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Workplace fun and psychological capital among employees of tourism and hospitality industries in the selected municipalities of the third congressional district of Zamboanga del Norte

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ABSTRACT

This study aimed to assess the workplace fun and its effects on the psychological capital of the tourism industry in the third congressional district during the calendar year 2023. The quantitative method was employed in this study. It included descriptive survey and descriptive-correlational research methods. There were one hundred forty-nine (149) respondents in this study. Weighted mean, standard deviation and Pearson r product-moment coefficient of correlation were the statistical tools used in the study. The perceived level of workplace fun in terms of fun activities, co-worker socializing, manager support, and customer interaction was “very high”. The perceived level of psychological capital in terms of hope, optimism, resilience, and self-efficacy was also “very high”. There existed a significant relationship between the perceived levels of workplace fun and psychological capital. Based on the findings of this study, the researcher recommends that the Department of Tourism, Local Government Units, and Industry managers utilize the findings of this study as the basis for formulating policies and programs that would promote the tourism and hospitality industries.

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Introduction

Workplace fun is defined as tasks that are entertaining, social, interpersonal, and recreational, contributing to an engaging work environment (Tsaur, Hsu, & Lin, 2019). Paek et al. (2015) found that workplace fun can enhance employee engagement and fulfill emotional needs. When employees possess higher levels of positive psychological capital, the positive emotions generated through

workplace fun further amplify its beneficial effects. However, if employees have lower psychological capital, the positive impact of workplace fun tends to be diminished (Tetteh, Dei Mensah, Opata, & Mensah, 2021). In today's highly competitive tourism and hospitality industries, many organizations are struggling to attract and retain high-quality employees, making the issue of workplace fun particularly relevant. Recently, both industry and hospitality employees have shown increased interest in this concept (Tsaur, Hsu, & Lin, 2019). Tourism plays a vital role in the Philippine economy. In 2021, the travel and tourism sector contributed 5.2% to the country's GDP, a significant decrease from the 12.7% share in 2019 before the COVID-19 pandemic. Despite this downturn, the Philippines achieved a new milestone in tourism, concluding the year with 8,260,913 visitor arrivals, a 15.24% increase from 7,168,467 in 2018. This figure met the 8.2 million target set in the National Tourism Development Plan 2017-2022 (DOT, 2019). Psychological capital is a crucial resource for employees in the tourism and hospitality industries. Once employees are hired, it is important for managers to continue fostering and enhancing the psychological capital of frontline workers in a supportive manner (Tsaur, Hsu, & Lin, 2019). Workplace fun plays a key role in helping employees manage work-related stress, resolve family conflicts, alleviate anxiety, and improve their emotional performance at work. These factors are particularly important in service-oriented industries like tourism and hospitality, which demand high levels of emotional labor (Xu, Wang, Ma, & Wang, 2020).

Previous research has shown that workplace fun has a significant impact on employees' psychological capital, suggesting that psychological capital influences the relationship between workplace fun and work outcomes (Tsaur, Hsu, & Lin, 2019). Kawalya et al. (2019) found that a flow experience links workplace fun with psychological capital, establishing a positive correlation between the two. Employees with higher psychological capital tend to have greater hope, optimism about future outcomes, and increased confidence in their ability to overcome challenges. These attributes are associated with greater enjoyment and engagement in workplace fun, which in turn enhances job performance and contributes to overall work happiness (Williams, Kern, & Waters, 2015).

Despite this body of research, there has been limited focus on the relationship between workplace fun and psychological capital, particularly in the context of the tourism and hospitality industries. This study aims to explore the correlation between these two variables by examining the concepts of workplace fun and psychological capital in greater depth. Previous studies have overlooked the role of workplace fun as a social and interactive resource that can positively influence employees' psychological capital (Fluegge-Woolf, 2014). There is a gap in the research concerning the effects of workplace fun on employees' psychological capital. This study seeks to address that gap by investigating the influence of workplace fun on psychological capital and examining the current state of workplace fun in the tourism and hospitality sectors of the 3rd congressional district of Zamboanga del Norte.

Literature review

Workplace fun

Workplace fun plays a crucial role in boosting productivity. Happy employees are more likely to be engaged and productive, whereas employees who are unhappy may struggle to focus on their tasks (Joo & Lee, 2017). The impact of workplace fun extends beyond individuals, influencing both organizations and employees in meaningful ways. From an organizational perspective, workplace fun contributes to several benefits, such as increased flexibility, competitive advantage, higher levels of work passion, improved customer service, greater innovation, empowerment, and enhanced creativity (Tsaur, Hsu, & Lin, 2019). Plester and Hutchison (2016) argue that, intuitively, workplace fun and job enjoyment can lead to greater work engagement and better overall performance.

Workplace fun also has positive effects on job satisfaction, organizational commitment, energy levels, organizational citizenship behaviors, job performance, and employee well-being. It can alleviate employees' anger, emotional exhaustion, work-related stress, and turnover intentions (Tews, Michel, & Noe, 2017). Choi and Kwon (2013) suggest that workplace fun can stimulate employees' motivation and fulfill their emotional needs, further enhancing job satisfaction.

Additionally, workplace fun can be seen as a valuable work resource that not only boosts employee engagement but also promotes personal growth and development. As a positive work resource, it aids in the enhancement of psychological capital, which includes an individual's optimism, self-efficacy, hope, and resilience (Tsaur, Hsu, & Lin, 2019).

Fun activities

Fun activities are social and team-building events organized by companies to foster enjoyment and camaraderie among employees (Tsaur, Hsu, & Lin, 2019). These activities are especially important because they can make the workplace more enjoyable and engaging. In the context of hospitality operations, which are designed to provide guests with fun and excitement, workplace fun takes on particular significance. Fun activities not only enhance the workplace environment but also contribute to employee satisfaction and engagement.

In the hospitality industry, where many entry-level positions are often low-skilled and low-paying, fun activities can be particularly valuable. Employees in these roles frequently perform routine tasks, have limited autonomy in their work, and are often underpaid for their efforts (Becker & Tews, 2016). In such an environment, fun activities can serve as an important tool to boost morale, improve workplace dynamics, and provide employees with a sense of enjoyment and fulfillment.

Coworker socializing

Coworker socializing is characterized by kindness, amity and friendly relations (Tsaur, Hsu, & Lin, 2019). Coworker socializing, by definition, refers to more pleasant communication and camaraderie among coworkers. In terms of enjoyable activities, they may provide a framework for people to engage with one another in a more meaningful way, frequently in a non-task environment. It was also said that

such initiatives are an important aspect of humanizing organizations (Tews, Michel, & Noe, 2017).

Manager support for fun

Manager support for fun refers to the degree that management allows and encourages employees to have fun at work (Tews et al., 2014). Managers in the tourism and hospitality industries should organize fun activities (e.g., employee birthday parties, training, employee recognition meetings, and competition events) to promote workplace fun, increase employees' social relationships in the workplace, and produce positive emotions to further promote the positive development of employees' psychological capital and work engagement (Tsaur, Hsu, & Lin, 2019). Manager support for fun is a means of affording freedom to have fun that may promote informal and serendipitous fun among employees. These elements of fun may occur simultaneously or not. For example, Coworkers may socialize while engaged in fun activities supported by a manager, yet coworker socializing may occur independently as well (Tews, Michel, & Noe, 2017).

Customer interaction

Customer interaction is an integral part of the service experience; these interactions reflect a certain social activity in the customer's life. Incentives to interact, and the consequences go beyond the level of strict consumption. Customer interaction structures the service experience lived by the customer and occupies an important place in their daily life (Zgolli & Zaiem, 2017). The attitude, behavior, and amount of connectivity among customers and with the firm are defined as interactions with customers. Customer interaction is a key concept in customer relationship management that is thought to be distinct from customer engagement or involvement. Customer participation is defined as a person's perception of the object's significance based on their fundamental requirements, values, and interests. It manifests as an information source through which clients reduce risk in their purchasing decisions. Customer engagement describes the connectedness among customers (Pansari & Kumar, 2017).

Psychological capital

Psychologists define psychological capital as personal characteristics that contribute to individual productivity. Psychological capital is defined as "the study and application of positively oriented human resource strengths and psychological capacities that can be measured, developed, and effectively managed for performance improvement in today's workplace (Kaplan & Biçkes, 2013)." Psychological capital combines involvement through positive emotions and is considered a highly important driving force that directly influences work-related results (Paek, Schuckert, Kim, & Lee, 2015). Employees who are supported emotionally have a positive psychological state in their inner mind to simulate their motivation (hope); thus, they can recognize the resources and have the ability to take the necessary measures to complete a specific action in a given environment (self-efficacy). Psychological capital is a very important resource for frontline employees in the tourism and hospitality industries. Once employees start working, managers should continue to maintain or improve the psychological capital of front-line employees in their work in a supportive manner and then encourage employees to show a higher level of work engagement (Tsaur, Hsu, & Lin, 2019).

Psychological capital provides a full-fledged intermediary effect between servant leadership and staff

retention, sales ambidexterity, service-oriented corporate citizenship behaviors, and reduced lateness attitudes (Tsaur, Hsu, & Lin, 2019). Psychological capital can positively improve employee's job satisfaction (Jung & Yoon, 2015). Employees' psychological capital can increase their willingness to stay, sales ambidexterity, service-oriented organizational citizenship behaviors, and tardiness attitudes. Psychological capital acts as a full intermediary between servant leadership and employees' inclinations to stay, sales ambidexterity, service-oriented corporate citizenship behaviors, and lateness attitudes (Bouzari & Karatepe, 2017).

Hope

Hope is defined as a positive motivational state that is based on an interactively derived sense of successful agency (goal-directed energy) and pathways (planning to meet goals). Employees who are supported emotionally have a positive psychological state in their inner mind to simulate their motivation (Tsaur, Hsu, & Lin, 2019). Employees with high PsyCap are hopeful and have high aspirations for the future, and they are more confident in their abilities to deal with adversities and have higher levels of perseverance. This may offer them the resources they need to do a good job, enabling and supporting their task and happiness (Williams, Kern, & Waters, 2015). Employees who are happy are also hopeful; they balance work challenges and skills, focus on their tasks, are interested in their work, and can maintain positive feelings. Employee satisfaction is very important to the employer in most firms (Kawalya et al., 2019).

Optimism

Optimism is defined as "people who expect good things to happen to them; pessimists expect bad things to happen to them. Employees are in an adverse situation, but they can still face problems optimistically (optimism) and have the mental ability to recover rapidly (resilience) (Tsaur, Hsu, & Lin, 2019)." Optimism may influence their motivational state and lead to evaluative processes that allow them to more clearly see the presence of the virtue of optimism in their organization. For example, if a leader introduces a new virtue-based practice at work, employees with high optimism may have a positive predisposition to see the virtue in that new initiative (Williams, Kern, & Waters, 2015). Employee optimism is associated to long-term enjoyment at work (Kawalya et al., 2019). Optimism refers to favorable expectations for the future as well as generalized expectations that an individual expects for the best and perseverance in reaching the goal. Optimism necessitates objective judgments that a person must adhere to in order to achieve it. While optimists are adamant about their goals and strive to achieve them, pessimists are impatient when faced with setbacks. In comparison to pessimists and optimists, optimists gain from high-level job chances and pursue their goals in difficult circumstances (Kaplan & Biçkes, 2013).

Resilience

The "positive psychological capacity to rebound, to "bounce back" from adversity, uncertainty, conflict, failure, or even positive change, progress, and increased responsibility. Is synonymous to the word resilience. Employees have the mental ability to recover rapidly (resilience) (Tsaur, Hsu, & Lin, 2019). Employee pleasure at work has been proven to be related to resilience (Kawalya et al., 2019). Resiliency is the ability to settle and deal with the circumstances when facing negative situations, risks,

or important changes. The concept of resiliency, a complicated and sensitive process that lasts a lifetime and in which an individual struggle with uncertainty and makes contact with his or her environment and constant change, can be stated as "developable capacity, which is related to difficulties, conflicts, and even positive improvements and increasing responsibilities" in terms of business life (Kaplan & Biçkes, 2013).

Self-Efficacy

The employee's belief or confidence in his or her skills to mobilize the motivation, cognitive resources, or courses of action required to successfully execute a certain task within a given situation is characterized as self-efficacy. Employees can recognize the resources and can take the necessary measures to complete a specific action in a given environment (self-efficacy) (Tsaur, Hsu, & Lin, 2019). Through their energy and self-efficacy, motivated workers have power over occurrences in their lives. Employees generate their own positive feedback by maintaining a good attitude and activity level, and they enjoy their jobs (Williams, Kern, & Waters, 2015). Self-efficacy is the belief that one can effectively complete a task while using motivational, cognitive, and operational resources. Employees with strong self-efficacy pick difficult assignments, devise complex solutions to overcome problems, and become resilient and goal-oriented in the face of adversity (Kaplan & Biçkes, 2013).

Conceptual framework

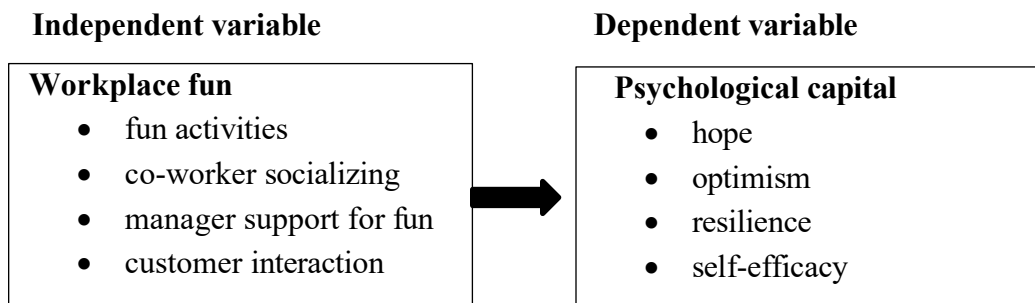


Figure 3. Conceptual paradigm of the study

The conceptual framework (Figure 3) includes the respondents' demographics, workplace fun (15 items from Tsaur et al., 2019), and psychological capital (12 items across 4 indicators from Tsaur et al., 2019).

Statement of the problem

This study aimed to assess the workplace fun and its effects on the psychological capital of the tourism and hospitality industries in the selected municipalities of the third congressional district of Zamboanga del Norte during the calendar year 2023.

Specifically, it answered the following questions:

1. **What are the respondents' perceived level of workplace fun in terms of:**
 - 1.1 **fun activities;**
 - 1.2 **coworker socializing;**

- 1.3 **manager support for fun; and**
- 1.4 **customer interaction?**

2. What are the respondents' perceived level of psychological capital in terms of:

- 2.1 **hope;**
- 2.2 **optimism;**
- 2.3 **resilience; and**
- 2.4 **self-efficacy?**

3. Is there a significant relationship between workplace fun and psychological capital?

Hypothesis

There is no significant relationship between workplace fun and psychological capital.

Research methodology

The study employed quantitative method which included descriptive survey and descriptive-correlational research methods. The survey method was employed since the researcher gathered data through a questionnaire of workplace fun and psychological capital. Creswell and Guetterman (2019) defined a survey as a research method used for collecting data from a predefined group of respondents to gain information and insights on various topics of interest. On the other hand, correlational research is a type of non-experimental research method in which a researcher measures variables, understands, and assesses the statistical relationship between them with no influence from any extraneous variable (Bhat, 2019).

Research environment

The study was conducted in the tourism industries in the third congressional district Province of Zamboanga del Norte, Philippines. It has one hundred forty-nine (149) employees who come from the different tourism and hospitality industries.

Respondents

The study was conducted in the tourism and hospitality industries in the third congressional district of Zamboanga del Norte, Philippines, with 149 employees from various sectors serving as respondents, representing a complete enumeration for the calendar year 2023.

Data gathering procedure

A letter of request, signed by the adviser, was submitted to the Dean of the Graduate School at Andres Bonifacio College, Inc. in Dipolog City, seeking approval to distribute the study's instrument. The request, accompanied by the Dean's endorsement, was then forwarded to the manager of the tourism industry in the third congressional district, along with an additional endorsement letter sent to the Research Ethics Committee, requesting ethics clearance to approve and administer the research instrument.

Statistical Tools

The statistical treatment of the data involved several techniques to analyze the respondents' ratings and the relationship between key variables. First, the weighted mean was used to quantify the respondents' ratings on workplace fun and psychological capital, providing an average measure of their responses. To assess the variability in the data, the standard deviation was calculated. A standard deviation of ≤ 3 indicated that the respondents' scores were homogeneous, while a standard deviation greater than 3 suggested a heterogeneous distribution of scores (Aiken & Susane, 2001; Refugio, Galleto, & Torres, 2019). Finally, the Pearson r product-moment coefficient of correlation was employed to examine the relationship between workplace fun and psychological capital, helping to determine whether a significant connection existed between these two variables.

The following range of values were used:

Workplace fun

<i>Scale</i>	<i>Range of values</i>	<i>Description</i>	<i>Interpretation</i>
5	4.21-5.00	Strongly agree	Very High
4	3.41-4.20	Agree	High
3	2.61-3.40	Somewhat Agree	Average
2	1.81-2.60	Disagree	Low
1	1.00-1.80	Strongly Disagree	Very Low

Psychological capital

<i>Scale</i>	<i>Range of Values</i>	<i>Description</i>	<i>Interpretation</i>
5	4.21-5.00	Strongly agree	Very High
4	3.41-4.20	Agree	High
3	2.61-3.40	Somewhat Agree	Average
2	1.81-2.60	Disagree	Low
1	1.00-1.80	Strongly Disagree	Very Low

Statistical treatment of the data

Weighted mean. This is used to quantify the respondents' ratings on the workplace fun and psychological capital.

Standard deviation. This is used to determine the homogeneity and heterogeneity of the respondents' scores where $SD \leq 3$ is homogenous and $SD > 3$ is heterogeneous (Aiken & Susane, 2001; Refugio, Galleto, & Torres, 2019).

Pearson r product-moment coefficient of correlation. This is used to find out the relationship between workplace fun and psychological capital.

Results

Table 1

Perceived level of workplace fun in terms of activities

A. Fun activities	Mean	SD	Description	Interpretation
1. Public celebrations of work achievements.	4.32	0.81	Strongly Agree	Very High
2. Team building activities.	4.44	0.76	Strongly Agree	Very High
3. Recognition of personal milestones.	4.32	0.91	Strongly Agree	Very High
4. Social events.	4.42	0.82	Strongly Agree	Very High
5. Competitions.	4.36	0.92	Strongly Agree	Very High
Overall	4.34	0.70	Strongly Agree	Very High

Source: Tsaur, S. H., Hsu, F. S., & Lin, H. (2019).

Table 1 reveals the perceived level of workplace fun in terms of activities. The result asserts that the respondents “strongly agree” that team-building activities, social events, competitions, public celebrations of work achievements, and recognition of personal milestones are “very highly” observable in the workplace. This finding implies that the management of the tourism and hospitality industries in the third congressional district of Zamboanga del Norte provided workplace fun activities to their employees. This finding is aligned with Tsaur et al. (2019) who assert that fun activities refer to various socializing and team activities held by organizations to promote the enjoyment between employees.

Table 2

Perceived level of workplace fun in terms of co-worker socializing

B. Co-worker Socializing	Mean	SD	Description	Interpretation
1. My co-workers and I share stories with each other.	4.19	1.01	Agree	High
2. My co-workers and I joke around with each other.	4.30	0.99	Strongly Agree	Very High
3. My co-workers and I socialize outside of work.	4.38	0.99	Strongly Agree	Very High
Overall	4.29	0.90	Strongly Agree	Very High

Source: Tsaur, S. H., Hsu, F. S., & Lin, H. (2019).

Table 2 displays the perceived level of workplace fun activities in terms of co-worker socializing. The data attests that the respondents “strongly agree” that they socialize outside work and have joked around with each other. They also “agree” that they share stories. Overall, workplace fun in terms of socializing obtained a mean of 4.29 with a standard deviation of 0.90 which is described as “strongly agree” and interpreted as “very high”. This finding means that employees of tourism and hospitality

industries in the third congressional district of Zamboanga del Norte enjoyed “very highly” socializing with each other. This finding is related to that of Tews et al. (2017) who claim that co-worker socializing initiatives are an important aspect of humanizing organizations.

Table 3

Perceived level of workplace fun in terms of manager support

C. Manager support for fun	Mean	SD	Description	Interpretation
1. My managers encourage employees to have fun on the job.	4.48	0.74	Strongly Agree	Very High
2. My managers emphasize employee fun in the workplace.	4.36	0.88	Strongly Agree	Very High
3. My managers try to make my work fun	4.44	0.82	Strongly Agree	Very High
4. My managers allow employees to play around on the job.	4.08	1.27	Agree	High
Overall	4.28	0.86	Strongly Agree	Very High

Source: Tsaour, S. H., Hsu, F. S., & Lin, H. (2019).

The result affirms that the respondents “strongly agree” that their managers encourage employees to have fun on the job, make the work fun, and emphasize employees’ fun in the workplace. They also “agree” that their managers allow employees to play around the job. Overall, workplace fun in terms of manager support obtained a mean of 4.28 and a standard deviation of 0.86 which is described as “strongly agree” and interpreted as “very high”. This finding denotes that managers of tourism and hospitality industries in the third congressional district of Zamboanga del Norte supported their employees in terms of workplace fun. Tsaour et al. (2019) attest that managers in the tourism and hospitality industries should organize fun activities (e.g., employee birthday parties, training, employee recognition meetings, and competition events) to promote workplace fun, increase employees' social relationships in the workplace, and produce positive emotions to further promote the positive development of employees' psychological capital and work engagement.

Table 4

Perceived level of workplace fun in terms of customer interaction

D. Customer interaction	Mean	SD	Description	Interpretation
1. I always enjoy fun serving the customers.	4.64	0.68	Strongly Agree	Very High
2. I enjoyably communicate and interact with customers.	4.58	0.71	Strongly Agree	Very High
3. I can have fun from my interaction with customers.	4.45	0.87	Strongly Agree	Very High
Overall	4.54	0.64	Strongly Agree	Very High

Source: Tsaur, S. H., Hsu, F. S., & Lin, H. (2019).

As reflected in the table, it claims that the respondents “strongly agree” that they always enjoy the fun of serving the customers, enjoyably communicate and interact with customers, and have fun interacting with customers. Overall, workplace fun in terms of customer interaction attained a mean of 4.54 with a standard deviation of 0.64 which is described as “strongly agree” and interpreted as “very high”. This finding indicates that the respondents are in a “very high” level of enjoyment with customer interaction. Zgolli & Zaiem (2017) stated that customer interaction structures the service experience lived by the customer and occupies an important place in their daily life. Further Pansari & Kumar (2017) maintained that customer engagement describes the connectedness among customers.

Table 5

Summary of the perceived level of workplace fun

Workplace fun	Mean	SD	Description	Interpretation
A. Fun activities	4.34	0.70	Strongly Agree	Very High
B. Co-worker socializing	4.29	0.90	Strongly Agree	Very High
C. Manager support fun	4.28	0.86	Strongly Agree	Very High
D. Customer interaction	4.54	0.64	Strongly Agree	Very High
Overall	4.39	0.65	Strongly Agree	Very High

Source: Tsaur, S. H., Hsu, F. S., & Lin, H. (2019).

The outcome maintains that the respondents “strongly agree” that customer interaction, fun activities, co-worker socializing, and manager support are “very highly” evident in the workplace. The overall mean of 4.39 with a standard deviation of 0.65 declares that workplace fun in the tourism and hospitality industries in the third congressional district of Zamboanga del Norte is at a “very high” level. This finding entails that employees have experienced workplace fun in their respective work assignments. Joo & Lee (2017) averred that workplace fun is essential for increasing productivity. This is because happy employees are more likely to be productive, whereas sad employees may not give full attention to any activity at work.

Perceived level of psychological capital

Table 6

Perceived level of psychological capital in terms of hope

A. Hope	Mean	SD	Description	Interpretation
1. If I find myself in a jam at work, I could think of many ways to get out of it.	4.22	0.86	Strongly Agree	Very High
2. Right now, I see myself as being pretty successful at work.	4.34	0.72	Strongly Agree	Very High
3. I can think of many ways to reach my current work goals.	4.45	0.73	Strongly Agree	Very High

4. At this time, I am meeting the work goals that I have set for myself.	4.35	0.85	Strongly Agree	Very High
Overall	4.29	0.71	Strongly Agree	Very High

Source: Tsaaur, S. H., Hsu, F. S., & Lin, H. (2019).

As depicted in the table, the product declares that the respondents “strongly agree” that they can think of many ways to reach their current work goals, meet the work goals that they set for themselves, see themselves as being pretty successful at work, and find themselves in a jam at work and think of many ways to get out of it. Overall, psychological capital in terms of hope gained a mean of 4.29 with a standard deviation of 0.71 which is described as “strongly agree” and interpreted as “very high”. This finding suggests that the respondents are “very highly” hopeful in the discharge of their duties and responsibilities in the tourism and hospitality industries in the third congressional district of Zamboanga del Norte. Tsaaur et al. (2019) maintained that employees who are supported emotionally have a positive psychological state in their inner mind to stimulate their motivation. In addition, Williams et al. (2015) stated that employees with high psychological capital are hopeful and have high aspirations for the future, and they are more confident in their abilities to deal with adversities and have higher levels of perseverance. This may offer them the resources they need to do a good job, enabling and supporting their task.

Table 7

Perceived level of psychological capital in terms of optimism

B. Optimism	Mean	SD	Description	Interpretation
1. I always look on the bright side of things regarding my job.	4.36	0.85	Strongly Agree	Very High
2. I’m optimistic about what will happen to me in the future as it pertains to work.	4.39	0.79	Strongly Agree	Very High
Overall	4.37	0.73	Strongly Agree	Very High

Source: Tsaaur, S. H., Hsu, F. S., & Lin, H. (2019).

The data avers that the respondents are “very highly” optimistic as reflected in the table (mean=4.37, SD=0.73). This finding conveys that the respondents are “very highly” optimistic about what will happen in their work in the future and always look on the bright side of things regarding their jobs. This finding can be attributed to the training provided by the industry to their employees. Williams et al. (2015) stated that when a leader introduces a new virtue-based practice at work, employees with high optimism may have a positive predisposition to see the virtue in that new initiative. Kawalya et al., (2019) also stated that employee optimism is associated with long-term enjoyment at work.

Table 8

Perceived level of psychological capital in terms of resilience

C. Resilience	Mean	SD	Description	Interpretation
1. I can be “on my own” so to speak at work if I have to.	4.42	0.80	Strongly Agree	Very High
2. I usually take stressful things at work in stride.	4.27	0.91	Strongly Agree	Very High
3. I can get past difficult times at work because I've experienced difficulty before.	4.33	0.91	Strongly Agree	Very High
Overall	4.38	0.75	Strongly Agree	Very High

Source: Tsaur, S. H., Hsu, F. S., & Lin, H. (2019).

As seen in the table, the respondents “strongly agree” that they can be on their own so to speak at work if they have to, get past difficult times at work because they have experienced difficulty before, and usually take stressful things at work in stride. Overall, psychological capital in terms of resilience achieves a mean of 4.38 with a standard deviation of 0.75 which is described as “strongly agree” and interpreted as “very high”. This finding avers that the respondents showed resilience in the performance of their duties and responsibilities in the industry. This finding is related to that of Tsaur et al (2019) who asserted that employees have the mental ability to recover rapidly (resilience). Kawalya et al. (2019) also stated that employee pleasure at work has been proven to be related to resilience.

Table 9

Perceived level of psychological capital in terms of self-efficacy

D. Self-efficacy	Mean	SD	Description	Interpretation
1. I feel confident in representing my work area in meetings with management.	4.46	0.83	Strongly Agree	Very High
2. I feel confident contributing to discussions about the company's strategy	4.34	0.85	Strongly Agree	Very High
3. I feel confident presenting information to a group of colleagues.	4.46	0.83	Strongly Agree	Very High
Overall	4.46	0.77	Strongly Agree	Very High

Source: Tsaur, S. H., Hsu, F. S., & Lin, H. (2019).

The result asserts that the respondents “strongly agree” that they feel confident in representing their work area in meetings with management, in presenting information to a group of colleagues, and in contributing to the discussion about the company’s strategy. Psychological capital in terms of self-efficacy draws an overall mean of 4.46 with a standard deviation of 0.77 which is described as “strongly agree” and interpreted as “very high”. This finding attests that the respondents showed self-efficacy in their respective work at a “very high” level. This finding is similar to Tsaur et al. (2019) who claimed that employees can recognize the resources and have the ability to take the necessary

measures to complete a specific action in a given environment (self-efficacy). Williams et al. (2015) also stated that through their energy and self-efficacy, motivated workers have power over occurrences in their lives. Employees generate positive feedback by maintaining a good attitude and activity level, and they enjoy their jobs.

Table 10

Summary of the perceived level of psychological capital

Psychological Capital	Mean	SD	Description	Interpretation
A. Hope	4.29	0.71	Strongly Agree	Very High
B. Optimism	4.37	0.73	Strongly Agree	Very High
C. Resilience	4.38	0.75	Strongly Agree	Very High
D. Self-Efficacy	4.46	0.77	Strongly Agree	Very High
Overall	4.34	0.68	Strongly Agree	Very High

Source: Tsaur, S. H., Hsu, F. S., & Lin, H. (2019).

It affirms that the respondents’ self-efficacy, resilience, optimism, and hope are evident in the tourism and hospitality industries of the third congressional district of Zamboanga del Norte. It implies that they have faith in themselves, resiliency, optimism, and hope in the discharge of their duties and responsibilities. Tsaur et al. (2019) claim that psychological capital is a very important resource for frontline employees in the tourism and hospitality industries. Once employees start working, managers should continue to maintain or improve the psychological capital of front-line employees in their work in a supportive manner and then encourage employees to show a higher level of work engagement.

Table 11

Test of relationship between the perceived levels of workplace fun and psychological capital

Variables	Mean	p-value	p-value	Interpretation
Workplace Fun vs Psychological Capital	4.39 4.34	0.43	< 0.01	Medium/Moderate Positive Correlation Significant

Source: Tsaur, Hsu, & Lin, (2019)

The mean of workplace fun is 4.39 while the mean of psychological capital is 4.34. Using the Spearman Rank-Order Correlation coefficient (Spearman rho), the result asserts that there exists a significant medium/moderate positive correlation between the perceived levels of workplace fun and psychological capital. Thus, the null hypothesis is rejected. This finding indicates that as the level of workplace fun increases the level of psychological capital also increases. This finding also entails that psychological capital is significantly affected by workplace fun. This finding is supported by Tsaur, Hsu, & Lin (2019) who averred that psychological capital has a strong moderating effect on employee workplace fun. He further indicated that workplace fun could help employees produce positive emotions, and those positive emotions would improve employees’ psychological capital.

Discussion

The primary objective of this study is to evaluate the workplace fun and psychological capital among employees. The study's results indicate that the workplace fun of employees in the tourism and hospitality industries in the third congressional district of Zamboanga del Norte is at a "very high" level. This suggests that employees have truly experienced a high level of enjoyment in their respective work assignments. The third congressional district of Zamboanga del Norte has highly rated the psychological capital of its employees in the tourism and hospitality industries. It indicates that they have real faith in themselves, resiliency, optimism, and hope in the discharge of their duties and responsibilities. The Pearson r Product-Moment Coefficient of Correlation results show a significant correlation between workplace fun and psychological capital. This suggests that the level of workplace fun among employees significantly influences psychological capital. In other words, as employees' level of workplace enjoyment increases, so does their psychological capital also increase.

Moreover, the study's findings corroborate with Fredrickson's (2001) Broaden and Build Theory (BBT), suggest that pleasant emotions broaden awareness, help employees create psychological (personal) resources, and produce satisfaction at work. The BBT outlines the beneficial reasons for workplace happiness. Employees are satisfied at work. According to this theory, an employee is likely to be happy if he or she has hope of attaining his or her planned goals and is sure that he or she can achieve corporate objectives. It thus follows that Psychological capital is closely correlated to fun at the workplace. The Broaden-and-Build Theory is an important theory related to the findings to how social support causes positive employees' outcomes. This theory describes emotions as a set of biological functions that humans have developed to adapt over the course of evolution.

Conclusions

The study's findings indicate that employees in the tourism and hospitality industries in the third congressional district of Zamboanga del Norte exhibit a "very high" level of workplace fun and psychological capital. They are thoroughly enjoying the workplace environment, services, capabilities, and character, and they are developing positive emotions, which in turn enhances their workplace fun and psychological capital. Furthermore, the level of enjoyment employees experience at work has a direct impact on their psychological capital.

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Research ethic committee statement: This study obtained consent from the Local Government Unit (LGU) of the different registered tourism industries. Respondents' identities were protected, their active participation guaranteed and ethical considerations satisfied in the following ways. This research ensured confidentiality of the respondents; this means that the participants' identity will remain anonymous to everyone. At the end of the research, essential information that can support

further research was preserved by the researcher.

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