

A Qualitative Study on Happiness at Workplace in Oman

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Abstract

Happiness at workplace is considered as a significant construct in work culture. This study aims to understand happiness at workplace by analyzing how employees explain happiness at workplace. To achieve this, a qualitative methodological approach was used to gather more information about happiness at workplace. Cross sectional semi-structured in-depth interviews were undertaken. The participants were 24 employees from different public and private sectors in Oman. Twelve employees were from public sectors (six males and six females) and other twelve from private sectors (six males and six females). There were some strategies that were used to establish trustworthiness such as reflexivity, prolonged engagement, and peer debriefing. Qualitative data was analyzed using a thematic analysis that conducted to draw out key themes, commonalities and contrasts in happiness at workplace. The main themes that were emerged from the interviews included concept of happiness at workplace, and sources of happiness. This study has specific implications on policy and practice in Oman.

Keywords: Happiness At Workplace; Source of Happiness; Employees; Public Sectors; Private Sectors