

Research on Employee Happiness and its Influence Effect

Qing Zhao ^a, Qingquan Pan ^b

School of Economics and Management, Guangxi University of Science and Technology, Liuzhou 545006, China;

^a349836482@qq.com, ^b471192309@qq.com

Abstract. Based on the related literature, this article combed the comprehensive fast optimism and perfect the concept of the integration of employee well-being perspective of the connotation of employee well-being, and sums up the employees' well-being of staff level of organizational commitment and organizational citizenship behavior and the effect of turnover intention, to comb, improve employee well-being literature, looking to employee happiness new research perspectives and future research direction.

Keywords: Employee happiness, organizational commitment, organizational citizenship behavior, turnover intention.

1. Introduction

At present, under the background of the new normal economy, employees' basic material needs have been met, and they gradually start to pursue spiritual satisfaction. Along with our country governments have issued its annual happiness index, the word "happiness" gradually aroused people's concern, combined with the modern fast rhythm of work and life, in the process of employee work pressure is also growing, jumped to his employees, staff karoshi negative events such as frequent repeatedly, raises awareness for employees in the workplace happy thought, research on employees' positive psychology needs unceasingly thoroughly, can further stimulate their working enthusiasm and power[1]. Employee happiness, as a healthy psychological mechanism, can have a direct impact on employees' work attitude and behavior, and further affect organizational performance and the smooth realization of organizational goals. In addition, xi jinping, general secretary of the party's 19 in 2017 report, highlights the "seeks happiness for the people" is a long-term and arduous task, now of the new generation employees pride, a sense of fairness is stronger, they pursue is not only easy to make a living, but to feel happy in joy and free working environment, and the larger limit to realize their life values, for employees in the enterprise whether can feel happiness is willing to stay in business and for its effort of experience[2]. In view of this, it is of great theoretical and practical significance to explore and sort out the deep influence effect on employee happiness, both for employees and for enterprises.

2. Integrate the Connotation of Employee Happiness from the Perspective of Employee Happiness

Comprehensive fast optimism and improve the view of the integration of employee well-being, it attaches great importance to the employees' happiness as a result, also attaches great importance to the employees work in the process of self value realization, embodies the combination of subjective and objective, and the combination of material and spiritual, the results and process comprehensive, this also is the most recognized scholars today and one of the most commonly used view. Under the perspective of integrating employee happiness, Horn (2004) defined employee happiness as the comprehensive evaluation of cognition, behavior, motivation, emotion, body and mind in the process of work. Grant and Price (2007) define employee happiness as a psychological state in which employees perceive their own value to be realized and their inner positive emotion is much larger than their negative emotion. Miao yuanjiang (2009) believes that employee happiness is the response of employees' happiness perception in the work field, mainly including employees' perception, emotion, evaluation and motivation. Fisher (2010) believes that employee happiness is a multi-dimensional umbrella concept, which is an aggregate experience of mood, emotion and stable attitude

of employees at work. Zou qiong (2015) defined employee happiness as the pleasant experience and psychological feeling in the process of employees giving play to their own potential and achieving organizational goals, as well as the long-term and dynamic experience between employees and the organization[3].

3. The Effect of Employee Happiness

3.1 Organizational Commitment

Organizational commitment refers to the degree of recognition, acceptance and trust of employees towards the values and goals of the organization as well as the positive emotional experience they bring to themselves. It is mainly divided into three dimensions: emotional commitment, normative commitment and continuous commitment. Organizational commitment is an important outcome variable of employee happiness and job satisfaction. Organizational commitment, as a whole construct, has a strong positive correlation with employee happiness. In addition, organizational commitment, as a construct with three dimensions, is also an important product of employee happiness. First of all, a strong sense of employee happiness gives employees a strong organizational emotional dependence. Out of a sense of social responsibility, employees will choose to continue their efforts in the organization so as to promote their normative commitment. Secondly, employees will regard happiness as an incentive and benefit to stay in the organization. Therefore, employee happiness also has a positive impact on employees' continuous commitment.

Su tao (2018) based on the job needs-control-support model, used Meta test and evaluation to study the impact of employee happiness on organizational commitment, and verified the positive impact of employee happiness on organizational commitment from three dimensions. Based on the empirical research, it was found that employee satisfaction had a significant influence on the ideal commitment of organizational commitment, and the relationship between employees' happiness at work would influence their emotional commitment.

3.2 Organizational Citizenship Behavior

Happy employees are more likely to provide organizational citizenship behavior to their colleagues, while negative employees are less likely to provide organizational citizenship behavior at work. Research in positive psychology has also found that employee happiness not only increases effective communication among employees, but also increases their cooperative behavior, helping behavior and productivity. People who are physically and mentally happy can make more friends and receive more social help and support. Some scholars have also found that employees with more positive emotions are more likely to get more resource support and emotional help from managers or colleagues. Correspondingly, after receiving more help, employees are more willing to offer more help to colleagues, which is an important dimension of organizational citizenship behavior. Happy employees are more polite at work, less jealous of others, and more conscious and conscientious, which is a sign of organizational citizenship. In addition, the colleagues have more positive feelings of employees will be easy to get a higher evaluation, thus their attendance, for the organization of fixed number of year of service will also rise, as our own family, the organization of work behavior is that much more close and independent, these behavior does not include within the scope of compensation and incentive policies of organization, therefore belongs to outside the role behavior, but has great effect on the improvement of organizational performance.

3.3 Turnover Intention

Lan yujie and Zhang chenlu (2013) studied the new generation of employees and explored the negative effect of employee happiness on employee turnover intention through questionnaires, statistical analysis and other methods. According to Yan aimin (2016), employee happiness is closely related to employee absenteeism rate, turnover intention and work passion, and it can also stimulate employee potential and improve employee productivity. Shi tao (2015) found through empirical research that part of employees' happiness is the performance of intermediary organizations and

organizational learning. Therefore, when employees' happiness is high, the attraction of work to them will increase correspondingly, thus reducing the turnover tendency of employees. Li zhengwei (2018) theoretically deduced the process that employee happiness and organizational identity negatively affect employee turnover rate through the case analysis of yiwu shuangtong[4].

Based on the negative impact of employee happiness on employees' turnover intention, enterprise managers should realize that employee happiness, as a positive energy, can improve employees' relationship with colleagues, promote their job satisfaction and physical and mental health, and make employees more active in their work. Only when employees have a strong sense of well-being at work, can they enhance their job involvement, reduce their job burnout and reduce their intention to quit[5].

4. Summary and Prospect

The improvement of employees' happiness in the workplace is of great significance to the enterprise, which is the driving force for the continuous development of the enterprise. Can say employee happiness is the most human side in modern management, enterprise in the modernization of enterprise management, scientific use of employee happiness boost the enthusiasm of the employees work, creativity, the human nature, other work integrated resources, can make the employees work to achieve twice the result with half the effort, to ensure the smooth realization of the goal enterprise[6]. In addition, employee happiness can also spread the harmonious culture of the enterprise. In the process of improving employee happiness, it can also shape the harmonious interpersonal relationship among employees, which is conducive to the daily communication and getting along with employees, and ultimately improve the overall quality of the enterprise and make it profitable.

Despite the current society, enterprises and scholars are increasingly aware of the importance of employee well-being, discussion of employees' well-being and research is also growing, but summarizes existing literature, there are still some places have not attract the attention of scholars, or worthy of careful consideration and deep research, make the following future in this study, want to give more scholars thinking and research direction. From the study of the effect on employees' well-being, because the focus of the scholars pay attention to employee happiness lies in the influence factors to explore and as an intervening variable of innovation performance, employee job involvement, and employee turnover intention, positive behavior outside role for employee well-being of employees very little empirical inquiry, and from the theory to explore, they indeed have a positive or negative relationship between, so the employee well-being of organizational citizenship behavior and its different dimensions, the influence of the employees advice behavior mechanism needs further assumptions and validation.

Acknowledgements

This research has been supported by Innovation Project of Guangxi Graduate Education (Project Number: YCSW2019209).

References

- [1]. Barkema H G, Shvyrkov O. Does top management team diversity promote or hamper foreign expansion? *Strategic Management Journal*. Vol. 28 (2007) No.7, p. 663-680.
- [2]. Anderson C, Brown C E. The functions and dysfunctions of hierarchy. *Research in Organizational Behavior*. Vol. 30 (2010) No. 1, p. 55-89.
- [3]. Wang D, Waldman D A, Zhang Z. A meta-analysis of shared leadership and team effectiveness. *Journal of Applied Psychology*. Vol. 99 (2014) No.2, p. 181-198.

- [4]. Magee J C, Galinsky A D. Social hierarchy: the self-reinforcing nature of power and status. *Academy of Management Annals*. Vol. 2 (2008) No. 1, p. 351-398.
- [5]. Cao J, Yang B, Yang B Y. Top management team power distribution and firm performance: evidence from listed firms in shanghai and shenzhen stock exchange. *Science of Science and Management of S & T*. Vol. 36 (2015) No. 7, p. 135–145.
- [6]. Mao X S. A literature review and future perspective on power distribution of top management team. *Finance Research*. Vol. 1 (2016) No. 2, p. 52–60.