Demographic Effects of Job Related Well Being in a Technological Company[1]

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ABSTRACT

The concept of happiness is one of the most discussed and emphasized topics in human history. Many disciplines deal closely with the subject. The concept of happiness, which is supposed to be in the relevant field of philosophy, psychology, sociology, medicine, etc., is primarily concerned with issues in economics, economics and management science, especially after 1950s. Countries consider happiness as an index of the level of development and try to establish values through extensive research. Creating happy individuals has been turned into public policies by the states. Advanced societies accept that; Information society, globalization, technological developments make variable in the parameters of happiness perception.

Researchers are expected to take into account time-dependent variables of all investigations and measurements.

Economics and management disciplines are inevitably interested in the concept of happiness for efficiency, success, and sustainability politics. As a natural consequence of this, the business world closely follows the happiness of its employees. Among the main issues of the business world are the happiness of their employees. Motivation and motivation techniques are of interest to professionals.

If governments are going to make policy decisions by measuring results of happiness, companies also recognize that there is a linear relationship between employee loyalty and happiness. Employee loyalty surveys determine the policies of the companies.

In this study, it has been tried to pay attention by presenting a brief literature about employee happiness, especially the sense of happiness of female employees.

KEYWORDS: Happiness, Happiness Scale, Productivity, Success, Public Policy, Motivation, Business World Politics, Sense of Happiness, Employee Happiness, Employee Loyalty, Well-Being

INTRODUCTION

Every discipline and science area describes happiness in different ways. It is based on different parameters. For this reason, there is no widely accepted definition in the literature.

In this study, the perception of happiness will be given according to the demographic characteristics of the employees. Happiness index, a fairly new topic in Turkey, will be used as a source for data. Turkey has been conducting life satisfaction researches by TUIK since 2003. It is also inspired by studies that are similar sources in other countries.

For employee happiness; Corporate governance, human resources, organizational development units, and effective leaders are applying motivational methods with scientific measurability.

The theories of the positive psychology approach are highly utilized for motivation.

One of the main topics of executive development programs is employee happiness and motivation. Positive perceptions build the future of societies. Happiness is not an abstract concept. This idea is embraced in scientific research since 1960.

We can easily say that companies are performing in this respect.

1- CONCEPTUAL APPROACH TO HAPPINESS

1.1 Concept of Happiness

The economics and management sciences are also in a conceptual debate such as sociology, philosophy, psychology and medicine.

This concept, which has become a policy of states, has been extensively discussed at the 2012 OECD World Forum (Knowledge and Policy Measuring Well-Being for Development and Policy Making) and has been addressed by the definition of OECD Secretary General Angel Gurria and the transformation of the concept of prosperity.

We want to transform our notion of wellbeing from an implicit to an explicit goal that can be assessed across the whole spectrum of government policies, business strategies and individuals' decisions. (Gurria, 2012).

Happiness is a cluster of many objective and subjective variables. This cluster includes variables such as demographic characteristics, socio-economic status and relationships, physical conditions. It would not be wrong to say that happiness in this big cluster is directly proportional to the pleasure received from life.

Happiness is conceived here as the degree to which an individual judges the overall quality of his life favorably. In other words: how well he likes the life he leads. As such, happiness can also be called 'life-satisfaction'. (Veenhoven, 2013).

Positive psychology according to Emmons; define the sources of happiness. Happinness is the state of mind or feeling characterized by contetment, love, satisfaction, pleasure, or joy. Happiness is being aware not only of the positive events that occur in your life but also that you yourself are the cause of these events that you can create them, that you control their occurrence, and that you play a major role in the good things that happen to you. (Emmons, 1999)

Happiness; it is an expression of the satisfaction of one's life in general. (Diener , 2000).

Critic Bernard Russell defines happiness as an art. Happiness is achieved by following an attitude towards work and relationships in the teeth. It is recorded that the quiche turns into itself and surrenders to worries and fears. (Russell, 2006)

The common point of all definitions of happiness is the subjective well being of the individual. That is the sum of positive thoughts and feelings.

1.2. Sense of Happiniess and Constituents

The sense of happiness is subjective well-being and the person is feeling good. The main purpose of your life is to be good.

Nuray Ayaroğlu deals with happiness in two basic dimensions. In the concrete dimension, it defines what the means of happiness are and how to get them. In abstract sense, it is defined as not sabotaging knowing how to live and feel happy. (Ayaroğlu, 2017)

The sense of happiness depends on many personal characteristics.

It can be defined as all the characteristics that an individual brings from birth and ends up as a result of life, which distinguishes it from other individuals. (McCrae, & Costa, 1989). Personality is defined as an interaction style that is continuous, emotional, emotional, motivational, and experiential, which describes the behaviors that an individual presents in different situations.

Factors affecting subjective well-being are grouped under three main headings: living conditions, purposeful life activities and genetic factors. According to this, demographic variables such as age, gender, educational status, place of residence, marital status, economic situation are evaluated under the heading of living conditions. Meta-analysis studies have shown that the resulting living conditions are about 10% effective on subjective well-being. Purpose-oriented life events influence subjective well-being by 40%. Within the scope of purposeful life activities are activities such as determining life goals and realizing them, establishing social relations, helping, forgiving, fulfilling the requirements of religious beliefs. It has been shown that the greatest effect on subjective well-being is genetic factors (equilibrium point) by 50%. Personality traits are also considered within the context of genetic factors (Lykken and Tellegen, 1996; Lyubomirsky, 2001; Lyubomirsky, Sheldon and Schkade, 2005; Lyubomirsky, 2007).

When we look at the main factors affecting happiness; we can easily say that living conditions, social environment, socio-economic conditions on macro scale, traditions, beliefs, demographic characteristics, education, family, geographical factors and business life.

When we consider life as a whole, sometimes it seems like a negative concept is that the perceptions are not always negative, but sometimes they are the real driving forces of life. The way in which positive and negative perceptions are managed together in both business life and private life has been one of the main topics of psychology. For this reason, concepts of welfare and happiness (well-being) are separated. Welfare is only a subset of happiness when describing improved living conditions. And there can not always be a linear relationship between them.

The sense of happiness is the total composite of positive feelings if subjective well-being.

This has become the basic fact that leads to the creation of the concept of positive psychology. Positive psychology theorists Martin Seligman and Mihaly Csikzentmihalyi have described the field of positive psychology in a wide range of contexts.

The field of positive psychology at the subjective level is about valued subjective experiences: well-being, contentment, and satisfaction (in the past); hope and optimism (for the future); and flow and happiness (in the present). At the individual level, it is about positive individual traits: the capacity for love and vocation, courage, interpersonal skill, aesthetic sensibility,

perseverance, forgiveness, originality, future mindedness, spirituality, high talent, and wisdom. At the group level, it is about the civic virtues and the institutions that move individuals toward better citizenship: responsibility, nurturance, altruism, civility, moderation, tolerance, and work ethic. (Seligman, & Csikszentmihalyi, 2014).

Positive psychology will be used in the coming years to understand and build on the development of individuals and communities. For this reason, organizations and governments are measuring the perception of happiness through scientific studies. Happiness is no longer an abstract concept.

Positive emotions are a broad model of regeneration and development. Positive emotions explain why the tendency towards life is everywhere human nature exists and how positive emotions can be directed to encourage contemporary society. (Fredrickson, 1998).

There are tens of millions of factors affecting happiness, it is very difficult to protect one's happiness. The support of happiness, the factors that affect happiness and the obstacles that cause unhappiness have been removed. (Akduman, & Yüksekbilgili, 2015).

Managing and holding positive sentiments has become one of the main target areas of governments as well as business life.

2. PERSONAL WELL-BEING IN BUSINESS LIFE

If the concept of subjective well-being is one of the important inputs of the gross national income we can't separate happiness in business life with subjective well-being at all. Happiness research has significant potential for change in the economy. Measuring and using the relationship between subjective well-being and well-being brings new definitions and insights. It has emerged that the intangible values have to be taken into consideration. New information emerging from research leads to how the refund can be achieved. Subjective well-being indicates the success of the economic happiness revolution and indicates future research. It encompasses all sectors that affect economic life and economic life.

2.1. An Overview of Subjective Well-Being in Business Life

Historically, the organizational sciences have been preoccupied with negative aspects of work and life. This focus on the negative can be traced back over 100 years to the very beginnings of applied research in the latter part of the 19th/early part of the 20th centuries. The prevailing belief of early organizational research was that the most profitable business techniques were those that focused on the negative, as opposed to positive, aspects of human motivation.

Well, a recent computer search of contemporary literature in psychology found approximately 375,000 articles on ''negative'' (i.e., mental illness, depression, burnout, anxiety, fear and anger) and only about 1,000 articles on various positive concepts and capabilities of people. This constitutes a negative/positive ratio of approximately 375/1. (Frey, 2008).

Today, however, economists are aware of the importance of considering positive results. Economic policies, especially unemployment and inflation, are high balances at the social level.

Using happiness data for twelve European countries and the period 1975 to 1991, it has (cautiously) been calculated that a one percentage point increase in the unemployment rate is marginally compensated for by a 1.7 percentage point decrease in inflation (Rafael Di Tella, Robert MacCulloch, & Andrew Oswald 2001).

Helliwell explains another reason why economists are interested in the concept of happiness; Why happiness is of interest to economists is the effect of institutional

conditions, such as the quality of governance and the size of social capital on individual wellbeing. Research for 49 countries in the 1980s and 90s suggests that there are substantial wellbeing benefits from factors such as improved accountability, effectiveness and stability of government, the rule of law and the control of corruption. The data show that the effects flowing directly from the quality of institutions are often much larger than those which flow through productivity and economic growth (John Helliwell, 2001).

Another reason for the economists of happiness research is the understanding of subjective well-being. This sheds new light on the basic concepts and assumptions in economic theory; For example, if people can successfully predict their own future tools. (Loewenstein, O'Donoghue & Rabin, 2003.)

Many happiness research findings add new information to those that are converted into standard views in the economy, while other results challenge it. One finding, constant wide effect Non-financial variables on self-reported satisfaction. This economic one factors such as income, employment or price stability are insignificant, but good governance or social capital is well established. Findings also enrich our knowledge of gender, ethnicity and racial discrimination.

 The subjective approach to utility offers a fruitful complementary path to study the world. Firstly, subjective well-being is a much broader concept than decision utility; it includes experienced utility, as well as procedural utility, and is for many people an ultimate goal. That is not the case for other things we may want, such as job security, status, power, and especially money (income). We do not want them for themselves, but rather to give us the possibility of making ourselves happier. Secondly, the concept of subjective happiness allows us to capture human well-being directly. This creates a basis for explicitly testing fundamental assumptions and propositions in economic theory. (Frey, 2008).

The interest of economists and organizations in this issue shows that happiness is a matter not to be ignored in the business life. Today, there are many different experiments and studies to support happy and productive employees.

In support of the happy/productive worker thesis, a growing body of empirical research has found significant links between various measures of employee PWB (psychological well-being) and measures of job-related performance. In one study involving M.B.A. students, participants high on well-being were shown to be superior decision makers, demonstrated better interpersonal behaviors, and received higher overall performance ratings. These results are important for two reasons. First, the study design used objective, quantifiable indices of performance (e.g., an ''in-basket'' measure). This argues against the possibility that correlations between well-being and job performance are simply misperceptions. Second, the experimental design of this research suggests a causal relation: that performance increases when PWB is high. In another study, employees high in well-being had superior performance evaluations and higher pay 18 months later.

Social capital, one of the strong criteria of the economy, is one of the topics to discuss how these dynamics will take place. Of course, while social capital is defined as a well-educated, well-informed human power, it is necessary to add a happy word to them.

2.2. Factors Affecting Subjective Well-Being in Business Life

The OECD community, where 35 countries are members; defines the sub-definitions and processes of the well-being concept as follows.
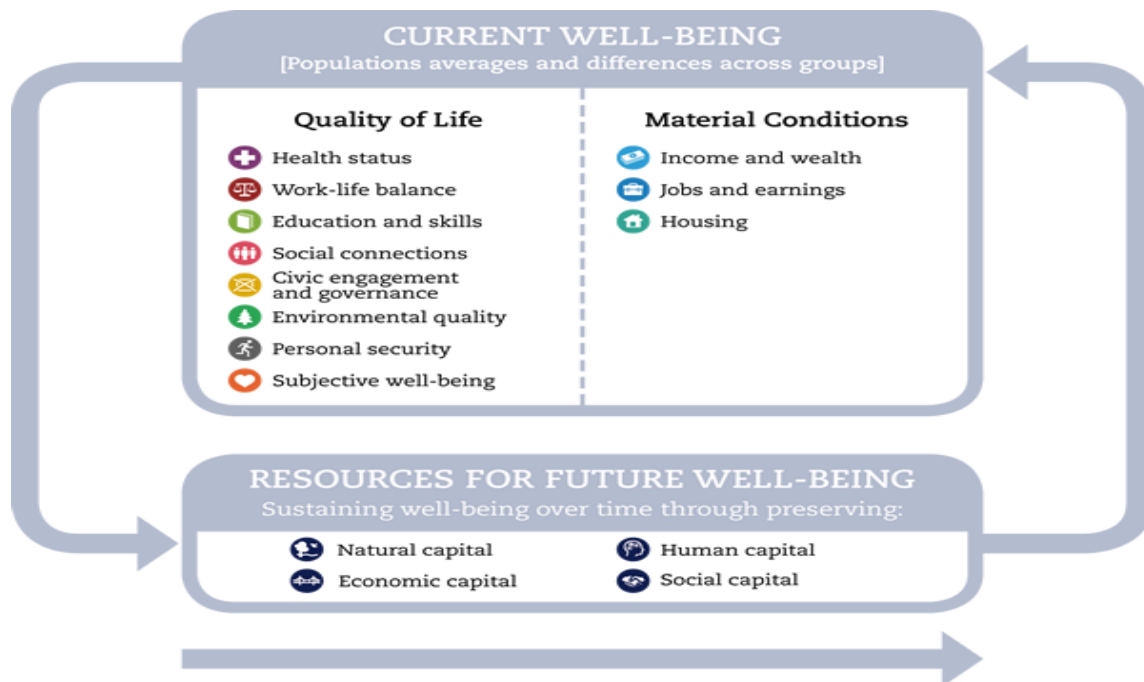

Figure 1.Framework For Measuring Well-Being And Progress
(http://www.oecd.org, 2017)

Basic approach and understanding is; "Societal progress is about improvements in the well-being of people and households. Assessing such progress requires looking not only at the functioning of the economic system but also at the diverse experiences and living conditions of people."

This cycle divides subjective well-being into two basic areas. The first is the quality of life and the second is the basic requirements for the quality of life.

This cycle describes the common expectations of all people. These common parameters apply in sustainable business life.

What are the focus and expectations of the employees' sense of happiness?

A lot of research shows that; the culture of the organizations and the support of the employees of the organizations play a critical role in the creation of this positive atmosphere.

Gretchen Spreitzer and Christine The articles on "Harvard business review" were published in 2012 on "If you give your employees the chance to learn and grow, they'll thrive and so will your organization." This article explores the happiness of employees in four main themes.

1- Decision making; It is to allow employees at all levels to make decisions that affect their work. They are strengthening and opening the doors of continuous learning.
2- Sharing of Knowledge; Employees want to understand strategies and contribute more effectively. They understand how things fit into the organization. It is the reason for this being.

3- Courtesy and behavior; Employees expect behavior from their superiors and friends in minimum courtesy rules. They do not try in the opposite case.

4- Feedback on performance; Feedback creates opportunities for learning and innovation. It plays a key role in the preservation of energy and the adoption of organizational culture.

Peaceful and positive environment is a prerequisite for employees. Employee welfare is crucial for effective management. Research investigating the connection between well-being and employee retention appears to be equally promising. Indeed, employee well-being may eventually prove to be a more robust predictor of whether employees decide to stay or leave their jobs than either job satisfaction or job commitment. (Wright , 2006).

In order to be able to think well and to make the minds applicable, it is first necessary to create a positive atmosphere. Spillover model research, which is widely used in this field, is evidence of this linear relationship. The Spillover-Crossover model is used in psychological research to examine to impact of the work domain on the home domain, and consequently the transference of work-related emotions from the employee to others at home.

Since a job is a significant part of one's life, the relationship between job satisfaction and life satisfaction makes sense—one's job experiences spill over into one's life. However, it also seems possible the causality could go the other way—a happy or unhappy life spills over into one's job experiences and evaluations. In fact, the research suggests that the relationship between job and life satisfaction is reciprocal—job satisfaction does affect life satisfaction, but life satisfaction also affects job satisfaction (Judge & Watanabe, 1994).

Also in support of a spillover model for job and life satisfaction, the research literature shows a consistent relationship between job satisfaction and depression (Thomas & Ganster, 1995). One might speculate on the possibility that the relationship is simply due to personality traits that cause both low job satisfaction and depression. However, to counter this, there is evidence that job loss and other work events are in fact associated with depression (Wheaton, 1990).

Thus, this research suggests that dissatisfaction resulting from one's job can spill over into one's psychological well-being. Based on this research, one conclusion is that organizations only have so much control over a person's job satisfaction, because for many people, their job satisfaction is a result, in part, of spillover of their life satisfaction. However, continuing to take actions to address low job satisfaction is not only important for organizational effectiveness, but by not doing so, organizations can cause spillover of employees' low job satisfaction into their life satisfaction and well-being. (Saari & Judge 2004).

3- RESEARCH
3.1. Scale And Methodology
This research was made in one of the biggest technology companies in Turkey. The 530 participants in the study consisted of well-educated, internationally experienced employees whose living standards were above average. When we consider these features, we can say that they are generic.

3.1.1. Methodology

In this research, a survey consisting of two parts was used as a data collection tool. The first part of the data collection tool includes a personal information form that includes participants' age, gender, education, workplace, marital status, and sector experience.

Second part includes JAWS (Job-Related Affective Well-Being Scale) which is created by Katwyk et al.(2000) and analyzed for reliability by Bayram et al.(2004). The original survey consists of 30 questions and it is adapted to 20 questions (Table 1) in Turkish. It was stated that the survey consists of two sub-dimensions, "Negative Feelings" and "Positive Feelings" in the original and Turkish adapted study. Although Turkish adapted scale stated that both subdimensions split into two sub-dimensions within themselves, no validity study was done to prove it.

	Never	Rarely	Sometimes	Quite often	Extremely often
1. My job made me feel angry.					
2. My job made me feel anxious.					
3. My job made me feel at ease.					
4. My job made me feel bored.					
5. My job made me feel calm.					
6. My job made me feel content.					
7. My job made me feel depressed.					
8. My job made me feel discouraged.					
9. My job made me feel disgusted.					
10. My job made me feel ecstatic.					
11. My job made me feel energetic.					
12. My job made me feel enthusiastic.					
13. My job made me feel excited.					
14. My job made me feel fatigued.					
15. My job made me feel frightened.					
16. My job made me feel furious.					
17. My job made me feel gloomy.					
18. My job made me feel inspired.					
19. My job made me feel relaxed.					
20. My job made me feel satisfied.					

Table 1.Survey Questions , Adapted in Turkish

Satisfaction with the work of the individual in terms of satisfaction with the scale; If they are on the axis of arousal, they have motivation. For example; while the individual with high satisfaction and high stimulation about work feels energetic, excited, enthusiastic, enthusiastic and inspired; The individual with low satisfaction and low stimulus feels distressed, overwhelmed, desperate, desperate and tired. Nevertheless, while the individual with high

satisfaction and low alertness feels peaceful, calm, pleased, satisfied and relaxed, The individual with low satisfaction and high stimulation feels angry, anxious, disgusted, scared and worn out.
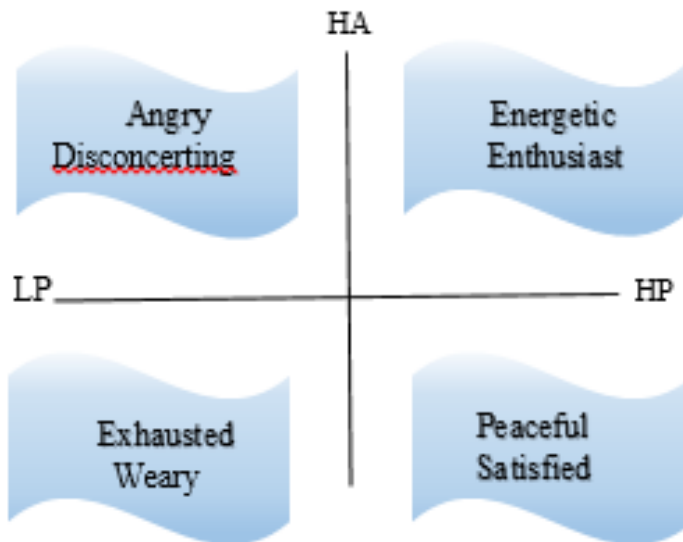

Figure 2.Two-Dimensional Affective Well-Being Model (Van Katwyk et al., 2000)

3.1.2. Scale

4-dimensional distributions of the scale are High Pleasurable/High Arousal - HPHA (3,8,9,10,16), High Pleasurable/Low Arousal - HPLA (1,2,18,19,20), Low Pleasurable/High Arousal - LPHA (7,11,12,13,15), Low Pleasurable/Low Arousal - LPLA (2,4,6,14,17). HPHA and HPLA expresses intensity of positive emotions; LPHA and LPLA expresses intensity of negative emotions. Negative emotions (items in LPHA and LPLA dimensions) are inverse coded while the total score of the scale is calculated. Thus, it is understood that the perception of affective well-being perceived to be high on the total score is highly positive. The following expressions are of the likert type of 5 in the range of "1-less dense" to "5-very dense".

Before to the hypothesis testing, a confirmatory factor analysis was performed within the scope of the structure validation in order to verify the 4 dimensional structure of the scale. For reliability, upper and lower 27% t test, item total correlation and Cronbach Alpha tests were applied.

This scale is High Pleasurable / High Arousal (HPHA), High Pleasurable/ Low Arousal (HPLA), Low Pleasurable/High Arousal (LPHA), Low Pleasurable/Low Arousal (LPLA)

While it helps to determine the general level of happiness associated with the work of the deceased person (motivation) level of the system. (Aytaç, at all, 2004).

3.1.3. Analysis

SPSS 15.0 was used in the analysis of the data. Scale and subscale scores were presented as mean, standard deviation and skewness descriptive statistics table.

The skewness coefficient was used in the normality test of the scale and subscale scores. It can be interpreted that the scores within ± 1 of the skewness coefficient used in the normal distribution feature of constantly varying scores do not show a significant deviation from the normal distribution (Büyüköztürk, 2011: 40). Independent two sample t-tests were used to compare the scores of the scale and the subscales of HPHA, HPLA, and LPLA in normal distribution (Table 4) in terms of gender, marital status, and variables; One way variance analysis by ANOVA was used in comparison of education and work experience.

The LSD post hoc test was used to determine the difference between the two groups when the difference was significant in the ANOVA test. Mann Whitney U test was used to compare gender, marital status, and study field variables since it was found that the scores of the LPHA variable were not normally distributed (Table 4). Kruskal Wallis H test was used in comparison of education and work experience. The Mann Whitney U test was used to determine the difference between the two groups when the difference was significant in the KWH test. The level of significance in the analyzes was determined as 0.05.

4. RESULTS OF JAWS SCALE CONFIRMATORY FACTOR ANALYSIS

4.1. JAWS Confidence Factor Analysis Compliance Indexes

Confirmatory factor analysis at the 4-dimensional structure of the JAWS scale revealed that the compliance indices of the 20-item and 4-factor structure were acceptable. (Bayram, 2010; Sumer, 2000; Raykov, 1997: 329-333).

Model Complience Indexes	Obtained Valye	Compliance Values	
		Acceptable	Good / Very Good
X^2/sd	3,52	$0 < X^2/sd < 5$	$0 < X^2/sd < 3$
RMSEA	0,07	$0,00 \leq RMSEA \leq 0,10$	$0,00 \leq RMSEA \leq 0,05$
SRMR	0,05	$0,00 \leq SRMR \leq 0,08$	$0,00 \leq SRMR \leq 0,05$
GFI	0,90	$0,90 \leq GFI \leq 1,0$	$0,95 \leq GFI \leq 1,0$
NFI	0,91	$0,90 \leq NFI \leq 1,0$	$0,95 \leq NFI \leq 1,0$
NNFI	0,93	$0,90 \leq NNFI \leq 1,0$	$0,95 \leq NNFI \leq 1,0$
CFI	0,94	$0,90 \leq CFI \leq 1,0$	$0,95 \leq CFI \leq 1,0$

Table 2. JAWS Confidence Factor Analysis Compliance Indexes

As a result of the DFA, the factor loads and error variances of the items were found to be appropriate (Çokluk, Şekercioğlu and Büyüköztürk, 2010: 271-272, Meydan and Şeşen, 2011: 37). According to confirmatory factor analysis results of the model, factor loadings vary between 0,56-0,90 (Table 2, Figure 1). According to the results obtained, it was determined that the JAWS Scale is a valid scale with 20 items and 4 subscales.

4.2. Results of the JAWS Scale DFA.

Factors and Items	Std. β	t	R^2
HPHA			
q3	0,83		0,69
q8	0,9	26,22**	0,81
q9	0,89	26,09**	0,79
q10	0,81	22,46**	0,66
q16	0,56	13,52**	0,31
HPLA			
q1	0,78		0,61
q5	0,7	16,72**	0,49
q18	0,822	20,23**	0,68
q19	0,72	17,19**	0,52
q20	0,8	19,41**	0,64
LPHA			
q7	**0,65**		0,42
q11	0,66	12,92**	0,44
q12	0,72	13,79**	0,52
q13	0,73	13,98**	0,53
q15	0,67	13,09**	0,45
LPLA			
q2	0,73		0,53
q4	0,67	14,67**	0,45
q6	0,76	16,75**	0,58
q14	0,82	13,49**	0,67
q17	0,74	16,16**	0,55

Table 3.Results of the JAWS Scale DFA.(**p<0,01)

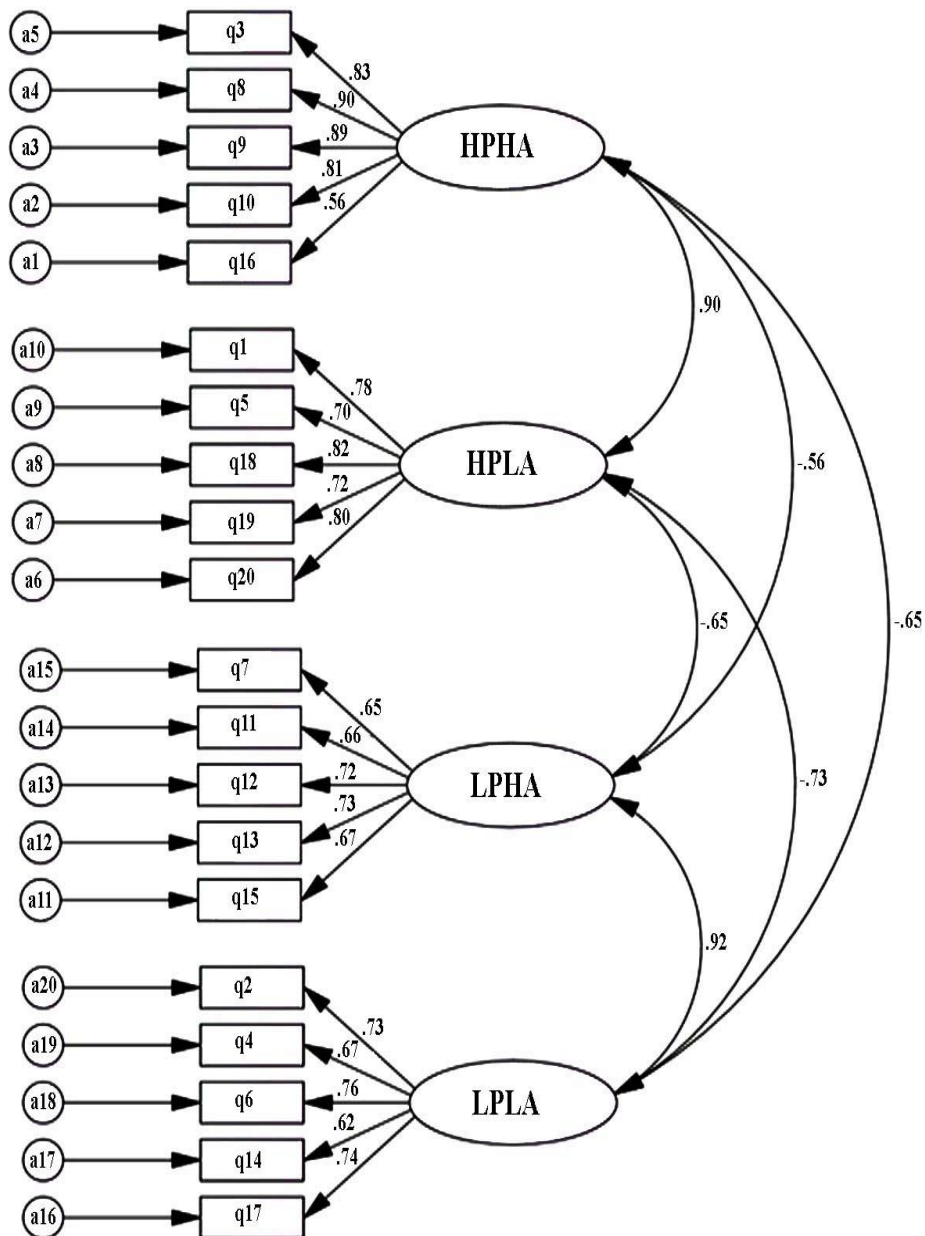### 4.3. JAWS Factor Correlation Factor Analysis Diagram

Figure 3.JAWS Factor Correlation Factor Analysis Diagram

4.4. J JAWS Scale Item Analysis Results

When the reliability analysis results were examined, the Cronbach Alpha coefficient of the scale was 0.94; The alpha coefficients of the sub-dimensions were found as 0.89 - 0.88 - 0.81

and 0.83. For all the items in the measurement, it is seen that the item-total correlations are higher than 0.30 (between 0.48 and 0.74), and the t values of comparing the upper and lower 27% parts of all items are significant at 0,01 level (Table 3). These results can be interpreted as the fact that the validity of the items on the scale is high, they distinguish the sample in terms of the behavior to be measured, and that the substances in the scales are the measures to measure the same behavior within the scale.

Factors and Items	T (n1=n2=143)	r (n=530)	α	α
HPHA				
q3	-27,38**	0,73		
q8	-28,48**	0,74		
q9	-29,22**	0,72	0,89	
q10	-25,38**	0,72		
q16	-19,70**	0,48		
HPLA				
q1	-20,74**	0,73		
q5	-23,37**	0,62		
q18	-24,22**	0,73	0,88	
q19	-27,08**	0,64		
q20	-27,13**	0,72		*0,94*
LPHA				
q7	-14,74**	0,56		
q11	-17,76**	0,51		
q12	-20,89**	0,62	0,81	
q13	-25,47**	0,59		
q15	-21,63**	0,52		
LPLA				
q2	-20,26**	0,67		
q4	-24,70**	0,58		
q6	-24,60**	0,65	0,83	
q14	-20,94**	0,51		
q17	-26,12**	0,66		

Table 4.JAWS Scale Item Analysis Results

r: Item Total Correlation   t: Lower and upper 27% t test   α: Cronbach Alpha
**p<0,01

## 4.5. Descriptive Statistics of Scale and Subdimensions

Scale and Subdimensions	Item Number	Min.	Maks.	X	SS	Skewness
High pleasurable-High arousal (HPHA)	5	5,00	25,00	16,58	4,06	-0,268
High pleasurable-Low arousal (HPLA)	5	5,00	25,00	17,91	3,93	-0,498
Low pleasurable-High arousal (LPHA)	5	5,00	22,00	8,77	3,41	1,085
Low pleasurable-Low arousal (LPLA)	5	2,00	22,00	11,98	3,72	0,400
Total	20	27,00	100,00	73,74	12,85	-0,596

Table 5.Descriptive Statistics of the JAWS Scale

When the descriptive statistics of the scales are examined, it is seen that the scores of positive and negative affective satisfactions related to the work are relatively higher than the scores of the subscales of LPHA and LPLA which express negative perceptions. It can be said that participants' positive emotional well-being perceptions were positive (T Table), considering that the scale scores obtained by inverse coding of negative emotional scores were 73.74 ± 12.85 out of 100, which is the highest score to be obtained.

5. RESEARCH HYPOTHESIS

24.3% of the participants were female, 75.7% were male. 63.4% are married and 36.6% are single.
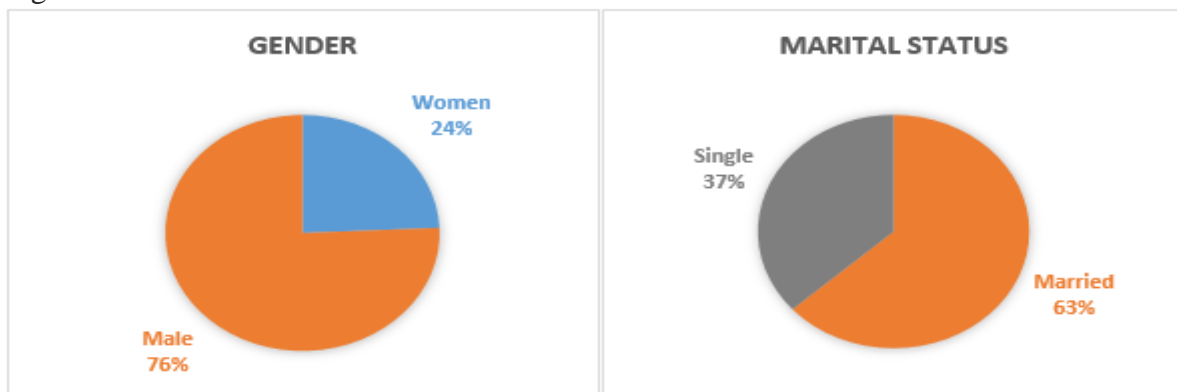
Graphic 1.Demographic Characteristics of Participants

5,1% of the participants were in high school, 5,7% in preliminary, 57,2% in undergraduate and 32,1% in graduate level. Work experience of 18.1% of respondents is less than 5 years, 33.6% is 6-10 years, 21.3% is 11-15 years, 27% is more than 15 years. 62.5% of participants were working in technical field and 37.5% were working in social field (Table 9).
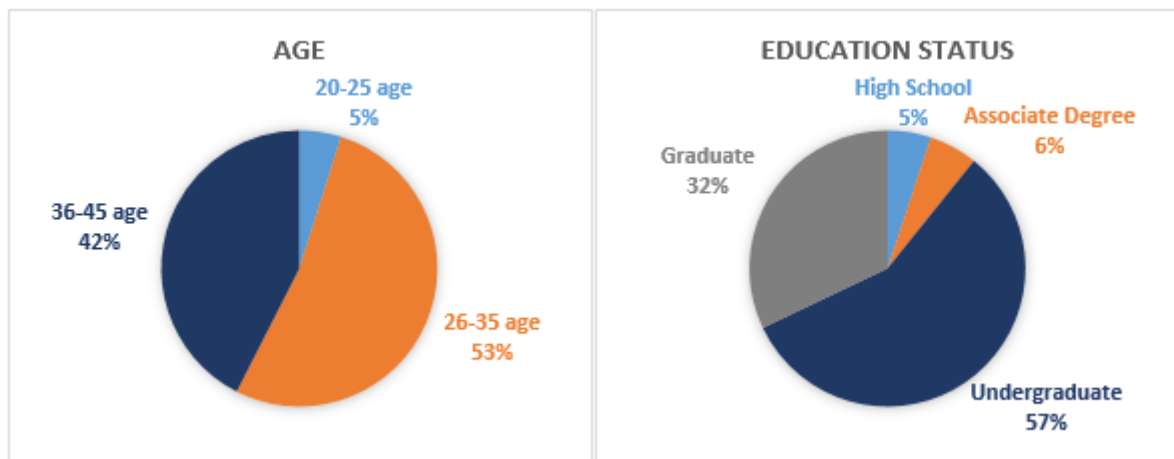
Graphic 2.Education and Age Characteristics of Participants

Demographic Features	Groups	n	%
Gender	Female	129	24,3
	Male	401	75,7
Marital Status	Married	336	63,4
	Single	194	36,6
Age	20-25	26	4,9
	26-35	279	52,6
	36-45	225	42,5
Education	High school	27	5,1
	Associate Degree	30	5,7
	License	303	57,2
	Graduate	170	32,1
Work experience	Less than 5	96	18,1
	6-10	178	33,6
	11-15	113	21,3
	Over 15	143	27,0
Workplace	Technic	331	62,5
	Social	199	37,5

Table 6.Demographic Characteristics of Participants

5.1. The Research Hypotheses

H_1: High Pleasurable-High Arousal (HPHA) scores of employees differ significantly by gender.

H_2: High Pleasurable-Low Arousal (HPLA) scores of employees differ significantly by gender.

H_3: Low Pleasurable-High Arousal (LPHA) scores of employees differ significantly by gender.

H_4: Low Pleasurable-Low Arousal (LPLA) scores of employees differ significantly by gender.

H_5: Employee perceptions of good work perception scores differ significantly by gender.

H_6: High Pleasurable-High Arousal (HPHA) scores of employees differ significantly by marital status.

H_7: High Pleasurable-Low Arousal (HPLA) scores of employees differ significantly by marital status.

H_8: Low Pleasurable-High arousal (LPHA) scores of employees differ significantly by marital status.

H_9: Low Pleasurable-Low Arousal (LPLA) scores of employees differ significantly by marital status.

H_{10}: Employee perceptions of good work perception scores differ significantly by marital status.

H_{11}: High Pleasurable-High Arousal (HPHA) scores of employees differ significantly by age groups.

H_{12}: High Pleasurable-Low Arousal (HPLA) scores of employees differ significantly by age groups.

H_{13}: Low Pleasurable-High Arousal (LPHA) scores of employees differ significantly by age groups.

H_{14}: Low Pleasurable-Low Arousal (LPLA) scores of employees differ significantly by age groups.

H_{15}: Employee perceptions of good work perception scores differ significantly by age groups.

H_{16}: High Pleasurable-High Arousal (HPHA) scores of employees differ significantly by education.

H_{17}: High Pleasurable-Low Arousal (HPLA) scores of employees differ significantly by education.

H_{18}: Low Pleasurable-High Arousal (LPHA) scores of employees differ significantly by education.

H_{19}: Low Pleasurable-Low Arousal (LPLA) scores of employees differ significantly by education.

H_{20}: Employee perceptions of good work perception scores differ significantly by education.

H_{21}: High Pleasurable-High Arousal (HPHA) scores of employees differ significantly by workplace.

H_{22}: High Pleasurable-Low Arousal (HPLA) scores of employees differ significantly by workplace.

H_{23}: Low Pleasurable-High Arousal (LPHA) scores of employees differ significantly by workplace.

H_{24}: Low Pleasurable-Low Arousal (LPLA) scores of employees differ significantly by workplace.

H_{25}: Employee perceptions of good work perception scores differ significantly by workplace.

H_{26}: High Pleasurable-High Arousal (HPHA) scores of employees differ significantly by work experience.

H_{27}: High Pleasurable-Low Arousal (HPLA) scores of employees differ significantly by work experience.

H_{28}: Low Pleasurable-High Arousal (LPHA) scores of employees differ significantly by work experience.

H_{29}: Low Pleasurable-Low Arousal (LPLA) scores of employees differ significantly by work experience.

H_{30}: Employee perceptions of good work perception scores differ significantly by work experience.

5.2. Research Hypothesis Findings
5.2.1. Test Results of the JAWS Scale Scores by Sex

Sub-dimensions	Gender	n	$\bar{x}$	SS	t	p
High pleasurable-High arousal (HPHA)	Female	129	16,27	4,35	-0,983	0,326
	Male	401	16,68	3,97		
High pleasurable-Low arousal (HPLA)	Female	129	17,57	4,37	-1,120	0,263
	Male	401	18,02	3,79		
Low pleasurable-High arousal (LPHA)	Female	129	9,44	3,74	-2,362[a]	**0,018**
	Male	401	8,55	3,28		
Low pleasurable-Low arousal (LPLA)	Female	129	12,71	4,01	2,561	**0,011**
	Male	401	11,75	3,60		
TOTAL	Female	129	71,70	14,38	-2,084	**0,038**
	Male	401	74,40	12,27		

Table 7.Test Results of the JAWS Scale Scores by Sex
[a]: Mann Whitney U test Z score

HPHA and HPLA subdivision scores were not significantly different by gender (p>0,05).
LPHA scores significantly differ by gender (Z=-2,362; p<0,05). Female employees have higher LPHA points (9,44±3,74), than male employees (8,55±3,28).
LPLA were significantly different according to gender (t = 2,561; p <0,05). Male LPLA scores (12,71 ± 4,01) were higher than female employee scores (11,75 ± 3,60).

It was found that the total scores of affective well-being of work were significantly different according to gender (t = -2,084, p <0,05). The total scores of the affective well-being of the male staff (74,40 ± 12,27) were significantly higher than the scores of female staff (71,70 ±

14,38).

H_1 Denied : High pleasurable-High arousal (HPHA) scores of employees differ significantly by gender.

H_2 Denied: High High pleasurable-Low arousal (HPLA) scores of employees differ significantly by gender.

H_3 Accept : Low pleasurable-High arousal (LPHA) scores of employees differ significantly by gender.

H_4 Accept : Low pleasurable-Low arousal (LPLA) scores of employees differ significantly by gender.

H_5 Accept : Employee perceptions of good work perception scores differ significantly by gender.

5.2.2. Test Results of JAWS Scale Scores by Marital Status

Sub-dimensions	Marital Status	n	$\overline{x}$	SS	t	p
High pleasurable-High arousal (HPHA)	Married	336	16,78	3,92	1,489	0,137
	Single	194	16,23	4,28		
High pleasurable-Low arousal (HPLA)	Married	336	18,21	3,65	2,294	**0,022**
	Single	194	17,40	4,36		
Low pleasurable-High arousal (LPHA)	Married	336	8,74	3,35	-0,129 [a]	0,897
	Single	194	8,82	3,53		
Low pleasurable-Low arousal (LPLA)	Married	336	11,94	3,68	-0,315	0,753
	Single	194	12,05	3,80		
Total	Married	336	74,31	12,31	1,335	0,182
	Single	194	72,76	13,73		

Table 8.Test Results of JAWS Scale Scores by Marital Status

[a]: Mann Whitney U test Z score

HPHA, LPHA, LPLA sub-dimension scores and total affective well-being scores were not significantly different according to marital status (p> 0,05).

It was determined that the scores of HPLA were significantly different according to gender (t = 2,294, p <0,05). The female employee scores (18.21 ± 3.65) were significantly higher than male employee scores (17.4 ± 4.36).

H$_6$ Denied : High pleasurable-High arousal (HPHA) scores of employees differ significantly by marital status.

H$_7$ Accept : High pleasurable-Low arousal (HPLA) scores of employees differ significantly by marital status.

H$_8$ Denied : Low pleasurable-High arousal (LPHA) scores of employees differ significantly by marital status.

H$_9$ Denied : Low pleasurable-Low arousal (LPLA) scores of employees differ significantly by marital status.

H$_{10}$ Denied: Employee perceptions of good work perception scores differ significantly by marital status.

5.2.3. Test Results by Age Groups of JAWS Scale Scores
5.2.4. Test Results According to the Education Status

Sub-Dimensions	Education	N	$\overline{\text{x}}$	SS	F	p	Significant Difference
High pleasurable-High arousal (HPHA)	A- High school	27	18,30	3,51	4,187	**0,006**	**A>C**
	B-Associate Degree	30	17,97	4,10			**A>D**
	C- License	303	16,63	4,16			**B>D**
	D- Graduate	170	15,96	3,84			
High pleasurable-Low arousal (HPLA)	A-High school	27	19,48	4,17	2,337	0,073	
	B-Associate Degree	30	18,37	3,83			
	C- License	303	17,98	3,92			
	D- Graduate	170	17,46	3,91			
Low pleasurable-High arousal (LPHA)	A- High school	27	7,81	3,39	6,186 [a]	0,103	
	B- Associate Degree	30	8,10	2,87			
	C- License	303	8,72	3,40			
	D- Graduate	170	9,11	3,52			
Low pleasurable-Low arousal (LPLA)	A-High school	27	10,44	3,69	4,887	**0002**	**D>A**
	B-Associate Degree	30	10,80	3,33			**D>B**
	C- License	303	11,83	3,77			**D>C**
	D- Graduate	170	12,69	3,57			
Total	A-High school	27	79,52	12,97	4,329	**0,005**	**A>C**
	B-Associate Degree	30	77,43	11,46			**A>D**
	C- License	303	74,06	12,92			**B>D**
	D- Graduate	170	71,62	12,57			**C>D**

Table 10. JAWS Scale Points by ANOVA Test Results According to the Education Status

It was found that the subdimension scores of the HPLA and LPHA did not differ significantly according to the education status (p> 0,05).

It was found that the scores of the HPHA were significantly different according to the education level (F = 4,187, p <0,05). According to the results of the LSD post hoc test regarding the difference between the groups, the scores of the high school graduates (18,30 ± 3,51), were found to be significantly higher than undergraduates (16,63 ± 4,16) and graduates (15,96 ± 3,84). Personnel trained at the undergraduate level have a significantly higher HPHA scores (17,97 ± 4,10) than those at the graduate level.

LPLA scores were significantly different according to the education status (F = 4,887; p <0,05). According to the results of the LSD post hoc test regarding the difference between the groups, the LPLA scores of graduates (12,69 ± 3,57) were higher than high school (10,44 ± 3,69), associate degree (10,80 ± 3, 33) and undergraduates (11,83 ± 3,77).

It was found that the total scores of affective well-being related to work were significantly different according to the education status (F = 4,329, p <0,05). According to the results of the LSD post hoc test regarding the difference between the groups, the scores of the emotional well-being of the employees at the high school level (79.52 ± 12.97) were higher than the associate (74.06 ± 12.92) and the graduate (71.62 ± 12.57). The total affective well-being scores of the personnel studying at the associate's (74,06 ± 12,92) level were significantly higher than those of the graduate (71,62 ± 12,57).

H_{16} Accept: High pleasurable-High arousal (HPHA) scores of employees differ significantly by education.

H_{17} Denied: High pleasurable-Low arousal (HPLA) scores of employees differ significantly by education.

H_{18} Denied: Low pleasurable-High arousal (LPHA) scores of employees differ significantly by education.

H_{19} Accept: Low pleasurable-Low arousal (LPLA) scores of employees differ significantly by education.

H_{20} Accept: Employee perceptions of good work perception scores differ significantly by education.

5.2.5. Test Results According to Work Experience

Sub-Dimensions	Work Experience	N	$\bar{x}$	SS	F	p	Significant difference
High pleasurable-High arousal (HPHA)	A-less than 5	96	16,52	4,34	3,391	0,018	D>B
	B-6-10 years	178	15,96	4,21			
	C-11-15 years	113	16,57	3,61			
	D-More than 15	143	17,40	3,92			
High pleasurable-Low arousal (HPLA)	A-less than 5	96	17,83	4,63	3,239	0,022	D>B
	B-6-10 years	178	17,45	3,89			D>C
	C-11-15 years	113	17,64	3,61			
	D-More than 15	143	18,76	3,64			
Low pleasurable-High arousal (LPHA)	A-less than 5	96	8,91	3,73	16,11 [a]	0,001	A>D
	B-6-10 years	178	9,34	3,55			B>D
	C-11-15 years	113	8,72	3,03			C>D
	D-More than 15	143	7,99	3,18			
Low pleasurable-Low arousal (LPLA)	A-less than 5	96	12,13	4,10	7,412	0,000	A>D
	B-6-10 years	178	12,77	3,65			B>D
	C-11-15 years	113	12,04	3,61			C>D
	D-More than 15	143	10,85	3,37			
Total	A-less than 5	96	73,32	14,91	6,059	0,000	D>A
	B-6-10 years	178	71,29	12,97			D>B
	C-11-15 years	113	73,44	11,41			D>C
	D-More than 15	143	77,31	11,58			

Table 11.JAWS Scale Scores by ANOVA Test Results According to Work Experience
[a]: Kruskal Wallis H score

It was found that HPHA scores differ significantly by work experience (F=3,391; p<0,005). According to the results of the LSD post hoc test the scores of the personnel with more than 15 years work experience ($17,40 \pm 3,92$) were higher than the scores of the personnel with 6-10 years work experience ($15,96 \pm 4,21$).

It was found that the scores of the HPLA were significantly different according to the work experience (F = 3,239, p <0,05). According to the results of the LSD post hoc test the scores of the personnel who have more than 15 years of work experience ($18,76 \pm 3,64$) were higher than the work experience of 6-10 years ($17,45 \pm 3,89$) and 15 years ($17,64 \pm 3,61$).

LPHA scores were found to be significantly different according to work experience ($X2 = 16.11$, p <0.05). By the corrected Mann Whitney U test results, the work experience time groups of 5 years ($8,91 \pm 3,73$), 6-10 years ($9,34 \pm 3,55$) and 11-15 years ($8, 72 \pm 3,03$) scores are significantly higher than the scores of the personnel with more than 15 years work experience ($7,99 \pm 3,18$).

LPLA scores were found to be significantly different according to work experience (F = 7,412, p <0,05). According to the results of the LSD post hoc test on the difference between the groups, work experience groups of 5 years ($12,13 \pm 4,10$), 6-10 years ($12,77 \pm 3,65$) and 11-15 years ($12,04 \pm 3,61$) scores are significantly higher than the scores of employees who have more than 15 years of work experience (10.85 ± 3.37).

It was found that the total scores of affective well-being related to work were significantly different according to work experience (F = 6.059, p <0.05). According to the results of the LSD post hoc test for which groups the difference is found, the total scores of emotional well-being of the worker (77.31 ± 11.58) and the work experience of less than 5 years (73.32 ± 14.91) , 6-10 years (71.29 ± 12.97) and 11-15 years (73.44 ± 11.41), respectively.

H_{21} **Accept:** High pleasurable-High arousal (HPHA) scores of employees differ significantly by workplace.

H_{22} **Accept:** High pleasurable-Low arousal (HPLA) scores of employees differ significantly by workplace.

H_{23} **Accept:** Low pleasurable-High arousal (LPHA) scores of employees differ significantly by workplace.

H_{24} **Accept:** Low pleasurable-Low arousal (LPLA) scores of employees differ significantly by workplace.

H_{25} **Accept:** Employee perceptions of good work perception scores differ significantly by workplace.

5.2.5. Test Results According to Work Experience

Sub-dimensions	Workplace	n	$\overline{\text{x}}$	SS	t	p
High pleasurable-High arousal (HPHA)	Technic	331	16,47	3,97	-0,797	0,426
	Social	199	16,76	4,21		
High pleasurable-Low arousal (HPLA)	Technic	331	17,79	3,73	-0,925	0,355
	Social	199	18,12	4,26		
Low pleasurable-High arousal (LPHA)	Technic	331	8,73	3,25	-0,299 [a]	0,765
	Social	199	8,83	3,68		
Low pleasurable-Low arousal (LPLA)	Technic	331	11,95	3,62	-0,220	0,826
	Social	199	12,03	3,89		
Total	Technic	331	73,58	12,01	-0,384	0,701
	Social	199	74,02	14,18		

Table 12.T Test Results of JAWS Scale Scores by Field
[a]: Mann Whitney U test Z score

It was determined that the total scores of affective well being of the work did not show any significant difference according to the work field (p> 0,05).

H$_{26}$ Denied: High pleasurable-High arousal (HPHA) scores of employees differ significantly by work experience.

H$_{27}$ Denied: High pleasurable-Low arousal (HPLA) scores of employees differ significantly by work experience.

H$_{28}$ Denied: Low pleasurable-High arousal (LPHA) scores of employees differ significantly by work experience.

H$_{29}$ Denied: Low pleasurable-Low arousal (LPLA) scores of employees differ significantly by work experience.

H$_{30}$ Denied: Employee perceptions of good work perception scores differ significantly by work experience.

6. DISCUSSION AND CONCLUSION
6.1 Discussion

This work is done in a technology company; to measure and record the happiness perception related to socio-demographic characteristics such as age, gender, marital status, education and

work experience. Survey respondents' perception of happiness related to work, statistical data revealed. The findings of the study confirm some of the socio demographic characteristics of the work-related happiness index. These results are consistent with many data in the literature. Also in the layered analyzes; age, gender, marital status, education and work experience are directly related to job satisfaction. These socio-demographic characteristics were found to be important variables in job-related happiness index.

,In the results of gender dependent t test in this study; women's LPHA scores were significantly higher than males. We can explain this by the worrying situation that is created if we think that it will be relatively less in a technological company where 75% of men are the reason. It is seen as a result of the effort to prove themselves constantly. Although this may seem contradictory to some general research in the literature, there is not enough data in the literature about only the emotional well-being of work-related women in technology companies.

In the literature we can talk about the opposite of the research that supports the hypotheses of this study.

In the Dutch study of the job satisfaction of Groot and Brink in 1999, the difference between job satisfaction of women and men was examined and it was the result that women had more job satisfaction than men. (Groot,& Brink, 1999)

LaCroix and Haynes conducted a research in 1987; suggests that gender has a relationship between undertaken tasks and work-related sense of happiness. In keeping with job models of reactions to work, our analyses reveal remarkable gender similarity in the processes through which specific work conditions affect our indicators of emotional well-being. Although the women are concentrated in somewhat less desirable jobs, the net impact of the various types of work conditions on distress and happiness follows a pattern similar to that found among their male counterparts. Both men and women are influenced by factors reflecting job demands, job deprivations, and job rewards, and by the work environment, both physical and social. (LaCroix & Haynes, 1987)

Women are more likely to pursue a career and leadership path than their peers for the reasons of traditional views, and we can say that they may cause them to be angry at times worried.

The employment status of women has not yet been completely abolished due to the traditional expression mentioned above, together with the reduction of male-female differentiation. The general consensus is that although the personalities of the family and the role of the individual are different, for the women are more important for women, and the work is more important for men. Similarly, in the workplace, while men are identified with leadership, women have a more rooted role (Sandberg, 2014.) This, in turn, causes women who are effective in leadership to be regarded as more unpleasant when compared to effective men (Northouse, 2014.)

The results of the t test according to the marital status of the research are H_7 hypothesis; showed us that women's HPLA scores were significantly higher than male staff scores. We must say that the fact that women are more involved in the business world has significantly changed the nature of business and the nature and nature of family life. As women acquire work experience and as their level of education increases, participation in the workforce leads them to be happy.

In married couples, the work of both spouses has increased the welfare coefficient with the increase of family income economically. The work of both partners has begun to be seen as a

common and important responsibility for each wife, where housework and family responsibilities must be shared by both men and women. (Allen at all, 2000. & Bhowon, 2013.)

As a result of the researches on these subjects, happiness from the work and the marriage is the result of many researches that two main sources of happiness. It is also stated that women's standing status can affect the happiness of their husbands. (Benin, & Nienstedt, 1985.)

This necessitates a balance between work and family life. 85% of the working married couples were found to be "happy" or "very happy" (p <0.001), in which the spouses tended to see themselves as complementary in terms of personality (Acar, 1994.)

One of the subjective well-being parameters of work is age. Employees' HPHA scores are higher than the 36-45 age group of 26-35 year olds. The most important reason for this is the anxiety and uneasiness caused by the uncertainties in the career planning and life planning process of the 26-35 age group.

According to Okpara; the age and the life period in which the person is present, plays a decisive role on the attitudes, behaviors and decisions of the person. For this reason, it is possible that there may be some differences in the person's work-related thoughts and attitudes depending on age. Research shows that there is a U-shaped relationship between age and job satisfaction (Okpara, 2006).

According to Gibson and Klein, the relationship between age and job satisfaction is related to one's needs and consciousness. (Gibson & Klein, 1970). In other words, as the age increases, the experience of the employees increases and accordingly there is an increase in the level of satisfaction.

In Glenn and his colleagues in 1977 and in the study of job satisfaction, subjective well-being between age and work; it is seen that older workers have higher job satisfaction levels than younger workers. (Glenn at all, 1977)

HPLA results between the ages of 36-45 in this study and LPLA support these findings in the results between 26-35 years. Significant hypotheses of this study seem to be compatible with other studies.

The total scores of emotional well-being related to the work also differ according to the learning status. As the level of education increases, expectations for work increase. Faster careers, higher wages, and a competitive business environment result in a constant concern in highly trained employees. The results of this study are also more complicated than those of high school graduates who are undergraduates. High school graduates find it enough to find a business area where they can express themselves and feel confident.

Oshagbemi also achieved similar results in a study conducted in 2003. Employees are unhappy and job satisfaction decreases if they are not in positions appropriate to their educational level and experience. However, high levels of anxiety and stress can cause job satisfaction to diminish in employees who are in a position where they have more expectations than they possess. (Oshagbemi, 2003).

The sense of emotional well-being for the worker is significantly higher for the total scores of employees with more work experience. Anova test results in this study: $F = 6.05$; $p < 0,05$ This also shows that acquiring information in every sense means self-confidence and consciousness. This affects the total happiness of the employees. Experience brings together

self-confidence, self-discipline and purpose. Evaluates possible risk factors with determination and courage**.**

In a recent survey of Luo et al. the task force, the task force to do more, make people happy. (Luo & Yang, at al., 2016).

Acquisition with experience and access to a certain age will turn into a pleasure to acquire knowledge because it means that some basic steps have passed. The employee is happy to expand the social environment and outward-facing opportunities.

Self-sufficiency also affects the performance of the workplace, owing to the fact that employees have knowledge of a new topic on the targets they set for themselves, and the positive influence on learning processes. (Bandura, 1982)

As self-sufficiency resources are developed, the self-sufficiency of the individual is increasing and this development has a direct impact on business performance. (Luthans et al., 2004)

6.2 Conclusion

The most notable result of this study in a technology company based on demographic characteristics is that there is no difference in HPHA and HPLA scores in terms of sex. On the other hand, men's LPLA scores are lower than women's, while women's LPHA scores are lower than men's. We can say that women's perceptions of affective well-being toward work are approaching men. We can interpret this as an attempt to cope with the existence and difficulties of women. The result is that married women working are happier than men. This supports the previous theory. Also, with gender discrimination, employees between the ages of 36 and 45 are more likely to have perceptive well-being perceptions of work than those aged between 26 and 35 years. Educational level results show that high school and balanced school graduates are happier. Experienced workers, on the other hand, have higher perceptions of happiness for work than relatively inexperienced workers.

Demographic parameters will continue to be important in the upcoming periods in the emotional well-being work of the work. Companies have to keep all these in mind for the balance of the happy working environment for efficiency and sustainability.

7. SUMMARY
7.1. Research Limitations

The study was a cross-sectional study conducted with the headquarters staff of a large technology company. The level of education and age ranges are closely related. The questions on the questionnaire may not be perceived correctly. Or it may not reflect the demographic characteristics sufficiently. Working conditions and facilities include employees of a relatively good company. All findings obtained in the present study must be confirmed in future prospective studies.

7.2. Recommendations for Further Research

During this search and search for resources, there was no study that measured the contribution to perceived job well-being, especially in women's employment and working environment. Especially in the developing countries, the economic development of the women, the effect on the socio-economic structure and the better sense of life are different from the developed countries. In particular, the rapid development of technology, the use of intensive technology

in every field, leaving the woman out of a real business life can not be designed. Sharing, creativity, fertility, ownership and instructional characteristics among the natural abilities of women are positive influence parameters. The desire of women in developing countries to be able to do a lot of work together, to be a mother, to be present in working life should be perceived as positive and transformed into production. For this reason, a study that shows the positive effect of women on their working life will be useful.

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