

The Strategic Role of HR Managers in Employee Happiness with Centrality of Religion at the University of Isfahan

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Abstract: This research intends to look to religion as an effective index in a person's life and answer to the question whether the happiness impact on the centrality of religion or not? To answer to this question selected 120 staff employees of the University of Isfahan, randomly. A questionnaire tool used by the Centrality of Religion and Happiness, that both tools have had good validity and reliability. By using path analysis showed that there is no significant relationship meaningful between the centrality of religion exogenous-personal and happiness, but there is positive relationship between inside and outside the centrality of religion-social and happiness. Happiness is one of the factors effect on the efficiency and effectiveness, the most important goals of the organization, then must be taken to strengthen it.

Key words: Happiness • Centrality of Religion • Factor Analysis • Optimism • Isfahan University

INTRODUCTION

When most people hear the term psychology, it is likely to be associated with mental illness and, if it is only a part of psychology. Today the aspect of psychology called "positive psychology" has been created [1]. Positive Psychology, a new branch of psychology that studies the characteristics of positive emotions and optimistic personality aspects such as mental health, happiness, laughter and humour deals. In all the discussions of positive psychology, perhaps one of the funniest, yet most of them are happy, it's the joy and happiness. How can people be happier in the organization? Studies have shown that most people want to be happy. Abraham Lincoln said, "Most people are as happy as they expected" [2]. Where necessary to address the issues raised happiness makes happiness is contagious, meaning happiness, one can others brought happiness [3]. Happiness and vitality, increase staff motivation and desire to do it and not, but it only makes the effort to further confirm that the value to (Alipour and Noorbala, 1378: 58). Theory of Happiness makers in the analysis of both the cognitive and emotional components is referred to in. Satisfaction with life more cognitive

factors and emotional factors of more like laughing, humour, emotion natural as well as the balance between positive and negative imply [4]. Presented by the models and theories about happiness, the components of intra between individual and individual, recently raised have.

[5] Refer about the joy of this field is the latest example. It raises key patterns; delight in describing that includes:

- Fixed starting point, the fixed factor and the genetic fitness of the pattern is considered. This indicates the happiness level, the model be other factors.
- Conditions, circumstances, including population cognitive variables such as age, marital status, income status and autonomy, facility, facilities and texture of home and family and religion and therefore, is less stable than the first.
- Deliberate actions, intentional action refers to the process effort is focused and purposeful life involves cognitive aspects (such as having positive attitudes and perfectionists), behavioural (such as interest or to exercise other) and the voluntary requests (as determined for the purpose of personal meaning with) can be. The variables considered to be [5].

Since factors such as gender, socioeconomic status, education, health, job satisfaction, quality time, dimensions of personality, leadership style and social communication are studied on Happiness [6]. The study was inspired by the model and Lybvmysky Sheldon [5]. The centrality of religion as the "condition", the joy of being.

Theoretical Framework: Concepts of Happiness:

Happiness is defined as the amount of positive emotions minus negative rate [7, 4]. Believes that happiness has four components: 1- feeling, 2- satisfaction with life 3-no anxiety 4-no depression [4] and happiness staff productivity, increased job security, job satisfaction and family ties. Planning to increase the amount of joy, happiness and staff need to understand the factors that are associated with happiness (Neshat, 1388: 118-105). In previous years, the work of Seligman and his colleagues have created a movement called positive psychology. In this context, issues like happiness, hope and optimism Srznd Gay projected to be checked. One of the Cognitive categories Positive Psychology, Happiness is in the hoist back to the 1960s [1]. Happiness as one of the areas of positive psychology has attracted a lot of attention and the semantics of is in place. Sheldon and happiness Lyvbvmysky the balance between emotional experiences they are positive or negative over a period of time. (1996) believes happiness to the degree or extent that a person will be judged on their overall utility. In other words, happiness is in this sense that the person who loves the people in your life. Hills and Argyle a mix of happiness, positive affect, negative affect and life satisfaction are lack knows [4, 8]. Subjective happiness or joy as a positive internal motivation and the experience of growing concern for all human behaviour, psychologists of the past two decades has attracted has [9]. The empirical definition of happiness to overcome the negative effects and positive effects on overall life satisfaction is concerned; this involves the effectiveness and cognitive aspects [10]. Joseph French and experience the feeling of happiness, joy, happiness, joy and having the feeling that your life is a good and meaningful value, he considered that [11]. According to this definition, it is clear that happiness is a subjective phenomenon and the inner. The Psychology of Religion, A new experimental interest in the relationship between religion and, there is happiness. Single-dimensional and multidimensional measure Happiness noted that different samples were examined have [12, 13]. Suggests that past results are mostly

bilateral in research and it is concluded that the application of the methodology of not can assemble a coherent package of are presented. Comprehensive investigation [14], making it Robbins and Francis confirmed. Behind the development of the countries affected the set of common goals that lead [10, 15], found that although developing countries to conduct same direction, but the religious and cultural heritage and unique values those are unique to a specific country. For this reason, the key factor in determining the value of religion in Mtamda and is determined by the level of happiness in any country (Ayngl Hart and Becker, 2000: 35). Historically a key founder of the religion of a nation and the considerable value that the development of a country, its significance is not diminished by. Of the firm to maintain their religious beliefs as a determinant of life satisfaction and value to keep them [10]. Religious organizations in determining the level of quality the key to happiness. People tend to participate in activities that the religious community is more religious plurality and, is where there is religious freedom in society. Those who have been given the optionally choose to religious freedom in the choice of and get guaranteed top religious services, Shadtrnd [16].

The small sizes of the study of religion and a common scale used to measure religion have [17]. Only two areas of research can be generally expressed. The first area deals with the psychology of religion, the centrality of religion or to defend their own interest. Given that many studies have focused on religion external studies, there are many proposals that focus on religion and then divided into two categories Brunei is the Brunei personal (such as counselling and support) and external social (including religious participation, social status). [18], states that the centrality of religion to distinguish between internal and external investigations related to happiness and religion is especially useful. The second is the domain of religious coping. This theoretical approach to religion as contrasted treats process. Paragon suggests that religious coping model may better explain the relationship between religion and psychological happiness. Oblige 1997).

[19] Empirical relationship between religious freedom and happiness were approved however [20]. States that the relation subject does not fully explain. It should be pointed out that the level of satisfaction, conflict between religious groups and the amount spend Religious Diversity (without challenge or conflict) within a country are more important. Conflicts that occur when a religious group as a potential threat to the interests of other

groups, see (Francis, 1996). Among these studies, some have examined the relationship between happiness and religion in different societies have dealt with that One of [13, 18]. Francis irreligion is not shown.

The role of managers in creating a sense of joy and happiness in the [11]. The Psychology of Happiness experts set as "plan of happiness" has to offer. This program can be useful in helping managers to Shadsazy work. This program is offered in the following 14 principles are:

- To be more active and have more jobs.
- Spend more time in social activities.
- Productivity (doing useful work).
- Better organized.
- Stop concerns.
- Lower the expectations and wishes.
- Development of optimism.
- and being here now.
- The health of your character.
- The development of social and extroverted personality.
- Of their own.
- Fix the problem and negative feelings.
- Strong communication as the most important source of happiness.
- Valuing happiness.

Another guy, which was presented by Abedi, 12 pedagogy and technology advisory are 3 that can be used in the workplace Shadsazy [11].

Hypotheses

- The centrality of religion within a positive and significant correlation with happiness.
- The centrality of religion in external positively and significantly associated with personal happiness.
- The centrality of religion in external Social significant positive correlation with happiness.

MATERIALS AND METHODS

According to the study, the type of applied research and the method of data collection component is a descriptive research. Also according to the method of data analysis and structural equation is a correlation. The sample consisted of university staff and is a random sampling. The sample size was estimated at about 120 Morgan's. Data collection tools: a scale to measure the

centrality of religion and Maly (1999) was used. The scale has 12 items that are not subject to the items of the three items (1), I (2) Yes (3) say replied. Cranach's alpha reliability coefficient of the instrument 0.78. A scale to measure the happiness of [4], was used. The scale contains 14 items and each item as a choice grade classification that represents the ratio is a greater degree of happiness. The scoring of each item, indicate the options that score three had the highest happiness and joy expression, indicating that the lowest score was is zero. The reliability and validity of this scale in research are ideal. The Cronbach's alpha reliability coefficient of 0.89. Validity was assessed using factor analysis, using principal component to be used. The criterion for factor extraction eigenvalues greater than one and the Scree slope. The results indicate the existence of a factor in the general scale. Factor loadings on the happiness scale extracted from 0.45 to 0.84 in the swing. The exploratory factor analysis method, confirmatory factor analysis, path analysis and comparison of two populations using statistical software computer SPSS16 and LISREL 8.54 was used to test the hypothesis.

RESULTS AND DISCUSSIONS

Before entering the study hypotheses and conceptual models, it is necessary to measure the accuracy of the models of independent variables (the centrality of religion) and the dependent variable (happiness) to be sure. The size of the model by confirmatory factor analysis of the dependent and independent variables were tested first. Confirmatory factor analysis is a statistical method for investigating the relationship between latent variables (factors obtained) and is observed variables (items) that is used to represent the model as a of [19]. The results show that the factor loadings of the independent variables (the centrality of religion the inner, central and outer religion - religion is a personal and outward focus social) with factor loadings above 0.05 and loads the dependent variable (happiness), except for questions 13 and 14, 0.05, respectively. As a result, questions 13 and 14 were excluded from the analysis of happiness. A result of factor loadings is given in Figure 1.

As can be seen in terms of model fit indices are in good condition. These results in the relationship between the components of the model are: a focus on inner religion a positive influence on happiness, positive and significant with a 0.72 is the (main hypothesis). The centrality of religion in Brunei-a person having a positive effect on

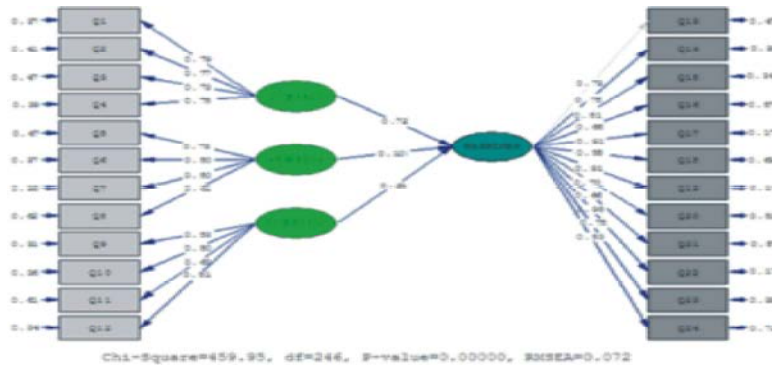


Fig. 1:

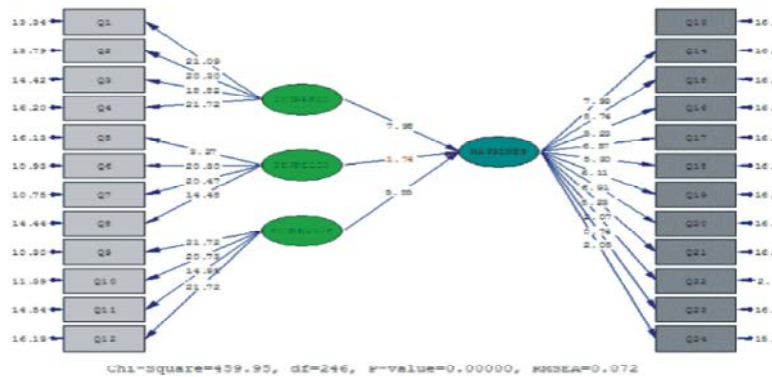


Fig. 2:

happiness, positive and non-significant with a 0.01 is (specifically rejecting the hypothesis). The centrality of religion in Brunei-social positive effect on happiness, positive and significant with a 0.61 is (only supported in particular). If the coefficients in the model were significantly larger number of 1.96 or less than 1.96 are meaningful relationships the first and third hypotheses of this study have significant numbers greater than 1.96. Therefore approved. T-test to compare the mean and standard deviation for each of the factors of sex questionnaire was used (Figure 2), resulting in significant differences was found between male and female employees in the scale of the centrality of religion. Table 1: Mean and standard deviation of the scale factor with respect to the sex show. As can be seen in men than women received higher scores on the happiness scale.

Strategies for Being Happy: Strategies in individual happiness can be divided into two categories: individual method and Group. Individual strategies include:

- Keep active and keep busy.
- Social media and spend most of their time at work.
- With good works and charities and bear engage.
- To organize their work and discipline and proper planning.
- Keep your anxiety.
- Balancing the level of your expectations.
- Having a social character.
- Develop their social character.
- Having close intimate relations between partners [21].

Table 1: Mean and standard deviations for all measures, the gender factor

T	Female		Male		Scale
	SD	Mean	SD	Mean	
-0.10	3.7	9.92	3.8	9.86	Centred
-0.71	2	5.18	2.3	4.95	External focus Private
-1.35	1.6	4.18	1.4	3.86	Outward-oriented social
3.28*	5.3	27.20	5	29.80	Happiness

* P <0.01

- To accept the love of others.
- Responsibility.
- Positive thinking [22].
- Accept your mistakes after mistakes and apologize.
- Silence is the point where the argument.
- Thanks to the people (thanks to the work done immediately).
- Giving freedom to do something (usually something they like doing, not what they should be doing).
- Identify strengths and weaknesses, the threats and opportunities.
- Prioritize tasks (important work to be done before all of their time).
- Smiling (a smile is a universal language that is understood everywhere in the world so you should always smile).
- Emphasis on learning [23].

Institutional mechanisms happiness in people includes:

- OEM boards and decrees that contain funny, satirical cartoons, especially about the job or organization.
- A place or room to room as the room can be a wonderful happy things, funny videos and pictures to be designed [24].
- Use colours like blue joyful work.
- Surveys of organizations to create a happier work environment.
- Research has shown people who are empowered to make decisions pertaining to three times more than other people who are happy with their decision.
- People to justice (justice organization) at thirteen believe satisfaction and happiness to others.
- Discipline on the %18 of people is happy.
- Anniversary celebration of the opening.
- Healthy and lush greenery [25].
- Lights Lighting- Furniture- smells of Environment.

Results and Discussions: The purpose of this study was to investigate the relationship between happiness and centrality of religion. The findings showed that the relationship between religion and happiness are self-centred and conclude with the results of previous studies, [9, 26, 27]. Also found a significant relationship between the centrality of religion in Brunei-personal happiness did not approve. Louis and his studies in 2005, [8, 28] and Form 2008 and Dvnahyv Similar conclusions

expressed in this study, while Francis and his colleagues in 2003 and [14]. Religion external relationship focus-a person with confirmed happiness. Given the centrality of religion in external research findings. There is a positive relationship between social welfare and Paltzyan Emmons studies in 2003, [29, 18] and similar results in the fields are expressed.

However, significant gender differences in the scale of previous studies have reported religious that it is possible to study the [30] cited. Further research has shown that men and women in the scale survey of Happiness Studies have also found significant differences in the [31]. Compatible. In light of this view of the possibility of more than potential and technological universities can provide. Accomplishments activities of the society affect will initially provide educational services, the development of human capital then as a research centre and research and development centres in the possibility of applying new approaches to scientific will provide a variety of fields. Taking advantage of the potential in the improvement and growth of its employees and pay [32-43].

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