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icar2021.kuptm.edu.my

e ISBN 978-967-26577-0-5



9 78 9672 6577 05

RELATIONSHIP BETWEEN COMPONENTS OF WELL-BEING AND EMPLOYEES' HAPPINESS IN THE HIGHER LEARNING INSTITUTIONS

**Sharifah Syahirah¹*
sharifahsyahirah@gmail.com
Anitawati Mohd Lokman²
Suhaila Abd Aziz³
Nurhidayah Abdul Rahman⁴

**Corresponding author*

Kolej Universiti Poly-Tech Mara^{1,3,4}
Universiti Teknologi Mara²

ABSTRACT

Since the era of Industry Revolution 4.0, there are many studies conducted to measure the correlations between happiness and employees' performance. This study attempts to analyse the relationship between the components of well-being and employees' happiness in higher learning institutions in Malaysia. Here, the relationship between happiness and three demography components which are gender and marital status are also being examined. By using a quantitative methodology, a cross-sectional survey has been conducted from January 2021- March 2021 using a convenient sampling technique. Here, this study has adopted a PERMAIg model that has been used to measure the happiness index for Universiti Teknologi MARA (UiTM) employees. This study managed to collect data from two hundred and ninety-one (291) respondents from various private and public higher learning institutions in Malaysia. The findings of this study depict that employees' gender, marital status, and managerial position have a significant correlation with their level of happiness. The male employees are happier compared to female employees due to many reasons i.e. work-life balance issues. Married employees are happier compared to female employees. While academic employees with management positions are most likely to be less happy compared to academic employees without any management position. This study also indicates a strong correlation between the components of well-being and employees' happiness. These findings can assist the higher learning institutions' management to improve their policy as well as the standard operating procedure (SOPs) to enhance the level of employees' happiness that will lead to better performance and a positive working environment.

Keywords: Components of Well-Being, Employees, Happiness, Higher Learning Institutions