
Faculty work engagement and happiness: an empirical research

Poonam Khurana*

Vivekananda Institute of Professional Studies,
H. No. 174, First Floor, Pocket 21, Sector-24, Rohini, Delhi-85,
India Email: poonam_khurana05@yahoo.co.in

*Corresponding author

Swati Narula

Vivekananda Institute of Professional Studies,
C-442, Third Floor, Saraswati Vihar, Delhi-34, India Email:
swati.fin@gmail.com

Parul Manchanda

Vivekananda Institute of Professional Studies, GGSIPU, India
Email: manchanda91@gmail.com

Abstract: Happiness at the workplace mentions, how contented people are with their work life. The study aimed to examine the level of work engagement of the faculty members working at different institutes in Delhi/NCR region. This study is explanatory in nature aimed to describe the status of work engagement and happiness at workplace perceived by the faculty members of various colleges/institutes in Delhi/NCR region. Utrecht work engagement scale was utilised to capture the level of faculty engagement. The Oxford Happiness Questionnaire developed by Michael Argyle and Peter Hills was used to examine the level of happiness perceived by the faculty members. The present research has shown that faculty has reported a high or above average level of work engagement (WE). The results indicated that there is significant positive relationship between relationship WE and happiness of the faculty members. The regression analysis has shown that vigour is a positive significant predictor of happiness.

Keywords: happiness; work engagement; performance; faculty; satisfaction; relationship.

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Biographical notes: Poonam Khurana is serving as an Associate Professor in Management – HR and OB at the Vivekananda Institute of Professional Studies. She endures a work experience of 16 years. Her key research areas are personal ethics, spirituality, interpersonal behaviour, cognitive mapping, emotional intelligence and teaching effectiveness. She has published one text