

Original Article

Translation, Cultural Adaptation, and Validation of the Greek Version of the Shorted Happiness at Work Scale (SHAW)

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Abstract

Background: Work constitutes an important aspect of an individual's life, as it provides socio-economic benefits and the fulfillment of personal goals, thereby giving meaning to life. However, in recent years significant changes have been observed in people's working lives, which have negatively affected their mental health and well-being. Happiness at work is considered a critical factor for both individual well-being and the overall performance of organizations. These changes have highlighted the need to support individuals facing workplace challenges and to promote employee well-being. **Aim:** To translate and validate the Short Happiness at Work Scale (SHAW) into the Greek language.

Methods: A cross-sectional study was conducted with 100 adults. Data collection was performed during March to June 2025, and a convenience sample was used. The "forward-backward" method was applied for the translation of the questionnaire. To assess reliability, we applied the test-retest method and calculated Cronbach's alpha coefficient. In addition, we conducted confirmatory factor analysis to estimate construct validity.

Results: The correlation coefficients between each item and the corresponding total dimension were satisfactory (>0.30 , $p < 0.05$). The SHAW demonstrated satisfactory to high internal reliability, with Cronbach's alpha coefficients of 0.74 for engagement, 0.70 for job satisfaction, and 0.89 for affective organizational commitment. Furthermore, the Greek version of the SHAW demonstrated the same three-factor structure as the original version. Confirmatory factor analysis indicated good model fit, as χ^2/df was 0.96, SRMR was 0.05, CFI was 0.97, TLI was 0.96, and RMSEA was 0.048, suggesting that the proposed factor structure was well supported. All correlations among the dimensions were significant, positive, and strong, indicating that higher levels of happiness in one domain were associated with higher levels in the remaining domains.

Conclusion: The Greek version of the SHAW is a reliable and valid tool for assessing happiness at work in the general population.

Keywords: Shorted Happiness at Work Scale; SHAW; validation; Greek; validity; reliability; translation.

Introduction

Happiness is characterized as a positive emotional state and is considered one of the fundamental human emotions. It constitutes an important component of human experience, shaping individuals' emotions, well-being, and positive attitude (Argyle, 1999). However, in recent years there has been steadily

increasing interest in the association between happiness and the workplace. It has become an important subject of study, particularly within the field of Positive Psychology, with particular emphasis on its application within modern organizational culture. Happiness at work is a multidimensional concept that refers to the positive emotional state and the overall

well-being experienced by individuals because of their work and the overall work environment (Diener et al., 1999; Zelenski, Murphy, & Jenkins, 2008). Furthermore, it refers to the positive perceptions, attitudes, and emotions that individuals experience regarding their work.

In addition, Warr (2007) argued that happiness at work is the result of job satisfaction, positive affect at work, and the overall well-being that individuals experience in their jobs. Also, Fisher (2010) stated that happiness at work includes job satisfaction, work engagement, and affective commitment to the organization. Moreover, this construct is defined in terms of employees' levels of satisfaction and emotional commitment. In simple terms, it is the pleasure an employee feels, the emotional attachment, and the positive attitude employees hold toward their work. Therefore, happiness at work gives meaning to the individual effort that a person puts into their job and leads to the fulfillment of their goals. According to Pryce-Jones (2010), it is conceptualized as the optimal and most meaningful deployment of an individual's capabilities, wherein the person experiences positive self-regard and perceives themselves as contributing to a higher-order purpose. As a result, work acquires significance as individuals derive satisfaction from it, thereby reinforcing and deepening their commitment to it.

Regarding the definition by Seligman (2011), it is achieved through the experience of positive emotions, engagement, relationships among employees, a higher sense of meaning, and personal accomplishment. According to Salas-Vallina et al. (2023), happiness at work constitutes the individual sense of well-being that arises from the interaction between employees and the organization, including positive individual and organizational experiences as well as low levels of negative emotions. Contemporary research highlights the importance of a multidimensional approach to this concept, incorporating dimensions such as job satisfaction, engagement, mental well-being, and the relationship with organizational culture. Research evidence indicates that employees who report higher levels of workplace happiness tend to be more productive, efficient, and organizationally committed, while also exhibiting lower levels of burnout and work-related stress (Lutterbie & Pryce-Jones, 2013; Salas-Vallina et al., 2023). According to Zou, Zuo, and Dai (2015), happiness at work is associated with the positive feelings and sense of satisfaction individuals experience after achieving their personal goals and fully utilizing their potential in the workplace. Moreover, other studies indicate that participative decision-making at work mediates the relationship

between inspirational leadership and individuals' happiness at work, while also playing a crucial role in shaping and inspiring leaders' behaviors and attitudes (Sallas-Vallina & Fernandez, 2017). According to Salas-Vallina, Simone & Fernández-Guerrero (2019), inspirational leadership has a direct positive effect on happiness at work and employees' personal characteristics play an equally important role, leading the authors to argue that promoting a positive, supportive leadership model can enhance employees' overall well-being and performance.

This construct represents a dynamic process that requires continuous effort and investment from both organizations and employees, encompassing important aspects such as work engagement, employee well-being, positive emotions, and job satisfaction. Furthermore, it reflects the overall sense of satisfaction in the workplace, the ability of employees to manage work demands, the development of interpersonal relationships between staff and management, and the perception that work is the connecting link that holds the entire organization together (Fisher, 2010; Sallas-Vallina et al., 2023). Finally, Van Rossum (2023) also agrees with the above perspectives, adding that employees experience well-being in their workplace while attributing value to both their individual and collective purpose. The above definitions emphasize the broader nature of happiness at work, encompassing not only positive emotions but also a sense of personal purpose and connection within the workplace, shaped by both individual and organizational factors.

Despite the growing international interest in happiness at work, there is currently no validated Greek instrument specifically designed to assess this construct in a multidimensional manner. The availability of a culturally adapted and psychometrically validated Greek version of the SHAW Questionnaire could facilitate research and organizational interventions targeting employee well-being in Greece. In Greece, prolonged economic instability, occupational insecurity, and psychosocial stressors have substantially affected employees' well-being and work-related quality of life. Therefore, reliable tools assessing happiness at work are important for both research and organizational practice.

Therefore, the concept of happiness at work has developed into an important research topic in the field of human resource management. Given the growing interest in this topic, there is a need for a comprehensive tool that measures and evaluates

happiness at work at the individual level. In this context, the aim of this study was to translate, culturally adapt, and validate the Greek version of the Short Happiness at Work Questionnaire (SHAW) (Salas-Vallina & Alegre, 2018) in a sample of the general adult population in Greece, and to evaluate its psychometric properties, including reliability and construct validity.

Methods

Population and Data Collection: A cross-sectional study was conducted using a sample of 100 individuals. Data collection took place between March and June 2025, and a convenience sample was used. The mean age of the participants was 41.9 years (SD = 11.7), of whom 74% were women. More than half (54%) were married or living with a partner, and overall, 37% had at least one child. Regarding educational level, 27% were university graduates, while 26% held a postgraduate degree. The majority (79%) were employed, with 60.8% of them working in the private sector. Additionally, 54.4% had permanent employment contracts and 96.2% worked full-time. The median overall work experience was 14 years (interquartile range: 5–25), while the median duration of employment in their current position was 5 years (interquartile range: 1–11).

Instrument of Data Collection

The Shorted Happiness at Work Scale (SHAW) was used for the assessment of happiness at work. The questionnaire includes 9 items rated on a seven-point Likert scale (1 = strongly disagree, 7 = strongly agree) and assesses three dimensions: engagement, job and career satisfaction, and affective organizational commitment. The SHAW had not previously been used in Greece; therefore, a translation and cultural adaptation process into the Greek language was followed according to internationally accepted guidelines (Galanis, 2013). Initially, the forward-backward method was utilized to translate and adapt the SHAW into the Greek language (Galanis, 2019). Moreover, two scholars translated the English version of the SHAW into Greek, and then two other scholars back-translated the Greek version into English. Another scholar reviewed the translation procedure, resolving any discrepancies. The reliability of the SHAW was examined by calculating Cronbach's alpha coefficients. Values above 0.70 were considered indicative of acceptable internal reliability. In addition, item-total correlation coefficients were calculated, with values above 0.30 considered satisfactory. A test-retest study was also performed to examine the reliability of the SHAW by calculating the intraclass correlation coefficient. Construct validity of the

SHAW was examined through confirmatory factor analysis (Galanis, 2013).

Ethical Considerations: The study was conducted in accordance with the principles of the Declaration of Helsinki (World Medical Association, 2013). Participants were informed in writing about the purpose and methodology of the study before deciding whether to participate voluntarily. Informed consent was obtained from all participants, while anonymity and confidentiality of participants' information were strictly maintained. The study protocol was approved by the Ethics and Deontology Committee of the Department of Nursing of the National and Kapodistrian University of Athens (approval number: 512, July 02, 2024).

Statistical Analysis: The Kolmogorov–Smirnov test was used to assess the normality of the distribution of quantitative variables. Means and standard deviations (SD) were used to describe them, as well as medians and interquartile ranges. Absolute (N) and relative (%) frequencies were used to describe qualitative variables. Confirmatory factor analysis (CFA) with the maximum likelihood method was performed to assess construct validity and confirm the factor structure of the SHAW (Table 1). Several approaches were used to evaluate model fit, including the indices chi square/degree of freedom (χ^2/df); comparative fit index (CFI); Tucker–Lewis Index (TLI); root mean square error of approximation (RMSEA); goodness of fit index (GFI); adjusted goodness of fit index (AGFI); incremental fit index (IFI); normed fit index (NFI); comparative fit index (CFI) (Baumgartner and Homburg 1996; Hu and Bentler, 1998).

There are several guidelines for interpreting model fit based on these indices. CFI and TLI values range from 0 to 1, and good model fit is generally considered when values are close to or above 0.90, or according to stricter criteria when they are close to or above 0.95. The CFI index is considered particularly appropriate for evaluating models as it takes sample size into account. RMSEA values lower than 0.05 indicate good fit, while values up to 0.08 indicate acceptable fit. Statistical analyses were performed using SPSS version 27.0.

Results

The study population included 100 participants who were service recipients of the Employee Support Day Centers located in Attica (Aigaleo and Piraeus) and Thessaloniki. Among them, 74% were women and 26% were men. The mean age of the sample was 41.9 years (SD = 11.7). The correlation coefficients between each item and the corresponding total dimension were satisfactory (>0.30). Moreover, Cronbach's alpha coefficients for the three dimensions

were: engagement = 0.74, job satisfaction = 0.70, and affective organizational commitment = 0.89. Spearman correlation coefficients among the dimensions of the SHAW Questionnaire were all statistically significant, positive, and strong, indicating that higher levels of happiness in one domain were associated with higher levels in the other domains.

The results demonstrated a strong positive and statistically significant correlation between work engagement and job satisfaction ($\rho = 0.65$, $p < 0.001$), suggesting that higher levels of employee engagement were associated with greater job satisfaction. Additionally, a positive and statistically significant correlation was found between work engagement and affective organizational commitment

($\rho = 0.60$, $p < 0.001$). Similarly, job satisfaction was positively correlated with affective organizational commitment ($\rho = 0.65$, $p < 0.001$). Overall, these findings suggest that higher levels of engagement and workplace satisfaction are associated with stronger emotional attachment to the organization.

Furthermore, the Greek version of the SHAW Questionnaire demonstrated the same three-factor structure as the original version. All fit indices indicated a good fit for the proposed three-factor model (Figure 1). In particular, χ^2/df was 0.96, SRMR was 0.05, CFI was 0.97, TLI was 0.96, and RMSEA was 0.048 (Table 1).

Table 1. Confirmatory factor analysis for the Greek version of the Shorted Happiness at Work Scale

Fit index type	Observed value	Acceptable value
Chi-square/df	23.03/24=0.96	<3
SRMR (Standardized Root Mean Squared Error)	0.05	≤ 0.08
CFI (comparative fit index)	0.97	≥ 0.90
Tucker Lewis Index (TLI)	0.96	≥ 0.90
RMSEA (root mean square error of approximation)	0.048	≤ 0.08



Figure 1. Confirmatory factor analysis for the Greek version of the Shorted Happiness at Work Scale

Discussion

In recent years, there has been growing awareness of the workplace determinants that affect employees' well-being and overall happiness. Studies indicate that an individual's sense of well-being arises from the interaction between employees and the organization, encompassing positive individual and organizational experiences and characterized by low levels of negative emotions (Feitor, Martins & Borges, 2022; Salas-Vallina, Simone & Fernández-Guerrero, 2020). As a result, happiness at work is considered a multidimensional construct involving high levels of engagement, job satisfaction, and affective organizational commitment. In addition, findings from studies of this type may provide organizations with valuable information for developing leadership strategies and workplace policies that promote a positive climate, employee well-being, and productivity.

In this context, we translated and validated the SHAW in the Greek language to provide scholars and organizations with a tool for assessing employees' happiness at work. Our study showed that the Greek version of the SHAW exhibited strong psychometric properties, confirming its validity and reliability as a tool for assessing levels of happiness at work in the general population. Our findings supported the multidimensional structure of the SHAW Questionnaire for assessing happiness at work in the general population.

In particular, we found that the SHAW demonstrated satisfactory to high internal reliability, with Cronbach's alpha coefficients of 0.74 for engagement, 0.70 for job satisfaction, and 0.89 for affective organizational commitment. Furthermore, the Greek version of the SHAW demonstrated the same three-factor structure as the original version. In addition, the correlation coefficients of each item with the total dimension were considered satisfactory (>0.30). A confirmatory factor analysis indicated a good model fit, as χ^2/df was 0.96, SRMR was 0.05, CFI was 0.97, TLI was 0.96, and RMSEA was 0.048, suggesting that the proposed factor structure was well supported. These findings support the conceptual adequacy of the Greek version of the SHAW Questionnaire.

For the translation and cultural adaptation of the questionnaire, we followed internationally accepted guidelines for cross-cultural instrument adaptation (Galanis, 2013). Initially, the forward-backward method was utilized to translate and adapt the SHAW into the Greek language (Galanis, 2019). Moreover, two independent bilingual scholars performed a forward translation from English into Greek, and then

two other scholars back-translated the Greek version into English. These versions were then synthesized into a single preliminary Greek version, which was subsequently back-translated into English by two different bilingual translators who were blinded to the original instrument. Another scholar reviewed all versions of the translation procedure resolving any discrepancies and ensured semantic, idiomatic, experiential, and conceptual equivalence. Furthermore, the reliability of the SHAW was examined by calculating Cronbach's alpha (>0.70), which indicated acceptable internal reliability. Also, a test-retest study was performed to examine the reliability of the SHAW by calculating the intraclass correlation coefficient. In addition, the construct validity of the SHAW was examined by performing confirmatory factor analysis (Galanis, 2013).

The reliability indices obtained in this study were comparable to those reported in previous validation efforts. Firstly, Sallas-Vallina & Alegre (2018) developed the short version of Fisher's HAW questionnaire and validated it in a sample of $N=251$ participants. Their findings demonstrated high levels of validity and reliability, indicating that their instrument is a robust measure of positive attitudes at work. As a concise and comprehensive tool, the SHAW Questionnaire represents a valuable measure for use in the growing field of positive management, where few broadly reliable and valid instruments are currently available. In addition, its strong statistical properties and capacity to capture key positive work-related attitudes open important avenues for future research.

An important validation study was conducted by Feitor, Martins & Borges (2022), in which the authors recruited a sample of 113 nurses employed in a hospital and in primary health care units in the Azores islands of Portugal. The results indicated high correlations among the dimensions of the instrument and supported the validity and reliability of the SHAW Questionnaire. Furthermore, Fitriana et al. (2022) sought to validate the use of the Happiness at Work scale in the Indonesian context, employing a four-dimension structure. The sample consisted of 370 lecturers (60.27%) working in private universities in the Yogyakarta region of Central Java, Indonesia. The analyses revealed strong validity and reliability indices, indicating that the scale exhibited robust psychometric properties within this population. A significant validation study by Karadas & Cevik (2024) aimed to investigate the relationship between quiet quitting, quiet firing, and happiness at work in a sample of 445 healthcare professionals in Turkey. The results demonstrated strong correlations between the

variables, as well as evidence of validity and reliability. The findings supported the validity and reliability of the SHAW Questionnaire in the Turkish population.

The availability of a validated Greek version of the SHAW Questionnaire may support occupational health professionals, organizational researchers, and human resource departments in assessing employee well-being and developing interventions aimed at improving workplace satisfaction, work engagement, and organizational commitment.

Our study encountered a few limitations. We utilized a convenience sample of service recipients from the Employee Support Day Centers located in Aigaleo, Piraeus, and Thessaloniki, which may limit the generalizability of our findings. In addition, the relatively small sample size should be considered when interpreting the confirmatory factor analysis results. Future studies should validate the SHAW Questionnaire in larger and more diverse occupational populations in Greece and further examine additional psychometric properties, such as convergent and discriminant validity. In summary, the Greek version of the SHAW demonstrated satisfactory psychometric properties, making it a valid and reliable instrument for assessing levels of happiness at work in the general population.

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