

**B.A(Liberal Arts)**  
**SKILL ENHANCEMENT COURSE**  
**SEMESTER-VI**  
**(BLAB33606T) MEASURES OF HAPPINESS AT WORK**

**MAX MARKS:100**  
**EXTERNAL:70**  
**INTERNAL:30**  
**PASS:40%**

**OBJECTIVE:**

**Credits: 4**

1. To enable learners to assess the level of happiness at work.
2. To inculcate knowledge about tools to enhance mental strength and flexibility.
3. To examine real-world case studies and best practices from organizations known for their successful approaches to measuring and promoting workplace happiness.

**INSTRUCTIONS FOR THE PAPER SETTER/EXAMINER:**

1. The syllabus prescribed should be strictly adhered to.
2. The question paper will consist of three sections: A, B, and C. Sections A and B will have four questions each from the respective sections of the syllabus and will carry 10 marks each. The candidates will attempt two questions from each section.
3. Section C will have fifteen short answer questions covering the entire syllabus. Each question will carry 3 marks. Candidates will attempt any 10 questions from this section.
4. The examiner shall give a clear instruction to the candidates to attempt questions only at one place and only once. Second or subsequent attempts, unless the earlier ones have been crossed out, shall not be evaluated.
5. The duration of each paper will be three hours.

**INSTRUCTIONS FOR THE CANDIDATES:**

Candidates are required to attempt any two questions each from the sections A, and B of the question paper, and any ten short answer questions from Section C. They have to attempt questions only at one place and only once. Second or subsequent attempts, unless the earlier ones have been crossed out, shall not be evaluated.

**Section A**

**Unit I:** Measures of Happiness at Workplace: Job satisfaction, Organizational Commitment, Affective Engagement, Motivation.

**Unit II:** Happiness Index: life satisfaction, Quality of life, Micro and Macro happiness measures. Paradox of happiness.

## **Section B**

**Unit III:** Surveys and Questionnaires: Happiness at work (HAW) scale, The Oxford Happiness Questionnaire, Work related quality of life (WRQOL) scale.

**Unit IV:** Role of organizations in employees' happiness: case studies.

### **Suggested readings:**

- Burnett, B. (2020). *Designing Your Work Life: How to Thrive and Change and Find Happiness at Work*.
- Knopf; Illustrated edition Gielan, M. (2015). *Broadcasting Happiness: The Science of Igniting and Sustaining Positive*. BenBella Books Inc.
- Karpinski, E. (2020). *Put Happiness to Work: 7 Strategies to Elevate Engagement for Optimal Performance*. New York: McGraw Hill Ltd.
- Moss, J. (2016). *Unlocking Happiness at Work: How a Data-driven Happiness Strategy Fuels Purpose, Passion and Performance*. United States. Kogan Page Ltd.
- Robert Bismas-Diener. (2010). *Positive Psychology Coaching: Assessment, Activities and Strategies for Success*. New Jersey. John Wiley and sons. Inc.