

Abstract

The current study examined the impact of the antecedents of happiness at workplace (viz., work engagement, job satisfaction, affective organization commitment and job involvement) on in-role behavior (i.e., work effort) and extra role behavior (i.e., organization citizenship behavior) among doctors. A cross sectional research design was used. A sample of 350 participants with the equal distribution of male ($N = 175$) and female ($N = 175$) doctors was recruited via a purposive sampling technique. The age range of the participants was 23-55 years ($M=30.85$, $SD=6.61$). The Short Happiness at Work Scale (SHAW), Job Involvement Questionnaire, Organizational Citizenship Behavior Checklist (OCB-C) and Work Effort Scale were administered on participants along with demographic sheet to assess the study variables. The findings of the study revealed that all the antecedents of happiness at work were positively correlated with work effort and organization citizenship behavior. Multiple regression analysis showed that 20 percent variance in organization citizenship behavior was accounted by three antecedents (viz., work engagement, job satisfaction, and job involvement). Multiple regression analysis also revealed that two antecedents of happiness (viz., work engagement and job satisfaction) explained 12 percent variance in work effort among doctors. Significant gender differences appeared on work engagement and job involvement where, female doctors scored higher on work engagement and job involvement as compared to male doctors. Implications of the study were also discussed.

Keywords: happiness at work, work engagement, work effort, organization citizenship behavior