



**CHOOSE REMEMBERSHIP REMEDIES TO IMPROVE  
THE HAPPINESS OF FEMALE OFFICERS AND OFFICERS  
UNIVERSITY OF FITNESS AND SPORTS DA NANG, VIETNAM**

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**Abstract:**

Happiness has long been a veritable area of scientific research in most industrialized countries. Using the method of synthesis of documents and interview method, the study investigates the current state of happiness of 30 female officers and employees of Danang University of Physical Education and Sports using the author's happiness scale. Michael Argyle and Peter Hills (2002) have shown: 30.0% less are happy; 43.33% are happy on average; 26.67% are moderately happy; the most important factor in happiness is health. Subject-selected measures that can increase happiness are finding moments with loved ones in the family; practising more positive thinking; accepting the reality of the situation; join arts and sports clubs.

**Keywords:** happiness, officials, Danang University of Physical Education and Sports

**1. Introduction**

**1.1 Question**

During their whole life, people in general and women in particular always have many dreams, but the most beautiful dream is Happiness. So, what is Happiness? Power, money, beauty, being honored, enjoying delicious food, watching a good movie, traveling in beautiful places like fairyland is happiness? How to measure happiness?

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Benjamin Franklin (1706-1790), an American philosopher, said: "*There are two ways to happiness: Either decrease desire or increase wealth - whatever - the result is the same, and each person has to make up his own mind. choose and go the way you find easier*" [3].

In Vietnam, today many people have discussed happiness, and expressed their views and attitudes towards happiness, there have also been some studies on happiness. Ho Chi Minh Complete Collection, volume 4, page 56: "*If the country is independent but the people do not enjoy happiness and freedom, then independence has no meaning*" [2].

From a research perspective from 1999 to 2004, authors Ryff and Singer (2003) and Davidson et al (2000) showed that when a person has a happy experience, the body chemistry is improved blood pressure and heart rate tend to lower, through which good experiences of happiness will improve people's health, or the authors Herrbach (2006) [4], Judge et al (1999), Thoresen et al. (2003), Mignonac & Herrbach (2004), have shown that if employees are happy, they will work more actively and be more engaged with their organization.

Danang University of Physical Education and Sports is a university directly under the Ministry of Culture, Sports and Tourism, located in Da Nang city - Vietnam. As of July 2019, with 73 female officers and employees, accounting for 36.13% of the total 202 officials of the whole university. This is a school that always has policies to support Officials during their work. The school's management board always listens and creates conditions for public officials in general and female officers, in particular, to work most effectively. However, if there are research results on the happiness of female officials of the Danang University of Physical Education and Sports, the research results of the topic will serve to suggest, propose and recommend. solutions to improve the quality of life, and the level of happiness, and also to increase the quality of labor for female officials of Danang University of Physical Education and Sports in particular and society in general.

For the above reasons, we conducted a study on the happiness level of female officials of Danang University of Physical Education and Sports.

## **2. Research methods**

The scientific approach to the research is carried out from the perspective of Psycho-Social. This study uses a survey questionnaire consisting of 29 questions [1]. Specifically, the study used a happiness scale with 29 questions (from 1 to 6 points, divided into 7 levels) of authors Michael Argyle and Peter Hills (2002) [5], this is a standardized scale. and published in the journal *Personality* and in 2002, in the Happiness project of Oxford Brookes University, USA, conducted from November to the end of December 2019. Female Officials are informed before participating in the interview form, the personal information of female Officials will only be used for the scientific purposes of this study.

## 2.1 Survey sample

The study selects a random sample stratified by the characteristics: employment position; qualification; Income and marital status of 30 female officials and employees of Danang University of Physical Education and Sports, Vietnam, are shown in Table 1.

**Table 1:** Study sample and characteristics of research subjects (n=30)

Criteria		Quantity	Ratio (%)	Criteria		Quantity	Ratio (%)
Job position	Managers	2	6,66	Income	> 10 million	5	16,66
	Expert	8	26,68		5 - 10 million	14	46,66
	Lecturers	18	60,0		3 - below 5 million	9	30,02
	Staff	2	6,66		1 - below 3 million	2	6,66
Level	Doctor	01	3,33	Marriage	Single	1	3,33
	Masters	20	66,66		Married	26	86,68
	Bachelor	8	26,68		Divorced	3	9,99
	Common	1	3,33				

## 2.2 Research tool

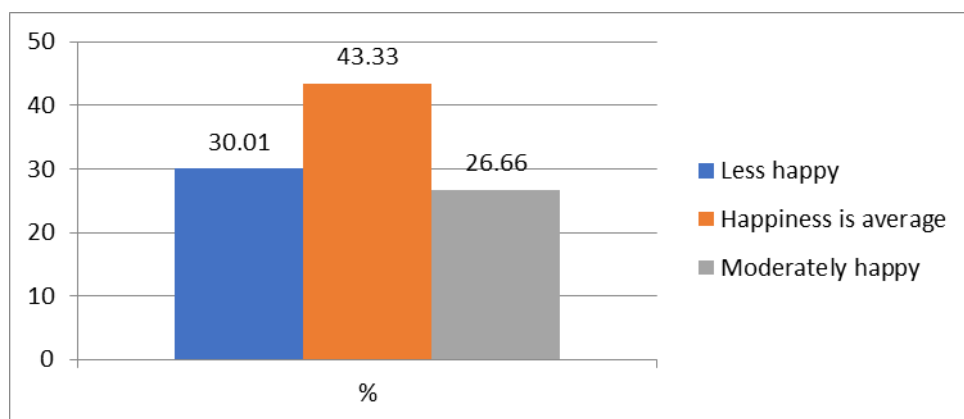
The happiness interview form has 29 questions (from 1 to 6 points, divided into 7 levels). The questionnaire was tested for reliability Cronbach Alpha > 0.8 and the coefficient of the KMO test = 0.764, the Bartlett test was statistically significant (sig Bartlett' Test < 0.05). The content of two main areas in the questionnaire used for the survey are:

- 1) Happiness level of female officers of Danang University of Physical Education and Sports;
- 2) Expressions and factors that create the happiness of female officers of Danang University of Physical Education and Sports;
- 3) Statistical analysis: Computerized statistical software is used by analyzing descriptive statistics including percentage, frequency, mean, and standard deviation.

## 3. Research results and Discussion

### 3.1 Happiness level of female officials of Danang University of Physical Education and Sports

The results of interviewing 30 female civil servants using the happiness scale show that: Female public employees' happiness only focuses on 3 levels of happiness out of a total of 7 happiness levels according to Michael Argyle and Peter Hills (2002). Specifically, 30.01% of public employees are less happy (level 2); 43.33% happiness is average (level 3); 26.66% are moderately happy (level 5), no one is happy and very happy (level 6 and 7). In general, the happiness of female officials of Danang University of Physical Education and Sports is average (Mean = 3.49), (level 3) and standard deviation is 0.65 as shown in Chart 1.



**Chart 1:** Happiness level of female officials of Danang University of Physical Education and Sports (%)

### 3.1.1 By job position

Survey results by job position show that lecturers have an average level of happiness (Mean = 3,333); followed by staff working in departments and faculties (Mean = 3,551); the third is the expert (Mean = 3.78) and the highest is the management civil servant (Mean = 3.793), but the difference is not significant at the threshold  $p = 0.05$ .

### 3.1.2. By education level

The survey results by education level show that there is no difference in the happiness level of groups with different professional qualifications at the threshold  $p = 0.05\%$ , the group of VCs with a university degree has the highest level of happiness. average happiness level (level 3) with Mean = 3.953, followed by the group with a doctorate and master degrees with average happiness (Mean: PhD = 3.448, master = 3,357). The popular level has a low level of happiness (level 2) with Mean = 2.896.

### 3.1.3. According to marital status

The group of unmarried people have the highest level of happiness (Mean = 4.206), those with a family have a moderate level of happiness (Mean = 3.473), and those who are divorced have the lowest level of happiness (Mean = 4.206). Mean = 3.448), however, the difference is not significant at the threshold  $p=0.05$ .

### 3.1.4. According to income status

The group with an income of 1 - 3 million VND/month has a higher level of happiness than the other groups (Mean = 4,068), the group with income > 10 million VND and the group with 3 - 5 million VND have the same average score. are equal, respectively 3,695 to 3,563, the income group from 5 to 10 million dong has an average score of 3.31, the difference between groups is not significant with  $p=5\%$ . This survey is similar to the results of research on happiness in the US. Britain and Japan in [8], in 1950 in the United States, people were not happier even though living standards more than doubled. The

situation in the UK is quite similar, here since 1975 happiness has not been higher than it was in the 1950s, although real incomes have increased enormously across all income distributions [8]. In this survey, it can be explained that the group with the lowest income from 1-3 million, they are very young, healthy, unmarried and have children, they do not worry much, they are very comfortable. So, they have moderate happiness (level 5), while the group has income > 10 million/month with the proportion of 24.5% of the research subjects, most of them are very stable at work, have family, have an education. position, have a higher working position than other groups with the second highest level of happiness (Mean=3,695).

### 3.2 Expressions and factors that create the happiness of female officials of Danang University of Physical Education and Sports

#### 3.2.1 Expression of happiness of female officials of Danang University of Physical Education and Sports

After analyzing from 29 expressions from the happiness scale, we received the following 13 expressions most chosen by female officials of the Danang University of Physical Education and Sports (Table 2).

**Table 2:** Happy expressions of female officials of Danang University of Physical Education and Sports (n=30)

Order	Expression of happiness	Mean
1	I care a lot about others	4,26
2	I feel that life is very precious	5,00
3	I am warm and welcoming to almost everyone	4,65
4	I feel good about everything	4,26
5	I always give my best and enthusiasm	4,52
6	Life is good	4,48
7	I laugh a lot	4,10
8	I'm satisfied with all I have	4,13
9	I feel beauty in some things	4,45
10	I always make people happy	4,10
11	I can arrange to do everything I want	4,13
12	My life is often filled with joy and pride	4,13
13	I feel full of energy	4,16

The research results in Table 2 show that, the 13 most common expressions in female officials of the Danang University of Physical Education and Sports, the expressions with the highest agreement are: I feel that life is precious 5, 00 points; I am warm and welcoming to almost everyone 4.65 points; I always give my best and enthusiasm 4.52 points; Life is good 4.48 points; I feel the beauty in some things 4.45 points.

## 2.2. Factors affecting the happiness of female officials of Danang University of Physical Education and Sports

According to the authors Hills, P., - Argyle, M. (1998a). Francis, L. J., Brown, L. B., Lester, D. - Philipchalk, R. (1998). Diener, E. (2000), factors that affect people's happiness are comfort in family relationships (the relationship between husband and wife/children/parents...); is self-belief; enough money to live and be happy; having a positive social relationship.

**Table 3:** Factors affecting the happiness of female public employees (n=30)

Order	Content	Ratio (%)		δ	order
		No	Agree		
1	Confidence in yourself	23,33	76,67	0,906	5
2	Children	6,67	93,33	0,82	2
3	Job	10	90	0,95	3
4	Family relationship (parents/siblings)	13,33	86,67	0,686	4
5	Good healthy	3,33	96,67	0,668	1
6	Positive social relationships	10	90	0,96	3
7	Good income at the moment	30	70	0,992	6
8	Wife/husband/lover relationship	6,67	93,33	0,817	2

The study also examines the factors affecting the happiness of female officials of Danang University of Physical Education and Sports, the research results are shown in Table 3, showing: Factors that make female officials become the happiest is having good health with 96.67% agreeing, followed by 2 factors of the relationship between husband/wife/lover and children (93.33%).

The third factor is work and positive social relationships (90%). Fourth, it is the family/sibling relationship (86.67%). Ranked 5th with 76.67% agreeing it is self-confidence, including feeling valued. The following factor that creates happiness is having a good income at the present time (71%).

Research results are relatively consistent with the study of the group of authors Hills, P., Argyle, M. (1998). Francis, L., Brown, L.B., Lester, D. - Philipchalk, R. (1998), Richard Layard (2005) [8]. Factors that affect people's happiness are comfort in family relationships (wife-against/children/parents...); Diener, E. (2000) [6], is self-confidence; having enough money to live and be happy and having a positive social relationship.

### 3.2.3. Some remedies to overcome sadness to improve the happiness of female officials of Danang University of Physical Education and Sports

Osho, a modern Indian philosopher said: *“Human reason always demands no mind; No matter how many things we possess, the mind is hungry. We always feel inadequate, not enough, to the point that we feel like we are living an empty life. The more we desire, the more we feel empty”* [7], or Viktor Frankl said: *“We can take everything from a person, except for the impossible, which is freedom - freedom of choice. attitude to behave in any situation, free to choose in his own way”*. Human happiness is knowing how to choose to handle situations when

experiencing stress and sadness. Research has shown that female officers of Danang University of Physical Education and Sports actively improve their circumstances to increase happiness in the following ways (Table 4):

**Table 4:** Measures to overcome sadness to increase happiness of female officials of Danang University of Physical Education and Sports (n=30)

Order	Content	Level (%)				$\bar{x}$	$\delta$	Order
		Never hour	Seldom	Sometimes	Regularly			
1	Accept your reality	13.33	30.00	40.00	16.67	2,61	0,919	3
2	Using alcohol / beer / cigarette / coffee	77.40	16.10	6.50	0.00	1,29	0,588	9
3	Going to the temple / praying	53.33	26.67	13.33	6.67	1,71	0,938	7
4	Find a confidant (friends/consultation center...)	23.33	33.33	23.33	13.33	2,32	0,979	5
5	Think more positive	3.33	16.67	40.00	40.00	3,23	0,805	2
6	Go see fortune telling	63.33	30.00	6.67	0.00	1,42	0,62	9
7	Letting go, no matter what, come	83.33	10.00	3.33	3.33	1,26	0,682	10
8	Leave home and go somewhere	93.33	3.33	3.33	0.00	1,1	0,396	11
9	Wishing for a miracle	63.33	16.67	16.67	3.33	1,58	0,886	8
10	Join an art/sports club (karaoke/dance/sports)	16.67	36.67	33.33	13.33	2,42	0,923	4
11	To travel far	23.33	33.33	36.67	6.67	2,29	0,902	6
12	Find moments with loved ones in the family (breakfast, coffee, ...)	6.67	10.00	33.33	50.00	3,29	0,902	1

Research results in Table 4 have shown that, in order to reduce female sadness, Danang University of Physical Education and Sports officials need to find moments with loved ones in the family, think more positively, and accept everything. realistic scenes, participating in art and sports clubs (karaoke/sports, ...). The measure of finding moments with loved ones in the family ranked first, with = 3.29; the second option is to think more positively (=3.23). The third method chosen is to accept their actual situation (=2.61), followed by joining art and sports clubs (karaoke, or a certain sport, ...) with =2.42. Some other ways that can reduce sadness are finding someone to talk to (=2.32), or going on a long trip = 2.29, which is also chosen by many female officials. The measures Going to the temple / praying, dreaming of miracles and going to see a fortune teller are the following options with = 1.71, = 1.58 and = 1.1.

#### 4. Discussion

The happiness index of female officials and employees of Danang University of Physical Education and Sports is on average (Mean = 3.49) (level 3) and standard deviation is 0.6.

When compared with the research results of the topic: "Vietnamese happiness" by author Le Ngoc Van (2019), there are similarities with the happiness index of Vietnamese women 6,358 (scale of 10). [9]. However, the female happiness index is lower than male happiness (Mean = 3.718), but this difference is almost not statistically significant.

The expression of happiness in female officials and employees of Danang University of Physical Education and Sports is feeling that life is precious; being warm and welcoming to almost everyone; always wholehearted and enthusiastic; life is good; very happy life.

Expressions of happiness in female cadres and officials of the University of Physical Education and Sports Research results are also similar in terms of factors affecting the happiness of female officials and employees of the University of Physical Education and Sports. income level (material economy) 70% compared with 75.6% [9]. Being able to do a job you love is a choice that most people choose. Particularly, the health factor, the difference in the research of Le Ngoc Van (2019) is reflected in the factors related to health such as eating tops, wearing nice clothes, a fresh natural environment, and food safety. In the condition that an official in a public university in our country only has a stable income, the income factor is ranked 6th in the choices of factors affecting the happiness of female University officials. Danang University of Physical Education and Sports is also obvious. Da Nang is feeling precious life; be warm and welcoming to almost everyone; always wholehearted and enthusiastic; life is good; very happy life.

Six (06) measures to help female cadres and civil servants overcome sadness to increase happiness have a high selection rate (= 2.29 - 3.29). These are measures with a high selection rate, which is also normal because these measures all reflect the desire of Vietnamese women, which is simplicity, rich in compassion, kindness and love. , always overcome all difficulties and hardships.

## 5. Conclusion

Research results on 30 female officials of Danang University of Physical Education and Sports show that:

- Happiness of female officials of Danang University of Physical Education and Sports is on average 3.49 (level 3) and standard deviation is 0.65. There is no significant difference in happiness level when comparing the employment position, education level, income and marital status of female officials with  $p = 0.05$ . This is a positive thing for female school officials, through which it can be seen that the State management regulations and solutions to improve life in the past time of the Board of Directors and the school's trade union are relatively good. appropriate and fair for female public employees. However, with 30.0% of female civil servants being less happy, the school needs more positive solutions to promote and improve the happiness of female employees, in order to reduce the number of female employees who are less happy.



- Expressions of happiness of female officials include some positive feelings and actions about life such as: Feeling that life is precious; be warm and welcoming to almost everyone; always wholehearted and enthusiastic; life is good; feeling the beauty in some things.
- Factors that create happiness for female employees include: good health; spouse/lover/children relationship and having a suitable job; positive social relationships have close family ties; self-confidence; income problems.
- Psycho-social measures to reduce sadness, and increase happiness level that the female staff of Danang University of Physical Education and Sports has implemented to find moments with loved ones in the family; practice more positive thinking; accept the reality of the situation; join art and sports clubs or find a confidant or go on a long trip.

### **Article's source**

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### **Conflict of Interest Statement**

The author declares no conflicts of interests.

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