

The Interaction Effect of Psychological Capital on the relationship between Self-Driven Personality and Happiness at Work

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Abstract

The purpose of this paper is to examine how Psychological Capital and Self-Driven Personality fuse to affect Happiness at Work in the nursing profession in Uganda. The paper adopts a cross-sectional descriptive and analytical design. The authors employ structural equation modeling to test hypotheses. Using proportionate and simple random sampling procedures, a sample of 900 respondents was drawn from different hospitals in Uganda of which a response rate of 88.8 percent was obtained. The magnitude effect of Self-Driven Personality on Happiness at Work depends on Psychological Capital; implying that the assumption of non-additivity is met. Only a single research methodological approach was employed and future research through interviews could be undertaken to triangulate. In order to boost happiness at the workplace, heads of hospitals should always endeavor to find a viable self-driven personality- psychological capital blend that can add value to nurses in Uganda. This is one of the few studies that focus on testing the interactive effects of psychological capital on the relationship between self-driven personality and happiness at the workplace in Uganda's health sector.

Keywords Interaction Effect, Happiness at the Workplace, Psychological Capital, Self-Driven Personality, Nursing

Introduction

There is growing interest among researchers and practitioners to understand happy employees via a positive lens. Happy employees tend to be more productive compared to the unhappy ones (Joo & Lee, 2017). According to Norman, Avey, Nimnicht, and Pigeon (2010), unhappy employees may not pay full attention to any activity at work implying that happiness is a great factor in influencing individuals' levels of performance. Kawalya et al. (2019), found happy employees to be interested in their work and to sustain positive emotions throughout. There exists a lot of literature on what the traditional outcomes related to happiness at work (or lack thereof), including though not limited to meaningful work (Fisher, 2010; Steger, 2012), taking extra role tasks such as helping other employees (Baard, Deci & Ryan, 2004), less likelihood to leave the job (Ganser, 2012), increased productivity and positive employees' work attitudes towards their jobs (Demir & Davidson, 2013; Fisher, 2010) and commitment to work (Demir & Davidson, 2013). Despite the growing amount of research on the concept of happiness, diminutive theoretical and empirical attention has been paid to the building blocks of happiness at work. Undeniably, most happiness at work research has focused on the outcomes of happiness or lack of it and somehow neglected the situations caused by the positive emotions that

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broaden awareness and hence affect happiness.

Although several studies to date have examined the linear relationships between happiness as a criterion variable and its predictors (Singhal & Rastogi, 2018; Rai & Nayak 2018; Bubić & Erceg, 2016; Fisher, 2010), these have missed the fusion of self-driven personality and psychological capital as probable precursors. There is scanty literature that links psychological capital to happiness at the workplace (Choi & Lee, 2014; Cheung & Tang, 2010). Similarly, a dearth of literature exists on the self-driven – happiness relationship (Choi & Lee, 2014; Avey, Luthans, & Youssef, 2010). More so, what is missing [and that forms the central thesis of this study] is that to best of the authors' knowledge, no study has examined the interaction effect of psychological capital on the self-driven personality - happiness at work association. The concepts of psychological capital and its resultant effect in this study [happiness] are routed in the Build and Broaden Theory (BBT). The BBT assumes that positive emotions broaden awareness and help build psychological (personal) resources that in turn produce happiness at the workplace (Fredrickson, 2001). Seligman (2002) defines happiness to consist pleasure, engagement, and meaning; which are a function of self-driven personality (Choi & Lee, 2014). The authors hence argue that the significant relationship that exists between self-driven personality and happiness; and psychological capital and happiness may imply that a combination of the two [self-driven personality and psychological capital] might have a far reaching positive effect on happiness at the work place especially within the health sector. The intent of this study is to extend the effect of self-driven personality on happiness at the workplace using the nursing profession in Uganda as a testing ground.

Taking the case of the nursing sector in Uganda into consideration; their work environment is characterized by unavailability of drugs, poor sanitation, work pressure with poor remuneration and collapsed infrastructure. On account of that, most of the nurses in Ugandan hospitals tend to show signals of

unhappiness and is reflected in a number of ways including though not limited to exhibition of absenteeism, harshness to patients and diversion of the little available hospital drugs. For instance in 2011, Mityana Hospital a health facility in in Central Uganda, recorded one of the highest staff [nurses] turnover rates (62%) (Ministry of Health, 2012). As a consequence, the medical workers nurses inclusive who stayed have to carry the burden of the work delivery of attending to patients which has implications for happiness at work. Growing evidence suggests that when employees fail to experience joy in day-to-day activities, positive affect reduces and negative affect increases. As a result of this, there is overall sense of dissatisfaction with life and general happiness at the workplace (Myers, 2000) which in the case of health workers like nurses has far reaching negative impact on patients. Given the unpleasant external work environment pertaining the health sector, there is need to tap into the intrinsic behaviors of employees especially nurses. There is need to find solutions that will impact joy creation in such circumstances. This is the more reason, the authors in this study affirm that being self-driven and tapping into one's psychological capital may trigger happiness that will in turn render nurses to take positive care of patients, in spite of the external poor environment.

In this study, the authors first argue that self-driven personality and psychological capital have an influence on the achieving nurses' happiness at the workplace. In line with Friedrich (1982), the researchers uphold that when two exogenous variables exist to cause an effect on an endogenous variable, it is inadequate to assume that it is only the main effects that influence that endogenous variable. According to Friedrich (1982), there is always more to consider than simply the "main effects" of each of the exogenous variables in studies where the research design involves two or more exogenous variables. Alongside that backdrop, the researchers develop and test a conceptual model that associates the three variables inclusive of a moderator variable to test for interaction effects. To do so, the authors employ

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psychological capital as the pivotal moderating variable on the relationship between self-driven personality and nurses' happiness at work. This advance first extends the happiness at work literature in that the authors maintain that a fusion of self-driven personality and psychological capital creates a multiplicative effect of self-driven personality - psychological capital that results into a far higher predictive power of nurses' happiness at work as compared to either of the main effect predicting it alone. Besides, the authors aver that grounding of both self-driven personality and psychological capital in the happiness at work literature provides theoretical arguments for their use in predicting worker – work experiences.

2. Literature review and development of hypotheses

2.1. Theoretical underpinnings

Seligman (2002) defines happiness as “consisting of pleasure, engagement, and meaning.” In this study, the authors utilize the Broaden and Build Theory (BBT) to examine the interactive effects of psychological capital on the relationship between self-driven personality and happiness at the workplace. The theory postulates that positive emotions help to develop broad repertoires of thought and action, which in turn build resilience to buffer against future emotional setbacks. This theory promotes positive emotions such as happiness, joy, and love, build their enduring physical, intellectual, social, and psychological resources, and thus lead to better well-being (Fredrickson, 2001). The theory BBT emphasizes that good moods help to induce the kinds of positive connections that eventually provide the basis for better life circumstances (Fredrickson, 2001). As such, Broaden and Build Theory provides a possible theoretical explanation for the mechanism that links positive affective states and employee well-being. In this study, the BBT suggests how positive emotions broaden awareness and help build psychological (personal) resources that produce happiness at the workplace (Fredrickson, 2001). The BBT explains the

positive causes of happiness at the workplace. For example, employees tend to be happy at work if in the past, they have gone through difficulties or if they have had too demanding targets to achieve and; have eventually achieved them. The theory further suggests that if one has hope of achieving his or her intended goals and is confident that he or she can achieve organizational objectives, then such an employee is likely to be happy. It thus follows that BBT explains the practice in happiness at the workplace.

2.2 Self-Driven Personality, Psychological Capital and Happiness at Work

Self-driven personality and happiness at the workplace

As many employees spend a significant portion of their daily lives contributing to their organizations, workplaces have become an important source of employee's happiness (Norman et al., 2010). The presence of self-driven personality traits predisposes employees to appraise their life and respond to their environments in a manner congruent with their stable dispositions (Norman et al., 2010; Choi & Lee, 2014). Self-driven personality traits are among the most consistent predictors of such subjective experiences as work happiness. For example, extraverts tend to maintain high levels of positive affect because they are not only sociable and affiliatable but also vulnerable to positive experiences (Choi & Lee, 2014). Similarly, agreeable people tend to get along well with their peers. In turn, such social activities and interaction with others increase work happiness (Lyubomirsky & Sheldon, 2012). Emotional stability helps experience work by enabling employees to perceive the world optimistically (Choi & Lee, 2014). Conscientious employees tend to pursue happiness with detailed plans and responsibility at work and in life (Choi & Lee, 2014). Finally, openness to experience can also foster subjective senses of happiness, as it helps employees engage in interesting activities (Norman, et al., 2010; Choi & Lee, 2014).

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Psychological capital (PsyCap) and happiness at the workplace

A review of the literature reveals that earlier research (Csikszentmihalyi, 2005; Joo & Lee, 2017, Kawalya et al., 2019) devoted careful attention to the precursors of PsyCap by attempting to uncover specific predictors of happiness at the workplace. For example, in a longitudinal study of talented teenagers, Csikszentmihalyi (2005) found that only those who learned to enjoy practicing their talent (i.e. mathematics, music, science, art, and athletics) were able to continue developing it through their high school years. Those who become bored or stressed of working on their talent, sooner or later gave up, while those who experienced flow in their work continued to perfect their talent (Csikszentmihalyi, 2005; Malik, 2013, Kawalya et al., 2019). PsyCap is the assemblage and simultaneous presence of four components of positive psychological resources (hope, self-efficacy, resilience and optimism). While each can stand on its own merits, it is when they are all present and linked together that they can provide insight into an individual work-related happiness. Indeed, PsyCap has been established and empirically proven to help in explaining happiness at the workplace (Bandura, 1977; Luthans & Avolio, 2009). Research shows that PsyCap components of self-efficacy, optimism, hope and resilience have positive relationships with happiness at the workplace. For example, self-efficacy has been found to have a positive impact on happiness at the workplace (Luthans & Avolio, 2009). Furthermore, employees' optimism is related to sustainable happiness at the workplace (Kahn, 1992). Hope and resilience too, have been found to be associated with employees' happiness at the workplace (Malik, 2013) and their loyalty to the organizations they work with (Kahn, 1992).

The moderator role of psychological capital

Despite such theoretical and empirical evidence for the association between PsyCap and happiness, the potential bearings of PsyCap have not been appropriately accounted for in prior research on

the interactive effects of PsyCap. On the happiness variables. In fact, no studies have examined the interactive effects of self-driven personality and work happiness. One study reported that some individual components of self-driven personality are related to work happiness but without controlling for PsyCap (Youssef & Luthans, 2007, Kawalya et al, 2019). Two previous studies reported that PsyCap is related to employee happiness (Avey, Luthans & Jensen; Kawalya et al, 2019); however, neither one controlled for any of PsyCap. Thus, it seems timely and necessary to examine the unique effect of self-drive personality on happiness at work while controlling for PsyCap.

We propose that even after controlling for PsyCap, self-driven personality, can increase employees' work happiness. PsyCap helps them perceive and interpret their work and life experiences positively, obtain positive achievements, and overcome difficulties and setbacks in their jobs and lives. In this study, an attempt is made to support previous scholars' findings as discussed above and we thus hypothesize that:

H1: *Self-driven personality is positively associated with happiness at the workplace*

H2: *PsyCap is positively associated with happiness at the workplace*

H3: *PsyCap moderates the association between self-driven personality and happiness at the workplace*

3. Methodology

In this section, the authors provide the research design, sample size and sampling procedure. They also discuss the control of common methods bias (CMB) and data collection instrument, measurement of variables, validity and reliability, demographic and descriptive characteristics, correlations between variables and structural equation modelling.

Research design

The study adopted a cross-sectional descriptive and analytical design examining organizational

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self-driven personality, psychological capital and happiness at the workplace among nurses in the health sector in Uganda. The authors undertook a survey of a large scale and comprehensive survey of nurses covering a random sample of nurses in Uganda’s hospitals. This study picked particular interest in nurses because given their nature of work (treating patients), they are more likely to suffer from challenges of unhappiness at the workplace. The list contained a sample of 900 nurses of whom 800 returned usable questionnaires. The details of the demographic characteristics of the respondents can be seen in Table 1.

Control of CMB

The authors applied procedural and statistical techniques to control for CMB and hence common

methods variance consistent with the works of Podsakoff, MacKenzie & Podsakoff (2012) and Podsakoff, Shen and Podsakoff (2006). By doing so, the authors reduced measurement errors (random and systematic errors) which normally threaten the validity and conclusions about the relationships between measures (Podsakoff, MacKenzie & Podsakoff, 2003). During questionnaire development, the authors incorporated negatively worded or reversed-coded items (Hinkin, 1998). These acted as cognitive “speed bumps” that reduced the respondents auto cognitive processing but rather engaged them to answer the items in a more controlled manner. The authors also used different scale anchors (Meade, Watson & Kroustalis, 2007; Podsakoff et al., 2003) like “Agree completely, without any doubt” to mean an anchor of “1” and “Agree most of the time” to mean an anchor of

		Frequency	Percent
Location in terms of Region	Central	494	61.8
	Northern	235	29.4
	Western	71	8.9
Gender	Male	188	23.5
	Female	612	76.5
Age group	20-30	68	8.5
	31-40	317	39.6
	41-50	270	33.8
	51 Above	145	18.1
Level of Education attained	Certificate	308	38.5
	Diploma	411	51.4
	Degree	75	9.4
	Masters	6	.8
Staff position in the hospital	Midwifery	117	14.6
	General Nurse	512	64.0
	Research Nurse	41	5.1
	Registered Midwifery	103	12.9
	Registered Midwifery/ Nurse	14	1.8
	Registered Midwifery/ General Nurse	13	1.6
Length of service in the profession	3yrs	218	27.3
	5-10yrs	418	52.3
	11-15yrs	93	11.6
	16-21yrs	38	4.8
	Over 22yrs	33	4.1
Type of care nurse is providing	Inpatient Care	274	34.3
	Outpatient Care	132	16.5
	Both	394	49.3

Table 1: Demographic Characteristics

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“6” for some variables; while for other variables the authors used “Always Without fail (100%)” to mean an anchor of “1” and “Never to Less than a quarter of the time (0%-Less 24%)” to mean an anchor of “6”.

As for statistical remedy, exploratory factor analysis (Podsakoff & Organ, 1986) yielded many factors from each of the variables of study without any single factor emerging to account for more than half the variance in the variable; implying no substantial amount of common method variance was present in our study. A review of Haman’s single factor test established minimal method bias for it extracted 9 factors (eigen-values greater than 1; total variance 56.916) where the first factor (11.095 percent) did not explain majority of the variance implying this study did not suffer problems of CMB allaying the fears of Podsakoff et al. (2003).

Data collection instrument, measurement of variables, validity and reliability

The authors used a questionnaire during the data collection exercise. It was a close-ended questionnaire anchored on a six-point Likert scale. The researchers

until the task is finished”. The variable psychological capital was measured in terms of self-efficacy, hope, resilience and optimism based on the works of Luthans, Youssef and Avolio (2007). It had items such as “Thanks to my resourcefulness, I know how to handle unforeseen situations.” The third variable happiness was operationalized following the works of Seligman (2002) in terms of meaningfulness, life satisfaction, positive emotion and personal engagement. It had items such as “I have found a meaningful career.” The authors derived all measurement items from previously published studies, adapted and tested them for validity and reliability. Chrobach’s α coefficients for all variables were above 0.7 (Table 3) in line with Nunnally (1978), Dooley (2004) and Neuman (2006).

Descriptive statistics

The summary descriptive statistics for self-driven personality, psychological capital and happiness at the workplace are presented in Table 2. In comparison to the mean, the standard deviations range from 0.657 to 0.854. These small standard deviations relative to the mean values show that the data points are close to the means – an indication that the mean

	N	Min	Max	Mean	SD	Skewness Statistic	SE	Kurtosis Statistic	SE
SelfDPers	800	1.00	6.00	1.802	.657	1.345	.086	3.801	.173
PsyCap	800	1.00	6.00	2.186	.854	1.017	.086	1.817	.173
Happiness	800	1.00	6.00	1.662	.700	2.205	.086	3.194	.173

Table 2: Descriptive statistics

used a short six-point Likert scale questionnaire to make it easy for respondents to comprehend and take less time to complete the filling in (Podsakoff et al., 2012). According to Podsakoff et al. (2012), higher scales have been found to be lengthy and time consuming for respondents to comprehend. The authors operationalized self-driven personality in terms of extroversion, agreeableness, openness and conscientiousness (Csikszentmihalyi, 2001; Costa & MaCrae, 1980). Sample items included “She/he perseveres

signifies the data observed (Field, 2009). Indeed the values of skewness and kurtosis are far from zero; their levels do not exceed 3 and 5 respectively implying that a fair level of normal distribution of data is realized (Kline, 2011).

Correlation analysis

Zero-order correlation was used to establish whether or not associations exist between the study variables as hypothesized from the literature review (Field, 2009). In Table 3, the authors present the Pearson

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product-moment correlation matrix among the self-driven personality, psychological capital and happiness at the workplace. The results indicate that there is a positive significant association between self-driven personality and happiness at work ($r=0.398$, $p<0.01$). There is also a significant positive association in the psychological capital – happiness

among the multiple items attempting to measure the same construct. The researcher established convergent validity by examining fit indices based on the Bentler-Bonett normed fit index (NFI). According to Hair Anderson, Tatham, and Black (2006) and Mark and Sockel (2001), a measurement model with an NFI value above 0.90 reveals strong convergent validity.

	1	2	3
SelfDPers (1)	.776		
PsyCap (2)	.498**	.849	
Happiness(3)	.398**	.406**	.836

Table 3: Correlation analysis and Reliability results
 ** Correlation is significant at the 0.01 level (2-tailed).
 The diagonals represent the reliabilities

at work relationship ($r=0.406$, $p<0.01$). Other than being preliminary indicators of how the data is behaving, the correlation results in Table 4 suggest that the first two hypotheses (H_1 and H_2) developed in literature review have been supported.

Structural equation modelling

Following a two-step approach as guided by Ander-

son and Gerbing (1988); first the authors first conducted a confirmatory factor analysis (CFA) using AMOS (version 18.0) and came up with different measurement models for each if the variables and one for the combined variables. The combined model can be seen in Figure 1. The aim of the CFA was to confirm the dimensions for each variable and to test the fit of theoretically grounded models. The CFA results reveal acceptable model fit for the individual variables and for the combined measurement model for this study (Table 4). Convergent validity indicates item homogeneity within the same construct. According to Kim (2009), convergent validity is the agreement

	X ²	df	p	GFI	AGFI	NFI	TLI	CFI	RMSEA	AVE
SelfDPers	6.673	5	.246	.997	.990	.993	.996	.998	.020	.501
PsyCap	10.349	5	.066	.995	.984	.993	.993	.997	.037	.534
Happiness	18.717	5	.002	.990	.970	.988	.982	.991	.059	.571
Combined	101.640	62	.001	.981	.973	.974	.987	.990	.028	.509

Table 4: Validity: Convergent and divergent validity

Second, the authors run several nested SEMs to establish predictive power of each model; establish the relationships between the variables so as to test the hypotheses developed from literature review (Jöreskog & Sörbom, 2005). In the first model, the authors put self-driven personality alone to predict happiness at the workplace; in the second model they added psychological capital to self-driven personality to predict happiness at the workplace. In the third model shown in Figure 2 the authors added the interactive term (self-driven personality × psychological capital) to self-driven personality and psychological capital to predict happiness at the workplace. The three models revealed acceptable model fit as

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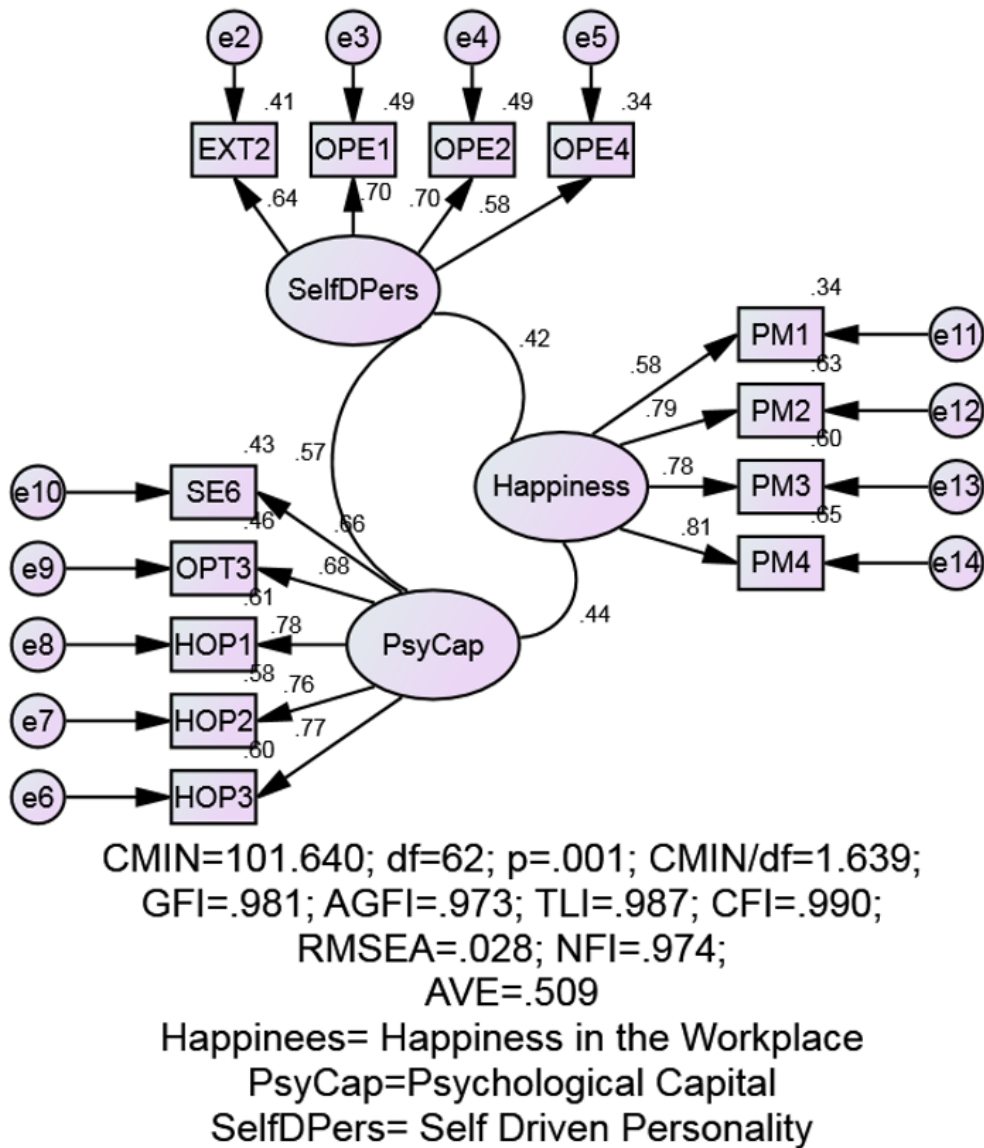
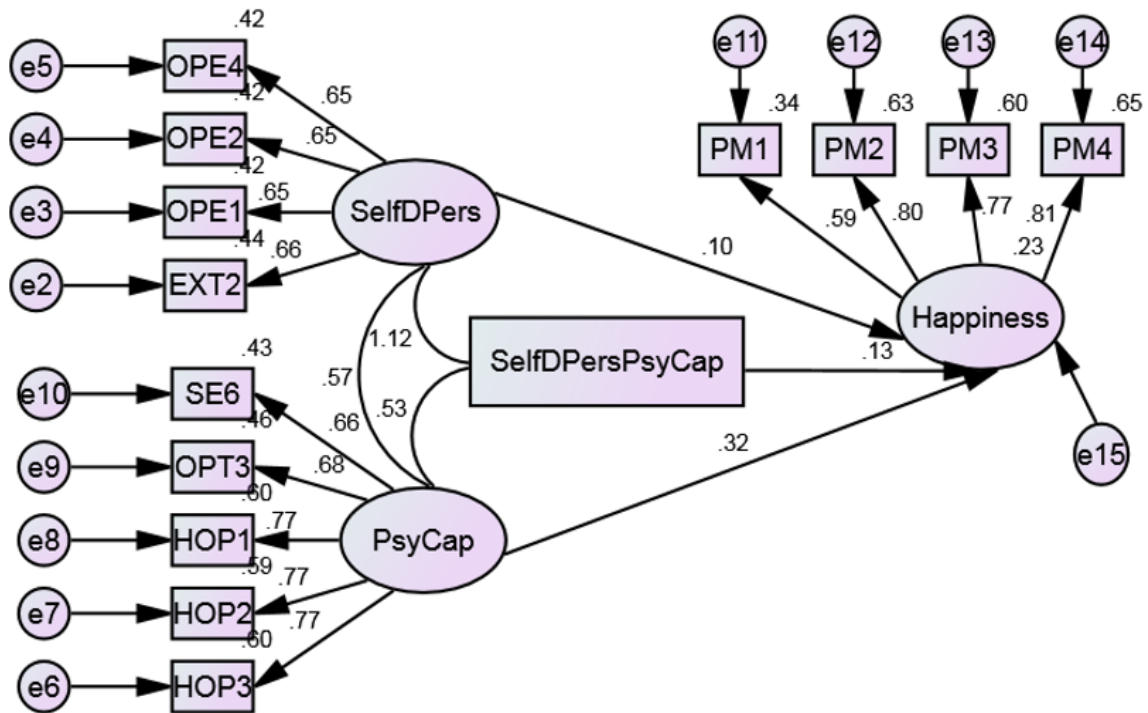


Figure 1: CFA for SelfDpers, PsyCap & Happiness

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CMIN=144.646; df=72; p=.000; CMIN/df=2.009;
 GFI=.975; AGFI=.964; TLI=.985; CFI=.988;
 RMSEA=.036; NFI=.977;
 SMC for Happiness= .234
 Happiness= Happiness in the Workplace
 PsyCap=Psychological Capital
 SelfDPers= Self Driven Personality

Figure 2: SEM for SelfDpers, PsyCap, Interaction Term & Happiness

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	X ²	df	p	GFI	AGFI	NFI	TLI	CFI	RMSEA	SMC for Happiness
Model 1	32.263	19	.025	.990	.981	.984	.990	.993	.030	0.174
Model 2	101.640	62	.001	.981	.973	.974	.987	.990	.028	0.228
Model 3	144.646	72	.000	.975	.964	.977	.985	.988	.036	0.234

Table 5: Fit indices for the competing models to test the interaction effect psychological capital on the self-driven personality – happiness at work relationship

shown by the results of the fit indices in Table 5.

effect of self-driven personality on happiness at work ($\beta=.095$, $CR>1.96$) as positive and significant. This means that self-driven personality explains 9.5 percent of the variance in happiness at work. A change of 1SD in self-driven personality leads to a change of .095SDs in happiness at work. This means H_1 is supported.

Based on the results in table 5 above the authors established that model 3 had better fit of the data com-

On the other hand, in H_2 , the researchers sought to test the influence of psychological capital on happi-

			Estimate	S.E.	C.R.	P	Label	Standardized Coefficients
Happiness	<---	SelfDPers*PsyCap	.111	.050	2.210	.027	par_11	.129
Happiness	<---	SelfDPers	.085	.032	2.665	.008	par_12	.095
Happiness	<---	PsyCap	.203	.032	6.391	***	par_13	.319

Table 6: Paths coefficients for the interaction effect of psychological capital on the self-driven personality – happiness at work association

pared to the other models, for it accounted for the highest variance in happiness at work, i.e. squared multiple correlations (SMC) of 0.234; meaning the model explained 23.4 percent of the variance in happiness at work.

The authors proceeded to extract a paths coefficients table from model 3 (see Table 6) whose results were used to test the hypotheses developed from literature.

4. Results

In H_1 , the researchers tested the influence of self-driven personality on happiness at the workplace. First of all correlation analysis results in Table 4 indicate that the two are positively and significantly associated ($r=.398$, $p .01$). This implies that positive variations that occur in self-driven personality are associated with positive variations in happiness at work. Results from Table 6 show that the standardized total

ness at the workplace. Results from correlation analysis in Table 3 show that psychological capital and happiness at work are positively and significantly associated ($r =.406$, $p<.01$). This means that positive alterations that occur in psychological capital are related with positive alterations in happiness at work. Results from Table 6 show that the standardized total effect of psychological capital on happiness at work ($\beta=.319$, $CR>1.96$) as positive and significant. This means that psychological capital explains 31.9 percent of the variance in happiness at work. A change of 1SD in psychological capital leads to a change of .319SDs in happiness at work. This means H_2 is supported.

In H_3 the authors sought to establish the moderation effect of psychological capital on the self-driven personality - happiness at work association. The model (Figure 2) revealed that psychological capital moderates the relationship between self-driven personality and happiness at work. Results of the interactive term ($\beta=.129$, $CR>1.96$) in Table 6 uphold this finding.

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The inclusion of interactive term (self-driven personality \times psychological capital) in the third model increased the predictive potential of self-driven personality and psychological capital on happiness at work from 22.8 percent in the second model to 23.4 percent (Table 5). The results demonstrate that the interactive-term boosts the main effects (self-driven personality and psychological capital) to explain the variance in happiness at work. Given the interaction term is significant (Table 6), the authors hence maintain that H_3 is supported. Consistent with Friedrich (1982), the SEM model used to test the hypothesis is multiplicative - meaning that the contribution of self-driven personality is dependent on the contribution of psychological capital in building happiness at the workplace.

5. Discussion

The study found self-driven personality a positive and significant predictor of happiness at the workplace among professional nurses in public hospitals in Uganda - a developing country setting. This implies that when nurses in public hospitals in developing countries such as Uganda, feel comfortable around colleagues; there is likelihood that they will think that their purpose or mission for my life is achieved. In this study self-driven personality is reflected in form of individuals having full ideas to present and this leads to nurses' feeling that the work they do on the job is very important to them - a clear sign of happiness at work. The study demonstrates that for nurses in public hospitals to find meaningfulness in their career as health workers; there is necessity for them to be able to find new ways of working, adapt quickly to change and have preference for combination to routine. The authors affirm that using simple words at work not only leads to nurses in public hospitals to understand how their work contributes to their life's meaning, but also find meaningfulness in their career. This study extends the Broaden and Build Theory by tapping into employees' positive emotions that widen awareness and help build psychological (personal) resources that in turn produce happiness

at the workplace for nurses in public hospitals. Indeed this study is in line with the works of Seligman (2002) who asserts that happiness - a combination of pleasure, engagement, and meaning; is built on the foundation of self-driven personality tenets such as comfortability around colleagues and quick adaptation to change.

Similarly, the results for the second hypothesis show that there is a significant positive relationship between psychological capital and happiness at the workplace. This implies that hopeful employees and in this study's respect professional nurses; are likely to exhibit tendencies of happiness at the workplace. The study demonstrates that when professional nurses in public hospitals see themselves as being pretty successful at work, then a feeling of meaningfulness in their carrier is enhanced. Having hope as reflected in form of thinking of many ways to reach one's current work goals not only makes nurses in public health facilities in developing countries understand how their work contributes to their life's meaning, but also affirm the fulfillment of their purpose and mission in life. The study further avers that when professional nurses in public hospitals meet their work goals that they have set for themselves, the end results is usually happiness exhibited in form of feelings of meaningfulness in career achievement of life's purpose and mission. The findings are consistent with Seligman (2011), Luthans and Lansons (2006) and Windle (2011) who noted that hopeful employees are usually happy at their workplace.

Given the multiplicative term in the SEM was significant, it implied support for hypothesis three which states that psychological capital moderates the association between self-driven personality and happiness at the workplace. These results indicate that self-driven personality and psychological capital pose a magnitude effect on happiness at the workplace hence the assumption of non-additivity is met (Jose, 2008; Bennet, 2000; Aiken & West, 1991; Friedrich, 1982). The study denotes that both psychological capital and self-driven personality must

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co-exist to influence happiness for professional nurses in Ugandan public sector. The allusion here is that happiness at work increases as psychological capital and self-driven personality levels are increased, suggesting a multiplicative effect of psychological capital and self-driven personality is significant among professional nurses in Ugandan public sector. The findings demonstrate that combining the two elements will boost further the happiness at work and register higher levels of happiness at work than what one of the variables would have single-handedly registered. The findings of this study hence provide for the interplay of psychological capital and self-driven personality as being substantial in influencing happiness at work of professional nurses in public hospitals in Uganda. The findings extend the practice in the Broaden and Build Theory by suggesting that having hope of achieving their intended goals [in this case treating patients to getting cured] and being confident that this can be achieved will enhance the professional nurses self-driven personality's drive towards happiness at the workplace.

6. Conclusion

The current study demonstrated self-driven personality and psychological capital as significant positive predictors of happiness at the workplace for professional nurses in public hospitals. The central thesis of this study was to identify the interactive effects psychological capital the self-driven personality - happiness at the workplace association. The significant multiplicative effects of psychological capital and self-driven personality on happiness at work confirm a conditional relationship, implying a moderator effect exists of psychological capital on the self-driven personality – happiness at work relationship among professional nurses in public hospitals. Besides, the interaction term is non-additive and its inclusion in the model gave rise to monotonic interactions (Bennet, 2000; Friedrich, 1982; Aiken & West, 1991). Since the interaction term between self-driven personality and psychological capital in is multiplicative; then there is more to consider than simply the main

effects of each of the independent variables.

Theoretical and practical implications

The study espoused the tenets of the BBT (Fredrickson, 2001) to explain happiness at the workplace. In this study, self-driven personality is found to fuse with psychological capital to influence happiness at the workplace. The study hence extends the BBT theory by demonstrating that nurses' positive emotions of self-driven personality and psychological capital help to develop broad repertoires of thought and action, which in turn build happiness – a resilience for nurses that helps them buffer against emotional setbacks experienced at the workplace. The positive emotions such as happiness, joy, and love, as espoused in the BBT have helped build the nurses' enduring physical, intellectual, social, and psychological resources, which had led them to happiness – a form of better well-being as argued by Fredrickson (2001). The outcomes of the study have provided a more robust understanding of happiness at work and what explains it. This study is beneficial to human resource managers of public hospitals who deal with health employees. They should redesign the recruitment system and policies that can boost psychological capital and self-driven personality in order to promote happiness at the workplace among professional nurses in Uganda. Having professional nurses who possesses a combination of self-driven personality and psychological capital helps them cope with poor public hospital environment that makes them happy at work, hence attend to their patients well. It could be coherent that psychological capital strengths can be used as a tool by professional nurses to sustain their positive emotions that in turn create happiness at the work place which enables nurses to perform their duties well. Thus, it is beneficial for public hospital managers and policy makers to have happier professional nurses.

Limitations and suggestions for further research

Like any other study, this study also has limitations which are discussed alongside suggestions for future