of professor and Assistant professor is 140.66 and 156.53 with S.D.48.08 and 26.07 respectively .The calculated t value is 1.96 which is less than the table value at 0.01 level of significance .It implies that the work related factors like mobbing ,job security and job concerns significantly affecting the workplace happiness of both professors and associated professors under COVID-19 circumstances , it might be because there is less mobbing against professors in the university .Hence the hypothesis is accepted .

Gender wise comparison of academic related factors influencing happiness among demographic variables under COVID-19

To find out whether there is any significant difference between the mean score of male and female working at university –

| Gender | Number | Mean | S.D. | t-test | Hypothesis |
|--------|--------|--------|-------|--------|------------|
| Male | 192 | 137.08 | 45.06 | 1.67 | Accepted |
| Female | 115 | 145.03 | 37.25 | | |

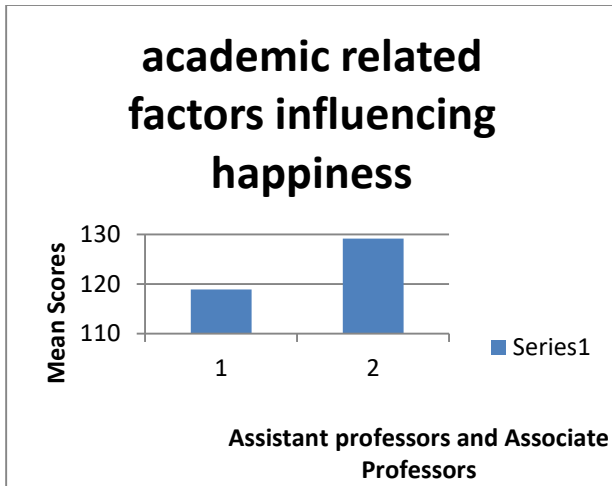


In the apparent from the table that the mean score of male and female faculties working in universities are 137.08 and 145.03 with S.D. 45.06 and 37.25 respectively .The calculated ‘t ’value is 1.67 which is more than the table value at 0.01 level of significance. It can be concluded from the results that both male and female faculty members significantly differs in happiness on academic related factors such as publication ,time for research and pressure influencing the happiness of the faculty . Hence the hypothesis is accepted.

Designation wise comparison of academic related factors influencing happiness among demographic variables under COVID-19

a) To find out whether there is any significant difference between the academic related factors influencing happiness of assistant professor and associate professor of university faculties –

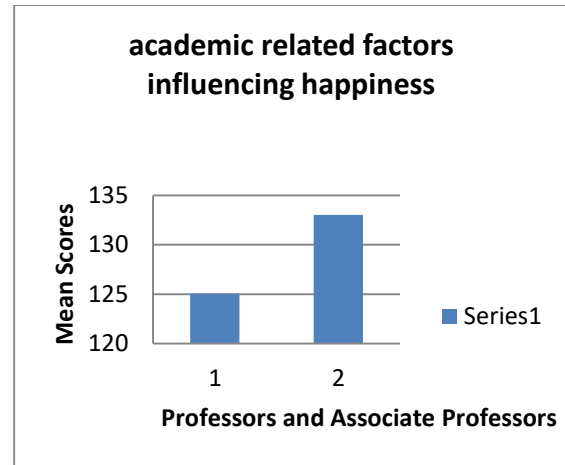
| Designation | Number | Mean | S.D. | t-test | Hypothesis |
|---------------------|--------|--------|-------|--------|------------|
| Assistant professor | 145 | 118.91 | 38.93 | 2.38 | Accepted |
| Associate professor | 120 | 129.13 | 31.03 | | |



Analysis and Interpretation: In the above mentioned the mean score of Assistant professor and Associate professor is 118.91 and 129.13 with S.D. 38.93 and 31.03 respectively. The calculated t value is 2.38 which is less than the table value at 0.01 level of significance. Hence we can say that there was a significant difference between the happiness of assistant professors and associate professors on academic related factors such as publication, time for research and pressure. All these factors are influencing the happiness of the assistant professors and associate professor.

b) To find out whether there is any significant difference between the academic related factors influencing happiness of professor and associate professor of university faculties –

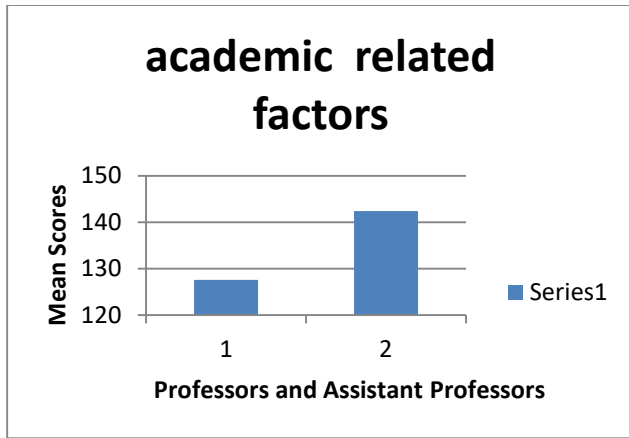
| Designation | Number | Mean | S.D. | t-test | Hypothesis |
|---------------------|--------|--------|-------|--------|------------|
| Professor | 38 | 125.04 | 29.04 | 1.303 | Accepted |
| Associate professor | 120 | 133.03 | 43.02 | | |



Analysis and Interpretation: It is apparent from the above mentioned the mean score of Assistant professor and Associate professor is 133.03 and 125.04 with S.D.43.02 and 29.04 respectively. The calculated t value is less than the table value at 0.01 level of significance. The results shows that there is significant difference between the mean scores of male and female faculty working at leading universities of India on academic related factors such as publication, time for research and pressure to publish research papers in reputed journals influencing their happiness at workplace and also their life satisfaction. Hence the hypothesis is accepted.

C) To find out whether there is any significant difference between the academic related factors influencing happiness of professor and assistant professor of university faculties –

| Designation | Number | Mean | S.D. | t-test | Hypothesis |
|---------------------|--------|--------|-------|--------|------------|
| Professor | 38 | 127.56 | 43.69 | 1.827 | Accepted |
| Assistant professor | 145 | 142.38 | 47.72 | | |

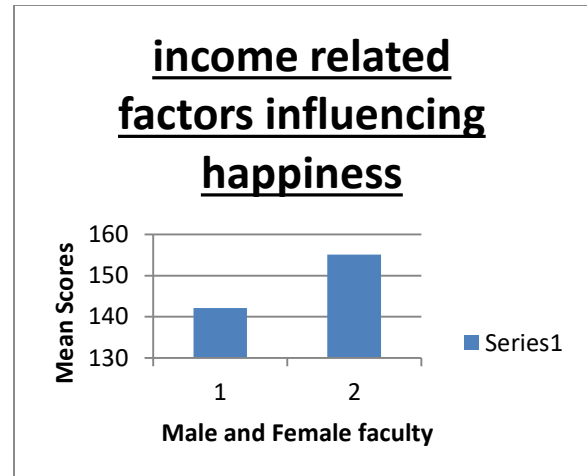


Analysis and Interpretation: The mean score of professor and Assistant professor is 142.38 and 127.56 with S.D. 43.69 and 47.72 respectively .The calculated t value is 1.827 which is less than the table value at 0.01 level of significance. The result indicates that time for research and direct and indirect pressure by the institution for the publication significantly influences workplace happiness of both professors and assistant professors working in universities at this COVID-19 situations. Hence the hypothesis is accepted.

Gender wise comparison of income related factors influencing happiness among demographic variables under COVID-19

To find out whether there is any significant difference between the mean score of male and female faculty members working in leading universities of India

| Gender | Number | Mean | S.D. | t- test | Hypothesis |
|--------|--------|--------|-------|---------|------------|
| Male | 192 | 142.08 | 46.98 | 2.62 | Accepted |
| Female | 115 | 155.13 | 39.01 | | |



It is apparent from the table that the mean scores of male and female faculty working in universities are 142.08 and 155.13 with SD 46.98 and 39.01 respectively .The calculated t value is less than the tabulated value at 0.01 level of significance .The findings shows that downward self income evaluation for the present has a negative effect on life satisfaction, whereas upward self income evaluation for the future (expectations) has a positive effect on life satisfaction. The results also reveal that the significant predictors for overall satisfaction differed among male and female respondents.

Conclusion and suggestions:

The findings shows that faculties working in government universities/aided colleges, private college faculties need more up-gradation with the latest technological innovations; they have more work pressures, less Happiness among higher education academicians, holidays and no time barrier. Consequently, academicians do not find much time for their families and leisure activities. So, the management should provide them proper facilities, holidays to help them to lead a balanced life. When faculty stays for long hours in the campus, they should be compensated properly so that they should not feel that their jobs are taking a toll on them. Some faculty members look for more sponsored research work to be happy, so whenever management gets a sponsored project, interested faculty members should be given the opportunity to take that project further.

Implications of the study: The results of the study can help the management to develop effective strategies for Keeping academicians happy which will lead to quality teaching .

Limitations:

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- a) The research was conducted on 303 faculty members only.
- b) The sample was selected from academicians working in higher education

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