Examining the role and impact of happiness on enhancing productivity of employees in Southern Pars Gas Complex

Hossein Amouei
MA Graduated of EMBA, Department of Management, Bushehr branch, Islamic Azad University, Bushehr, Iran
hossein.amouei@yahoo.com

Esmaeil Kamali Rad
Department of Management, Bushehr branch, Islamic Azad University, Bushehr, Iran

Bahram Fadaeian
Assistant Professor, Faculty of Management, Bushehr branch, Islamic Azad University, Bushehr, Iran
b_Fadaieyan@yahoo.com

Abstract

Human resources form a fundamental base of productivity in every organization. Happiness of employees is a main factor influencing human resources productivity of organizations. The present paper aims at investigating the relationship between happiness and productivity of employees in Southern Pars Gas Complex (SPGC). This is an applied research performed through descriptive – survey methodology. Research population is composed of all employees, managers and practitioners, in phases 1 – 10 of SPGC (N= 4600). The samples is selected through Cochran sampling (n = 355). Besides, sampling is performed through random stratified and systematic sampling in every class. This is a field study in which required data is collected by the standard and realized questionnaire of happiness and productivity along with standard questionnaire of Argyle and Lu (1991). Questionnaire reliability is tested using Cronbach's Alpha (0.81) and its content validity is confirmed by experts' opinions. Single-sample t test through SPSS21 software and SEM model by AMOS22 are used to analyze collected data. Results indicated that there is a significant, positive relationship between happiness and productivity with mental health having the highest score. Hence, management of SPGC is recommended to adopt strategic actions in order to enhance employees' mental status and improve happiness among them.

Keywords: Happiness; Life satisfaction; self-efficiency; self-esteem; positive mood; productivity.
Introduction

Considering rapid changes in various economic and social areas and the increase of competition among industrial and service organizations, today, productivity of human resource is playing as an important factor since survival of every certain organization is dependent on productivity achievement. Moreover, an organization may not grow and develop unless it provides employees with training consistent with their needs. Now, for an organization to be able to progress in the path of growth and productivity, it should identify influencing factors in this context and conduct required actions according to their priorities (Goudarzi, et al., 2009:21).

Human resource is a fundamental basis of productivity in every organization. Nowadays, increasing complexity of organizational structures and performance has led most managers and supervisors of manufacturing organizations to organize work environment and create a calm and productive atmosphere so that these result in more active labor, their happiness, removal of possible risks, quality enhancement in work and goods, reduction of depression, production growth, positive services and, ultimately, achieving considered and required productivity (Kargar, et al., 2009:35).

One of the most important and influencing factors on productivity of human labor is their happiness rate. In any society, if individuals do not feel happy, pleased and satisfied, the society may not be considered as developed and this indicates the importance of happiness. Currently, since people spend most of their time in organizations, if they face a happy working atmosphere, they may benefit from resulted advantages (Safari, 2008:6). Human resource is a valuable resource in achieving goals and is considered as an important capital of every system or organization so that the higher is the quality of this capital, the organization is more likely to succeed, survive and improve (Tazhibi et al, 2010:95).

According to success psychology, a successful individual should have characteristics including self-esteem, efficiency, positive mood, self-control, life satisfaction, mental health, positive forces, positive self-motivation, and positive auto gnosis (Whitely Waiss, 1990). Extensive research is performed on similar context each of which has differently evaluated the effect of personal, organizational, social, job and motivation factors concerning happiness on productivity.

Defining research topic

During recent decades Iranian community experienced significant changes in various areas. The changes have influenced governments in terms of expansion, complexity, intensity and velocity and exerted increasing pressure on them to achieve higher rates of productivity. Productivity is a global and general concept the enhancement of which is considered by politicians, economists and government officials as a necessity to improve life level, more welfare and comfort in the society. The most important objective of every organization is to achieve the highest productivity rate (Faqihi et al, 2010:7). The need to investigate happiness and its creating factors in industrial organization, and especially in mother industries, originates from the fact that happiness, from one hand, improves personnel’s positive affection and, on the other hand, leads to productivity by reducing negative emotions. Particularly,
investigating happiness rates in strategic operational regions playing a great role in industry and economy of the country is a vital task requiring more attention. The Southern Pars Gas Field is among significant operational regions playing a considerable role in production of gas and natural-gas condensates. Gas production rate during 2014 – 2015 was more than 55% in the whole country suggesting the specific position of SPGC in supplying the required gas of Iran and other countries in the region. Hence, having happy employees in this section of Iranian industry seems very essential. Therefore, because of strategic position of SPGC, focusing on the issue of employees' happiness may be an important factor for managers of the organization. Since, besides activity scope of the complex (because of being located in a postindustrial and specific geographical zone), improper climatic conditions and air pollution as a consequence of petrochemical products makes it necessary to pay more attention to happiness of employees and this may be considered through certain specialized guidelines and continuous measurement of employees' mental conditions.

Based on what discussed above, the present paper uses Argyle and Lu's model (1990) to investigate the effect of happiness on productivity and seeks whether variables of mental health, life satisfaction, efficiency, self-esteem and positive mood (aspects of happiness in this research) have any influence on productivity of employees in SPGC.

**Theoretical principles**

**Happiness**

In Persian language, happiness means vividness, liveliness, lightness and agility to perform different tasks, joy, joviality, be pleased and satisfied and is opposite of bored. In the Dictionary of Dehkhoda, following happiness is written: "a positive state in human against grief and sadness". In the same book, he defines happiness as gladness, joy and joviality (Heydarzadegan, 2011:3). Happiness consists of a positive emotion composed of social behaviors and intimate satisfaction which may express a person's gladness (Ansari, 2012:8). The most comprehensive while operational definition of happiness is presented by Vinhoven (1988). He believes happiness is the judgment of a person or the extent to which his whole life quality is desirable. In other words, happiness means how much a person loves his life (Ansari et al, 2011:7).

**Aspects of happiness**

Respecting the Oxford's questionnaire of happiness measurement (explored in this research), happiness is composed of five aspects which are generated by Argyle through converting items of Beck's depression measure ad include: life satisfaction, mental health, self-efficiency, self-esteem and positive mood (Heydarzadegan, 2011:7).

**Life satisfaction**

This the extent to which material and immaterial needs of an individual are met during his life. These needs and demands exist in different roles (the role of a clerk, parents, friendship, studentship, etc) (Robert et al, 2012:31).
Self-efficacy

Many scholars and researchers emphasize that self-efficacy affects mental health. The term focuses on effective performance, dominance on the environment and effective motivation. Self-efficacy targets people's capability to solve their problems and helps them achieve success with least effort and is generally considered as positive performance in life (Robert et al, 2012:39).

Mental health

The World Health Organization (WHO) (2004) introduced mental health as a perfect physical and mental state and social welfare and defines it as the good feeling an individual applies to his abilities to overcome routine tensions of daily life and to be an effective person in his work and society.

Self-esteem

Self-esteem is an effective factor on happiness. Wart (2001) identifies it as the main factor in happiness. Wilson (1967) reported that self-esteem is a main predictor of happiness (Jafari et al, 2002:15).

Positive mood

Mood is positively related to personality. Mood, behavioral style and behaviors specify a person's responsibility to various circumstances (Emami & Hassani, 2012:54). Positive mood is an indication of happiness the history of which may be traced back to 1960s.

Necessity of happiness

Happiness is a requirement giving sense to life and enables human soul to try to achieve perfection and possess enough happiness in this path to be able to overcome difficulties and enjoy his endeavor.

As a requirement for human soul, happiness is the intimate expansion an individual perceives while he achieves objectives. It is an inner state indicating mental comfort and innate satisfaction and no one can say he does not need such feelings. If someone recognizes the value and importance of this divine donation, never denies or neglects this need, so that every wise man acknowledges that happiness is as vital as breathe (Fani et al, 2012:23). All or most religions planning for human prosperity have not neglected this vital factor and have recognized it based on their worldview and the kind of look they have to human and his creation.

More importantly, taking a look at human's objective life in various societies, cultures and civilizations indicates that no one may live without presence of factors such as happiness or sadness (Alvani et al, 2011:70).
Productivity

Productivity presents efficiency and production of an organization or in a more general term, a whole system. In other words, productivity includes outputs of a system divided by its inputs. This is the simplest definition of productivity on which there is a consensus among scholars and experts (Ahmadi, 2012:79).

Effective factors on productivity

During past 10 years, 60% of Japan's economic growth was the result of productivity enhancement and 40% of it resulted from improvement and expansion of production resources. Productivity improvement requires a planned process benefits of which express during time. This process involves identifying reasons of low initial productivity and planning and improving it in next steps. Hence, the following components should be investigated accurately and introduced strategies must be applied to improve them (Emami et al, 1999:43).

- Human workforce

The most important factor contributing to productivity improvement is the enhancement of workforce. Tendency to progress, acquiring new skills through training and gaining the ability to work in groups are among necessary components the management must improve through promotion and compensation, creating proper and friendly work environment and providing the possibility of continuous training along with the job. Undoubtedly, investing in improving the quality of workforce will have a considerable outcome and compensates spent costs (Kargar et al, 2008:43).

- Correct management

Developing trust in work environment and establishing human relations between managers and employees by presenting accurate information on organizational operations, exploring employees’ problems, holding friendly meetings and providing proper organizational atmosphere as well as supporting them while maintaining management position, help managers achieve productivity and realize organizational goals (Kargar et al, 2009:35).

- Participation

Participatory management is the dominant paradigm of modern management and bases upon cooperation of manager and employees to achieve organizational objectives in a friendly environment. Opinions and ideas of employees lead to higher efficiency of operations through savings, innovation in different tasks and management improvement. In the previous section, we mentioned the importance of participation and its efficient role in enhancing productivity and concluded that the use of participation brings a great deal of benefits to the organization and this finally leads to enhanced productivity (Quchir and Shi, 2013:18).

- Technology
Technology improvement enables production of a unit of goods with lower costs, through reducing the price of capital equipments and decreasing the need to workforce and this means productivity enhancement. That is developed countries and successful multinational companies spend a lot of money on research and development in order to achieve prevailing technology and increase their profitability by expanding their markets (Kargar et al, 2009:47). Galbright believes technology enhancement, after countries having passed obstacles of economic development, is the most important factor and the best way to employ capitals to obtain maximum productivity and economic efficiency, supply, and technological improvements.

The relationship between happiness and productivity

According to Armichel's point of view (1990), effective organizations are considered as the most considerable tools to progress in a society and which possess health beside necessary conditions may ultimately gain efficiency. Proper organizational climate may be effective on motivating employees, improving their morale, their participation in decision-making and in enhancing creativity and innovation. It may, also, be considered as a significant resource of employees' mental health. Contrary, if the organizational climate is improper, we will have reverse outcomes. Therefore, changes in each part of organizational climate may lead to immediate and in depth changes in how employees perform and do their jobs (Sabeti, 2000:33).

A healthy organization is place to which employees go eagerly to work and they are proud of working there. In fact, organizational health in physical, mental, security, possession, competence-orientation, wisdom, expertise and personality of beneficiaries' value, growing their capabilities and performing responsibilities assigned by super-systems terms contributes significantly in efficiency of every system (Korkmaz, 2007:11). Nowadays, happiness is a dominant approach applied to most research in organizational behavior, both theoretical and practical, from job design to supervision, so that it is considered as the main and central variables in these investigations (Ardehim, 2006:8). Additionally, research demonstrated that more than 300 studies are being performed on the subject every year. The figures indicate that no subject in organizational – industrial psychology area has a richer research background than job happiness (Spector, 2009:21). Happiness is a main factor in job success; a factor leading to efficiency enhancement and personal satisfaction. Researchers define happiness from different perspectives and believe that if a person enjoys desirably from his job, he is satisfied with it. A certain combination of various elements, whether internal, such as joy of work, or external, such as salaries, rewards and working environment, may lead a person to job happiness (Askari et al, 2003:59).

Empirical background

Shu Zhu and Ling Qiu (2013) investigated effective factors on employees' happiness and found a significant, positive relationship between happiness level and organization management style. Toolabi, Raofi and Yasan (2013) studied the relationship between happiness and working life quality. Their results indicate a significant, positive relationship between the two variables. Chaiprasit and Orapin (2011) explored happiness of employees in small and medium-sized companies of Thailand. Their results showed that communication,
quality of working life and management style are three important factors leading to happiness in working environment and may predict happiness level. Belorgey, Lecat and Marry-Tristan (2010) investigated determinants of employees' productivity (an empirical estimation using panel data). They suggested that various factors such as employee satisfaction, employee capabilities, desirability of working environment, management style, etc, influence productivity. Akbari and Emami (2009) identified happiness components in working environment and measured the status of these in executive organizations of Qum province. Results of data analysis revealed that, in selected organizations, organizational learning, self-openness, involvement, justice, positive thinking and flexible structure are in an improper status and job significance, interest to work, security in work and interaction with colleagues are in an intermediate level.

Talebi and Zahedi (2004) investigated effective factors on happiness in SAPCO Company. Their results showed that generating an atmosphere capable of enhancing morale and happiness requires focusing on multiple factors such as those concerning the job, organization, management and welfare. Heydar zadegan and Mashhadi (2009) examined the relationship between happiness and educational success of students of Sistan and Balouchestan University. Results indicated a significant, positive relationship between happiness and success. Moreover, the aspect of self-efficiency was a stronger predictor of success than other aspects and happiness rate was reported to be equal among female and male students. Bakhtiar and Bahrami (2013) studied the relationship between happiness factors and productivity improvement in Steel Company. Results showed that no respondent was neither unhappy nor with high levels of happiness. Furthermore, the highest rate of happiness was reported in institutional and service sections and its lowest rate was observed among manufacturing workers.

Research Hypotheses

Main Hypothesis

There is a significant, positive relationship between happiness of employees of SPGC and their productivity.

Side hypotheses

1- There is a significant, positive relationship between life satisfaction of employees of SPGC and their productivity.
2- There is a significant, positive relationship between mental health of employees of SPGC and their productivity.
3- There is a significant, positive relationship between positive mood of employees of SPGC and their productivity.
4- There is a significant, positive relationship between efficiency of employees of SPGC and their productivity.
5- There is a significant, positive relationship between self-esteem of employees of SPGC and their productivity.
Methodology

The present research is of applied type, in terms of research objective, and is of descriptive correlation kind, in terms of data collection method. Population was composed of all personnel and managers practicing in five refineries of SPGC and their headquarters (N = 4600). The samples was selected through Cochran sampling (n = 355). Besides, sampling was performed through random stratified and systematic sampling in every class. For field studies, required data was collected by standard and realized questionnaire of Argyle and Lu (1991), totally composed of 45 items. Questionnaire reliability was tested by Cronbach's Alpha (data shown in Table 1). Since the reliability coefficient (Cronbach's Alpha method) is 0.81, it can be said that the questionnaire is sufficiently reliable. In addition, content validity of the questionnaire was tested through opinions of experts. Methods of data collection used in this research include library and field studies. Collected data was analyzed using single-sample t test used to measure the average difference (by SPSS21) and SEM (Structural Equations Method) by AMOS22.

Table 1: Cronbach's alpha of questionnaire items

<table>
<thead>
<tr>
<th>Variable</th>
<th>Number of questions</th>
<th>Cronbach's α</th>
</tr>
</thead>
<tbody>
<tr>
<td>Happiness</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Life satisfaction</td>
<td>7</td>
<td>0.84</td>
</tr>
<tr>
<td>Self-efficiency</td>
<td>11</td>
<td>0.80</td>
</tr>
<tr>
<td>Mental health</td>
<td>9</td>
<td>0.78</td>
</tr>
<tr>
<td>Self-esteem</td>
<td>7</td>
<td>0.80</td>
</tr>
<tr>
<td>Positive mood</td>
<td>11</td>
<td>0.83</td>
</tr>
<tr>
<td>Productivity</td>
<td>45</td>
<td>0.81</td>
</tr>
<tr>
<td>Total number of questions</td>
<td>45</td>
<td>0.81</td>
</tr>
</tbody>
</table>

Findings

Collected data are presented in the form of descriptive and inferential statistics using SPSS21 and AMOS22 software. In descriptive statistics, to distribute sample in terms of demographic variables and aspects of independent and dependent variables, values of mean, standard deviation, variance and abundance are used. Inferential statistics used single-sample t test to examine average difference and then, SEM method was applied to investigate construct validity and model analysis. Results confirmed the relationship between studied elements. In the selected sample, 88.5% of individuals were male and 11.5% of them were female of which 25.6% were single and 74.4% were married. In the population, 6% if individuals were between 18 – 25 years old, 56.1% between 25 – 35, 42% between 35 – 45 and 1.1% between 45 – 60. Education level ranking was as follows: 1.1% diploma, 3.7 associate's degree, 61.4% bachelor's degree, 33.5% master's degree and 0.3% PhD.
Table 2: description of research variables

<table>
<thead>
<tr>
<th></th>
<th>Happiness</th>
<th>Life satisfaction</th>
<th>Self-efficiency</th>
<th>Mental health</th>
<th>Positive mood</th>
<th>Self-esteem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Standard deviation</td>
<td>0.540</td>
<td>0.839</td>
<td>0.716</td>
<td>0.416</td>
<td>0.410</td>
<td>0.693</td>
</tr>
<tr>
<td>Variance</td>
<td>0.188</td>
<td>0.705</td>
<td>0.380</td>
<td>0.173</td>
<td>0.169</td>
<td>0.480</td>
</tr>
<tr>
<td>Number</td>
<td>355</td>
<td>355</td>
<td>355</td>
<td>355</td>
<td>355</td>
<td>355</td>
</tr>
</tbody>
</table>

Mean, variance and standard deviation of the variable life satisfaction are 3.562, 0.705 and 0.839, respectively. These statistics for other variables are as follows: self-efficiency: 3.494 (mean), 0.513 (variance) and 0.716 (S.D); Self-esteem: 3.389 (M) 0.480 (V) and 0.693 (S.D); Mental health: 3.793 (M), 0.173(V) and 0.416 (S.D) (with highest and lowest values of 4.78 and 2.67, respectively); Positive mood: 3.755 (M), 0.169 (V) and 0.410 (S.D). Among all variables, the lowest and highest values belonged to self-efficiency (3.494) and mental health (3.793), respectively.

**Single-sample t test**

There is a significant, positive relationship between happiness of employees of SPGC and their productivity.

Statistical assumption is:

- $H_0$: There is no difference between the estimated mean for variables and the value being tested.
- $H_1$: There is a difference between the estimated mean for variables and the value being tested.

Table 3: results of mea test of hypotheses

<table>
<thead>
<tr>
<th>Variable</th>
<th>t</th>
<th>d.f</th>
<th>Sig</th>
<th>M. D</th>
<th>Lower limit</th>
<th>Higher limit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Happiness</td>
<td>30.111</td>
<td>354</td>
<td>0.000</td>
<td>0.612</td>
<td>0.572</td>
<td>0.652</td>
</tr>
<tr>
<td>Life satisfaction</td>
<td>12.606</td>
<td>354</td>
<td>0.000</td>
<td>0.562</td>
<td>0.474</td>
<td>0.649</td>
</tr>
<tr>
<td>Self-efficiency</td>
<td>13.015</td>
<td>354</td>
<td>0.000</td>
<td>0.495</td>
<td>0.420</td>
<td>0.569</td>
</tr>
<tr>
<td>Mental health</td>
<td>35.897</td>
<td>354</td>
<td>0.000</td>
<td>0.793</td>
<td>0.750</td>
<td>0.837</td>
</tr>
<tr>
<td>Positive mood</td>
<td>34.666</td>
<td>354</td>
<td>0.000</td>
<td>0.756</td>
<td>0.713</td>
<td>0.799</td>
</tr>
<tr>
<td>Self-esteem</td>
<td>10.607</td>
<td>354</td>
<td>0.000</td>
<td>0.389</td>
<td>0.317</td>
<td>0.462</td>
</tr>
</tbody>
</table>
Results of inferential test presented in table 3 indicate that since the estimated value of t statistic of variables is lower than the t value in the table and since significance level of variables is lower than 0.05, hence the null hypothesis is rejected and the other is accepted with 95% confidence. Moreover, respecting the positive sign of lower and higher limits of the test in confidence level of 95%, it can be conclude that the mean is higher than the tested value. Results show that there is a significant, positive relationship between life satisfaction, self-efficiency, mental health, positive mood and self-esteem and productivity in SPGC and the effect of these variables is higher than medium level.

**Research structural model**

SEM models of the main hypothesis are presented in Figure 1 suggesting effect coefficient of 0.46 on the relationship between happiness and productivity. In addition, factor loadings of studied variables are presented in Figure 1.

In the presented AMOS model the following abbreviations are used: life satisfaction (LS), self-efficiency (EF), mental health (MH), positive mood (PM), self-esteem (SE), happiness and productivity.
Main fitness indicators of measurement pattern of the main hypothesis are presented in Table 4 suggesting that this pattern fits properly. In other words, indicators confirm that data properly supports the model.

Table 4: fitness indicators for factor analysis of model of the effect of happiness on productivity

<table>
<thead>
<tr>
<th>Effect of happiness on productivity</th>
<th>X2/df</th>
<th>RMSEA</th>
<th>NFI</th>
<th>CFI</th>
<th>IFI</th>
<th>RFI</th>
<th>PRATIO</th>
<th>GFI</th>
<th>AGFI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acceptable value</td>
<td>1-3</td>
<td>&lt;0.08</td>
<td>&gt;0.9</td>
<td>&gt;0.9</td>
<td>&gt;0.9</td>
<td>&gt;0.9</td>
<td>&lt;0.50</td>
<td>&gt;0.9</td>
<td>&gt;0.9</td>
</tr>
<tr>
<td>Estimated value</td>
<td>2.33</td>
<td>0.11</td>
<td>0.98</td>
<td>0.97</td>
<td>0.91</td>
<td>0.93</td>
<td>0.45</td>
<td>0.99</td>
<td>0.96</td>
</tr>
</tbody>
</table>
Since the SEM of main hypothesis is confirmed, it is investigated using standard coefficients, critical values and significance level.

Table 5: coefficients, critical values and significance model of the effect of happiness on productivity

<table>
<thead>
<tr>
<th>Variable</th>
<th>Relation direction</th>
<th>Variable</th>
<th>Non-standard estimation</th>
<th>Standard error</th>
<th>Significance number</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>LS</td>
<td>→</td>
<td>Productivity</td>
<td>0.473</td>
<td>0.056</td>
<td>10.129</td>
<td>0.033</td>
</tr>
<tr>
<td>EF</td>
<td>→</td>
<td>Productivity</td>
<td>0.445</td>
<td>0.067</td>
<td>12.535</td>
<td>***</td>
</tr>
<tr>
<td>MH</td>
<td>→</td>
<td>Productivity</td>
<td>0.671</td>
<td>0.056</td>
<td>13.489</td>
<td>***</td>
</tr>
<tr>
<td>PM</td>
<td>→</td>
<td>Productivity</td>
<td>0.552</td>
<td>0.062</td>
<td>11.010</td>
<td>***</td>
</tr>
<tr>
<td>SE</td>
<td>→</td>
<td>Productivity</td>
<td>0.458</td>
<td>0.064</td>
<td>10/584</td>
<td>***</td>
</tr>
<tr>
<td>Happiness</td>
<td>→</td>
<td>Productivity</td>
<td>0.460</td>
<td>0.079</td>
<td></td>
<td>***</td>
</tr>
</tbody>
</table>

Results of factor analysis presented in table 5 concerning the relationship between happiness and productivity show that happiness has a 46% effect on productivity. Moreover, among all happiness components, MH has the highest effect on productivity (coefficient of 67%).

Discussion and conclusion

Considering the first hypothesis, it was claimed that there is a significant, positive relationship between life satisfaction and productivity. Results of t test indicated that since the estimated t-value (3) is lower than its value in the table (12.606) and the estimated significance level of the variable (0.000) is lower than 0.05, the null hypothesis is rejected and counter hypothesis is confirmed with 95% confidence. Moreover, respecting the positive sign of lower (+0.474) and higher (+0.649) limits of the test in confidence level of 95%, it can be conclude that the mean is higher than the tested value. There is a significant, positive relationship between life satisfaction and productivity in SPGC with a rate higher than average. Results of this test are consistent with Hosseini Nasab and Nqinia (2011), Zahedi and Talebi (2004), Ho Chan and Li (2012) and Blorgey and Lecat (2006).

Considering the second hypothesis, it was claimed that there is a significant, positive relationship between self-efficiency and productivity. Results of t test indicated that since the estimated t-value (3) is lower than its value in the table (13.015) and the estimated significance level of the variable (0.000) is lower than 0.05, the null hypothesis is rejected and counter hypothesis is confirmed with 95% confidence. Moreover, respecting the positive sign of lower (+0.420) and higher (+0.569) limits of the test in confidence level of 95%, it can be conclude that the mean is higher than the tested value. There is a significant, positive relationship between self-efficiency and productivity in SPGC with a rate higher than average. Results of this test are consistent with Zahedi and Talebi (2004), Heydar Zadegan and Mashhadi (2011), Bakhtiar Nasrabadi (2013), Shu Zhu and Ling (2006) and Gilr Than and Majid (2013).

Considering the third hypothesis, it was claimed that there is a significant, positive relationship between mental health and productivity. Results of t test indicated that since the
estimated t-value (3) is lower than its value in the table (3.5897) and the estimated significance level of the variable (0.000) is lower than 0.05, the null hypothesis is rejected and counter hypothesis is confirmed with 95% confidence. Moreover, respecting the positive sign of lower (+0.750) and higher (+0.837) limits of the test in confidence level of 95%, it can be conclude that the mean is higher than the tested value. There is a significant, positive relationship between mental health and productivity in SPGC with a rate higher than average. Results of this test are consistent with Shah Ababdi and Torkan (2012), Anbari and Haghi (2014), Ho Chan Li and Sang (2012) and Shu Zhu and Ling (2013).

Considering the fourth hypothesis, it was claimed that there is a significant, positive relationship between positive mood and productivity. Results of t test indicated that since the estimated t-value (3) is lower than its value in the table (3.4666) and the estimated significance level of the variable (0.000) is lower than 0.05, the null hypothesis is rejected and counter hypothesis is confirmed with 95% confidence. Moreover, respecting the positive sign of lower (+0.713) and higher (+0.799) limits of the test in confidence level of 95%, it can be conclude that the mean is higher than the tested value. There is a significant, positive relationship between positive mood and productivity in SPGC with a rate higher than average. Results of this test are consistent with Hosseinin Nasab and Naqinia (2011), Nasabadi and Bahrami (2013), Blorgey and Lecat (2006), and Shu Zhu and Ling (2013).

Considering the fifth hypothesis, it was claimed that there is a significant, positive relationship between self-esteem and productivity. Results of t test indicated that since the estimated t-value (3) is lower than its value in the table (10.607) and the estimated significance level of the variable (0.000) is lower than 0.05, the null hypothesis is rejected and counter hypothesis is confirmed with 95% confidence. Moreover, respecting the positive sign of lower (+0.317) and higher (+0.462) limits of the test in confidence level of 95%, it can be conclude that the mean is higher than the tested value. There is a significant, positive relationship between self-esteem and productivity in SPGC with a rate higher than average. Results of this test are consistent with Jafari, Abedi and Darikvandi (2002), Talebi and Zahedi (2004), Zare, Torkan and Heydari (2012), and Girl Tall and Majid (2013) and Ho Chan Li and Sang (2012).

Considering the main hypothesis, it was claimed that there is a significant, positive relationship between happiness and productivity. Results of t test indicated that since the estimated t-value (3) is lower than its value in the table (30.111) and the estimated significance level of the variable (0.000) is lower than 0.05, the null hypothesis is rejected and counter hypothesis is confirmed with 95% confidence. Moreover, respecting the positive sign of lower (+0.572) and higher (+0.652) limits of the test in confidence level of 95%, it can be conclude that the mean is higher than the tested value. There is a significant, positive relationship between happiness and productivity in SPGC with a rate higher than average. Results of this test are consistent with Jafari, Abedi and Darikvandi (2002), Talebi and Zahedi (2004), Zare, Torkan and Heydari (20012), Girl Tall and Majid (2013), Ho Chan Li and Sang (2012), Hosseini Nasab and Naqinia (2011), Anbari and Haqi (2014), Blorgey and Lecat (2013) and Shu Zhu and Ling Qiu (2013).
Suggestions

The present paper aims at investigating the role effect of happiness of employees of SPGC on their productivity. Results indicated that happiness is highly effective on employees' productivity. Hence, it is suggested to provide for employees' job and life satisfaction through determining life stages and job career based on age and, also, through effective management of human resources. In addition, strategies must be conducted to increase safety and reduces risks of pollutions and activities in postindustrial environments. Besides, institutionalizing the culture of encouragement and acknowledgement in management section must be considered.

Furthermore, in order to improve self-efficiency it is suggested to use job enrichment methods to enhance employees' freedom in decision-making on their own working units and their participation in productivity benefits. Since mental health possesses the highest priority, holding happy ceremonies fitting traditional and tribal cultures to promote mental health and making use of job design methods such as job circulation based on employees' morale may be helpful. In order to promote positive mood, enhancement of positive thinking and living in the moment are useful. Besides, respecting the positive relationship between self-esteem and productivity, it is recommended to create proper opportunities to foster individual creativity, especially in the R&D section.
References


Dehghani, Morteza. Rouhani, Abbas.(2014)."Studying the relationship between the effective factors on employees performance in Iran university and student satisfaction with regards to employees performance".


Tanhaee,Mohammad.Hassan Isfahani. Nili Ahmadabadi, Majid.(2013)."Investigating the effect of internal marketing on employee happiness in university of
