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Master Thesis Defense

Entitled

Examining the Relationship between Happiness and Job Satisfaction in Public and Private Schools in Al Ain City

by

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Abstract

This thesis aims to study the relationship between the job satisfaction and the happiness rates among the employees in the governmental and private schools: A field study on Abu Dhabi Educational Council (ADEC) in Al Ain. The study sample includes 688 employees who work in governmental and private schools that work under ADEC in Al Ain. The researcher used a questionnaire that has been checked and approved to reach the research goals. The results of the quantitative study showed that the percentage of job satisfaction and happiness is fairly high among the employees in the governmental and private schools that belong to ADEC in Al Ain. The results also showed that there is a strong and direct relationship with the statistical indication between satisfaction and happiness. In other words, when the job satisfaction degree increases, the job happiness degree increases as well, and when the job satisfaction decreases, the job happiness decreases accordingly. In addition, the results showed that the degree of job satisfaction in governmental schools is lower than that in private schools, and that the degree of job satisfaction for males is higher than the degree of job satisfaction for females. Additionally, there is an inverse relationship between each of educational level, age, and years of experience on one hand and the job satisfaction and happiness on the other hand. In other words, when the level of education, age, and years of experience increase, the degree of job satisfaction and job happiness decreases.

Keywords: job satisfaction, job happiness.