



جامعة الإمارات العربية المتحدة
United Arab Emirates University

The College of Graduate Studies and the College of Business Administration Cordially Invite
You to a

DBA Dissertation Defense

Entitled

*ANTECEDENTS AND CONSEQUENCES OF HAPPINESS AT WORK: THE CASE OF THE OIL AND
GAS INDUSTRY IN ABU DHABI*

by

Nouf Mohammed Abdulla Al Hawaii

Faculty Advisor

Dr. Riyadh Eid, Department of Business Administration

College of Business and Economics

Date & Venue

12:30 PM

Thursday, 21 March 2019

Room 2021, H3 Building

Abstract

The pursuit of happiness at work (HAW) has been touted as the next frontier to be conquered in order to help organizations achieve success, and it has also been a quest undertaken by many employees. The considerable amount of research examining HAW since the late 1990s has focused on conceptualization of the construct, yet scant attention has been given to the antecedents and consequences of HAW. In other words, little is known about the environmental characteristics that may positively or negatively evoke HAW and, in turn, whether HAW can enhance individual job performance. More research is thus needed to explore the current state of HAW in the oil and gas industry and the driving factors behind it. This study is an attempt to fill this lacuna in the research.

The present study was carried out to examine the influence of job environment characteristics (job demands and job resources) on individual job performance (task performance and contextual performance). Building on job demands-resources (JD-R) and psychological capital (PsyCap) theory and on Fisher's (2010) conceptualization of HAW. Efforts were made to investigate the mediating role of HAW on the effects of job demands and job resources and their relationship to individual job performance. The study also examined the moderating role of personal resources (PsyCap) on the relationship between job environment characteristics and HAW. A set of standard questionnaires on job demands, job resources, PsyCap, HAW, and individual job performance was used for data collection. A cross-sectional survey was conducted on a sample of 409 employees from the oil and gas sector in Abu Dhabi (United Arab Emirates: UAE), which was selected using simple stratified random sampling. Structured equation modeling (SEM) was used for data analysis. The results confirmed that job demands are positively associated with individual job performance while job demands are negatively related to individual job performance via HAW. The results also show a positive and significant relationship between job resources and individual job performance directly and via HAW. The study's findings suggest that HAW will enhance overall job performance among oil and gas employees. A moderating effect of PsyCap is observed on the relationship between job demands and HAW. In contrast, there is non-significant moderation of the effect of PsyCap in Job resources on HAW. Finally, theoretical and practical implications of the study are also discussed within the context of the UAE oil and gas industry for possible organizational development interventions that would enhance employee HAW levels for greater performance.

Keywords: Job demands, job resources, happiness at work, JD-R model, psychological capital, individual job performance, oil and gas industry.