



UNIVERSIDADE DA BEIRA INTERIOR
Ciências Sociais e Humanas

Relação entre Felicidade e Satisfação no Trabalho

Inês Pires dos Reis

Dissertação para obtenção do Grau de Mestre em
Psicologia do Trabalho e das Organizações
(2º ciclo de estudos)

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Covilhã, junho de 2015

**“Be happy in the moment,
That’s enough.
Each moment is all we need,
Not more.”**

Madre Teresa

Agradecimentos

Ao longo da realização desta dissertação, tive a sorte de poder contar com pessoas maravilhosas, que me ajudaram e apoiaram, principalmente nos momentos mais difíceis.

Assim, começo por agradecer às pessoas mais importantes da minha vida, os meus pais e a minha irmã. Aos meus pais, quero-vos dizer que foram e são um dos principais pilares na minha vida e que vos estou eternamente grata pela paciência, carinho e amor que me deram ao longo desta fase e de toda a minha vida. À minha irmã, quero-lhe dizer que lhe estou profundamente grata pela força que me deu, lá de longe e que foi, é e sempre será a minha inspiração.

Em segundo lugar, quero agradecer ao meu orientador da dissertação, o Prof. Dr. Samuel Monteiro, pela paciência, apoio, conselhos valiosos e orientação ao longo deste percurso.

Em terceiro lugar, quero agradecer à Cibele Satuf e ao Pedro Santos, meus amigos e colegas. À Cibele agradeço a paciência infinita, os telefonemas incontáveis (e nos quais nunca ouvi uma palavra impaciente) e a ajuda fundamental que sempre me deu. Ao Pedro agradeço a companhia e ajuda nas tardes de sexta-feira e nos telefonemas, foram apoios essenciais nesta fase.

Em quarto lugar, mas nunca os últimos, quero agradecer aos meus amigos e restantes familiares a força, paciência e amizade que sempre me deram e que foram fundamentais.

Resumo

Este trabalho tem como objetivo desenvolver e aprofundar a análise científica da relação entre a felicidade e a satisfação no trabalho, procurando explorar e demonstrar se as suas dimensões estão correlacionadas e, de seguida, estudar se as dimensões da felicidade predizem, ou não, as dimensões de satisfação no trabalho, ou vice-versa. Outro objetivo consiste em perceber, na amostra sob investigação, qual o padrão da relação entre idade e satisfação no trabalho. Por fim, explora-se se existem diferenças, ou não, na felicidade e na satisfação no trabalho entre inquiridos Brasileiros e Portugueses.

A felicidade foi medida utilizando o Covilhã Happiness Questionnaire (CHQ) e a satisfação no trabalho foi medida com a Escala de Satisfação no Trabalho (EST). Um total de 1102 participantes respondeu, de forma válida, a ambos os questionários.

Os resultados mostraram a existência de correlação significativa entre todas as dimensões de satisfação no trabalho e todas as dimensões de felicidade. Mais do que uma dimensão de satisfação no trabalho é preditora de cada uma das dimensões de felicidade e o mesmo aconteceu na direção oposta, ou seja, mais de uma dimensão de felicidade é preditora de cada uma das dimensões de satisfação no trabalho. A relação entre a idade e as dimensões de satisfação no trabalho apresentou três formatos diferentes, dependendo de cada dimensão: formato em J, formato em U e formato curvilíneo. Os participantes brasileiros revelaram níveis mais elevados de emoções positivas, satisfação com o salário e satisfação com as promoções do que os portugueses.

Os resultados deste estudo poderão, assim, ser úteis para psicólogos organizacionais e outros profissionais de recursos humanos no sentido de se aprofundar e ampliar a compreensão da relação entre o trabalho, em particular ao nível da satisfação no trabalho, e variáveis da vida fora deste, nomeadamente, a felicidade.

Palavras-chave

Felicidade, Satisfação no Trabalho, Diferenças de idade, Brasil, Portugal

Abstract

This work aims to develop and deepen the analysis of happiness and job satisfaction relationship, by exploring and demonstrating that their dimensions are correlated and then studying if happiness dimensions predict, or not, job satisfaction dimensions, or vice-versa. It also aims to study the shape of the relationship between age and job satisfaction. At last, an examination is made considering if differences exist in happiness and in job satisfaction between Brazilian and Portuguese respondents.

Happiness was measured using Covilhã Happiness Questionnaire (CHQ) and job satisfaction was measured with Escala de Satisfação no Trabalho (EST). A total of 1102 participants answered, in a valid way, both questionnaires.

Results have shown a significant relationship between all job satisfaction and happiness dimensions. More than one job satisfaction dimension was found to predict each happiness dimension and the same happened on the opposite direction, that is, more than one happiness dimension was found to predict each job satisfaction dimension. Differences between age and job satisfaction have presented three different shapes depending on each dimension: J-shape, U-shape and curvilinear shape. Brazilian respondents were found to have higher levels of positive emotions, satisfaction with salary and satisfaction with promotions than Portuguese respondents.

These results will be helpful for organizational psychologists and other human resources professionals to deepen and expand the comprehension of the relationship between work, particularly at job satisfaction level, and non-work life, particularly in happiness field.

Keywords

Happiness, Job Satisfaction, Age differences, Brazil, Portugal

Índice

Introdução Geral	1
Relationship between Happiness and Job Satisfaction	3
1. Introduction	3
2. Theoretical Background and Hypotheses	4
2.1. Happiness	4
2.2. Job Satisfaction	6
2.3. Happiness and Job Satisfaction	10
2.4. Hypotheses	11
3. Method	11
3.1. Design, Procedure and Sample	11
3.2. Measures	11
4. Results	12
4.1. Correlation Analysis	12
4.2. Multiple Linear Regression Analysis	13
4.3. One-Way ANOVA Analysis	19
4.4. T-Test Analysis	23
5. Discussion	25
Considerações Finais	27
Referências	29
Anexos	35

Lista de Gráficos

Gráfico 1 - Resultados da ANOVA para satisfação com os colegas e idade	20
Gráfico 2 - Resultados da ANOVA para satisfação com o salário e idade	20
Gráfico 3 - Resultados da ANOVA para satisfação com a chefia e idade	21
Gráfico 4 - Resultados da ANOVA para satisfação com a natureza do trabalho e idade	22
Gráfico 5 - Resultados da ANOVA para satisfação com as promoções e idade	22

Lista de Tabelas

Tabela 1 - Resumo das correlações de Pearson, médias e desvios-padrão para felicidade e satisfação no trabalho	13
Tabela 2 - Resumo dos resultados da Regressão Linear Múltipla (com o método stepwise) para satisfação com os colegas e as dimensões de felicidade	14
Tabela 3 - Resumo dos resultados da Regressão Linear Múltipla (com o método stepwise) para satisfação com o salário e as dimensões de felicidade	14
Tabela 4 - Resumo dos resultados da Regressão Linear Múltipla (com o método stepwise) para satisfação com a chefia e as dimensões de felicidade	15
Tabela 5 - Resumo dos resultados da Regressão Linear Múltipla (com o método stepwise) para satisfação com a natureza do trabalho e as dimensões de felicidade	16
Tabela 6 - Resumo dos resultados da Regressão Linear Múltipla (com o método stepwise) para satisfação com as promoções e as dimensões de felicidade	16
Tabela 7 - Resumo dos resultados da Regressão Linear Múltipla (com o método stepwise) para emoções positivas e as dimensões de satisfação no trabalho	17
Tabela 8 - Resumo dos resultados da Regressão Linear Múltipla (com o método stepwise) para interações socialmente gratificantes e as dimensões de satisfação no trabalho	17
Tabela 9 - Resumo dos resultados da Regressão Linear Múltipla (com o método stepwise) para autocuidado e as dimensões de satisfação no trabalho	18
Tabela 10 - Resumo dos resultados da Regressão Linear Múltipla (com o método stepwise) para participação em actividades com significado e as dimensões de satisfação no trabalho	18
Tabela 11 - Resumo dos resultados da Regressão Linear Múltipla (com o método stepwise) para envolvimento na estrutura socioeconómica e as dimensões de satisfação no trabalho	19
Tabela 12 - Resumo dos resultados do T-test para as dimensões de felicidade e nacionalidade	23
Tabela 13 - Resumo dos resultados do T-test para as dimensões de satisfação no trabalho e nacionalidade	23

Lista de Acrónimos

GNH	Gross National Happiness
CHQ	Covilhã Happiness Questionnaire
EST	Escala de Satisfação no Trabalho

Introdução Geral

Os conceitos de felicidade e satisfação no trabalho apresentam na literatura científica das Ciências Sociais e Humanas, em geral, e da Psicologia, em particular, nas últimas décadas, um largo investimento teórico, tendo sido também empiricamente estudados por inúmeros investigadores. No entanto, após uma análise preliminar da literatura, foi possível detetar a não existência de muitos estudos que abordassem a relação entre estas duas variáveis, em geral, e ainda menos os que as considerassem ao nível das suas dimensões particulares e específicas.

Este estudo pretende, desta forma, contribuir para o colmatar desta escassez teórica nesta área e temáticas e fornecer dados e informação científicos que teórica e empiricamente contribuam para o aprofundamento da análise de uma hipotética relação entre estas variáveis, que se afigura como uma ligação relevante entre variáveis da esfera da vida pessoal e da esfera da vida laboral.

Este estudo considerará, assim, dimensões específicas que compõem a felicidade (emoções positivas, interações socialmente gratificantes, autocuidado, participação em actividades significativas e envolvimento na estrutura socioeconómica) e dimensões da satisfação no trabalho (satisfação com os colegas, satisfação com o salário, satisfação com a chefia, satisfação com a natureza do trabalho e satisfação com as promoções). Procurar-se-á analisar a associação entre estas dimensões e será posteriormente realizada uma análise para perceber se as dimensões de felicidade predizem as dimensões de satisfação no trabalho ou se isso acontece no sentido oposto, ou seja, se as dimensões de satisfação no trabalho predizem as dimensões de felicidade.

Existindo falta de consenso no que diz respeito ao formato da relação entre a idade e a satisfação no trabalho, este estudo pretenderá também contribuir para o estudo e análise do padrão desta relação.

Será importante referir que este trabalho se encontra inserido num projeto de investigação mais amplo, que recolheu dados em Portugal e no Brasil. Desta forma, e considerando a ausência de estudos comparativos e atuais, um último objetivo deste trabalho estará associado com a análise de eventuais diferenças nas variáveis felicidade e satisfação no trabalho entre participantes portugueses e brasileiros.

Ao nível da estrutura, este trabalho iniciará com uma abordagem teórica aos dois conceitos, expondo os seus antecedentes, consequentes, variáveis relacionadas e o seu estudo noutros países. Após esta exposição teórica, surgirá a parte empírica do trabalho. Esta iniciar-se-á com a apresentação do *design*, a explicação dos procedimentos e a caracterização da amostra, dos instrumentos adotados e dos principais resultados. Estes serão depois discutidos e, por fim, serão apresentadas as considerações finais.

Considerando que este trabalho foi desenvolvido com o propósito da elaboração de um artigo para ser submetido e publicado numa publicação periódica internacional específica, relacionada com as temáticas centrais sob investigação - *Journal of Happiness Studies* - a estrutura central do trabalho apresenta-se adaptada ao formato de artigo científico, de acordo com as diretrizes para a proposta de submissão (cf. Anexo 2). É ainda por este motivo que esse mesmo artigo, e esta componente deste trabalho, se encontrará redigida e apresentada em língua inglesa.

Relationship between Happiness and Job Satisfaction

Abstract: This work aims to develop and deepen the analysis of happiness and job satisfaction relationship, by exploring and demonstrating that their dimensions are correlated and then studying if happiness dimensions predict, or not, job satisfaction dimensions or vice-versa. It also aims to study the shape of the relationship between age and job satisfaction. At last, an examination is made considering if differences exist in happiness and in job satisfaction between Brazilian and Portuguese respondents.

Happiness was measured using Covilhã Happiness Questionnaire (CHQ) and job satisfaction was measured with Escala de Satisfação no Trabalho (EST). A total of 1102 participants answered, in a valid way, both questionnaires.

Results have shown a significant relationship between all job satisfaction and happiness dimensions. More than one job satisfaction dimension was found to predict each happiness dimension and the same happened on the opposite direction, that is, more than one happiness dimension was found to predict each job satisfaction dimension. Differences between age and job satisfaction have presented three different shapes depending on each dimension: J-shape, U-shape and curvilinear shape. Brazilian respondents were found to have higher levels of positive emotions, satisfaction with salary and satisfaction with promotions than Portuguese respondents.

These results will be helpful for organizational psychologists and other human resources professionals to deepen and expand the comprehension of the relationship between work, particularly at job satisfaction level, and non-work life, particularly in happiness field.

Keywords: Happiness, Job Satisfaction, Age differences, Brazil, Portugal

1. Introduction

The first and main goal of this study is to understand how the relationship between happiness and job satisfaction works, using its dimensions to comprehend at a specific level this relationship and determine if job satisfaction dimensions predict happiness dimensions or if happiness dimensions predict job satisfaction dimensions. It also aims to understand the shape of the relationship between job satisfaction and age, at dimensions level. Another goal is to investigate if differences exist in happiness and in job satisfaction between Portuguese and Brazilian respondents. The study starts with an introduction and then the main variables are theoretically defined, with their antecedents, consequences, correlated variables and their study among countries. In case of job satisfaction it's also presented information about its relationship with age. After this, the empirical part of the study begins, with the explanation of the design, procedure and samples, measures used and the results. Then the

results discussion is made and general considerations are presented, with contributions, limitations and suggestions of future research.

2. Theoretical background and hypothesis

2.1. Happiness

What is happiness and how can happiness be defined and promoted? This question is an old one, debated by the Ancient Greeks, specially the Epicurians and becoming predominant at the beginning of the 19th century (Veenhoven, 1984). For years, happiness was considered something so subjective that only philosophy, religion or common sense should study. Happiness was first believed as something that depended solely on the will of the gods. However, with the advent of Socrates' paradigm - which settled man as responsible for happiness search - other philosophers started to study it (Ferraz, Tavares, & Zilberman, 2007). As the interest in this subject started to grow, it was found that science could give insights about happiness (e.g., what influences happiness, conditions of happiness) that philosophy debates couldn't achieve (De Prycker, 2010)¹.

Happiness subject has gradually become very important and is now considered as an indispensable psychological dimension to evaluate, at an individual level and at a macro level², the quality of the experience of human life (Pereira, Monteiro, Esgalhado, Afonso, & Loureiro, 2015).

Most controversial discussions about happiness start with its definition. The term "happiness" hasn't been popular in scientific circles for a long time, essentially due to the vast number of meanings that have appeared since the beginning of its study (Veenhoven, 1984). According to the same author, a variety of happiness definitions exist in common, philosophical and modern social science languages. In common language, the most general definitions depend on the idiom used and there isn't a dominant meaning. In the US, people associate happiness with "pleasant mood-states"; in Denmark it is related mostly to "dynamic change towards better conditions" and less frequently to "quiet security", "contentedness" or "peak-experience" ; in the Netherlands, a large amount of people considered "geluk" (equivalent to happiness) as a "fairly continuous state of contentment" and a few considered it as "temporary feelings of zest". In philosophical language, definitions refer concepts like pleasure, realization, satisfaction, emotion, fulfillment, evaluation and conscientiousness, amongst others. In modern social science language, "happiness" refers to a pleasurable condition, with patent satisfaction with the whole life (Veenhoven, 1984).

Ferraz, Tavares and Zilberman (2007) consider that most of happiness definitions refer to a positive emotional state and feelings of well-being and pleasure. Veenhoven (1984) defines happiness as the way an individual judges positively is life as a whole. Kraut (1979; cit. in Bekhet, Zauszniewski, & Nakhla, 2008) adds that happy people believe they're

¹ To see more information about ancient and current theories of happiness, see Appendix 1.

² About this matter, a small country called Bhutan crated a concept called Gross National Happiness. To see more information, see Appendix 1.

achieving the most important and desired things, joining this belief some pleasant affects. For Cropanzano and Wright (2001), the commonly accepted conception of happiness is a “subjective and global judgment that one is experiencing a good deal of positive emotion and relatively little negative emotion.” (p. 183). Hills and Argyle (2001), consider happiness as a multidimensional construct that comprises emotional and cognitive components. This is in line with Fisher (2010), who debates happiness in terms of an emotional state of mind or, on the other side, in terms of “cold cognitions” (cognitive appraisals of needs and wants). Happiness can also be defined as “a multidimensional positive inner experience that is vital and important in maintaining health, boosting immune system, and motivating human behaviors.” (Bekhet et al, 2008, p. 21).

According to Delle Fave, Brdar, Freire, Vella-Brodrick and Wissing (2011), the definition of happiness can be analyzed from the point of view of the context (the life domains associated with happiness) and the content (the psychological structure and characterization of happiness). The first one, happiness context, refers to interpersonal bonds, mainly intimate relationships and interactions with friends. The second one, happiness content, refers to both hedonic and eudaemonic aspects³, being the last ones more prominent, like “the perception of harmony at the inner level, as inner peace, self-acceptance, serenity, a feeling of balance and evenness” (p. 199).

While researching in literature about happiness, a problem emerges: the distinction between happiness and well-being. These two constructs are very close and many authors discuss this matter, for example Delle Fave, Brdar, Freire, Vella-Brodrick and Wissing (2011), Raibley (2012) and others. For more information, see Appendix 1.

Some theoretical approaches consider that the processes that influence happiness can be divided into bottom-up and top-down formulations: the first one is related to external factors (e.g., experience and demographics) and the second one is related to individual characteristics (e.g., personality) (Diener, 1984; Diener, Suh, Lucas, & Smith, 1999). The variables that influence happiness can also be divided into three groups: (a) happiness-relevant life circumstances (e.g., marriage and employment status); (b) genetic and (c) engagement in strategies or behaviors that increase happiness (e.g., expressing gratitude, nurturing relationships, physical exercise or spiritual activities) (Lyubomirsky, 2007 cit. in Warner & Vroman, 2011). In the domain of personality, extraversion was found to be strongly correlated to happiness, as well as emotional stability (Bekhet et al., 2008). Argyle (1999) found that income has a generally weak effect on happiness and comparisons between what one receives and the others receive are very important. Sloan (2012) found a significant negative association between income and happiness management.

Henricksen and Stephens (2013), in their study with adults aged 55-73 years, found four strategies that might enhance happiness: self-concordant work, personal recreation and people, spiritual and thought-related, and goal-focused activities. However, these authors refer that there might be an influence from age in the results and explain it by comparing

³ For more information about hedonic and eudaemonic happiness, see Appendix 1.

with a study from Tkach and Lyubomirsky (2006) that studied five hundred ethnically diverse undergraduates and found different happiness strategies, such as social affiliation, partying and clubbing, mental control, instrumental goal pursuit, passive leisure, active leisure, religion and direct attempts. The main difference between these two studies, according to Henricksen and Stephens (2013), is self-concordant work strategy, which only appears in the older group. According to D'raven and Pasha-Zaidi (2014), there are seven categories of manners to increase happiness: 1) family and friends, 2) goals and achievements, 3) service and social acceptability, 4) pleasures, 5) greater control over one's self, 6) religion and 7) political affairs. Holder and Klassen (2009) found authors (e.g., Argyle, 2001; Lyubomirsky, Diener, & King, 2005; Stull, 1988) who stated social relationships as some of the strongest contributors to happiness, as long as other factors such as marriage, satisfaction with one's job, spousal happiness and having children.

In literature, most of the studies consider happiness as the dependent variable and it's possible to find plenty of information about what is necessary to be happy. Nevertheless, few authors have studied the consequences of happiness. Rojas (2005) reflects about causality and considers that many issues continue to be answered. He gives an example by saying that a person's education and income might influence that person's conceptual reference of happiness, but it can also work the other way. The conceptual reference of happiness of a person might influence the way that person seeks happiness and consequently that influences the level of education and income that person wants to achieve. Lyubomirsky, Diener and King (2005) consider that happy people experience frequent positive moods and consequently work more actively in pursuit of new goals; they also have skills and resources built during previous pleasant moods. These authors also consider that people with positive emotions are less self-protective, are more open to be involved in the environment and to pursuit new goals.

Some studies (e.g., Borooah, 2006; Gundelach & Kreiner, 2004) have compared happiness levels among countries. Wang and Wong (2014) compared happiness among 33 countries and found that US, Ireland, Mexico, the UK and Switzerland have the highest scores of happiness, while Bulgaria, Russia, and Slovakia have the lowest scores.

2.2. Job Satisfaction

Job satisfaction is one of the most studied variables in the organizational environment⁴. One reason is that a satisfied employee has an important role in the success of any organization (Sypniewska, 2013). Franěk and Večeřa (2008) confirm that employee satisfaction, motivation and commitment might be determining in the success of an organization. Nevertheless, at the beginning, the focus was on the wrong and negative aspects (e.g., ill health and dissatisfaction), considering everything on the perspective of a disease-based model (Weng, Hung, Liu, Cheng, Yen, Chang, & Huang, 2011).

⁴ For more information about theories, models and paradigms about job satisfaction, see Appendix 1.

When trying to define job satisfaction, there isn't much consensus between the researchers and the reason might be the lack of clarity about what influences this variable. Literature has different terms for this variable, being an example the term "job contentment", which sometimes is used interchangeably with "job satisfaction" (Sypniewska, 2013). A few authors refer the concept "Happiness at Work", defining it with hedonic and eudaemonic views, with people having feelings of pleasure, positive affective experience, good feelings, enjoyment and a meaningful work life (Saenghiran, 2013). Fisher (2010) considers job satisfaction as a part of happiness at work. This author concluded that happiness-related constructs, such as job satisfaction, engagement, and affective commitment are very important and affect both individuals and organizations.

Locke (1976) considers job satisfaction as an emotional pleasure state which results from the evaluation of the job by an individual, with the fulfillment of his values. According to this author, satisfaction with colleagues, supervisors, subordinates and other work agents will only happen if the individual considers they have the same values and, also, that they are helping him achieving his work goals. Chi and Gursoy (2009) propose job satisfaction as the extent to which employees like their job. Bernhardt, Donthu and Kennett (2000) say that it is a personal evaluation of the current conditions of the job and the outcomes resultant from having a job. Job satisfaction can also be considered as the perception of the relationship between what one wants from the job and what one already gets from the job (Wangenheim, Evanschitzky, & Wunderlich, 2007) or the attitude of employees toward a variety of components of their jobs (Mafini, 2014).

According to Faragher, Cass and Cooper (2005), job dissatisfaction is caused by many factors, for example the number of hours of work, organizational management style, workload and work control/autonomy. The way in which people experience their jobs and their lives is affected by how they see themselves (their core evaluations of the self); people who believe they aren't able to deal with life experiences put a negative frame above the future situations they may encounter (Judge, Locke, Durham, & Kluger, 1998).

Judge, Piccolo, Podsakoff, Shaw and Rich (2010) concluded that most people work to live, to earn money, which provides sustenance, security and privilege. Beutell and Wittig-Berman (1999) found positive, significant and relatively strong correlations between job satisfaction and salary, job involvement, career satisfaction and life satisfaction. Sarwar, Mirza, Ehsan, Khan and Hanif (2013) discovered that pay and promotion are strongly related with job satisfaction. Work-family conflict was found to be negatively correlated to job satisfaction (Marques, 2014). According to Weng et al. (2011), less burnout was found to be correlated with higher job satisfaction and higher emotional intelligence was found to be significantly associated with less burnout and higher job satisfaction. Amorim (2012) found that a negative correlation exists between two burnout factors (emotional exhaustion and depersonalization) and job satisfaction. This author also found a positive correlation between job satisfaction and job fulfillment.

According to Price (2001 cit. in Djukic, Kovner, Brewer, Fatehi, & Greene, 2014) predictors of job satisfaction are: 1) positive affectivity, negative affectivity and work motivation (personality variables); 2) autonomy, variety, social support, job stress, organizational justice, promotional opportunity and wage (structural variables) and 3) local and non-local job opportunity (economic variables).

Mafini (2014) consider factors like work atmosphere and individual attributes and characteristics to be associated to environmental antecedents of job satisfaction. This author found that employees ranked skills ability, remuneration, life satisfaction, teamwork, workplace flexibility and autonomy, in this order of importance in their job satisfaction. The fact that using their skills is the most important determinant of job satisfaction is, according to the author, in line with some literature. Amorim (2012) found that job satisfaction might be considered both antecedent and consequence of burnout and, when considered as a consequence, it's important to highlight the emotional exhaustion as the main predictor, followed by depersonalization. Absence of job satisfaction has a great possibility of impacting negatively on a person's feeling about herself and about her life, conducting particularly to a reduction in mental health (Faragher, Cass, & Cooper, 2005)

Ali Shaikh, Bhutto and Maitlo (2012) found that work, coworkers, supervision, pay and promotion have a significant and strong impact on overall job satisfaction level. Armstrong (2005 cit. in Sypniewska, 2013) mentions a few basic conditions for job satisfaction: a relatively high salary, opportunity for promotion, supervisors, equitable remuneration system, the integration of co-workers and tasks. Ghazzawi (2010) summarized from literature that what causes job satisfaction is: personality-dispositional/genetic, values-extrinsic and intrinsic, work situation, social influence and life satisfaction. Guedes (2009) refers that higher perception of quality of life at work, leads to higher job satisfaction of employees. Templer (2012) found that personality (in line with the Big Five Model) can explain partially job satisfaction and, particularly, that extraversion, conscientiousness, non-neuroticism (emotional stability), and also agreeableness are related to job satisfaction. For example, when talking about extraversion and non-neuroticism, this author found that employees with high levels of this traits experience more rewarding interactions at work and, consequently, they're more satisfied at work. This also happens with conscientiousness - employees with high levels of conscientiousness are more reliable and perform better in their work, what translates in more recognition and rewards and, consequently, higher job satisfaction.

Sypniewska (2013) considers the sense of justice as one of the most significant influences in job satisfaction. This author found that atmosphere at work was the most important factor influencing job satisfaction. Another finding was that factors related to interpersonal relationships (e.g. good relationship with coworkers, good relations with superiors, communication with management) were mentioned to be more significant to job satisfaction than the economic aspects of work (in addition to stability of employment). To explain this, Sypniewska (2013) suggests that positive emotions associated to interpersonal relationships are very significant and satisfied people will have more positive relationships.

In a review of literature, Ghazzawi (2010) considered that consequences of job satisfaction can be summarized in the following categories: organizational commitment, organizational citizenship behavior and employee well-being. Judge, Parker, Colbert, Heller and Ilies (2001) consider that job satisfaction outcomes are life satisfaction, job performance and lack of withdrawal behaviors. For Argyle (2004 cit. in Sypniewska, 2013) consequences of job satisfaction are reduced absenteeism, more commitment, loyalty and permanence in work, improved health and inexistence of the wish to find excuses (e.g., simulated malaise) to avoid work.

When talking about job satisfaction and age, is important to consider the differences between generations in what they value at work. Literature has been studying for years the generations called “Baby Boomers” (born between 1945 and 1964), “Generation X” (born between 1965 and 1981) and “Generation Y/Millennials” (born between 1982 and 2000)⁵ (Marques, 2014)⁶. The fact that differences between generations exist leads the way to different theories about the shape of the relationship between age and job satisfaction.

Some authors defend that age and job satisfaction are related in a U-shape. It means that younger generations have high levels of job satisfaction; then, it decreases until a certain point of life and starts to grow again, in older generations. Hunter (2007 cit. in Ghazzawi, 2011) and Sarwar, Mirza, Ehsan, Khan and Hanif (2013) concluded that job satisfaction and age have a U-shaped relationship. Other authors consider this topic, like Ghazzawi (2011), although the researcher didn’t find a significant impact of age on job satisfaction of IT professionals. Clark, Oswald and Warr (1996) refer to a variety of studies that reported this “U” pattern; however, in their study, they found that variation in job satisfaction in relation to age was different among different forms of job satisfaction: overall job satisfaction was found to be U-shaped in age, but satisfaction with pay and satisfaction with work itself were found to have a linear shape, lower in younger ages and growing linearly with age. Other perspective is exemplified by Lahoud (2006), who defends a linear relationship between job satisfaction and age in network administrators. Within this kind of relationship, many scholars defend that oldest workers show highest levels of job satisfaction. Particularly, in studies with doctors and teachers, older doctors were found to have higher levels of job satisfaction (Weng et al., 2011). Saner and Eyüpoğlu (2012) found that older age groups of academics presented the highest levels of job satisfaction. However, in a study with nurses, results have shown that younger nurses had higher scores in total job satisfaction and in the subscales of job satisfaction used in the study: salary, work conditions, supportive nursing, professional status, work interaction and task requirement (Atefi, Abdullah, Wong, & Mazlom, 2015). These authors also refer they have found different perspectives in literature about age and job satisfaction in nurses, where some authors say younger nurses have higher job satisfaction and others say the opposite. Franěk and Večeřa (2008) found a negative linear

⁵ Birth dates of the three main generations that actually exist in the work force, according to Marques (2014), don’t have much agreement in literature.

⁶ To see more information about the three types of generations, see Appendix 1.

correlation between age and job satisfaction: older workers were found to be less satisfied. They explain that this might happen because older workers suffer more pressure from changing technologies and they may suffer with the perception of a more modern, young, beautiful, successful and dynamic generation. Another shape that was found was J-shape. For example, Saleh and Otis (1964) found an inverted J-shape, where job satisfaction grows along with age, but starts to decrease near retirement age. Blanchflower and Oswald (1999) found U and J shapes between age and job satisfaction.

Concerning nationality, a few studies have made comparisons between countries. Sousa-Poza and Sousa-Poza (2000) made a cross-national study comparing levels of job satisfaction among 21 countries and they have found that workers in Denmark reported the highest level of job satisfaction and workers in Hungary the lowest level. In a comparison between countries in Western and Eastern Europe, the first group was found to have considerably higher scores than the second group (Borooah, 2009). Other studies have considered this matter, as for example Bonsang and Van Soest (2012) and Shin and Jung (2014).

2.3. Happiness and Job Satisfaction

Although happiness and job satisfaction are theoretically two constructs extensively studied separately, the study of their relationship is yet in its beginning and there aren't many studies about it. However, a few scholars considered the topic. Bowling, Eschleman and Wang (2010) found in their meta-analytic study that job satisfaction is positively related with happiness. They also found that some facets of job satisfaction (global job satisfaction, satisfaction with work itself, satisfaction with supervision, satisfaction with co-workers and composite job satisfaction) were positively related with happiness. However, one of the facets, satisfaction with pay had a non-significant relationship with happiness. According to the study of De Guzman, Largo, Mandap and Muñoz (2014), happiness is significantly predicted by physical and mental well-being and employee recognition; they also found that happiness has an impact on job satisfaction of older workers. Peterson, Park and Seligman (2005) mentioned that orientations to happiness (pleasure, meaning and engagement) have a strong and direct impact on job satisfaction. Participants of D'raven and Pasha-Zaidi (2014)'s study with 109 university students from over 12 Middle Eastern countries, revealed that a way for them to be happier would be by finding a job related to their field, a job they would like to do.

Cropanzano and Wright (2001) posited that, when people go to work unhappy, they will feel the need to protect the short supply of happiness and will take fewer risks, therefore will be more sensitive to threats in their work environment, more defensive and cautious with others and less optimistic and confident. On the other hand, if they're happy, they are likely to take more risks and they are more sensitive to opportunities in their work background, more available to help others and more confident and optimistic.

2.4. Hypotheses

Considering the gaps and controversies that exist in literature about the relationship between happiness and job satisfaction, age and job satisfaction and differences between Brazilian and Portuguese people, the following hypotheses were defined:

H1: Happiness and job satisfaction are correlated.

H2: Happiness predicts job satisfaction.

H3: Job satisfaction predicts happiness.

H4: Job satisfaction is U-shaped in age.

H5: A significant difference exists in happiness between Brazilian and Portuguese.

H6: A significant difference exists in job satisfaction between Brazilian workers and Portuguese workers.

3. Method

3.1. Design, procedure and sample

A total of 1102 internet users answered the questionnaires between October 2014 and February 2015. Participants were recruited through informal social networks (the questionnaire's link was sent to friends and they were asked to spread the link to their friends) and through the Internet (by disseminating the link using emails, social networks such as Facebook and useful websites). Inclusion criteria for participation in the study consisted in being Portuguese or Brazilian.

Of the 1102 participants, 46% are men and 54% are woman. The age of participants ranged from 17 to 83. 38% of participants are Portuguese, 61% are Brazilian, 0.8% are both Portuguese and Brazilian and 0.6% belong to another country. 1.3% of participants are unemployed, 5% are students, 88.7% are employed and 1.6% are retired.

3.2. Measures⁷

Happiness was measured using Covilhã Happiness Questionnaire developed by Pereira, Monteiro, Esgalhado, Afonso and Loureiro (2015). This measure is composed by 41 items, divided by five dimensions⁸: positive emotions (people that are confident, optimistic, satisfied with their life, peaceful and able to handle adversities), socially gratifying interactions (people that are socially integrated, trust in people around them and are satisfied with their relationships and social environment), self-caring (people that take care of body and mind and are in peace with themselves), participation in meaningful activities (people that develop their skills and knowledge and participate in their social, cultural and political environment) and socio-economic structure engagement (people that live in a healthy and safe environment, that are satisfied with politics, economy and justice in their

⁷ To see the instruments, see Appendix 3

⁸ Definitions are based on information taken from instrument items. They concern a "happy" person, with high scores on each dimension.

lives and country). Participants answered to a 5-point Likert-type scale (1 = strongly disagree; 5 = strongly agree) with lower scores indicating lower levels of happiness. Alpha's coefficient in this study was .914.

Job satisfaction was measured with a short version of a Brazilian job satisfaction scale, Escala de Satisfação no Trabalho (EST), developed by Siqueira (2002). It is composed by 15 items, divided by five dimensions⁹: satisfaction with coworkers (contentment with the collaboration, friendship, trust and their relationships with their coworkers), satisfaction with salary (contentment with what they receive as salary compared to how much the individual works, with their professional capacity, with the cost of living and the efforts made in carrying out the work), satisfaction with leadership (contentment with the organization and professional capacity of the leader, with his interest in the work of subordinates and understanding between them), satisfaction with nature of work (contentment with the interest aroused by the tasks, with its ability to absorb the worker and with the variety of them) and satisfaction with promotions (contentment with the number of times they have received promotions, with the guarantees offered to who is promoted, with the way the company conduct promotions and the waiting time for promotion). The participants were asked to answer to a 7-point Likert-type scale (1 = totally unsatisfied; 7 = totally satisfied). Alpha's coefficient in this study was .928.

4. Results¹⁰

The present study aims, in first place, to analyze if a correlation exists between happiness and job satisfaction. Since the variables in study are quantitative¹¹, a Pearson correlation was applied. Then, to understand in which way the influence between happiness and job satisfaction was established, a multiple linear regression was made, considering first job satisfaction as the dependent variable and after it, considering happiness as the dependent variable. To test the hypothesis of a U-shape relationship between age and job satisfaction, a one-way ANOVA was made and to find if differences exist in happiness and job satisfaction between Brazilian and Portuguese populations, t-tests were made.

4.1. Correlation analysis

Table 1 shows that correlations between happiness and job satisfaction dimensions are significant and positive. 80% of the correlations were found to be moderate or strong¹². Particularly, the strongest correlations are between Positive Emotions and Satisfaction with Job Nature (.518), Socio-Economic Structure Engagement and Satisfaction with Salary (.509)

⁹ Definitions retrieved from Siqueira (2007)

¹⁰ The analyses that were made comprise each dimension of happiness scale and each dimension of job satisfaction scale. This choice was made considering the advantages of an analysis made in a deeper level. This deeper analysis will allow a more structured and complete analysis of happiness and job satisfaction and their relationship.

¹¹ Normality is assumed relying on Central Limit Theorem for large samples.

¹² Cohen (1988) considers the following intervals to interpret the strength of the correlation in social sciences: $r = .1 - .23$ (weak); $r = .24 - 0.36$ (moderate); $r \geq .37$ (strong)

and Socio-Economic Structure Engagement and Satisfaction with Promotions (.425). The weakest correlations are between Participation in Meaningful Activities and Satisfaction with Salary (.110), Participation in Meaningful Activities and Satisfaction with Promotions (.171) and Participation in Meaningful Activities and Satisfaction with Leadership (.175). Hypothesis 1 is therefore accepted.

Table 1
Summary of Pearson Correlations, Means and Standard Deviations for Happiness and Job Satisfaction dimensions

	1	2	3	4	5	6	7	8	9	10
1. Positive Emotions										
2. Socially Gratifying Interactions	.621**									
3. Self-Caring	.580**	.523**								
4. Participation in Meaningful Activities	.522**	.421**	.421**							
5. Socio-Economic Structure Engagement	.407**	.378**	.353**	.293**						
6. Satisfaction with Coworkers	.397**	.342**	.274**	.230**	.321**					
7. Satisfaction with Salary	.341**	.275**	.274**	.110**	.509**	.372**				
8. Satisfaction with Leadership	.330**	.281**	.228**	.175**	.283**	.580**	.423**			
9. Satisfaction with Job Nature	.518**	.342**	.346**	.328**	.292**	.548**	.390**	.555**		
10. Satisfaction with Promotions	.370**	.275**	.257**	.171**	.425**	.482**	.697**	.510**	.540**	
M	3.82	3.90	3.65	3.89	2.53	4.88	3.79	4.80	4.95	3.88
SD	.64	.61	.73	.61	.69	1.20	1.56	1.46	1.24	1.48

***p<.01.

4.2. Multiple Linear Regression Analysis

Since correlation between happiness and job satisfaction was found to be significant and in order to understand in which direction this relationship operates, a multiple linear regression was made, using the stepwise method¹³ with each dimension of happiness and job satisfaction.

¹³ This method allows the investigator to determine which variables best predict the dependent variable and the selection of the predictive input sequence in equation is statistically made (Abbad & Torres, 2002)

Considering job satisfaction dimensions the dependent variables, table 2 shows that positive emotions, socio-economic structure engagement and socially gratifying interactions predict 19,6% of satisfaction with coworkers. Considering Beta value, positive emotions have the biggest influence in satisfaction with coworkers.

Table 2
Summary of Multiple Linear Regression results (with stepwise method) for Satisfaction with Coworkers and Happiness Dimensions

Predictor	R ²	Adjusted R ²	B	Std. Error	Beta	t
Step 1	.157***	.157				
Positive Emotions			.747	.052	.397	14.333***
Step 2	.188***	.186				
Positive Emotions			.600	.056	.319	10.716***
Socio-Economic Structure Engagement			.332	.052	.191	6.413***
Step 3	.196***	.194				
Positive Emotions			.474	.067	.252	7.077***
Socio-Economic Structure Engagement			.301	.052	.173	5.744***
Socially Gratifying Interactions			.238	.069	.120	3.430**

p<.01. *p<.001.

a. Dependent variable: Satisfaction with Coworkers

The results in Table 3 show that 29.8% of satisfaction with salary is predicted by socio-economic structure engagement, positive emotions, participation in meaningful activities and self-caring. Considering Beta value, socio-economic structure engagement has the biggest influence in satisfaction with salary.

Table 3
Summary of Multiple Linear Regression results (with stepwise method) for Satisfaction with Salary and Happiness Dimensions

Predictor	R ²	Adjusted R ²	B	Std. Error	Beta	t
Step 1	.259***	.259				
Socio-Economic Structure Engagement			1.147	.058	.509	19.618***
Step 2	.280***	.279				
Socio-Economic Structure Engagement			1.001	.063	.444	15.850***
Positive Emotions			.390	.068	.160	5.703***

Step 3		.295***	.293				
	Socio-Economic Structure			1.032	.063	.458	16.421***
	Engagement						
	Positive Emotions			.559	.076	.229	7.330***
	Participation in Meaningful			-.367	.076	-.144	-4.813***
	Activities						
Step 4		.298***	.295				
	Socio-Economic Structure			1.014	.063	.450	15.991***
	Engagement						
	Positive Emotions			.489	.084	.201	5.838***
	Participation in Meaningful			-.391	.077	-.153	-5.072***
	Activities						
	Self-Caring			.136	.068	.063	1.993*

*p<.05. ***p<.001.

a. Dependent variable: Satisfaction with Salary

Table 4 shows that positive emotions, socio-economic structure engagement and socially gratifying interactions predict 14% of satisfaction with leadership. Considering Beta value, positive emotions have the biggest influence in satisfaction with leadership.

Table 4
Summary of Multiple Linear Regression results (with stepwise method) for Satisfaction with Leadership and Happiness Dimensions

	Predictor	R ²	Adjusted R ²	B	Std. Error	Beta	t
Step 1		.109***	.108				
	Positive Emotions			.753	.065	.330	11.578***
Step 2		.135***	.134				
	Positive Emotions			.587	.070	.257	8.367***
	Socio-Economic Structure			.376	.065	.178	5.803***
	Engagement						
Step 3		.140***	.138				
	Positive Emotions			.472	.084	.207	5.618***
	Socio-Economic Structure			.347	.066	.165	5.292***
	Engagement						
	Socially Gratifying Interactions			.216	.087	.090	2.479*

*p<.05. ***p<.001.

a. Dependent variable: Satisfaction with Leadership

Results presented in table 5 show that 27.9% of satisfaction with job nature is predicted by positive emotions, socio-economic structure engagement and participation in meaningful activities. Considering Beta value, positive emotions have the biggest influence in satisfaction with job nature.

Table 5

Summary of Multiple Linear Regression results (with stepwise method) for Satisfaction with Job Nature and Happiness Dimensions

Predictor	R ²	Adjusted R ²	B	Std. Error	Beta	t
Step 1	.268***	.267				
Positive Emotions			1.009	.050	.518	20.061***
Step 2	.276***	.275				
Positive Emotions			.931	.055	.478	16.998***
Socio-Economic Structure Engagement			.176	.051	.098	3.476**
Step 3	.279***	.277				
Positive Emotions			.866	.062	.444	14.061***
Socio-Economic Structure Engagement			.164	.051	.091	3.227**
Participation in Meaningful Activities			.141	.062	.069	2.289*

*.p<.05. **p<.01. ***p<.001.

a. Dependent variable: Satisfaction with Job Nature

Table 6 shows that socio-economic structure engagement, positive emotions and participation in meaningful activities predict 23% of satisfaction with promotions. Considering Beta value, socio-economic structure engagement has the biggest influence in satisfaction with promotions.

Table 6

Summary of Multiple Linear Regression results (with stepwise method) for Satisfaction with Promotions and Happiness Dimensions

Predictor	R ²	Adjusted R ²	B	Std. Error	Beta	t
Step1	.180***	.179				
Socio-Economic Structure Engagement			.911	.059	.425	15.551***
Step 2	.227***	.226				
Socio-Economic Structure Engagement			.704	.062	.328	11.301***
Positive Emotions			.549	.067	.237	8.148***
Step 3	.230***	.228				
Socio-Economic Structure Engagement			.718	.063	.335	11.484***
Positive Emotions			.625	.076	.269	8.244***
Participation in Meaningful Activities			-.165	.076	-.068	-2.171*

*p<.05. ***p<.001.

a. Dependent variable: Satisfaction with Promotions

Considering happiness dimensions as dependent variables, table 7 shows that satisfaction with job nature, satisfaction with salary and satisfaction with coworkers predict 30.2% of positive emotions. Considering Beta value, satisfaction with job nature has the biggest influence in positive emotions.

Table 7
Summary of Multiple Linear Regression results (with stepwise method) for Positive Emotions and Job Satisfaction Dimensions

Predictor	R ²	Adjusted R ²	B	Std. Error	Beta	t
Step 1	.268***	.267				
Satisfaction with Job Nature			.266	.013	.518	20.061***
Step 2	.291***	.289				
Satisfaction with Job Nature			.233	.014	.454	16.442***
Satisfaction with Salary			.067	.011	.164	5.927***
Step 3	.302***	.300				
Satisfaction with Job Nature			.201	.016	.392	12.619***
Satisfaction with Salary			.057	.011	.139	4.979***
Satisfaction with Coworkers			.069	.016	.130	4.233***

***p<.001.

a. Dependent variable: Positive Emotions

Table 8 shows that satisfaction with job nature, satisfaction with coworkers and satisfaction with salary predict 16.5% of socially gratifying interactions. Considering Beta values, satisfaction with coworkers has the biggest influence in socially gratifying interactions.

Table 8
Summary of Multiple Linear Regression results (with stepwise method) for Socially Gratifying Interactions and Job Satisfaction Dimensions

Predictor	R ²	Adjusted R ²	B	Std. Error	Beta	t
Step 1	.117***	.116				
Satisfaction with Job Nature			.167	.014	.342	12.078***
Step 2	.151***	.150				
Satisfaction with Job Nature			.108	.016	.221	6.659***
Satisfaction with Coworkers			.112	.017	.221	6.650***
Step 3	.165***	.163				
Satisfaction with Job Nature			.091	.017	.186	5.485***
Satisfaction with Coworkers			.097	.017	.191	5.682***
Satisfaction with Salary			.051	.012	.131	4.286***

***p<.001.

a. Dependent variable: Socially Gratifying Interactions

Table 9 shows that satisfaction with job nature, satisfaction with salary and satisfaction with coworkers predict 14.8% of self-caring. Considering Beta values, satisfaction with job nature has the biggest influence in self-caring.

Table 9
Summary of Multiple Linear Regression results (with stepwise method) for Self-Caring and Job Satisfaction Dimensions

Predictor	R ²	Adjusted R ²	B	Std. Error	Beta	t
Step 1	.120***	.119				
Satisfaction with Job Nature			.203	.017	.346	12.234***
Step 2	.143***	.141				
Satisfaction with Job Nature			.165	.018	.282	9.298***
Satisfaction with Salary			.077	.014	.164	5.406***
Step 3	.148***	.145				
Satisfaction with Job Nature			.141	.020	.240	7.006***
Satisfaction with Salary			.069	.014	.148	4.776***
Satisfaction with Coworkers			.053	.021	.088	2.583*

*p<.05. ***p<.001.

a. Dependent variable: Self-Caring

Table 10 shows that satisfaction with job nature and satisfaction with coworkers predict 11.1% of participation in meaningful activities. Considering Beta values, satisfaction with job nature has the biggest influence in participation in meaningful activities.

Table 10
Summary of Multiple Linear Regression results (with stepwise method) for Participation in Meaningful Activities and Job Satisfaction Dimensions

Predictor	R ²	Adjusted R ²	B	Std. Error	Beta	t
Step 1	.107***	.107				
Satisfaction with Job Nature			.161	.014	.328	11.502***
Step 2	.111***	.109				
Satisfaction with Job Nature			.141	.017	.288	8.486***
Satisfaction with Coworkers			.036	.017	.072	2.103*

*p<.05. ***p<.001.

a. Dependent variable: Participation in Meaningful Activities

Table 11 shows that satisfaction with salary, satisfaction with coworkers and satisfaction with promotions predict 28.2% of socio-economic structure engagement. Considering Beta values, satisfaction with salary has the biggest influence in socio-economic structure engagement.

Table 11
Summary of Multiple Linear Regression results (with stepwise method) for Socio-Economic Structure Engagement and Job Satisfaction Dimensions

Predictor	R ²	Adjusted R ²	B	Std. Error	Beta	t
Step 1	.259***	.259				
Satisfaction with Salary			.226	.012	.509	19.618***
Step 2	.279***	.278				
Satisfaction with Salary			.201	.012	.452	16.401***
Satisfaction with Coworkers			.088	.016	.153	5.537***
Step 3	.282***	.280				
Satisfaction with Salary			.180	.016	.405	11.356***
Satisfaction with Coworkers			.076	.017	.132	4.530***
Satisfaction with Promotions			.037	.018	.078	2.070*

*p<.05. ***p<.001.

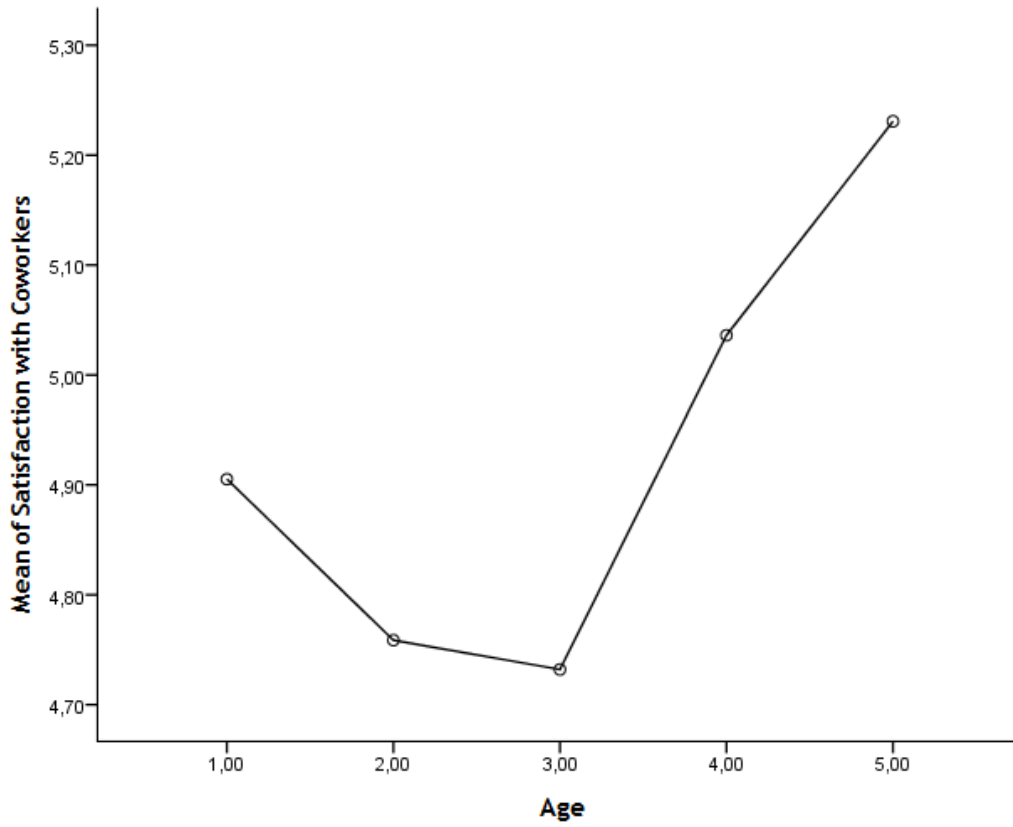
a. Dependent variable: Socio-Economic Structure Engagement

As shown in tables from 2 to 11, each happiness dimension is explained by more than one job satisfaction dimension and the same happens with the opposite relation, that is, each job satisfaction dimension is explained by more than one happiness dimension. Therefore, hypotheses 2 and 3 are both accepted.

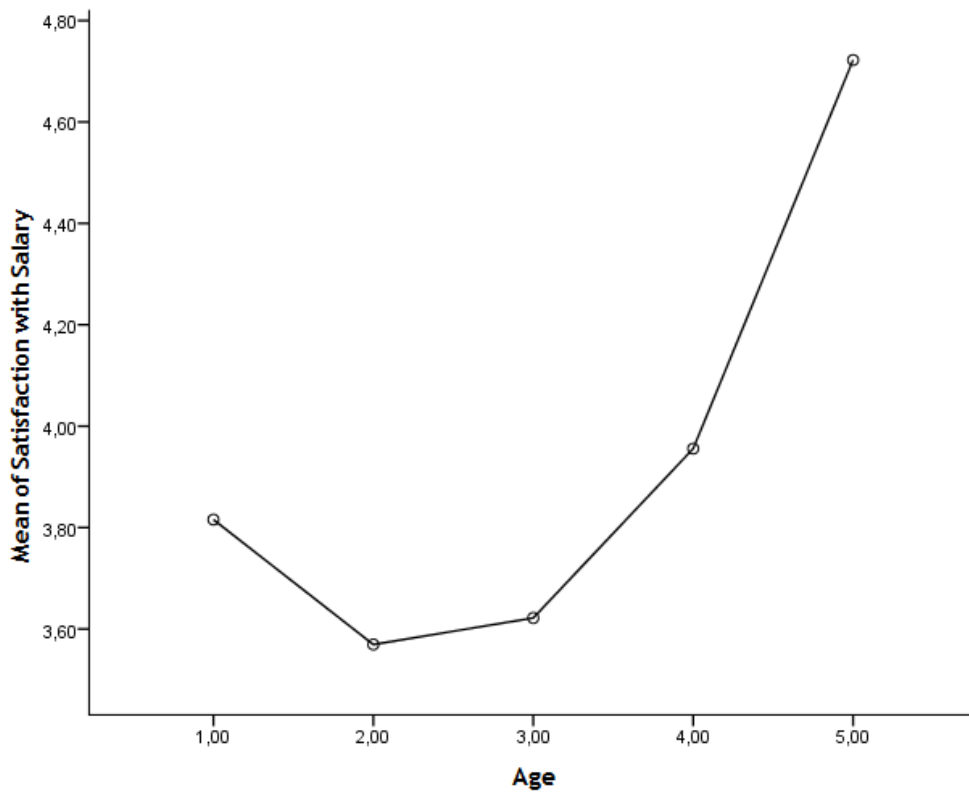
4.3. One-way ANOVA analysis

Results in Graphics 1 to 5 show significant differences in each job satisfaction dimension, when considering age¹⁴. The oldest group (59-65) has shown highest scores in all dimensions. A pattern was found in the first two dimensions - satisfaction with coworkers [F(4) = 3.67, p = .006] and satisfaction with salary [F(4) = 7.71, p ≤ .000], where the younger group has shown higher scores than the middle ages and then increasing abruptly, revealing a J-shape (see Graphic 1 and 2).

¹⁴ Age groups for job satisfaction analysis were made considering only respondents that are working. Age legend: 1,00 (19-28); 2,00 (29-38); 3,00 (39-48); 4,00 (49-58); 5,00 (59-65)

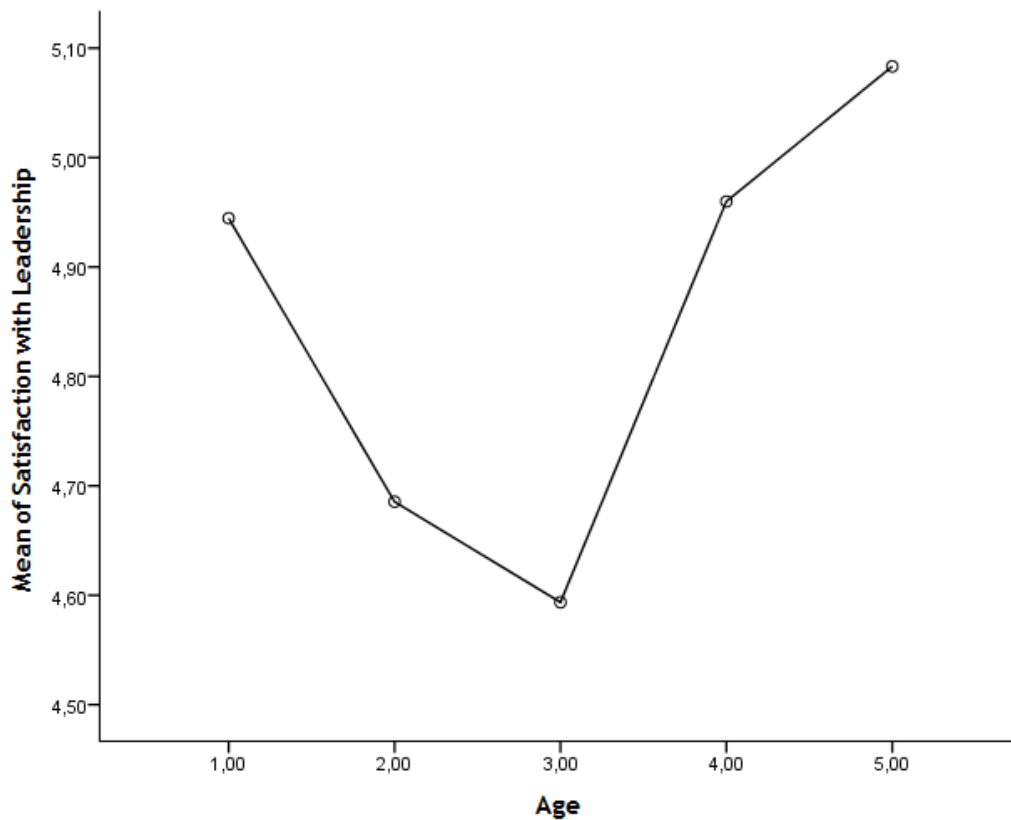


Graphic 1 - ANOVA results for Satisfaction with Coworkers and Age



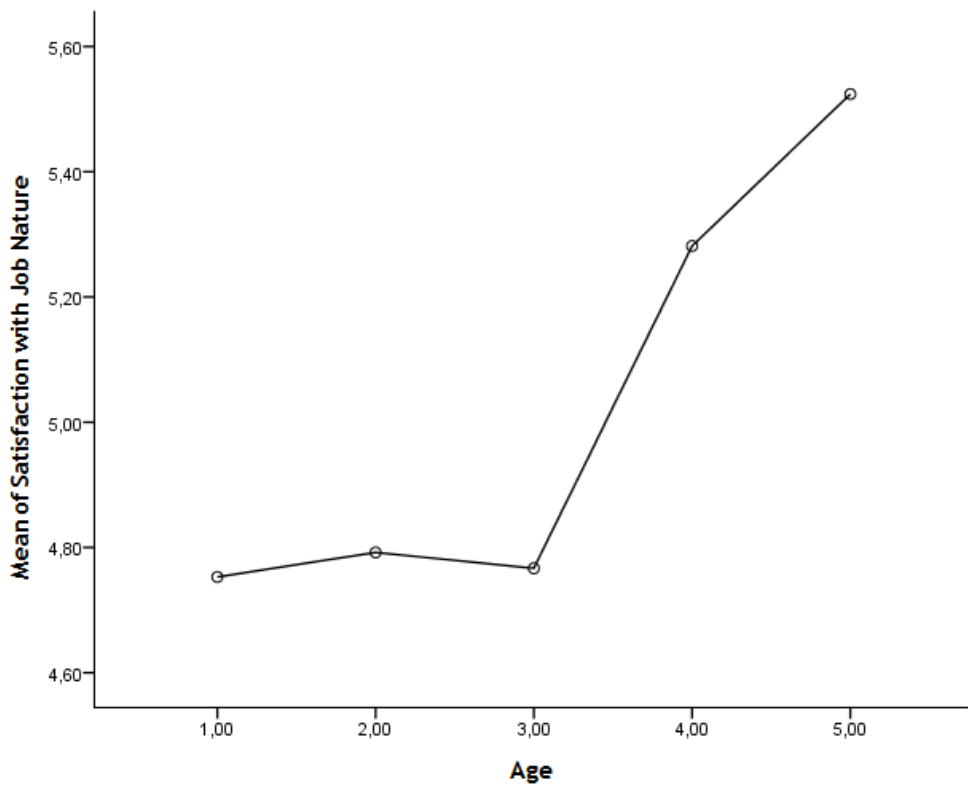
Graphic 2 - ANOVA results for Satisfaction with Salary and Age

Results for satisfaction with leadership [$F(4) = 3.30, p = .011$] have shown that younger generation have high scores, then scores fall abruptly in the middle ages and rise again abruptly in older ages, revealing a U-shape (see Graphic 3).



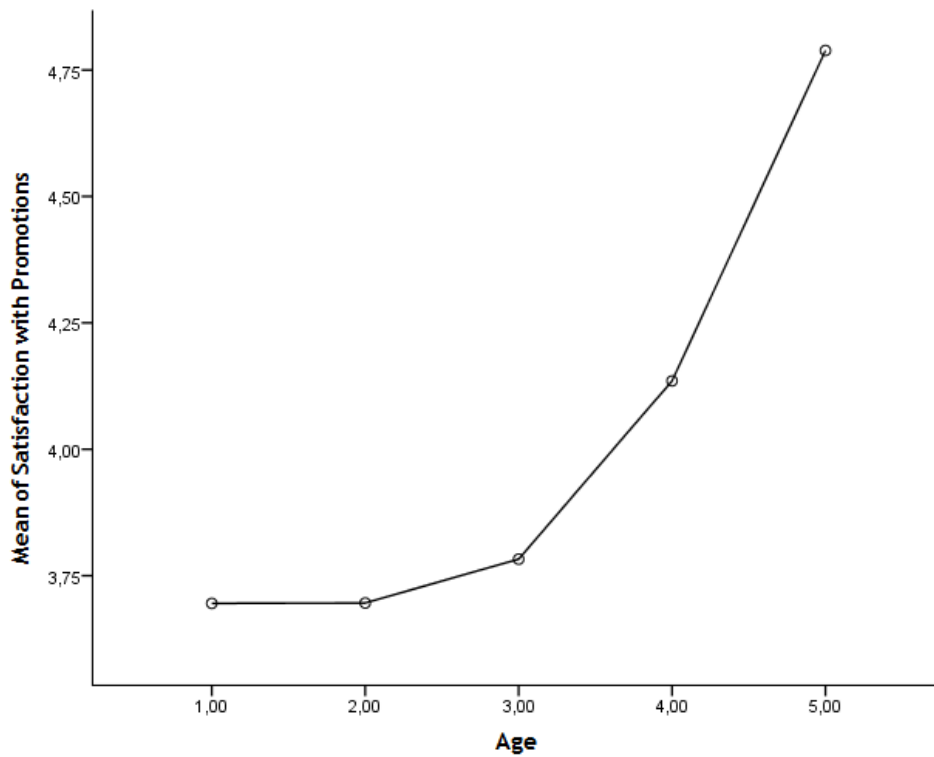
Graphic 3 - ANOVA results for Satisfaction with Leadership and Age

Results for the fourth dimension [$F(4) = 10.84, p \leq .000$] have shown low scores for the youngest ages, a small increase in the second group, decreasing again in the third group and then increasing abruptly in older ages. It's not clear the shape of the relationship between this dimension and age groups (see Graphic 4).



Graphic 4 - ANOVA results for Satisfaction with Job Nature and Age

Results for the fifth dimension [$F(4) = 9,01$, $p \leq .000$] have show low scores in younger ages and a gradual increasing with age, revealing a curvilinear shape (see Graphic 5).



Graphic 5 - ANOVA results for Satisfaction with Promotions and Age

Since only one of the dimensions of job satisfaction has shown a U-shape, hypothesis 4 is partially accepted.

4.4. T-test analysis

Table 13 shows that significant differences exist in positive emotions [$t(1072) = -3,95$, $p = .000$] between Brazilian and Portuguese, have Brazilian the highest scores. Table 14 shows that significant differences exist in satisfaction with salary [$t(1072) = -6,82$, $p = .000$] and satisfaction with promotions [$t(1072) = -7.33$, $p = .000$] among Brazilian and Portuguese, having Brazilian the highest scores. Therefore, hypotheses 5 and 6 are partially accepted.

Table 12
Summary of t-test results for happiness dimensions and nationality

		n	M	SD	t
Positive Emotions	Portugal	408	3.72	.64	-3.95***
	Brazil	666	3.88	.64	
Socially Gratifying Interactions	Portugal	408	3.94	.59	1.39
	Brazil	666	3.88	.62	
Self-Caring	Portugal	408	3.66	.66	.55
	Brazil	666	3.64	.77	
Participation in Meaningful Activities	Portugal	408	3.93	.59	1.30
	Brazil	666	3.88	.62	
Socio-Economic Structure Engagement	Portugal	408	2.51	.69	-.74
	Brazil	666	2.55	.69	

*** $p < .001$.

Table 13
Summary of t-test results for job satisfaction dimensions and nationality

		n	M	SD	t
Satisfaction with Coworkers	Portugal	408	4.89	1.24	.25
	Brazil	666	4.87	1.18	
Satisfaction with Salary	Portugal	408	3.39	1.61	-6.82***
	Brazil	666	4.04	1.48	
Satisfaction with Leadership	Portugal	408	4.73	1.50	-1.33
	Brazil	666	4.85	1.44	
Satisfaction with Job Nature	Portugal	408	4.89	1.27	-1.09
	Brazil	666	4.98	1.24	
Satisfaction with Promotions	Portugal	408	3.46	1.51	-7.33***
	Brazil	666	4.13	1.42	

*** $p < .001$.

5. Discussion

The present study pretends to contribute to an understanding of how the relationship between happiness and job satisfaction works. Results have shown that significant correlations exist between happiness and job satisfaction dimensions. All correlations were found to be positive, which gives us the information that when one of the variables grow, the other one has also to grow. Positive emotions were found to be strongly correlated with satisfaction with job nature and socio-economic structure engagement was found to be strongly correlated with satisfaction with salary and satisfaction with promotions. Participation in meaningful activities was found to be weakly correlated with satisfaction with salary, satisfaction with promotions and satisfaction with leadership. These results are in line with Bowling, Eschleman and Wang (2010), who have found that happiness and job satisfaction have a positive relationship and specifically, that satisfaction with work itself, supervision and co-workers had positive relationships with happiness. However, these authors had found a non-significant relationship between satisfaction with pay and happiness, which didn't happen in this study. There were found significant relationships between satisfaction with salary and each happiness dimension, although some are weaker than others, being the strongest one the relationship between satisfaction with salary and socio-economic structure engagement.

These findings were important, because they gave permission to continue the analysis and take it to a level where it was possible to investigate the direction of the influence. Results have shown that each dimension of happiness was found to be predicted by more than one dimension of job satisfaction (what is in accordance, for example, with D'raven and Pasha-Zaidi, 2014) and each dimension of job satisfaction was found to be predicted by more than one dimension of happiness (what is in line, for example, with De Guzman, Largo, Mandap, & Muñoz, 2014; Cropanzano and Wright, 2001). Positive emotions and socio-economic structure engagement were found to predict all job satisfaction dimensions, which might mean that when people are confident, optimistic, satisfied with their life, peaceful and able to handle adversities and when they live in a healthy and safe environment, are satisfied with politics, economy and justice in their lives and country, they are more likely to be satisfied with their jobs. Satisfaction with coworkers was found to predict all happiness dimensions, which might mean that when people are more satisfied with the collaboration, friendship, trust and their relationships with their coworkers, they are happier, especially in their social interactions. Although the percentages of prediction weren't very high, a few of them are high enough to be worthy of mention. Positive emotions were predicted in 30.2% by satisfaction with job nature, satisfaction with salary and satisfaction with coworkers, what might mean that satisfaction with what people do in their jobs, with what they receive for it and with their relationship with their colleagues leads to confidence, optimism and satisfaction with life. Another strong prediction occurs with satisfaction with job nature, which is predicted in 27.9% by positive emotions, socio-economic structure engagement and participation in meaningful activities. Satisfaction with salary was found to be predicted in

almost thirty percent by socio-economic structure engagement, positive emotions, participation in meaningful activities and self-caring. Particularly, and complementing what was mentioned above, the relationship between satisfaction with salary and socio-economic structure engagement was found to occur in both ways, that is, satisfaction with salary predicts socio-economic structure engagement and vice-versa. These findings have shown that the relationship between job satisfaction and happiness is complex and both influence each other, which mean a happy person is more satisfied at work and someone satisfied at work is happier than others who are not.

Results about the relationship between job satisfaction and age have shown that the oldest group (59-65) has shown the highest scores in every dimension of job satisfaction, what is in concordance with a great part of literature (e.g., Weng et al., 2011; Saner and Eyüpoğlu, 2012). Considering the U-shape relationship, results have supported only partially this hypothesis. Satisfaction with coworkers and satisfaction with salary have shown a J-shape, what contradicts Clark, Oswald and Warr (1996) results of a linear shape between satisfaction with pay and age; only satisfaction with leadership has shown a U-shape, with a decrease in job satisfaction in the middle ages. Satisfaction with job nature has shown a different pattern from the ones mentioned in literature, although it seems to follow a curvilinear shape; satisfaction with promotions have shown a curvilinear relationship, starting with low scores and growing along with age. These results might look contradictory, however they show that job satisfaction is complex and it's different to be satisfied with coworkers or with job nature, for example. Each dimension might have a singular behavior in someone's life, varying in different ways and only having similarity in the higher scores for older people.

Finally, when considering happiness, job satisfaction and nationality, significant differences were found between Brazilian and Portuguese only in some dimensions. In happiness dimensions, positive emotions were found to have significant differences, with Brazilian respondents having the highest scores. In job satisfaction dimensions, satisfaction with salary and satisfaction with promotions were found to have significant differences, having Brazilian respondents the highest scores. The fact that the other dimensions had no significant differences might mean that these two countries have similarities in their way of considering happiness and job satisfaction.

Considerações Finais

Para concluir este trabalho, destacam-se, a partir dos seus principais resultados, algumas considerações finais. Em termos gerais considera-se que os resultados desta investigação trouxeram novas perspetivas para o campo de Psicologia Organizacional, onde se encontravam diversos estudos que consideravam a felicidade global e a satisfação global com o trabalho, mas poucos que considerassem as suas diferentes dimensões específicas.

A primeira consideração associa-se com a deteção de uma relação bidirecional de predição entre as dimensões de felicidade e satisfação no trabalho. Foi possível observar, por exemplo, que as emoções positivas e o envolvimento numa estrutura socioeconómica predizem todas as dimensões da satisfação no trabalho e que a satisfação com os colegas prediz todas as dimensões da felicidade. Estes resultados contribuem com informações importantes para um campo onde a informação é escassa e confusa e permitem um melhor entendimento da relação entre trabalho e vida pessoal.

Outra consideração diz respeito à relação entre idade e cada uma das dimensões de satisfação no trabalho pois esta apresentou três tipos diferentes de padrão, o que pode significar que cada dimensão de satisfação com o trabalho é única e comporta-se de forma diferente das outras no ciclo de vida de um indivíduo.

Em terceiro lugar, considera-se que este estudo também contribuiu para melhor entender as diferenças e semelhanças entre Portugal e Brasil. Os participantes brasileiros demonstraram maiores níveis de emoções positivas, satisfação com o salário e satisfação com as promoções do que os portugueses, apresentando porém níveis semelhantes nas restantes dimensões de felicidade e satisfação no trabalho.

É, no entanto, essencial referir alguns aspetos que poderão ter limitado os resultados obtidos. O primeiro refere-se à análise do formato da relação entre a idade e a satisfação no trabalho. A existência de apenas cinco grupos etários poderá ter limitado a perceção do real padrão associado a cada dimensão de satisfação no trabalho. Outra limitação refere-se ao fato de que este foi um estudo transversal (em oposição a um estudo longitudinal), o que significa que os dados foram recolhidos num ponto de tempo pré-determinado, devendo assim existir algum cuidado na generalização dos resultados obtidos.

Por fim, considera-se pertinente reforçar que os resultados confirmaram na sua maioria as hipóteses colocadas e que se constituem como um contributo significativo em áreas pouco exploradas da investigação teórica e empírica sobre a relação entre a felicidade humana e a satisfação laboral. Será necessário, no entanto, a sua prossecução e desenvolver mais investigações para procurar colmatar as limitações referidas e entender melhor como os níveis de satisfação no trabalho e de felicidade variam dentro das suas diferentes dimensões. Mais investigação será ainda necessária no estudo comparativo destas variáveis entre Brasil e Portugal, de modo a melhor se compreender as diferenças e semelhanças, aqui indiciadas,

entre estes dois países. Futuras pesquisas nesta área poderão ainda ajudar os investigadores a melhor compreender e intervir ao nível da relação e interface entre variáveis da vida pessoal e da vida profissional.

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Anexos

Anexo 1

1. Happiness

1.1. Historical contextualization of happiness

In western traditional philosophy, the concept of happiness theory was divided into rationalism happiness (e.g., Socrates believed that happiness can only be achieved starting with knowledge, passing through moral and ending in happiness) and empiricism happiness (e.g., according to some representatives of this view, happiness is the pursuit of sensual pleasure and pursuing happiness/avoiding suffering is the nature of human) (Zaijuan, Rui, & Daojin, 2013).

Currently, contemporary theories about happiness can be divided into hedonic happiness (when pleasurable experiences overcome the painful ones - maximization of pleasure and minimization of pain), eudaemonic¹⁵ happiness (achievement and fulfillment of one's potential and *daemon* or true self) and theories from the positive psychology movement (e.g., Seligman's (2000) theory, which integrates both hedonic and eudaemonic perspectives using concepts like pleasant life, good life and meaningful life and Csikszentmihalyi's (1990) flow theory, which extends happiness and well-being beyond a pleasure state) (Ryan & Deci, 2001; Norrish & Vella-Brodrick, 2007). According to Fisher (2010), a critical distinction exists between happiness as a set of attitudes and as a hedonic state. For Raibley (2012), there's a property about happiness that is called "episodic happiness" (it can also be called "hedonia", "momentary happiness", "the feeling of happiness," or "the occurrent sense of happiness"). The use of the terms "is happy", in what this property concerns, enables people to focus their attention on "feeling good". However, to this author, these terms can also be used in another way of thinking: the concept of happiness in the personal attribute sense.

The field of positive psychology emerged due to the paradigm shift that happened a few years ago (until then, Psychology and Psychiatry were solely dedicated to the study of pathological emotional states) and this field studies the positive affective states such as happiness, contentment, resilience, optimism, gratitude and the quality of life, among others (Ferraz, Tavares & Zilberman, 2007). According to the same authors, Cloninger (2004) pointed out that psychiatry only focus on mental illness and malaise, knowing everything about the biomedical characteristics of unhappy people, but nothing about happy people. Positive psychology legitimized the attention to happiness and other positive states that are opposite to illness, depression, stress and other negative states (Seligman & Csikszentmihalyi, 2000).

¹⁵ Waterman (1993) says "the daemon is an ideal in the sense of being an excellence, a perfection toward which one strives and, hence, it can give meaning and direction to one's life. Efforts to live in accordance with the daemon, to realize those potentials (self-realization), give rise to a condition termed eudaimonia" (p. 678)

1.2. Gross National Happiness

According to Thinley (2007), Gross National Happiness (GNH) is a concept created by King Jigme Singye Wangchuck, when he got to the throne in Bhutan, a small country. He knew for a long time that everyone seeks happiness, it is the ultimate common end, and everything else was a mean to fulfill this wish, so he pronounced that GNH should be the guiding philosophy of his kingdom, Bhutan. GNH considers both physical and mental well-being and intends to harmonize inner skills of happiness with external circumstances, in order to achieve happiness. GNH also contemplates happiness as something that can't be considered only as an individualized goal, but as a societal goal; collective happiness should be addressed directly through public policies, which can be less arbitrary than policies based on standard economic tools (Thinley, 2007). GNH comprises 9 domains: Psychological Wellbeing, Standard of Living, Good Governance, Health, Education, Community Vitality, Cultural Diversity and Resilience, Time Use, Ecological Diversity and Resilience (Gross National Happiness, 2015). Bates (2009) stresses that GNH concept is a source of criticism, due to the concept of "gross", which is considered not having any meaning in GNH like it has in Gross National Product (GNP), turning the whole concept into a play on words. However, according to the same author, this criticism didn't stop Bhutan from turning GNH into a national objective.

1.3. Happiness, Subjective Well-Being and Life Satisfaction

Delle Fave, Brdar, Freire, Vella-Brodrick and Wissing (2011) consider happiness as a part of well-being. However they separate them and say that happiness is a construct able to be empirically evaluated by qualitative and quantitative assessments and it may include both hedonic and eudaemonic aspects. On the other side, for these authors, well-being is considered as a broader concept than happiness, with different meanings depending on different theoretical perspectives. For Raibley (2012), happiness and well-being are two distinct constructs, conceptually, metaphysically and empirically, being happiness necessary but not sufficient to achieve well-being. Rodogno (2014) doesn't consider that there's a good reason to believe in a central substantive relation between happiness and well-being, however he admits that, as long as happiness is understood to be a psychological state dissimilar from the normative notion of well-being (which might or might not refer to a psychological state), a few relations can be considered and, if it is considered as an emotional condition, it plays a central role in enlightening the individuals about which activities, pursuits or situations contribute to their well-being and ill-being.

There's a specific type of well-being called subjective well-being and other called psychological well-being. These two types of well-being are difficult to separate from the concept of happiness: they appear in a vast part of literature completely entangled. Ferraz, Tavares and Zilberman (2007) consider that this happens because it's very difficult to approach happiness and, consequently, many researchers prefer to measure the subjective well-being reported by happy people. Some authors consider happiness (along with life satisfaction, presence of positive affect and absence of negative affect) as a component of

subjective well-being (Bowling, Eschleman and Wang, 2010; Diener, Suh, Lucas, & Smith, 1999; Okun, Stock, & Covey, 1982). According to Albuquerque and Tróccoli (2004), subjective well-being is the scientific study of happiness and the term “happiness” is used to describe the affective components of subjective well-being. Other authors consider subjective well-being as the hedonic part of well-being and psychological well-being as the eudaemonic part (Ryan & Deci, 2001). A big part of the literature considers happiness and subjective well-being as the same and uses those concepts interchangeably (Baumeister, Vohsb, Aakerc & Garbinsky, 2013; Lyubomirsky & Lepper, 1999).

According to Wren-Lewis (2014), social scientists and public policy practitioners aim to measure well-being through measuring happiness. This author created a concept, Indicator View, which comprises happiness as a defeasible indicator of local changes in well-being, being this based on a view of happiness called the affective state view. This perspective says that happiness comprises the person’s affective state and considers happiness as a wide psychological condition (constituted by emotions, moods, pains and pleasures) and as a relatively long-term psychological condition. To this author, this point of view of happiness helps to relate happiness to well-being and gives two reasons for that: 1) affective states represent aspects of our lives that are good or bad and 2) affective states have far-reaching consequences for a person’s state of mind and behavior.

2. Job Satisfaction

2.1. Theories, paradigms and models of job satisfaction

Job satisfaction is a subject that has been studied for years. Almost fifty years ago, Locke (1969) had found a big proliferation of articles about job satisfaction, but few of them had studied the causes of this subject. This author mentions a lack of clarity in literature over three perspectives: first, an intrinsic view, where the determinants lie solely in the job itself; second, a subjective view, where the determinants lie in the worker’s mind; third, the determinants are a result of an interaction between work environment and the worker. Brandão (2012) believes the main questions related to job satisfaction are: is job satisfaction determined by the nature of the work itself or by the worker’s inherent variables? Or, on the other side, it results from the interaction established between the individual and job specificities?

Stello (2011) refers Herzberg’s theory, where Herzberg identified two groups of factors that influence job satisfaction: external factors (or hygiene factors) and internal factors (or motivators). The first ones include supervisors, interpersonal relations, working conditions, salary and benefits, company policy and administration and safety, while the second group includes achievement, recognition by others, the work itself, work performance, responsibility and development. However, although Ahmed, Nawaz, Iqbal, Ali, Shaukat & Usman (2010) have found a significant relationship between intrinsic motivational factors and employee job satisfaction, they didn’t find a significant relationship between hygiene (extrinsic) factors and employee job satisfaction.

Hagedorn (2000) considered the existence of a general agreement that the concept of job satisfaction is complex and intricate and states that there isn't a conceptual model that can accurately and completely describe job satisfaction. Still, this author created a model where the factors that compose and contribute to job satisfaction are categorized into mediators (a variable that influences the relationship between other variables) and triggers (a significant life event that might be either related or not to the job). The conceptual model includes three types of moderators (motivators and hygienes, demographics and environmental conditions) and six triggers (change in life stage, change in family-related or personal circumstances, change in rank or tenure, transfer to a new institution, change in perceived justice, and change in mood or emotional state).

A model developed by Hackman and Oldham (1980; cit. in Alcobia, 2001) says that job satisfaction is one of the results of intrinsic motivation of the individual, which is, in turn, the result of the performance of tasks. This means that it's possible to develop an ideal way of organizing work by increasing the variety of skills required by the job, increasing tasks meaning, identity and autonomy and giving more feedback.

Cornell model, a model integrated by Hulin (1991; cit. in Anderson, Ones, Sinangil & Viswesvaran, 2001) considers job satisfaction as the function between the effort, training, experience and time the individual puts into the work role and what the individual receives (e.g., pay, status, working conditions and intrinsic factors).

A few paradigms exist about job satisfaction and one is the person-environment fit paradigm, which supports the idea that the individual's job satisfaction is expected to be higher when the job environment fulfils the values, needs or personal characteristics (Mafini, 2014).

Locke (1969) created a theory which considers job satisfaction and dissatisfaction as complex emotional reactions to the job. This theory states that man's most basic emotions are pleasure and displeasure, joy and suffering and these emotions result from value judgments. Consequently, job satisfaction is defined as "the pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values" (p. 316) and job dissatisfaction as "the unpleasurable emotional state resulting from the appraisal of one's job as frustrating or blocking the attainment of one's job values or as entailing disvalues" (p. 316). Job satisfaction and dissatisfaction are both considered as "a function of the perceived relationship between what one wants from one's job and what one perceives it as offering or entailing" (p. 316). This evaluation depends on three elements: one's perception of some aspects of job, one's implicit or explicit values system and the judgment between one's values and one's perception.

2.2. Differences between generations

According to Smola and Sutton (2002) the first generation considered, Baby Boomers, believes that work has a big role in one's life and are more committed to it than Generation

X, a generation where people are more focused on themselves, more eager to be promoted and more likely to quit their jobs if they won the lottery. Generation Y value the meaning of the work they're doing, they want to do meaningful work with highly committed and motivated coworkers and, while building their ideal career and personal life, they want to earn a lot of money.

Although a few authors (e.g., Murray, Toulson & Legg, 2011; Parry & Urwin, 2011) mention a fourth generation, Veterans (1925-1942), this generation isn't given emphasis in literature and Martins (2012) believes this happens because they aren't nowadays in the workforce.

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Anexo 2

Requisitos “Journal of Happiness Studies”

1. Length of paper

The average length of an article is approximately 7,500 words. Articles should be no shorter than 5,000 words and no longer than 10,000 words”.

2. Manuscript Submission

Title Page

The title page should include:

- The name(s) of the author(s)
- A concise and informative title
- The affiliation(s) and address(es) of the author(s)
- The e-mail address, telephone and fax numbers of the corresponding author

Abstract

Please provide an abstract of 150 to 250 words. The abstract should not contain any undefined abbreviations or unspecified references.

Keywords

Please provide 4 to 6 keywords which can be used for indexing purposes.

Text Formatting

Manuscripts should be submitted in Word.

- Use a normal, plain font (e.g., 10-point Times Roman) for text.
- Use italics for emphasis.
- Use the automatic page numbering function to number the pages.
- Do not use field functions.
- Use tab stops or other commands for indents, not the space bar.
- Use the table function, not spreadsheets, to make tables.
- Please use no more than three levels of displayed headings.

Abbreviations

Abbreviations should be defined at first mention and used consistently thereafter.

Footnotes

Footnotes can be used to give additional information, which may include the citation of a reference included in the reference list. They should not consist solely of a reference citation, and they should never include the bibliographic details of a reference. They should also not contain any figures or tables.

Footnotes to the text are numbered consecutively; those to tables should be indicated by superscript lower-case letters (or asterisks for significance values and other statistical data). Footnotes to the title or the authors of the article are not given reference symbols.

Always use footnotes instead of endnotes.

References Citation

Cite references in the text by name and year in parentheses.

Reference list

The list of references should only include works that are cited in the text and that have been published or accepted for publication. Personal communications and unpublished works should only be mentioned in the text. Do not use footnotes or endnotes as a substitute for a reference list.

Reference list entries should be alphabetized by the last names of the first author of each work.

Journal names and book titles should be italicized.

Tables

All tables are to be numbered using Arabic numerals.

Tables should always be cited in text in consecutive numerical order.

For each table, please supply a table caption (title) explaining the components of the table.

Identify any previously published material by giving the original source in the form of a reference at the end of the table caption.

Footnotes to tables should be indicated by superscript lower-case letters (or asterisks for significance values and other statistical data) and included beneath the table body.

Anexo 3

Instrumentos utilizados

The Covilhã Happiness Questionnaire - CHQ items

1. I consider myself an optimistic person.
2. I am satisfied with my level of self-esteem.
3. I think I am competent in what I do professionally.
4. I am usually a very anxious person (*).
5. I have more positive than negative emotions at this point in my life.
6. I can handle the adversities that life presents me effectively.
7. I feel in harmony and at peace with myself.
8. Overall, I consider myself satisfied with my life.
9. I'm usually sick or plaintive. (*)
10. I find myself doing things that may endanger my health or integrity. (*)
11. I take care of my body.
12. I pay close attention to what I eat.
13. I try to keep myself physically active.
14. I usually sleep well (sufficient and restful sleep).
15. Overall, I can manage my time well.
16. I'm available to socialize with people who are important to me.
17. I can get quality time to feel good about myself.
18. I have people in my life that I can completely trust.
19. I feel safe in relation to the people who are around me.
20. I identify fully with the values of the society in which I live.
21. I am satisfied with the significant relationships I have in my life.
22. I am satisfied with my intimate/sexual life.
23. I commit myself to learn and to develop new skills in my life.
24. I participate in formal and/or informal activities to increase my knowledge in areas that interest me.
25. I feel that I have a lot of energy.
26. I get pleasure from participating in cultural or artistic activities that I like.
27. I feel overwhelmed by the society in which I live because of characteristics inherent to my nature (*).
28. I live in a healthy environment without sources of pollution or discomfort.
29. I am satisfied with the way the political system influences the quality of life of citizens in my country.

30. I believe that the judicial system in my country is effective.
31. I actively participate in the political decision-making process of my country or region.
32. I am a person involved and committed to my community.
33. I am satisfied with my economic income.
34. I feel secure in my job.
35. The house where I live provides all my needs for comfort and safety.
36. I have large debts to pay that bother me and affect my day-to-day life. (*)
37. I am satisfied with my work.
38. I feel like my life is very rewarding.
39. There is a big gap between what I would like to do and what I've done.
40. There is a big gap between who I want to be and who I really am.
41. Overall, I'm a happy person.

(*) Reversed Items

Escala de Satisfação com o Trabalho - EST (Versão Reduzida)

As frases que se seguem falam sobre alguns aspetos do seu trabalho atual.

Indique o quanto se sente satisfeito ou insatisfeito com cada item.

Assinale a resposta de acordo com o grau de satisfação:

1=Totalmente insatisfeito 2=Muito insatisfeito 3=Insatisfeito 4=Indiferente 5=Satisfeito
6=Muito satisfeito 7=Totalmente satisfeito

NO MEU TRABALHO ACTUAL SINTO-ME ...	Opinião sobre o item						
1. Com o espírito de colaboração dos meus colegas de trabalho.	1	2	3	4	5	6	7
2. Com o número de vezes que já fui promovido nessa empresa.	1	2	3	4	5	6	7
3. Com o meu salário comparado com o quanto eu trabalho.	1	2	3	4	5	6	7
4. Com o tipo de amizade que meus colegas demonstram por mim.	1	2	3	4	5	6	7
5. Com o grau de interesse que minhas tarefas me despertam.	1	2	3	4	5	6	7
6. Com o meu salário comparado à minha capacidade profissional.	1	2	3	4	5	6	7
7. Com a maneira como esta empresa realiza promoções de seu pessoal.	1	2	3	4	5	6	7
8. Com a capacidade do meu trabalho absorver-me.	1	2	3	4	5	6	7
9. Com as oportunidades de ser promovido nessa empresa.	1	2	3	4	5	6	7
10. Com o entendimento entre mim e o meu chefe.	1	2	3	4	5	6	7
11. Com o meu salário comparado com os meus esforços no trabalho.	1	2	3	4	5	6	7
12. Com a maneira como o meu chefe me trata.	1	2	3	4	5	6	7
13. Com a variedade de tarefas que realizo.	1	2	3	4	5	6	7
14. Com a confiança que eu posso ter nos meus colegas de trabalho.	1	2	3	4	5	6	7
15. Com a capacidade profissional do meu chefe.	1	2	3	4	5	6	7