

**An Investigation of Relationship between Happiness at Work and
Job Performance, Mental health and Turnover Intention:
Considering the Mediating Role of Job Stress and Work-Family
Facilitation**

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Abstract

The purpose of this study was to investigate the relationship between happiness at work and job performance, mental health and turnover intention considering the mediating role of job stress and work-family facilitation. Two hundred and thirty one employees of Fouladin Zob Amol (F.Z.A) Company were selected by stratified random sampling as participants of this study. In order to collect data, the participants were asked to complete questionnaires such as work engagement, affective well-being, job performance, mental health, turnover intention, job stress and work-family facilitation. Fitness of the proposed model was examined through Structural Equation Modeling (SEM), using SPSS-19 and AMOS-19 software packages. The indirect effects were tested using the bootstrap procedure. Findings indicated that the proposed model fit the data well. Better fit was obtained by correlating two-tailed errors. Findings also showed that all direct and indirect paths were significant. Besides, the results of this study supported the positive indirect effects of happiness at work on job performance, mental health and turnover intention considering the mediating role of job stress and work-family facilitation. Thus, this study underscores the practical benefits of fostering happiness in the workplace. Considering the importance of happiness to key organizational and personal outcomes such as mental health, turnover intention and job performance, the results can provide a guide for increasing happiness in organizations.

Keywords: Happiness at work, Job stress, Work-family facilitation, Job performance, Mental health, Turnover intention.