

Happiness and organizational commitment in the workers of the fishing sector of the city of Chimbote - 2023

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ABSTRACT

In this study, the relationship between happiness and organizational commitment in workers in the fishing sector of the City of Chimbote was investigated. A correlational quantitative approach and a non-experimental cross-sectional research design were used to determine the association between these two constructs and to verify if there is a significant relationship between them. To collect data, a survey was applied to a sample of 342 workers in the fishing sector. Two measurement instruments were used to assess happiness and organizational commitment. The participants provided information about their level of subjective happiness and their degree of commitment to the organization in which they worked. The results revealed a significant positive correlation between happiness and organizational commitment. These findings support the idea that happiness in the workplace can have a positive impact on employee engagement with the organization. These results are consistent with previous research that has also found a positive relationship between happiness and organizational commitment. This suggests that promoting happiness at work can be beneficial in fostering employee commitment to the organization. However, it is important to note that this study has its limitations. It focused on a specific industry and a particular geographic location, so the results may not be generalizable to other industries or locations. In addition, a self-report measure of happiness was used, which may be subject to bias and limitations. In future research, it would be useful to explore these relationships in different work contexts and consider using more objective measures or various sources to assess happiness. This would help to obtain a more complete and generalizable understanding of how happiness at work is related to organizational commitment.

Keywords: Happiness, Organizational commitment, Fishing sector, Workers

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1. Introduction

Happiness in the workplace and organizational commitment are two constructs that have been extensively studied in the field of organizational psychology. Work happiness refers to the satisfaction and well-being that workers experience in their work, while organizational commitment refers to the emotional connection that workers have with their organization and their willingness to contribute to its objectives [1, 2]. Studies suggest that these two factors are intrinsically related and can influence both job performance and job satisfaction [3].

In the fishing sector, happiness at work and organizational commitment are of paramount importance, given the difficult and often dangerous working conditions. A study by Aasland et al. (2010) in Norway found that job



satisfaction, which is closely related to happiness at work, was related to effective leadership and a safe and healthy work environment [4]. This research suggests that companies in the seafood sector could improve the happiness and engagement of their workers by providing a safe work environment, offering training and career development opportunities, promoting open communication and feedback, and recognizing and rewarding good performance. The literature also suggests that happiness at work and organizational commitment may be influenced by cultural and geographical factors. A study by Pollnac & Poggie (2008) in the Indian fishing sector found that cultural beliefs and local labor practices can have a significant impact on worker happiness and engagement. This study suggests that interventions to improve happiness and engagement in the fisheries sector need to take local circumstances and cultures into account.

In Latin American studies on happiness and organizational commitment in workers in the fishing sector, significant findings are evident. Sajami and Gonzales (2022) highlighted the differences in subjective well-being and job satisfaction between artisanal fishing workers and salaried workers in Perú [5]. In the Colombian context, Gómez et al. (2020) showed a positive correlation between organizational commitment and job satisfaction in the agro-industrial sector, an assertion supported by Soria-Barreto et al. (2021) in their comparison between Colombian and Spanish companies [6]. In Peru, Mamani-Guzmán et al. (2023) highlighted how a safe and healthy work environment can enhance the commitment of fishing workers. López et al. (2020) extended this finding by demonstrating a positive correlation between organizational commitment and the work environment in the same industry [7].

The relationship between happiness at work and organizational commitment has also been studied in the context of change management. A study by Vakola et al. (2013) found that workers who were happy in their jobs were more likely to accept and adapt to organizational changes as Arias, et al., stated, which in turn increased their commitment to the organization. This study suggests that promoting happiness at work can be an effective strategy to facilitate change management in the fishing sector [8]. There is also research that has studied the relationship between happiness at work and organizational commitment from a gender perspective. A study by Kanten and Yesiltas (2018) found that women tend to report higher levels of happiness at work and organizational commitment than men. However, it was also found that working conditions and gender discrimination can negatively affect these levels.

Chimbote is known for being one of the main fishing ports in Peru. Its economy is heavily dependent on fishing and related industries. Understanding the dynamics of happiness at work and organizational commitment in this region can provide useful insights for improving the productivity, well-being, and sustainability of a crucial industry for the region. Fisheries workers in Chimbote often face difficult and dangerous working conditions. Examining happiness at work and organizational commitment in this context can help identify effective strategies to improve the quality of life of these workers and promote a safer and healthier work environment. Although organizational commitment and happiness at work are widely studied topics, there is little existing research that specifically focuses on workers in the fishing sector in Peru, and in Chimbote in particular. This study can fill this gap in the literature and provide a valuable contribution to the understanding of these phenomena in this specific context. The findings of this study may be useful to policymakers, fishing industry leaders, and HR professionals seeking to improve working conditions, increase engagement, and promote happiness at work in the workplace of the fishing sector. Therefore, the objective of this study was to determine the relationship between happiness and organizational commitment in the workers of the fishing sector of the City of Chimbote – 2023.

2. Materials and methods

This study focused on determining the relationship between happiness and organizational commitment in workers in the fishing sector of the city of Chimbote, Peru, thus expanding the theoretical knowledge on the subject [9]. A quantitative approach was used, making use of statistics to analyze and measure cause and effect phenomena in a sequential, probative and deductive manner. In terms of design, the research was non-experimental and was carried out in the natural environment where the phenomenon occurs. A cross-sectional correlational design was chosen with the objective of determining the relationships between the study variables at a specific moment [9].

The study population consisted of workers in the fishing sector of the province of Santa, where Chimbote is located. According to data from the Ministry of Production of Peru for 2020, 3,079 workers were registered in this sector. For the stratified sampling, an inclusion criterion was established, selecting companies dedicated mainly to the production of fishmeal in Chimbote. The population was stratified based on the size of these

companies and a sample size of 342 workers was calculated, with a confidence level of 95% and a margin of error of 5% [10].

The chosen data collection method was the survey, based on the use of questionnaires as collection instruments, due to their ease of application and data provision [11]. In particular, two questionnaires validated and applied in previous research were used: The Oxford Happiness Questionnaire - OHQ to measure happiness and The Organizational Commitment Questionnaire - OCQ to assess organizational commitment [12]. Both instruments were validated through expert judgment and their reliability was verified through their application in a pilot sample of 10 workers [13]. Data collection was carried out after obtaining the permission of the owners of the Chimbote fishing companies and the informed consent of the participants. The questionnaires were administered anonymously to guarantee freedom of expression and opinion. Once collected, the data was entered into a Microsoft Excel spreadsheet for verification and subsequent analysis in the statistical software SPSS version 26. This facilitated the interpretation of the results, allowing the preparation of tables and graphs that showed the relationship between the variables and their respective dimensions [14].

Finally, this study was carried out following the principles of the Research Ethics Code of the César Vallejo University (2022). The autonomy of the participants was respected, as well as their right to make decisions in accordance with their moral values, and harm was avoided during the investigation. We sought to maximize the benefits and minimize the risks for the participants, while preserving the confidentiality and anonymity of the information collected.

3. Result and discussion

Table 1. Level of happiness in workers of the fishing sector, according to their dimensions

Level	Low		Medium		High		Total	
	fi	%	fi	%	fi	%	fi	%
Happiness	1	0.3	341	99.7	0	0	342	100
Joy of Life	48	14.0	256	74.9	38	11.1	342	100
Personal Fulfillment	28	8.2	290	84.8	24	7.0	342	100
Life Satisfaction	21	6.1	303	88.6	18	5.3	342	100
Positive Sense of Life	19	5.6	308	90.1	15	4.3	342	100

The findings reveal that an overwhelming 99.7% of respondents experience a moderate level of happiness, indicating that the vast majority are in a state of average happiness. Only a marginal 0.3% reported low levels of happiness. Similarly, in the dimension of joy of living, most respondents (74.9%) reported average levels, while a smaller proportion (14.0%) reported lower levels of joy. In terms of personal fulfillment, the majority (84.85%) reported moderate levels, a mere 8.2% reported low levels, and 7% reported high levels. As for life satisfaction, the majority again (88.6%) reported moderate levels, with only a small minority experiencing low (6.1%) and high (5.3%) levels. Lastly, in the positive sense of life dimension, the majority (90.1%) reported moderate levels, with small portions experiencing low (5.6%) and high (4.3%) levels.

Table 2. Level of organizational commitment in workers of the fishing sector, according to their dimensions

Level	Low		Medium		High		Total	
	fi	%	fi	%	fi	%	fi	%
Organizational Commitment	0	0	254	74.27	88	25.73	342	100
Affective Commitment	8	2.34	270	78.95	64	18.71	342	100
Continuance Commitment	6	1.75	267	78.07	69	20.18	342	100
Normative Commitment	8	2.34	295	86.26	39	11.40	342	100

The results shown in Table indicate that, regarding the organizational commitment variable, 74.27% of the participants present a medium level, 25.73% a high level, while none report a low level. On the other hand, the majority of the participants, 78.95%, present a medium level of affective commitment, which suggests that the majority feel emotionally committed to their organization. In addition, 18.71% show a high level of affective commitment, demonstrating a strong emotional bond with their organization, while only 2.34% report low affective commitment.

In the same way, the majority of the participants, 78.07%, show a medium level of commitment to continuity, interpreted as the desire to continue working there in the future. 20.18% show a high level of commitment to

continuity, which suggests that some people are deeply committed to their organization and have a strong interest in continuing to work there in the future, while only 1.75% report a low level of commitment to continuity. Regarding the normative commitment, the majority of the participants, 86.26%, show a medium level, which shows that they are committed to their organization due to social norms and obligations. 11.40% show a high level, while only 2.34% report a low level of regulatory commitment.

Table 3. Relationship between happiness and organizational commitment in workers in the fishing sector of the City of Chimbote – 2023

			Happiness	Organizational commitment
Spearman's Rho	<i>Happiness</i>	Correlation coefficient	1,000	,544**
		Sig. (bilateral)	.	,000
		N	342	342
	<i>Organizational commitment</i>	Correlation coefficient	,544**	1,000
		Sig. (bilateral)	,000	.
		N	342	342

According to the data obtained in the Table, it is evident that there is a significant positive correlation between happiness and organizational commitment in the population studied. Spearman's correlation coefficient between happiness and organizational commitment is 0.544, with a significance level of $p < 0.001$.

In this discussion, we will analyze our results that address happiness levels and organizational commitment among workers in the fishing sector. We found that most of the participants ranked at a medium level of happiness and organizational commitment, which establishes a positive connection between these two aspects.

The consistency of our results with previous research reinforces the validity of our findings. Fisher (2010) had already highlighted the existence of a positive correlation between employee happiness and organizational commitment, an idea that our results reinforce [15]. Furthermore, Harter, Schmidt, and Keyes (2003) have shown that employees who identify as happy tend to be more committed to their work and their organization [16].

In addition to these studies, there is additional research confirming these findings. For example, Warr (2007) in his research on happiness in the workplace, argued that job satisfaction and happiness are strongly related to greater organizational commitment [17]. Similarly, the study by Schaufeli and Bakker (2004) provides evidence that job engagement is positively associated with job satisfaction and general happiness [18].

More recently, Shimazu et al., (2019) demonstrated in their research that happiness at work can also increase job engagement across multiple dimensions, including affective, continuity, and normative engagement. Through a greater understanding of these factors, organizations can develop more effective interventions to improve the well-being and engagement of their employees [19].

From a theoretical point of view, our results are in line with the Person-Environment Adjustment Theory proposed by Lewin (1935). This theory suggests that when employees are happy with their work environment, they tend to be more engaged. In the context of our study, "happiness" can be considered an indicator of how well employees adjust to their work environment [20].

These results have both practical and theoretical implications. On a practical level, they suggest that organizations could benefit from efforts focused on improving employee happiness to foster their organizational commitment. On a theoretical level, these findings help deepen our understanding of how employee happiness can impact their organizational engagement, laying a solid foundation for future research.

As in any study, there are limitations that must be taken into account. Our research focused exclusively on the fishing sector, which limits the generalizability of the results to other industrial contexts. In addition, we use a self-report measure for happiness, which could be subject to self-report bias [21-39]. Looking forward,

researchers could expand this work by examining these relationships in a broader variety of work contexts. Differences in work cultures and industries could have a significant impact on employee happiness and engagement. Therefore, it is crucial to broaden the scope of this study to gain a more complete and generalizable understanding.

Furthermore, although our self-report measure of happiness provided valuable information, it is important to consider including more objective measures or even triangulation of data in future research. For example, evaluations of happiness by supervisors or colleagues, or even psychophysiological measures could offer a completer and more nuanced picture of happiness in the workplace. Ultimately, as we search for more effective ways to improve employee engagement and happiness in the workplace, we need to continue to expand and deepen our research, considering different contexts, measurement methods, and potentially relevant variables. In doing so, we will move closer to a more comprehensive understanding of how to optimize the work experience and, ultimately, the performance of organizations.

5. Conclusion

In conclusion, the results of this study reveal a positive correlation between the level of happiness and organizational commitment in workers in the fishing sector. Most of the participants were at a medium level of happiness and organizational commitment, which suggests that there is a significant link between these two aspects. These findings support previous research that has also found a positive association between happiness and organizational commitment. In addition, they are aligned with the Person-Environment Fit Theory, which maintains that happy employees tend to be more committed to their work and their organization.

The practical implications of this study suggest that organizations can benefit from promoting employee happiness as a strategy to improve organizational commitment. This can be achieved through initiatives that promote a positive work environment, satisfaction of basic employee needs, and emotional support.

However, it is important to note the limitations of this study. It focused specifically on the fishing sector and used self-reported measures of happiness, which may influence the accuracy of the results. Future research could expand the sample to different industries and use more objective measures to assess happiness.

This study contributes to the understanding of the relationship between happiness and organizational commitment in the fishing sector. It provides further evidence of the importance of promoting employee happiness as a strategy to improve employee engagement and suggests focus areas for future research in this field.

Declaration of competing interest

The authors declare that they have no known financial or non-financial competing interests in any material discussed in this paper.

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