

A Study of Factors Affecting on Employee Happiness among the Security Officers at AQW Security Services Pvt (Ltd)

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According to evidence by positive psychology researchers, employees who take pleasure in their work become a great model to those who are less interested. Happiness is the sum of experience of pleasure, satisfaction, or affirmative well-being, pooled with a sense that one's life is valuable. It is a measure of overall satisfaction in the workplace which constantly improves productivity and performance at work. However, employees' happiness has received less attention in the business world when compared to other constructs. The study had been carried out with the objective to study the most influential factor affecting employees' happiness among security officers at the AQW Security Services (Pvt) Ltd. With a well-established literature review and by randomly conducting unstructured interviews among employees, various factors that affect employees' happiness were identified to construct a reliable and validated questionnaire. The total population in the selected organization was 301 and the sample size was 132. Random sampling method was used for selection of the population sample. The findings were derived using Statistical Package for the Social Sciences (SPSS). Accordingly, correlation coefficient and the regression analysis were measured to analyze the findings. The results of the study established a moderate positive co-relation between the happiness and all three factors (compensation, workplace environment and job security). The study remarked that the constructs like compensation, workplace environment and job security have a significant affection on employee happiness. This refocuses that the top management of AQW need to pay more attention on factors affecting employees' happiness. The findings of the study provided a better idea about the company goals, vision and mission, space to enhance the relationship between employees and supervisors, and to introduce new compensation policies. Further, it is recommended that employers provide adequate opportunities for such employees to relax at work.

Keywords: Compensation; Employees' Happiness; Job Security; Security Officers; Workplace Environment

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