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8. "An outline of 'Happiness Index'"

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Abstract: *Recently, the interested of researcher has been diverted to the area of 'Happiness Index'. Many countries are now measuring their growth in correlation with 'Happiness Index' of nation's population. This paper tries to give a brief about the work done by researchers in domain of 'Happiness Index' The research even tries to analyses current situation of global happiness. It helps to study criticism that is being observed in measurement of 'Happiness Index'*

INTRODUCTION

Over the last 10 years, research in the area of happiness has exploded, creating a wealth of empirical knowledge about mechanisms and processes that make people happy. The most accepted outcome in this field is that work contributes quite substantially to well-being and happiness. With the rise of positive psychology in the past decade, there has also been an increased interest in the bright side of organizational life, paying attention to positive phenomena such as engagement, well-being, job satisfaction, or positive affective experiences at work.

HISTORY OF WORLD HAPPINESS INDEX

World Happiness Index was generated by Pierre le Roy, initiator of GLOBECO. Since the year 2000, the world happiness index is calculated to quantify world happiness per nation. It emphasizes on collective, country-level happiness and purposes to capture development and not the statistical situation of the country.

Gross National Happiness (GNH) is a growth viewpoint as well as an index which is used to measure the collective happiness in a country. The concept was first coined in Bhutan. The term 'Gross National Happiness' was created in 1979 during an dialogue at Bombay airport when the then monarch of Bhutan, Jigme Singye Wangchuck, said "We do not believe in Gross National Product. Gross National Happiness is more important." The expression has been defined as propaganda by the Bhutanese

government to distract from human rights abuses in the nation.

METHODOLOGY

The World Happiness Index is an alteration of the Human Development Index as it adopts the same statistical aggregation method. It aims to measure the happiness of countries and it defines the following themes as preconditions for a happy country:

- peace and security
- freedom, democracy and human rights
- living standards
- research, education, information, communication and culture

REVIEW OF RELATED LITERATURES AND CONCEPTUAL FRAMEWORK

According to Maenapothi (2007), happiness at the workplace means a situation at the workplace when personnel are happy working and not feeling like it is work, are efficient and achieve targeted goals, both at the personnel and organizational levels. Five factors account for happiness at the workplace:

- 1) Job inspiration: employees are satisfied with their assigned job, and are able to achieve goals.
- 2) Organization's shared value: collective behaviors and culture of the organization.



3) Relationship: there are interaction, group bonding and acceptance among co-workers.

4) Quality of work life: the relationship between 3 elements, namely work environment, employee participation, and humanization of work. The good balance among the 3 elements results in collective satisfaction which leads to the highest level of efficiency.

5) Leadership: executives or heads of the organization promote and create happiness for personnel when they work by creating motivation, awareness, and dedication in their subordinates. Leaders also engage in 2-way, transparent communication with their staff and they themselves are dedicated to create good atmosphere for their staff as well.

Summary of the theory used in this research is as follows:

1. Ongkana (2006) between personal factors and happiness at work, she found that educational level positively correlated with happiness at work at the low level; and self-value awareness and work environment positively correlated with happiness at work at Ongkana (2006) found that happiness of nurses from private hospitals in Bangkok was at the high level. In terms of the relationship the medium level. Age, marital status, and work experience had no relation to happiness at work.

2. Maenapothi (2007) measured the level of happiness of the samples to find that it was at the high level or at the average of 3.487. The tool to measure level of happiness had reliability level of 0.9577 when used to measure opinion on happiness at work, and 0.9542 when used to measure current happiness. She concluded that the tool to measure happiness level had high reliability rate and that it was practical to use.

3. Poopanit (2008) found that opinion towards happiness at work which was ranked at the highest level was social relationship within the organization; and that which was ranked at the lowest level was benefits provided by the

organization. He also found that personnel aged 20-34 were more happy at work than those aged 35-49, and that female personnel were more happy than male.

4. Ouyprasert (2009) found that the level of happiness at work was high level (mean=3.49). Age and education level had no effect on 5 factors of happiness at statistical significant level of 0.05. Variables that significantly predicted happiness at work of employees were relationship, organization's shared value and quality of work life. The prediction ability was at 77.4% (Adjusted R Square=0.774)

5. Fapinyo (2009) shown that the level of employees happiness at work was at moderate level. Five factors that led to happiness at work and were able to predict happiness at work were job inspiration, organization's shared value, relationship, leadership, and quality of work life. The prediction ability was at 70.7% (Adjusted R Square=0.707)

OTHER DEVELOPMENTS

Two Canadians, Michael and Martha Pennock, played a major role in developing the Bhutanese GNH survey. They developed a shorter international version of the survey which has been used in their home region of Victoria BC as well as in Brazil. The Pennocks also collaborated with Ura in the production of a policy lens which is used by the Bhutanese GNH Commission for anticipating the impact of policy initiatives upon the levels of GNH in Bhutan.

GNH was later articulated as nine domains, which provides a further level of conceptual analysis for policy making. These are: psychological well-being, health, time use, education, cultural diversity and resilience, good governance, community vitality, ecological diversity and resilience, and living standards.

Adam Kramer, a psychologist from the University of Oregon, has developed a behavioral model of "Gross National Happiness" based on the use of positive and negative words



in social network status updates, resulting in a quantitative GNH metric.

The former king of Thailand, Bhumibol Adulyadej, was a close friend of King Jigme Singye Wangchuck and conceived the similar philosophy of “Sufficiency Economy.” In 2016, Thailand launched its own GNH center.

The current prime minister of Bhutan, Tshering Tobgay, has preferred to focus on more concrete goals instead of promoting GNH.

GNH IMPLEMENTATION

The implementation of a GNH policy can be challenging as it requires considerable institutional support. In Bhutan, the implementation – or mainstreaming – of GNH into political institutions has been a gradual process for several decades but recently accelerated with the introduction of the GNH Index and the GNH Screening Tool.

As part of a lengthy and ongoing process of integrating the GNH philosophy into public policy, the GNH Index was developed by the Centre for Bhutan Studies (CBS) to help measure the progress of Bhutanese society. In 2010, the first nationwide GNH survey was conducted with a sample size of 8,510 Bhutanese aged 15 and above. The second nationwide survey was conducted in 2015 and had a sample size of 8,871. After all three rounds of surveys, follow-up interviews and additional data gathering was conducted in order to review and refine the survey. The GNH survey covers all twenty districts (Dzongkhag) and results are reported for varying demographic factors such as gender, age, abode, and occupation. The survey therefore provides a rich dataset to compare the happiness between different groups of citizens, and how this has changed over time.

INDIA'S RANKING ON GLOBAL SCALE

| Nations | ranks |
|---------|------------|
| India | 122 |
| China | 79 |

| | |
|------------|------------|
| Pakistan | 80 |
| Nepal | 99 |
| Bangladesh | 110 |
| Iraq | 117 |
| Sri Lanka | 120 |

India ranked poorly 122 on a list of the world's happiest countries. It has dropped four slots from last year and has come behind China, Pakistan and Nepal.

according to The World Happiness Report 2017, Norway ranks as the happiest country in the world. The World Happiness Report 2017 ranks 155 countries by their happiness levels. Displacing Denmark, Norway jumped up three spots from last year.

India was 118 in the 2013-2015 report , but it slid down on the 122nd spot this year. The parameters which maps happiness are social support, GDP per capita, generosity , freedom to make life choices, healthy life expectancy and perceptions of corruption.

Jeffrey Sachs, Director of the Sustainable Development Solutions Network said that “The World Happiness Report continues to draw global attention around the need to create sound policy for what matters most to people — their well-being.”

He added “As demonstrated by many countries, this report gives evidence that happiness is a result of creating strong social foundations. It's time to build social trust and healthy lives, not guns or walls. Let's hold our leaders to this fact.”

Top ten countries in order were Denmark, Iceland, Switzerland, Finland, Netherlands, Canada, New Zealand, Australia and Sweden. The US dropped down one spot down to rank14th.

Despite recent declines in oil prices, oil-rich Norway still moved into the top spot, illustrating once more that high happiness depends on much more than income, it said.



This year the report gives special attention to the social foundations of happiness, including happiness at workplace.

The World Happiness Report 2017 looks at trends in the data recording how highly people evaluate their lives on a scale running from 0 to 10. The rankings, which are based on surveys in 155 countries covering the three years 2014-2016, reveal an average score of 5.3 (out of 10)

MEASURING THE GROSS NATIONAL HAPPINESS INDEX

Measuring the Gross National Happiness Index comprises of 33 indicators that originate from nine diverse core areas. The domains within GNH are the components of happiness and each one is equally weighted in the index.

The nine domains of GNH are:

- 1) Education
- 2) Good governance
- 3) Cultural diversity and resilience
- 4) Psychological well-being
- 5) Time use
- 6) Health
- 7) Community vitality
- 8) Living standard
- 9) Ecological diversity and resilience

Kingdom of Bhutan has made a permanent mission to the United Nations in New York to include four larger pillars of GNH. The pillars are 1) Conservation of the Environment, 2) Sustainable and Equitable Socio-Economic Development, 3) Good Governance and 4) Preservation and Promotion of Culture.

It is the nine core areas and their 33 indicators though that makes up the quantifiable measurement of GNH. The first authorized GNH pilot survey was piloted by the Center for Bhutan studies from late 2006 to early 2007. The results of this survey showed that more than 68% of Bhutan's people were happy and they rated

income, family, health and spirituality as their most important requirements for happiness (The Permanent Mission of the Kingdom of Bhutan to the United Nations in New York).

CRITICISMS OF THE GROSS NATIONAL HAPPINESS INDEX

In spite of the admiration of the Gross National Happiness Index in Bhutan, it has received substantial criticism from other regions. One of the largest criticisms of GNH is that the domains and indicators are relatively subjective. Critics claim that because of the subjectivity of the indicators it is moreover difficult to get an accurate quantitative measurement on happiness. They also say that due to the subjectivity, governments may be able to change GNH results in a way that best suits their interests.

Still other critics claim that the definition and therefore the ranking of happiness differs country by country and that it is problematic to use Bhutan's indicators as measurements to assess happiness and progress in other countries. For example people in France may rate education or living standards differently than people in Bhutan or India.

Despite these criticisms however, it is imperative to note that GNH is an altered and important way to simply look at economic and social progress round the globe.

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