

# Chapter 16

## Happiness: An Approach to Labor Competence

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### ABSTRACT

*Happiness, job competence, and emotional competence, from an integrative perspective, are incorporated with the characteristics of the collaborator and the factors of the organization. They are emphasizing the classification of job skills and the opportunity to include emotional skills as a specific section. At the same time, it reflects on the components of happiness proposed by Seligman and the interest in relating it to job satisfaction based on the preceding scientific research. Finally, the usefulness of emotional competence is analyzed as a specific section within the general labor competencies, once happiness is considered as an emotion and therefore labor competency.*

### INTRODUCTION

This article on the theme of Human Talent Management incorporating the development of Happiness in issues of Labor Competence (LC) and Emotional Competence (EC). The approach to Human Talent and its Management in LC has various administrative, organizational, and psychological processes. In

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## **Happiness**

this aspect, organizational psychology and positive psychology have provided relevant foundations on Happiness, giving rise to knowledge about Positive Organizations, Happiness, and Job Satisfaction.

However, the approach to the topic of happiness is relatively new in scientific research, which reveals an incipient evidence of its relationship with the educational, labor and social fields, among others. The contributions of Heller, Judge, & Watson, 2002; Peterson, Park, Hall, & Seligman, 2009 suggest that conceptualizing happiness implies identifying the combination of mixed factors such as genetics, personal characteristics, sex, educational level, activities carried out, environment and a long etc. Human Talent management has focused on strategically directing actions that promote job satisfaction, from approaches based on motivation when meeting needs (Maslow, 1943) to those that pay attention to dissatisfaction factors and expectations (Vroom, 1964). There are some contributions to positive relationships between job satisfaction indices and organizational commitment (Mathieu, 1991; Mathieu and Zajac, 1990).

Happiness drives improvement in work centers since happy employees see changes as a source of opportunity (Andía, 2015). Working on Happiness within the organization and through organizational culture increase benefits for the employee and the company (Alayón, 2015; Celada, Gomes, & Varela, 2016; Muñoz, Plata, Ferraro, & Blandón, 2017). Likewise, brought positive relationships between job satisfaction and organizational commitment (Mathieu, 1991; Mathieu and Zajac, 1990)

Today one of the challenges is to ensure that the employees of an organization have the qualities of adaptation to change in the face of uncertain scenarios that arise. Cantú (2019) mentions that competencies change from time to time, and apparently, it is currently the time to consider Happiness and Resilience as new LC. Pardo (2019) indicates that Happiness at work begins from the moment the professional has chosen his career and has identified his purpose. Achieving that the employee's purpose finds alignment with the company's purpose would contribute to such Happiness continuing to develop.

It is intended to approximate the development of Happiness as an EC that is important to include it as a LC within an organization, that is why the objectives of this article are:

1. Raise the problem in question
2. Describe the concepts of Happiness, LC, and EC
3. Analyze the link between LC and CE
4. Propose Happiness as Emotional Work Competence (LCE) and its application in the work environment

## **PROBLEMATIC**

Each organization has a social training specific purpose, so therefore its members manifest behaviors themselves to achieve the objectives of the organization. This causes a determined organizational dynamic, which makes it imperative to speak directly or indirectly about people and the social relationships that occur within the organizational sphere (Marco et al., 2016).

The relevance of aligning the objectives of the organization with those of the collaborator is vital for the adequate development of both. Likewise, the incorporation of a systemic approach from the micro to the macro level of the objectives, goals, expectations, and needs allows one to understand the individual as a person, in order to assimilate that the person is at a level of said system and that the group of people make up the organization at a macro level.

It is pertinent to emphasize the relationship that the employee's strengths, weaknesses, emotional and work competencies have with the organization's own factors.

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