

Search for happiness and emotional capital strength and its role on the development of organizational goals jam Omran Pars

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Present research aims to investigate the share of emotional capital (feelings of happiness and empowerment) and its role in the development of organizational goals Pars Jame Jam Development Corporation. Present research was correlation and population of study was all male and female staff of pars jame jam corporation. To sample between personnel was used simple random sampling method. The sample size was determined 66 based on Kerjsi and Morgan table. Collection tools were questionnaires emotional capital Kashdan, psychological empowerment questionnaire Schneider and scale organizational objective of researcher. To analyze of data were used Kolmogorov-Smirnov test, Pearson correlation and multiple regression analysis. Regression analysis showed that as 28.5 percent of variable variance organizational goal by variables happiness and ability of the staff is explained. In addition, the ratio F calculated (18/214) is significant at a confidence level of at least 99 percent. Also the Pearson correlation showed that there is a significant positive correlation between happiness and employee empowerment and development organizational goals at the alpha level 0/05.

Keywords : Key word: Emotional investment, happiness, empowerment, organizational goals

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