Impact Of Perceived Organizational Support On Workplace Happiness Among College Teachers

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ABSTRACT

Happiness has been found to be a highly valued goal in most organizations and being happy has been found to be very important to most people. Hence, the research tries to identify the impact of perceived organizational support on workplace happiness among college teachers. The research attempts to find out employee happiness in the workplace in Affiliated Colleges of Annamalai University. Data was collected from 50 faculties through a structured and standard questionnaire through descriptive research design. In this study, convenience sampling technique has been applied to collect the primary data from faculties. It is discovered the POS significantly influences workplace happiness among the faculties working in Affiliated Colleges. The analysis found the workplace happiness significantly influences work commitment among the faculties working in Affiliated Colleges. It is identified the mediating effect of work commitment between workplace happiness and POS. Hence, it is concluded that the educational institutions makes its teachers feel comfortable by providing them with support resources and make them feel that they have to work for the institutions for a long time happily.

KEYWORDS: POS, Workplace Happiness, Work Commitment and Affiliated Colleges.

INTRODUCTION

The extent to which organizations value their employees' contributions to development and care about their well-being is called perceived organizational support (Eisenberger, et al. 1986). Employees' perceived organizational support helps them achieve additional work performance. Employee performance leads to better organizational support. Therefore, the company shows concern for employee welfare and employees feel valued for their contribution (Chen, et al. 2009). Employees who receive less organizational support will have less employee engagement. Moreover, employees with less work engagement may experience poor work performance due to less organizational support (Yamaguchi, 2001; Eisenberger, et al. 2001). Employees feel highly positive about the company and feel a part of the company, and the company supports them to increase their commitment to the company. Professors/Teachers working in a higher education institution are the main members of the institution. And when they feel satisfied and happy in their work and workplace, it indirectly affects the overall functioning of that higher education institution. Hence, the research tries to identify the impact of perceived organizational support on workplace happiness among college teachers.

REVIEW OF LITERATURE

Munawir Ali Subaidi, et al. (2024) revealed that WH has a positive effect on EP. WH has a positive impact on IB. WH has an impact on OCOM. IB has an effect on EP. OCOM has a positive effect on EP. IB mediates the impact of WH on EP. OCOM mediates the effects of WH on EP at the Faculty of Medicine, University of Mataram.
Mohammad Algarni and Meshari Alemeri (2023) exposed that workplace happiness depends on OCOM. Conversely, job satisfaction, employee engagements also contributed to the individual's happiness at work. Garcia-Contreras, et al. (2022); Choudhury, et al. (2019) found that OCOM influenced by workplace happiness.
Miguel Angel Canchari Preciado, et al. (2023) revealed that significant correlation between OCOM and happiness. Results also revealed that that WH can have a positive influence on employee engagement with the organization. Organization should promote WH can be helpful in development employee commitment to the organization.
Burak Ozdemir (2022) discovered that POS has moderate effect on WH (job satisfaction, work engagement and affective commitment). Additional, psychological capital mediated the relationship between POS and work engagement.
Yilmaz Akgunduz, et al. (2022) found that POS is positively correlated to job dedication and employee happiness.
Arischa Audiana (2022) POS has a positive effect on EWB. HPWS has a positive effect on POS. Furhtermore, HPWS has a positive effect on EWB through POS.
Pratibha and Rupali Arora (2021) revealed that POS assists in enlarging the OCOM. The research finished that employees getting help from the organizations have higher assurance level towards their organizations.

Widya Andini and Endang Parahyanti (2018) revealed that POS was correlated with AC. PCB showed insignificant moderating relationship between POS and AC in millennial employees. The results explained that the level of affective commitment enhances if millennial recognize the POS to be higher.

Mabasa Fumani Donald, et al. (2016) indicated that strong correlations between POS and OC. Furthermore, results demonstrated that JS mediates the relationship between POS and OC. POS positively correlated with JS.

Nasrin Arshadia (2011) showed that employees' felt obligation was positively related with POS. POS was positively correlated with OCOM and in-role performance. POS was negatively correlated with to turnover intention.
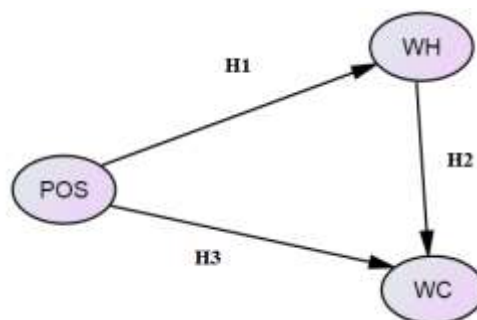
FRAMEWORK

Figure 1: Framework of the Research

RESEARCH GAP

There has been a lot of research done on the happiness at workplace in colleges. Very few researches have been done in the Indian context. Similarly, the perceived organizational support, workplace happiness and work commitment have not been addressed in educational institution.

NEED FOR THE STUDY

The findings of this study will help educational institution authorities and policy makers. This study will help identify the mediating effect of work commitment between workplace happiness and perceived organizational support. Findings from this study can help educational institution authorities design workplace policies and increase work commitment and faculties' performance.

OBJECTIVES

➢ To discover the influence of perceived organizational support on workplace happiness.
➢ To discover the influence of workplace happiness on work commitment.
➢ To analyze the mediating effect of work commitment between workplace happiness and perceived organizational support.

HYPOTHESES

➢ There is no influence of perceived organizational support on workplace happiness.
➢ There is no influence of workplace happiness on work commitment.
➢ There is no mediating effect of work commitment between workplace happiness and perceived organizational support.

RESEARCH DESIGN

In order to explore the mediating effect of work commitment between workplace happiness and perceived organizational support a descriptive research design is employed by the researcher. Data was collected from faculties working in Affiliated Colleges of Annamalai University through a structured and standard questionnaire. This descriptive research design is employed to explore the relationship between perceived organizational support, workplace happiness and work commitment.

QUESTIONNAIRE DESIGN

Data was collected from faculties working in Affiliated Colleges of Annamalai University through a well-designed questionnaire. The questionnaire construction for this study is divided into four parts. The first part of the questionnaire is arranged in such a way to know the demographics profile of the faculties working in Affiliated Colleges of

Annamalai University, the second part is perceived organizational support, the third part is workplace happiness and the fourth part is work commitment. Except first part, all the four sections are constructed with multiple choice questions. The first part is set up as a category and the other three as a measuring scaling technique.

Table 1: Questionnaire Construction

S.No.	Variable	Items	Author
I	**Demographic Profile**	**8**	---
II	Perceived Organizational Support	**17**	Eisenberger, et al. (1986)
III	Workplace Happiness	**16**	**Self Design**
IV	Work Commitment	**18**	Meyer & Allen (1997)

RELIABILITY

Pilot study was done to confirm that the results of this study questionnaire are reliable. The questionnaires are verified by involving 50 faculties working in Affiliated Colleges of Annamalai University. Based on the faculties' opinion, some changes are made in the questionnaire as suggested by the bus faculties working in Affiliated Colleges of Annamalai University. Cronbach's alpha tool is employed to test the reliability of the research variables. All the variables of this questionnaire are above 0.70 which shows that it is reliable. This means that the set of questionnaire has a high reliability value. Based on this result, it is statistically recommended that the questionnaire set can be implemented for final data collection of the research.

Table 2: Reliability of the research

S.No.	Variable	Items	Cronbach's Alpha
I	Perceived Organizational Support	17	0.84
II	Workplace Happiness	16	0.78
III	Work Commitment	18	0.90

SAMPLING TECHNIQUE

In this study, convenience sampling technique has been applied to collect the primary data from faculties working in Affiliated Colleges of Annamalai University. In this way 50 faculties working in Affiliated Colleges of Annamalai University are approached to collect the primary data.

STATISTICAL TOOL

Path analysis is used to estimate model by probing the relationship between perceived organizational support, workplace happiness and work commitment. The researcher has employed the path analysis to identify the mediating effect of work commitment between workplace happiness and perceived organizational support.
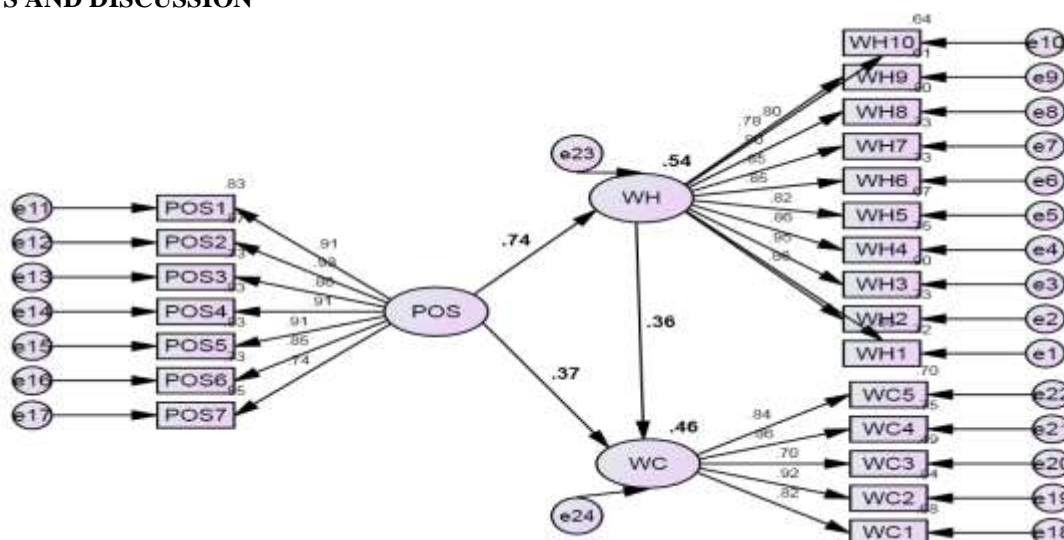
RESULTS AND DISCUSSION

Figure 2: Mediating effect of work commitment between workplace happiness and POS

Table 3: Model Fit Indication

Indicators	Observed Values	Recommended Values Premapriya, et al. (2016)
Chi- Square	312.921	---
p	0.001	> 0.050
GFI	0.802	>0.090
AGFI	0.591	
CFI	0.814	
NFI	0.807	
RMR	0.173	<0.080
RMSEA	0.155	

Source: Primary data

Table 3 demonstrates mediating effect of work commitment between workplace happiness and POS. Path Analysis is performed to verify the model fit. The Chi-service quality value is 312.921. Further, the model fit indication also exhibits the selected sample fit statist WH (AGFI, GFI, CFI, NFI, RMSEA, and RMR). AGFI is 0.591, the value shows greater than 0.90. CFI is 0.814, the value shows greater than 0.90. RMSEA is 0.155; the value is less than 0.08. That is, NFI is 0.173, the value is greater than 0.90. That is, GFI is 0.802. Indra, et al. (2020) found that GFI was greater 90%. RMR is 0.173; the value shows less than 0.08. Premapriya, et al. (2016) found that RMR was less than 5%.

Table 4: Regression Weights

DV		IV	Estimate	S.E.	C.R.	Beta	p
WH	<---	POS	0.671	0.118	5.682	0.737	0.001
WC	<---	WH	0.489	0.247	1.975	0.359	0.048
WC	<---	POS	0.453	0.224	2.020	0.366	0.043

Source: primary data

H$_{a1}$: POS significantly influences workplace happiness among the faculties working in Affiliated Colleges of Annamalai University.
The path analysis is used to test the stated hypothesis. The analysis shows that the C.R. value is 5.682; the value of β is 0.737. It means 73.7 percent POS significantly influences workplace happiness among the faculties working in Affiliated Colleges of Annamalai University. This means that the p-value is significant (p=0.001). Hence, the hypothesis (H$_o$) is rejected. Therefore, it is discovered that the POS significantly influences workplace happiness among the faculties working in Affiliated Colleges of Annamalai University. Burak Ozdemir (2022); Yilmaz Akgunduz, et al. (2022); Arischa Audiana (2022) found that POS is positively correlated with employee happiness.
H$_{a2}$: Workplace happiness significantly influences work commitment among the faculties working in Affiliated Colleges of Annamalai University.
The path analysis is used to test the stated hypothesis. The analysis shows that the C.R. value is 1.975; the value of β is 0.359. It means 35.9 percent workplace happiness significantly influences work commitment among the faculties working in Affiliated Colleges of Annamalai University. This means that the p-value is significant (p=0.001). Hence, the hypothesis (H$_o$) is rejected. Therefore, it is discovered that the workplace happiness significantly influences work commitment among the faculties working in Affiliated Colleges of Annamalai University. Munawir Ali Subaidi, et al. (2024); Mohammad Algarni and Meshari Alemeri (2023); Miguel Angel Canchari Preciado, et al. (2023); Garcia-Contreras, et al. (2022); Choudhury, et al. (2019) found that OCOM influenced workplace happiness.

Table 5: Mediating Effect

DV		POS	WH
WH	DE	0.737	0.000
	IDE	0.000	0.000
	TE	**0.737**	**0.000**
WC	DE	0.366	0.359
	IDE	0.265	0.000
	TE	**0.631**	**0.359**

Source: primary data

H$_{a3}$: There is mediating effect of work commitment between workplace happiness and POS.

The path analysis is used to test the stated hypothesis. The analysis shows that the C.R. value is 2.020; the value of β is 0.366. The analysis also shows that mediating effect of work commitment between workplace happiness and POS (DE = 0.366 + IDE = 0.265 and the TE is 0.631). It means 63.1 percent mediating effect of work commitment between workplace happiness and POS. This means that the p-value is significant (p=0.001). Hence, the hypothesis (H_o) is rejected. Therefore, it is discovered that the mediating effect of work commitment between workplace happiness and POS. Pratibha and Rupali Arora (2021); Widya Andini and Endang Parahyanti (2018); Mabasa Fumani Donald, et al. (2016) indicated that strong correlations between POS and OC.

FINDINGS

It is discovered the POS significantly influences workplace happiness among the faculties working in Affiliated Colleges of Annamalai University. Burak Ozdemir (2022); Yilmaz Akgunduz, et al. (2022); Arischa Audiana (2022) found that POS is positively correlated with employee happiness.
The analysis found the workplace happiness significantly influences work commitment among the faculties working in Affiliated Colleges of Annamalai University. Munawir Ali Subaidi, et al. (2024); Mohammad Algarni and Meshari Alemeri (2023); Miguel Angel Canchari Preciado, et al. (2023); Garcia-Contreras, et al. (2022); Choudhury, et al. (2019) found that OCOM influenced workplace happiness.
It is identified the mediating effect of work commitment between workplace happiness and POS. Pratibha and Rupali Arora (2021); Widya Andini and Endang Parahyanti (2018); Mabasa Fumani Donald, et al. (2016) indicated that strong correlations between POS and OC.

SUGGESTIONS

➢ In educational institutions, teachers are restricted with rules, guidelines, policies, schedules, work sheets. This will decelerate their actual work and foil them to put their maximum effort.
➢ The educational institutions makes its teachers feel comfortable by providing them with support resources and make them feel that they have to work for the institutions for a long time happily.
➢ It is suggested that the educational institutions should develop the policies in order to create a pleasant and stress-free environment for their teachers. It will help teachers to have an improved work-life balance.
➢ It is suggested that management of educational institutions should provide adequate rewards for potential work. These adequate rewards will increase the sense that teachers will continue to be in the college.

CONCLUSION

Employees' perceived organizational support helps them achieve additional work commitment. Work commitment leads to better organizational support. Happiness has been found to be a highly valued goal in most organizations and being happy has been found to be very important to most people. Hence, the research tries to identify the impact of perceived organizational support on workplace happiness among college teachers. The research attempts to find out employee happiness in the workplace in Affiliated Colleges of Annamalai University. Data was collected from 50 faculties through a structured and standard questionnaire through descriptive research design. In this study, convenience sampling technique has been applied to collect the primary data from faculties. It is discovered the POS significantly influences workplace happiness among the faculties working in Affiliated Colleges. The analysis found the workplace happiness significantly influences work commitment among the faculties working in Affiliated Colleges of Annamalai University. It is identified the mediating effect of work commitment between workplace happiness and POS. Hence, it is concluded that the educational institutions makes its teachers feel comfortable by providing them with support resources and make them feel that they have to work for the institutions for a long time happily.

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