

# GAUGING HAPPINESS INDEX: A STUDY OF WORKING CLASS

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## Abstract

*Progress factor in day-to-day life can arguably be dependent to the emotional strong component that is happiness, the main idea and connect can be seen between happiness and income. The indication of happiness can be indicated to the characteristics that may alter with each and every experience they differ per individual, like shift of happiness can be a huge factor for various people in a same or not so different environment, happiness has different grounds from which it can be obtained in perspective of the conditions mentally, physically and wellbeing. The hard-set measurements are highly dependent on the variables that can be obtained on the conditions that can be verified whether the rich are truly happy then the poor, other factors can be the work life and home life adjustments that can hinder the emotional imbalance like marriage or divorce, work place will always have a much better way to set an index to validate the work life balance on a satisfaction scale. To help the process move at a space certain medium will be used to evaluate the conditions and reasons with series of questions and will be focused in an institute in Karachi that meet the needed requirements to conduct the research, this will set a margin to seek out the conditions and reasoning that highly has an impact on happiness.*

**Keywords:** Happiness index, Working class, Satisfaction class, Income

## INTRODUCTION

The analysis of happiness has a long background along with go back to philosophical arguments and the search for sensible knowledge; in contemporary times, Joy has in fact been corresponded with indulgence. “It counts on the success of punctual satisfaction, the absence of undesirable affect, as well as a high level of satisfaction with one's life” (Argyle et al., 1999). Nevertheless, scholars currently suggest that authentic subjective health goes beyond this restricted consider as well as sustains an evaluation of happiness as a eudemonic endeavour (Ryff, 1989; Keyes, 2006; Seligman, 2011; Create et al., 2014)”. Within this view, individuals appear to concentrate a great deal a lot more on optimum psychological performance, living a deeply satisfying life and actualising their opportunity, personal growth, and a feeling of autonomy (Deci & Ryan, 2008; Ryff, 2013; Vazquez & Hervas, 2013; Ivtzan et al., 2016). In psychology, such a sight finds amongst its primary supports Maslow's (1981) theory of human inspiration. Maslow suggested that experience of a higher degree of contentment stems from even more wholesome life conduct. In Maslow's chain of command of requirements method, when minimized as well as also a lot much more local needs are entirely satisfied, the endless satisfaction of troubles at the highest level brings individuals to a full as well as additionally deep experience of joy (Inglehart et al., 2008). As a result, today, a number of scholars state that high levels of subjective wellness depend upon a multi-dimensional viewpoint, which incorporates both hedonic and also eudemonic elements (Huta & Ryan, 2010; Ryff & Boylan, 2016). From an extra extensive point of view, the process of establishing wellness reflects the concept that mental health and wellness as well as terrific functioning are above a lack of disease (Keyes, 2005). This strategy is specifically apparent if we consider that likewise the

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significance of mental health has actually been re-defined by the Global Health and Wellness Organization (1948), which develops wellness not merely as the absence of disorder yet in its whole state of physical, emotional, and also social health and wellness.

Happiness is a series of sensations that make us delighted, make us laugh, as well as put a smile on our faces. It is the feeling of satisfaction with life, finding great contentment in most of its facets, and experiencing feelings of extreme enjoyment (Erik et al., 2015). When we enjoy, we strive to boost our relationships with friends, household, colleagues, and also unfamiliar people on the street. Additionally, partnerships boost, which drives away sensations of loneliness, isolation, and also seclusion. When we are happy, others around us are most likely to be pleased. Happiness is essential for us both as people and also as a world (Nicholas, Kyriaki & Ioanna, 2015). Because we possess cognitive capacities and also are very "thought" oriented, the top quality of our lives is figured out by our emotions.

Satisfied individuals are extra effective. As there are substantial competitors in the global market, organisations are currently mindful about their staff member Happiness as well as look after it through/by using various strategies like happiness tasks and training. Fulfilment is not only critical to our personal as well as social lives; it is vital to our global neighbourhood too (Russell, 2018).

It appears widely accepted that if one comes to be effective at the workplace or within their occupation, they will gain the happiness of enjoying. Support (2010) insists that it is not successful individuals producing pleased lives; rather, it develops thriving occupations. Most, otherwise, all, organisations want to be effective or place a ding in the universe (Jobs, 2005). Support (2010) additionally announces an involved and positive labour force provides a tremendous competitive advantage.

The rubric that culture currently holds about businesses as well as private success is broken. The initial college of thought centred on the tenets of work success, incentive, and feelings of Happiness, while the reality, according to Anchor (2010), is that happiness fuels effective staff members. Organisations have begun concentrating their initiatives on evaluating the level of worker interaction to recognize the underlying aspects forming their motivation and also productivity. According to Wrzesniewski, Rozin, and Bennett (2002), staff member engagement is crucial to comprehend because work is a prevalent as well as influential part of a person's well-being, shaping their lifestyle, and wellness, both psychologically as well as literally. On top of that, according to Hulin (2002), while the majority of people generally function to make money, highlighting the lack of choice, specific experiences with work can be rather diverse. As a result, people may view work as a dull grind or an expression of their identification. As such, employee involvement is a predictor of both specific and also organizational efficiency; they are predicted by staff member happiness degrees.

### ***Scope of the Study***

In this study, we reviewed the data as well as empirical proof that could address these concerns whether; Richer individuals have a tendency to claim they are better than poorer people. The proof recommends that revenue and life contentment tend to fit. As well as important life events such as marital relationship or separation affect our joy yet have a remarkably little long-lasting impact. The proof recommends that individuals have a tendency to adjust to modifications.

### ***Objectives of the Study***

This research study aims to:

- Develop a Happiness Index via a theory-driven conceptualisation and operationalisation settings amongst people in Pakistan.
- An index will be found to benchmark employee Happiness invalidate the measurement based upon 5-domains; Satisfaction with Life, Emotional Well-Being, Social Assistance, Criterion of Living, and Job.

### ***Statement of the Problem***

One of the most essential troubles with the research is that "happiness" is a notably very complicated principle to define. Like "justice" or "Beauty," Happiness is a very vague term that means various points to various individuals; consequently, despite the fact that every person understands what it suggests in various situations, it would be hard-pressed to come up with a single definition that captures all those facets for every single individual.

### ***Research Questions***

We will be asking people about life satisfaction and happiness to measure subjective well-being with reasonable accuracy.

- Do richer people tend to say they are happier than poorer people?
- Does an Important life event such as marriage or divorce affect our happiness?
- Do the family system and the number of people living in one household affect our happiness?
- Does age affect our happiness?

### ***Significance of the Study***

Lots of federal governments worldwide take into consideration joy or subjective well-being as alternatives to gross domestic product (GDP) to direct financial policymaking. Contrasted to GDP, joy actions promise to capture better the quality of life of a country's citizens and cause more efficient as well as equitable plans.

## **LITERATURE REVIEW**

### **Happiness**

According to Veenhoven (2006), word happiness itself is a synonym with well-being along with way of life for every single solitary human. The scholar furthermore defined that there are 4 lifestyles that a person can benefit in order to attain Happiness which are live ability of setting, life-ability of the individual, power of life, full contentment of life.

### **Organizational Happiness Index**

In this research study, based upon Genuine Happiness theory by Seligman (2002), the concept of Happiness is stemmed from 3 special domain: the Pleasant Life (Extravagance's sense), The Good Life (Need's sense), along with the Meaningful Life (Purpose Checklist's sensation). By inferring this idea right into business setup specifically towards individual team member sight, the state of happiness in regards to satisfying in business could be suggested as job contentment that could be established utilizing 9 measurements which are satisfaction with pay, discount, advice, advantages, motivations, running treatments, associates, nature of task, as well as communication (Spector, 1985).

### **Work Full contentment**

Job satisfaction is a degree fulfillment a specific fearing of their task. There is various meaning of work full satisfaction according to various scholar. According to Aziri (2011), work satisfaction is just one of the most challenging places that require being face by employer specifically in managing their workers. Numerous researchers had made research study that task complete satisfaction absolutely supply considerable effect on worker's motivation, while the degree of ideas has an impact on performance, as well as subsequently likewise on execution of service organizations. Numerous companies do check their staff members' task contentment; however, contentment is just part of an individual Happiness that is inter-related with various other mental sensations such as equilibrium and health as suggested in this research study. A study amongst 893 Malaysian treatment employees by Omar along with Zakaria (2016), found that there was a substantial favorable connection in between the fulfillment of job and the sensations of balance in work-life user interfaces.

### **Contentment with Work-life Equilibrium**

The considerable changes in the demographics in modern-day societies have actually obscured the limit and additionally the communications in between work and also other life interests (Dashboard, Anand, and Gangadharan, 2012). The expression 'work-life equilibrium' includes 2 conjoining fundamentals: 'work-life' in addition to 'equilibrium'. The initial regard to 'work-life' consists of a broad range of varied constructs that consist of the nexus in between paid work as well as likewise various other non-work activities which can be described as 'life' (Chang, Mcdonald, & Burton, 2010). This 'work-life' is a bigger concept that extends the past researches of 'work-family' with the unification of all other life's interest rate or jobs other than member of the family such as recreation, research study, entertainment, traveling, social, area along with activities. As a result, it reflects the needs of employees with and also without households, companions, kids, mother, and father, or various other homes' demands (Chang et al., 2010). The 2nd regard to 'stability' is defined as uniformity or balance in between 2 domain names, e.g., task as well as non-work (Arrival & Stites-Doe, 2006). This 'balance' was additionally usually referred to as the opposite continuum of 'dispute', although there were limited researches to show this viewpoint (Valcour, 2007). The principle of work-life balance is furthermore a great deal broader in the feeling that it relates to all staff members, despite marital relationship or grown-up standing so that they can experience a reliable handling act in between their profession and also private lives (Dash et al., 2012). On the other hand, recommended that it is practical to take a look at work-life balance pattern as well as growth as it influences the personnel' wellness as well as task outcome (Omar & Zakaria, 2015).

### **Psychological Viewpoint**

There is a general understanding in the importance of Happiness as a beautiful state of mind. It commonly has a tendency to be determined regarding perpetual beneficial result, high life complete satisfaction and also irregular adverse impact, which for Diener (2000) turns into the parts of subjective wellness, the professional term for Happiness Kitayama et al. (1995) defined Happiness as a favorable enthusiastic trouble of basic nature as well as not limited to a details issue. Uchida (2004) thinks of happiness as a passionate way of thinking, mainly as a result of a subjective evaluation of a wonderful nature. As demands be, Happiness goes after the translation as well as assessment of one's life which indicates that Happiness is a passionate challenge to a wonderful degree created in the fashion in which life is lived.

Lu (2001) defines Happiness as consisting of (a) frame of mind of contentment and also satisfaction (b) harmonious homeostasis (c) favorable sensations/ emotions (d) success and also hope, along with (e) versatility from ill-being. As a result of these reflections in addition to varying perspective of Happiness in its beginning as well as experience, it pertains to expose the three intros to Happiness and life satisfaction as advised by Peterson et al. (2005) under 3 structures: the Subjective health (hedonia) sight, that is make ideal use of Happiness as well as reduction discomfort, Aristotle's principle of eudemonia, that is cling one's psyche and additionally lastly the search of communication. The subjective well-being view as well as the pursuit of participation sight suggests outside the specific as the resource of Happiness, that is an experience of Happiness is consequent to using physical points or engagement with the globe whereas the psychological health and wellness view states that resources of Happiness is to particular internal procedures. So, it can be specified that the Happiness experience varies. The issue of Happiness experienced can be as a result stood for as item-based Happiness and also subject-based Happiness. Lyumbomirsty along with Boehm (2010) have advised that satisfaction of standard human goals triggers Happiness which good conditions trigger the advancement of Happiness (Diener, 2000). These findings boil down to the manner in which the source of happiness can be internal or outside. As such the tip of Happiness can be outlined on a continuum of internality as well as surface area.

### **A Happiness Design**

Genes primarily found out the entire psychological treatments including the cognitions, feelings, motivations along with character. Genetic proneness to happiness differs from specific to exclusive as well as likewise in the future scientists might determine a Happiness genetics that has various degrees of impact in our lives. Tellegen et al. (1988) has actually shown that concerning 40% of the distinction in positive emotionality is due to the activity of genetics, whereas Lyken & Tellegen (1996) have in fact revealed that the heritability of happiness might be as high as 80%. Extraversion types of Happiness (Cheng & Furnham, 2003) though inner directedness obtains pessimism. Fujita, et al. (1991) found that extraversion is associated with exciting impact as extraverted people appreciate an ever-increasing variety of social workouts. In their exterior social introduction, they look for increasingly relational along with social exercises that are of the affordable nature. Psychological security as well as additionally psychological maturation forestalls wide adjustments in state of mind and likewise sensations showing that people dependably maintain consistency when it comes to, they can inform (Hills & Argyle, 2001). The lack of large swings in feelings provides security to emotional experience. The development acquired in the expression and also experience of feelings indicates that there is no feeling in the psychological data source.

The changing eco-friendly contingencies are a source of suffering as a variety of the behaviors of the individual are constantly misaligned whereas an inner positioning brings about the security of habits. Another personality construct that is anticipated with happiness is self-efficacy. Bandura and Locke (2003) specified self-efficacy as an expectation that can by personal effort master a situation as well as likewise cause a recommended outcome. Bandura himself distinguished in between an efficacy assumption and an outcome presumption. An efficiency expectation leads the exclusive to the execution of behaviors or the person himself has the sentence that he himself can produce specific pattern of habits. A result assumption, an individual's concept that a specific action will certainly lead to a specific result, can in addition be a basis of efficiency presumption. High self-efficacy indicates greater behavioral flexibility as well as convenience of performance and also lowered self-efficacy

results in behavior restraint therefore closing the doors to the approaches of Happiness as well as additionally satisfaction. The lack of actions freedom can play havoc with happiness as Happiness is consequent to the involvement with tasks or the mission of a series of jobs. Pertained to self-efficacy boosts as well as additionally enriches efficiency attainments (Locke, 2003).

### **A Need-Hierarchy Model of Happiness**

Ideas are commonly understood as an internal desire, demand, drive or mental dream to make an effort (Mitchell & Daniels, 2003). Mental motives create deprivation or stress or drive in order to satisfy those intents with appropriate stimuli. Inspiration is usually gotten in touch with 3 mental procedures of an arousal component, a directional part and also a strength element (Mitchell & Daniels, 2003). Inspirational aspects/ procedures are attached to Happiness (Lyubomirsky et al., 2005) which both reductions order as well as additionally better order goals relocates people to seek Happiness. The activation excitement, directionality as well as also strength of goals are overlapped with happiness which shows that all human objectives have the standard goal of looking for various kinds of Happiness by means of different as well as additionally specific inspiring devices.

The deficiency of happiness or lack of complete satisfaction blends the individual to join substantial exercises that will certainly decrease unhappiness along with make Happiness in the psycho-physiological framework. Seligman's (2002) introduction to happiness is particularly recognizable right here as individuals require interaction with workouts so as to full Happiness. Additionally, Kitayama et al. (1995) made improvements in the concept of involvement with workouts. That is, people experience relationally interesting favorable feelings of proximity, belongingness, gregariousness, "business", companionship, and appropriate positive experiences. A second kind of enthusiasm is using social disengagement-- feelings/ favorable effect from interaction with self-improving or success placed workouts. Along these lines in the inspiring investigation of Happiness, it is seen that happiness-denied individuals look for/ take part in happiness-giving exercises to wind up a completely functioning or mollified private - a trouble of meta Happiness, adhering to Maslow's layout of ideas, where demands are organized in a class structure, starting with basic physical demands in addition to undertaking safety as well as safety, love as well as also belongingness, self-regard as well as ultimately self- actualization demands.

The need-hierarchy style adheres to the principles provided as under:

1. The synchronized activation of two or more degrees of requirements occurs in the lives of individuals.
2. The purchasing of the demands is crucial as for the levels show development record which implies that organic and additionally social growth causes the need.
3. The buying of demands does not alter considerably as it is development dependent.
4. The experience of Happiness is embedded with all the searches of participation.
5. The concept of adjustment is operative right here which suggests that person (swiftly) sheds Happiness to the existing state of involvement and additionally they are inspired to search for the following level of interaction.

### **A Cognitive Summary of Happiness**

The cognitive involvement suggests using saved information for analyzing stimulus that have emotional importance. Emotional experiences are moderated with cognitive structures which are made up of a system of values on various measurements (Clare et al., 1988). It indicates that both sort

of cognition that is significant to emotion are recognizing frameworks in addition to evaluation systems (Lazarus & Smith, 1988). In other words, the coloring of the understanding frameworks suggests the psychological experience for the individual.

### **Subjective Wellness (SWB) Point of View**

Subjective health is made use of as the primary construct, defining desirable moods along with feelings in addition to favorable analyses of perceived life total satisfaction (Diener, 1984). There is a wide consensus that subjective health can be gauged utilizing self-reports (Diener, 1985; Krueger & Schkade, 2008). A common measure for joy is subjective well-being, which can be broken down right into individual varieties of life gratification, beneficial effect, and likewise undesirable effect. This measure of Joy was used by Luhmann, Hawkey, & Cacioppo, 2013), who bore in mind that people generally attach their Happiness to the inaccurate resources, an error described as "resource complication". Subjective wellness is made up of a number of significant elements, consisting of global life contentment, contentment with details life domain, the visibility of regular positive affect (positive state of minds as well as likewise sensations), and also a relative absence of adverse effect (unwanted state of minds as well as likewise emotions). The significant parts are reduced right into a lot more certain components. Beneficial effect is commonly split right into delight, elation, contentment, pride, love, happiness as well as additionally ecstasy. Negative effect is divided right into pity and also embarrassment, sadness, anxiousness as well as concern, craze, stress, anxiety, as well as envy.

Life's complete satisfaction is classified by satisfaction with existing life, contentment with past, full satisfaction with future, better halves' sights of one's life, along with wish to change life. Domain name complete satisfaction is composed of job, family, leisure, health, funds, self, as well as one's group. The location of SWB has numerous main attributes (Diener, 1984). First, it is worried about wellness from the perspective of the individual. Therefore, value is provided to the participant's very own sights of their life. Second, the scientist is mostly curious about lasting levels of complete satisfaction in addition to impact, nevertheless, short-lived state of minds along with feelings is studied also. Third, healthy and balanced and balanced personality variables are checked out, not simply adverse states such as depression and anxiety. Accomplishment of SWB not simply involves remaining free from misery, nevertheless furthermore experiencing life satisfaction and enjoyable feelings.

Transient aspects such as existing state of mind in addition to also existing weather condition impact judgment of life contentment. Nevertheless, in spite of these short-lived understandings, SWB is reasonably protected throughout scenarios as well as throughout the life expectancy (Magnus & Diener, 1991). Hence, as we transfer with life, our objectives as well as requires adjustment yet SWB remains rather secure. A considerable proportion of secure SWB is due to character. Research sustains this suggestion that positive or unpleasant feeling and also life complete satisfaction vary extra based on character than life conditions or short-term aspects. Campbell, Reverse, and likewise Rodgers (1976) located that the group aspects old, sex, profits, race, education and learning as well as learning, as well as additionally marriage standing represented less than 20% of the variant in SWB which outside situations compose about 15% of the variant in SWB it is finished up that individual reactions to life's circumstances are more vital than the celebrations themselves which personality influences our reactions. Considerable research feeds on the relationship of group and additionally various other eco-friendly facets with happiness. These searchings' for began with Cantril's (1965)

research study of 23,875 individuals in 11 nations and additionally the research of Campbell, Reverse, and Rodgers (1976) in the USA, and Inglehart's (1990) analysis of 16 nations with over 163,000 individuals. It is wrapped up that market as well as eco-friendly elements affect Joy at differing degrees, but to a lower level than character.

### **Theories Clarifying Character's Effect on SWB**

Acknowledging those qualities which are associated with SWB, their directions of origin, and likewise the procedures that underlie these connections is thought about vital in getting a complete scientific understanding of the suggestion of happiness. This section checks out widely known scholastic variations which talk about the connection in between individuality as well as likewise SWB.

### **Go Back to Standard Design**

Suh, Diener, and Fujita (1996) reproduced searching for disclosing that individuals adjust to most of life events in a remarkably short time period. Silver (1980) discovered that quadriplegics and also paraplegics adjusted to their spinal cord injury simply put timespan. The concept of adaptation underlies the suggestion of one's affect going back to baseline. However, research study discloses that individuals do not habituate to all celebrations. As an example, Mehnert et al. (1990) located that a depictive example of individuals with handicaps was less delighted with life than a depictive example of the non-disabled. Furthermore, respondents in extremely negative countries, such as India as well as also Nigeria, reported a great deal lower SWB than individuals in very industrialized countries, such as northern Europe (Diener et al., 1995). For that reason, character offers a durable basic outcome on SWB, yet some life problems likewise affect the baseline.

### **Really Feeling Socialization Styles**

This variation attempts to define the connection in between individuality as well as also SWB by stressing that classical conditioning, critical understanding, and also replica, problem people from birth regarding which sensations offer to actually feel along with share. These interacting socially refines bring about distinctions in affect among individuals. Mamas educate babies, with socializing exactly how to manage their feeling states and likewise significant activities so relating to please cultural standards. It was uncovered that from age 2 as well as a half month to age 7 along with a half month, babies disclosed a straight increase in positive affect along with a decline in unwanted affect. There were matching rises in mother's contingent responding to baby pleasurable affect expressions as well as lowers in maternal contingent reacting to infant undesirable affect expressions. Proof for infant discovering impacts was located when the information was examined to establish guidelines of origin. Hence, lasting differences in the quantity of impact people reveal might be because of feeling socializing treatments.

### **Person-Environmental Fit**

The main idea behind this version's effort to go over the link in between character in addition to SWB is that a person will certainly experience subjective health according to she or he situates the setup pleasing which setups are most rewarding when the person's character "fits" the circumstance. Hence, people in life circumstances that fit their personalities should experience higher SWB than those in life situations not fitting their character. Diener et al. (1992) figured out that characters a lot less



usually live alone and additionally far more regularly operate in social careers. Although individuals typically respond positively to an environment for their individuality, the impacts of individuality on SWB are not totally described by this version.

Human life is not just such as for earnings in addition to material comforts nonetheless similarly required with lots of components of social, demographical, social, inexpensive, ecological, mental in addition to physical elements. Due to this reason, a subjective technique is preferred to measure an individual's Happiness (Frey & Stutzer, 2003).

Some even more research studies are likewise done to recognize the aspects of joy like health and wellness and wellness standing, marriage problem, employment, as well as likewise depend on fund on others (Graham, 2010). Some researchers Recognized that reduced Happiness in contrast with any other aspects (Piero, 2006) and also its impact extra on men (Brereton et al., 2008).

The research study performed by Bratu (2011) exposed that levels of Happiness rely upon count on federal government and self-confidence in God. It was furthermore acknowledged that complete contentment towards democracy controlling in the country influences individual's " life fulfillment in addition to degree of Joy (Hudson et al., 2014). This research disclosed that the degree of happiness towards high quality of administration varies throughout the nation.

As an instance, asking issues concerning dating, marital relationship, or health and wellness as well as health, makes these issues a lot more substantial in individuals' minds and likewise in fact alterations their succeeding subjective wellness services. In an equivalent blood vessel, studies asking respondents to examine their life circumstances in its totality might invoke a concentrating illusion in the reactions, by immediately triggering people to consider their family member economic standing or different other material methods (Kahneman et al., 2006).The idea of work-life balance is furthermore a lot bigger in the feeling that it applies to all workers, regardless of marital or grown-up standing to ensure that they can experience a reliable handling act between their career and personal lives (Dash et al., 2012).

Additionally, research finds that retrospective assessments matter for some succeeding options, so actions of contentment may matter for future options despite their drawbacks as an action of real-time experience. As an example, job contentment is a strong forecaster of workers' subsequent turnover (Freeman, 1978).Social Happiness is thought about as one of the substantial parts of social welfare as well as development in current decades along with social Joy has actually found a special location in the literary works of growth along with social and likewise wellness plans (Moradi & Hezarjaribi, 2019).



Figure 1: A Conceptual Model

## METHODOLOGY

### *Data and Variables*

In this quantitative study, the researchers will survey the general population in Karachi. The convenience sampling will be utilized in this study as a standardized questionnaire using a unipolar 5-point Likert scale and will be developed online. Its link will be sent via email/WhatsApp/social media to all over Karachi to participate voluntarily.

### *Inclusion Criteria*

Should be of a legal age and earn a minimum wage from a sole provider to a young family-oriented person in a joint family. The limitations only fall in having more than one form of activities other than work is required.

### *Sample and Sampling Technique*

The general population of Karachi that experience day to day life that works alongside having to maintain academic education with having no to a less social lifestyle that can be further characterized from white-collar household environment and blue-collar lifestyle the implementation of such exercise with creating a sense of margin to work on and the sample size will be 377 people with 5% margin error and 95% confidence level calculated through raw soft. Purposive Sampling will be used as Judgment sampling has the advantage of being time and cost-adequate to perform whilst resulting in a range of responses.

### *Model*

The collected data will be analyzed using the one-sample t-test. The entire calculated mean for all domains shall be aggregated to produce the index that shall be referred to indicate the level of happiness for the surveyed organization.

## RESULTS

### *Demographic Profile*

According to the survey with a total of ninety-four (94) responses, forty per cent (40%) of the respondent were between the age of 18 to 24, with twenty-seven per cent (27%) between 25 to 29 and thirteen percent (13%) between 30 to 34. Eight percent (8%) were 35 to 39. Two percent (2%) were between age groups of 40 to 44 and 55 to 59. Only one percent (1%) were between the age group of 45 to 49 and finally four percent (4%) were 60 or above. There were no responses from the age group of 50 to 54. Family system shows that seventy percent (70%) of the respondent lived in nuclear family system while thirty percent (30%) live in extended family system. These results are available and can be seen in Appendix-A.

### *Descriptive Analysis*

The data shows that no matter what whether gender, age, marital status, family system or household income there is no significant difference in terms of happiness. However, there is a significant difference when it comes to employment status. Responses that show employment status as unemployed or student shows that they are not happy.

The questionnaire had different constructs, satisfaction with life, psychological well-being, social support, economy and work. There is a significant difference between males and females in psychological well-being. Females tend to be not satisfied with their psychological well-being. Also, people with household income between 110,000 to 169,999 seem to feel that they are not satisfied with life. These results are available and can be seen in Appendix-A.

### *Reliability Analysis*

The reliability analysis was done through Cronbach's Alpha test. The summary shows that all the data collected was valid and no data were excluded. This gives the data a hundred per cent (100%) reliability. With the results being reliable, the results are now ready for further analysis. The reliability statistics shows that there is no significant difference. These results are available and can be seen in Appendix-A.

### *Inferential Analysis*

With the static given the finding can be generalized and applied to the general population as the research is about happiness and everyone want to know the reasons to be happy in life. Also, the static also gives generalizability to not only Karachi, but also Pakistan. These results are available and can be seen in Appendix-A.

## DISCUSSION

Just as Veehoven (2006) stated we see that in our results that people who are satisfied with life are generally happy. Our study also correlates to Aziri (2011), research that people who are satisfied with their job are generally happy compared to people who are not satisfied with their job. Piero (2006) study also comes to light as although people who were unemployed were not happy compared to the other employment status, they were generally happy with other aspects of life. The study had given the respondents to evaluate their life as Veenhoven (2009) suggested happiness is about one's subjective feelings and affects one's own evaluation of life. Demographic variables also had an effect on happiness just as suggested by Subramanian et al. (2005), Gerdtham & Johanness (2001), Oswald (1997) and Helliwell (2003).

In general, the study correlates to many of the previous studies conducted by many previous researchers. It has also confirmed the theories suggested by Aristippus that, "happiness was the sum of life's 'hedonic' moments" (Ryan & Deci, 2001).

### CONCLUSION

As it follows that there are certain areas where the happiness index is fluctuating is because of the type of work they do and not being able to maintain a social life has led to a certain negative impact on workers. Whereas it clearly shows "people with household income between 110,000 to 169,999 seem to feel that they are not satisfied with life the reason is time itself, because they spend as higher the income higher the load of work and when starting from bottoms to get to top what happens in between the process is the interest and satisfaction from work is not fulfilled. Furthermore, other factors played an important part which showed that the psychological state due to stress has led to a very unbalanced lifestyle; no amount of work has made it easy for a worker to have a space of comfort due to workload.

### Limitations

There were limitations in this research like as said in Statement of the Problem that happiness cannot be just quantified. We also had a lack of respondents as out of 377 recommended respondents we were only able to gather 94 responses. This research also had a few errors in procedures as we have already mentioned that the survey, we created had some elements that might have affected the respondent's responses. This is mainly because we were constrained by a lack of time and resources. Also, because the research was for a university research course the respondents were not very serious with the responses and many did not answer because there was no financial compensation.

### Recommendation

It is recommended that the research conducted in the future related to the study should not only gather quantitative data but also get some qualitative data to get a better result. This is because quantitative data means numbers with little to no meaning and analysis, and only qualitative data can give more insight into what's happening behind the scenes. In order to make this happen, it is recommended that some form of journaling or video recording be done. The specific reason stated for suggesting qualitative research was to get a better understanding of some subjects' backgrounds and experiences as well as their perceptions on certain changes within education.

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**Appendix-A**

Table 1:  
Age

		<b>Frequenc y</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Valid	18- 24	38	40.4	40.4	40.4
	25- 29	26	27.7	27.7	68.1
	30- 34	13	13.8	13.8	81.9
	35- 39	8	8.5	8.5	90.4
	40- 44	2	2.1	2.1	92.6
	45- 49	1	1.1	1.1	93.6
	55- 59	2	2.1	2.1	95.7
	60 or abov	4	4.3	4.3	100.0

e				
Total	94	100.0	100.0	

Table 2:  
*Gender*

		Freque ncy	Perce nt	Valid Percent	Cumulativ e Percent
Valid	Male	55	58.5	58.5	58.5
	Female	39	41.5	41.5	100.0

Table 3:  
*Family System*

		Frequen cy	Perce nt	Valid Percent	Cumulative Percent
Valid	Nuclear Family	66	70.2	70.2	70.2
	Extended Family	28	29.8	29.8	100.0
	Total	94	100.0	100.0	

Table 4:  
*Household income per month (in RPS)*

		Frequen cy	Perce nt	Valid Percent	Cumulative Percent
Valid	49,999 or less	18	19.1	19.1	19.1
	50,000- 109,999	18	19.1	19.1	38.3
	110,000- 169,999	29	30.9	30.9	69.1
	170,000- 229,999	11	11.7	11.7	80.9
	230,000 or more	18	19.1	19.1	100.0
	Total	94	100.0	100.0	

Table 5:  
*Case Processing Summary*

		N	%
Cases	Valid	94	100.0
	Exclude d <sup>a</sup>	0	.0

Total	94	100.0
a. Listwise deletion based on all variables in the procedure.		

Table 6:  
*Reliability Statistics*

<b>Cronbach's Alpha</b>	<b>Cronbach's Alpha Based on Standardized Items</b>	<b>N of Items</b>
.889	.899	24