Investigating the Effects of Fun at Work, Work Commitment and Positive Affect at Work on Individual Job Performance (Case Study: Islamic Azad University of Lorestan)

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Abstract  
In spite of increasing growth of organizations, number of empirical researches about the effects of fun at work on individual job performance is very little. In addition, measuring being happy at the workplace hasn’t done widely. Direct relationship between employees’ happiness and organizations’ productivity, has encouraged organizations to prepare more happiness programs for their employees so that achieve higher productivity. This study tries to introduce a valuable definition for happiness and enumerate happiness benefits for organizations and managers so that encourage them to create a joyful atmosphere for employees. Method of data collection is questionnaire. Method of data analysis is structural equations modeling and partial least square. Research results approve positive effect of fun at work on individual job performance. Also, emotional and cognitive mechanisms including positive affect at work and work commitment have unique relationship with fun at work and job performance.

Keywords: Fun at work, Work commitment, Positive affect at work, Job performance.

Introduction  
Organizations have been created to achieve specific objectives such as meeting public needs of society. For this purpose, meeting the public needs, to be better and better enough attention to efficiency and effectiveness of the organization should be paid. Since, organization’s human resources is considered the most valuable capital of the organization, it is necessary to promote a healthy mind culture, appreciation and mutual spirit development that considered in organizations’ educational planning.

Since, employee’s performance and productivity is the main factor of organizations movement, a variety of factors can affect employee’s performance including psychological factors and the subject of being happy which has been examined in this research. Fun at work is an index of positive emotion and work commitment and its related effects that investigated with regard to emotional and cognitive factors.

According to experts of behavioral issues, fun at work cause eliminating anxiety and concern and individuals are highly motivated to continue meeting the physical, mental, emotional and spiritual needs. But, in recent years, what comes to see is forgetting being happy at work.