

Satisfaction V/S Dissatisfaction: Legal Practitioners' Work Happiness in Gujarat

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Abstract

Purpose: – The purpose of this research paper is to introduce work happiness research among Legal Practitioners (LPs). It focuses on what can be useful for the discipline, provides relevant research outcome and presents the findings with directions for future research.

Design/methodology/approach: – This paper is a combination of literature review, research questionnaire and analysis of data. It is based on five point scale. This cross-sectional study was conducted on selected Legal Practitioners (LPs) of Gujarat State. This paper offers an analysis on Interest, Income & Expenses, Environment, Communication, Infrastructure and the like.

Findings: – The group average Mean of the items was reveal to be (82.78) with a standard deviation of (14.772). The main finding shows that selected Legal Practitioners (LPs) of Gujarat State are happy / unhappy in General truly at Excellent level in reliability test Cronbach's Alpha (.952). Only few respondents are not happy with few parameters rest are highly satisfied. There are 147 participants from Gujarat State participated in this research work.

Practical implications – Based on these findings, the research results squabble for the importance of Work Happiness in a positive way. This is really a good result among such Selected Legal Practitioners (LPs) of Gujarat State. This can be adopted by other state.

Originality/value: – Happiness is extremely important and useful for overall the entire field yet largely overlooked in the discipline. Very few literature reviews are written with the discipline in mind, and this viewpoint is aimed at bridge such gap.

Keywords: Legal Practitioners (LPs), Work Happiness, Life satisfaction, Gujarat State

I. Introduction

In recent years, two very different views of lawyers' attitudes towards their work and the legal profession have emerged. One suggests

that significant numbers of lawyers are highly dissatisfied with the practice of law and are leaving the profession.^{1 2 3 4} The other contends that most lawyers are generally satisfied with their careers in law^{5 6 7 8 9 10}

Happy employees exhibit higher levels of job-related performance behaviours than do unhappy employees. However, despite decades of research, support for the happy/productive worker thesis remains equivocal. These inconsistent findings primarily result from the variety of ways in which happiness has been put in to practice. Most typically, organizational theorists have put in to practice happiness as job satisfaction.¹¹

The quest for happiness is not specific to any culture or society; it is a universal pursuit. Throughout history, people have been united in their search for happiness, although the paths they take may vary significantly. Perhaps human history is, at its essence, the history of this pursuit. Despite this persistent search, happiness is still often missing, at least for some people. Preceding studies have revealed positive associations between happiness and various indicators of workplace triumph. Compared with their less happy peers, happy people tend to earn more money, show superior task performance, and help their colleagues more often.^{12 13} Happiness and subjective well-being have become a subject of interest for both researchers¹⁴

II. Literature Review

Goswami, I. and Dsilva, N.R. (2019) reveal in their research that “work related” factors such as unsafe working conditions, work load, relationship on the job were the most prominent sources of stress for the respondents. In the deductive analysis the causal relationship between job satisfaction, job stress and stress impact turned out to be significant. It could be inferred from the results that job satisfaction negatively influences job stress and job impact. Similarly, job stress positively influenced stress impact among the hotel employees.¹⁵

Wallace, J.E. (2006) in the research entitled "Can Women in Law Have it All? A Study of Motherhood, Career Satisfaction and Life

Balance" examine that women in law appear dissatisfied with the practice of law due to the difficulties of balancing work and family. Little research has examined how the contextual characteristics of law firms affect women lawyers' sense of life balance and career satisfaction, which is the focus of this study.¹⁶

Loi, R., Hangyue, N. and Foley, S. (2004) in their research entitled "the effect of professional identification on job attitudes: a study of lawyers in hong kong" reveal that Regression analysis revealed that (1) professional identification had a significant positive effect on both job satisfaction and organizational commitment, (2) gender moderated the relationship between professional identification—job satisfaction and professional identification—organizational commitment, and (3) organizational tenure moderated the relationship between professional identification and job satisfaction as well as the relationship between professional identification and career satisfaction.¹⁷

Wallace, J.E. (2001) in the research entitled "explaining why lawyers want to leave the practice of law" reveal that the interview data proved instrumental in identifying relevant work-related factors that explain lawyers' work attitudes and the multivariate analysis used to test this model on a larger sample of lawyers revealed that some factors suggested by the interviews may not be as important as assumed. The findings of this study show it is important to recognize the contributions of both streams of publications in this area.¹⁸

Forstenlechner, I. and Lettice, F. (2008) in the research entitled "Well paid but undervalued and overworked: The highs and lows of being a junior lawyer in a leading law firm" explores that young lawyers to join a law firm were money and improved career options. These expectations were generally met. However, once working, these lawyers were disappointed by a lack of interaction with and appreciation from partners, high pressure to bill more, long working hours and

poor work/life balance, a lack of interesting work, and a lack of international secondments. James and Aristotle (1890) numerous philosophers and psychologists claims that the purpose of human life is searching for happiness.¹⁹ El-Sholkamy, M. and Fischbach, T. (2019) have explored in their research that The Knowledge and Human Development Authority (KHDA) has clearly demonstrated a unique, stand-alone model of implementing the most innovative techniques in creating happiness among employees and stakeholders.²⁰

III. Research Gap

From the literature review and other research studies, it has been analysed that there are only few research conducted on LPs' Work Happiness. Work Happiness plays a major role in inner and outer development. So, from the selected literature reviews it's required to conduct the research on Work Happiness of selected Legal Practitioners (LPs) of Gujarat State.

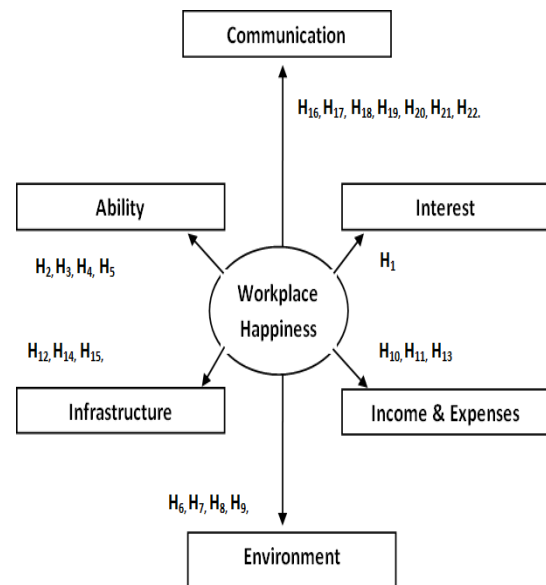
IV. Research Methodology

- Primary Objective is to study the Work Happiness among selected Legal Practitioners (LPs) of Gujarat State.
- Secondary Objectives Includes to study the differences in the opinion of LPs based on gender.
- Research Design used for the purpose of research study is Single Cross Sectional Descriptive Research Design.
- Data collection tool used for this research work is Structured Questionnaire.
- The Population of the Study includes selected Legal Practitioners (LPs) of Gujarat State.
- A tool for data collection used is a Questionnaire (Structured).
- Sampling Unit used for this research study includes Legal Practitioners (LPs).
- Sampling Design used for the purpose of the research study is Non Proportional – Quota Sampling.
- Total 147 respondents participated in this research.

V. Limitations of the study

Primary data relevant for the study may be much depended upon the co-operation of the respondents. Respondent's opinion can be biased, which cannot be ruled out and the geographical limitation.

VI. Conceptual Model



VII. Data Analysis and Interpretation

In this research, Total 147 Respondents participated. Out of which 112 (76 %) were Male and 35 (24 %) were Female. Out of Total Respondents 74 (50 %) were belongs to the age group 21 – 30 years followed by 43 (29 %) were in age group 31 – 40 years, 22 (15 %) were in age group 41 – 50 and 8 (5 %) were in age group 51 – 60 years.

Thus, majority of the respondents (50%), belong to a comparatively younger age. This age group is generally looked upon as energetic and efficient age group.

Out of Total 112 Male Respondents, 66 (59 %) belong to 21-30 years, 35 (31%) belong to 31- 40 years, 3 (3 %) belong to 41-50 years, 8 (7 %) belong to 51-60 years. Out of Total 35 Female respondents, 8 (23%) belong to 21-30 years, 8 (23%) belong to 31-40 years, 19 (54%) belong to 41-50 years and there are no respondents belong to 51-60 years of age group. The Value of Cronbach's Alpha (.952) for Work Happiness of Selected Legal Practitioners (LPs) of Gujarat State shows that there is an excellent level of internal consistency prevailing, which shows that there is a Quality Work Happiness and Satisfaction for continuous growth and development.

The Mean score for Work Happiness put together (82.78) and Standard Deviation (SD) (14.772). This is really excellent sign that Working as Legal Practitioners (LPs) of Gujarat State. They are overall happy with their work except few parameters.

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	4.30	.656
31 to 40	43	3.16	.374
41 to 50	22	4.14	.351
51 to 60	8	4.00	.000
Total	147	3.93	.722

Table No. 1 shows results related to the question “I find my work suitable and interesting”. Out of Total 147 Respondents, Legal Practitioners (LPs) belong to the age

group 31 – 40 years reveal that their work is less suitable and less interesting in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State.

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	4.27	.688
31 to 40	43	2.81	.906
41 to 50	22	3.86	.640
51 to 60	8	5.00	.000
Total	147	3.82	1.005

Table No. 2 shows results related to the question “I am able to improve skills and knowledge from my work”. Out of Total 147 Respondents, LPs belong to the age group 31 – 40 years reveal that they are rarely able to

improve skills and knowledge from their work in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	4.49	.503
31 to 40	43	4.49	.506
41 to 50	22	4.41	.503
51 to 60	8	5.00	.000
Total	147	4.50	.502

Table No. 3 depicts the results related to the question “I am able to command dignity and respect from my work”. Out of Total 147 Respondents, almost all the age group of Selected Legal Practitioners (LPs) of Gujarat

State is able to get Command dignity and respect from their work. Here no LPs can dilute the results in comparing to age group. This is the best sign for the entire population.

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	4.38	.855
31 to 40	43	3.30	1.389
41 to 50	22	3.55	.739
51 to 60	8	4.00	.000
Total	147	3.92	1.113

Table No. 4 give you an idea about results related to the question “I am able to do the best of my work”. Out of Total 147 Respondents, LPs belong to the age group

31 – 40 years reveal that they are rarely able to do the best of their work in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State.

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	3.76	1.083
31 to 40	43	3.49	.506
41 to 50	22	2.95	1.214
51 to 60	8	3.00	.000
Total	147	3.52	.982

Table No. 5 prove that results related to the question “I am able to live a happy home life with realization of aspirations”. Out of Total 147 Respondents, LPs belongs to the age group 41 – 50 years disclose that they are rarely able

to live a happy home life with realization of aspiration in comparing to rest of the age. Here one more thing divulges that all the age group of Legal Professionals (LPs) can is also feeling mostly like the same (Mean < 4.00).

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	4.18	.383
31 to 40	43	2.63	1.719
41 to 50	22	4.27	.456
51 to 60	8	4.00	.000
Total	147	3.73	1.208

Table No. 6 explain results related to the question “In my firm, provisions of required information for doing the work are adequate.” Out of Total 147 Respondents, LPs belong to the age group 31 – 40 years disclose that there

are inadequate provisions of required information for doing the work in comparing to rest of the age group Selected Legal Practitioners (LPs) of Gujarat State.

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	4.41	.494
31 to 40	43	2.98	1.012
41 to 50	22	4.14	.351
51 to 60	8	4.00	.000
Total	147	3.93	.907

Table No. 7 prove results related to the question “Self encouragement created for self thinking while at work.” Out of Total 147 Respondents, LPs belong to the age group 31 – 40 years divulge that they have rarely self

encouragement created for self thinking while at work in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State.

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	4.22	.414
31 to 40	43	3.30	1.389
41 to 50	22	4.00	.000
51 to 60	8	5.00	.000
Total	147	3.96	.928

Table No. 8 shows results related to the question “I am having attachment towards my existing work.” Out of Total 147 Respondents, LPs belong to the age group 31 – 40 years

divulge that they are less attached towards their work in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State.

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	3.91	.623
31 to 40	43	2.79	1.884
41 to 50	22	3.41	.503
51 to 60	8	4.00	.000
Total	147	3.51	1.224

Table No. 9 demonstrate results related to the question “Open discussion environment created.” Out of Total 147 Respondents, LPs belong to the age group 31 – 40 years divulge

that there are rarely open discussion environment created in their firms in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State.

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	4.04	.730
31 to 40	43	4.16	.374
41 to 50	22	3.68	.894
51 to 60	8	4.00	.000
Total	147	4.02	.667

Table No. 10 shows results related to the question “I get decent income for my work I perform.” Out of Total 147 Respondents, LPs belong to the age group 41 – 50 years divulge

that they are getting less income from their work in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State.

Table No: 11 I get sufficient income to meet family expenses			
Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	4.31	.843
31 to 40	43	4.49	.506
41 to 50	22	3.68	.894
51 to 60	8	4.00	.000
Total	147	4.25	.784

Table No. 11 shows results related to the question “I get sufficient income to meet family expenses” Out of Total 147 Respondents, LPs belong to the age group 41

– 50 years divulge that they are getting less income to meet the family expenses in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State.

Table No: 12 I am having adequate working area in my firm to work efficiently			
Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	4.15	.358
31 to 40	43	3.30	1.389
41 to 50	22	4.00	.000
51 to 60	8	4.00	.000
Total	147	3.87	.870

Table No. 12 give you an idea about the question “I am having adequate working area in my firm to work efficiently.” Out of Total 147 Respondents, LPs belong to the age group 31 – 40 years reveal that they are not

having adequate working area in their firm to work efficiently in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State.

Table No: 13 Flexible working hours in my firm			
Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	3.80	.496
31 to 40	43	3.00	.000
41 to 50	22	3.73	.456
51 to 60	8	4.00	.000
Total	147	3.56	.537

Table No. 13 shows results related to the question “Flexible working hours in my firm.” Out of Total 147 Respondents, LPs belong to the age group 31 – 40 years divulge that they

have no flexible working hours in their firm in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State.

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	4.15	.358
31 to 40	43	4.33	.474
41 to 50	22	4.00	.000
51 to 60	8	4.00	.000
Total	147	4.17	.377

Table No. 14 shows results related to the question “The equipments and tools are efficient in my firm.” Out of Total 147 Respondents, almost all the age group of Legal Professionals (LPs) in Gujarat State believed

that the equipments and tools are efficient in my firm. Here, LPs belong to the age group 41 – 50 and 51- 60 can dilute the results in comparing to age group. But still this is the good sign for the entire population.

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	3.88	.827
31 to 40	43	4.00	1.000
41 to 50	22	3.45	.912
51 to 60	8	5.00	.000
Total	147	3.91	.921

Table No. 15 shows results related to the question “In my firm, adequate provision of sanitary facilities available” Out of Total 147 Respondents, LPs belong to the age group 41 –

50 years divulge that In their firm limited sanitary facility available in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State.

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	3.91	.623
31 to 40	43	2.79	1.884
41 to 50	22	3.41	.503
51 to 60	8	3.00	.000
Total	147	3.46	1.223

Table No. 16 shows results related to the question “I am doing regular discussions on overall organizational efficiency with staff” Out of Total 147 Respondents, LPs belong to the age group 31 – 40 years reveal that They are not doing regular discussions on overall

organizational efficiency with their staff in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State. It also observed all the age group of LPs also not doing much on this aspect. (Mean < 4.00).

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	3.91	.623
31 to 40	43	2.79	1.884
41 to 50	22	3.41	.503
51 to 60	8	3.00	.000
Total	147	3.46	1.223

Table No. 17 shows results related to the question “In my firm, employees are actively taking part in overall activities and decision making process.” Out of Total 147 Respondents, LPs belong to the age group 31 – 40 years reveal that in their firm, employees

are not taking actively part in overall activities and decision making process in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State. It also observed all the age group of LPs also not doing much on this aspect. (Mean<4.00).

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	3.91	.411
31 to 40	43	2.30	1.389
41 to 50	22	3.73	.456
51 to 60	8	2.00	.000
Total	147	3.31	1.126

Table No. 18 shows results related to the question “In my firm, permanent procedure available for handling grievances.” Out of Total 147 Respondents, LPs belong to the age group 51 – 60 years reveal that in their firm there is no permanent procedure available for

handling grievances in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State. Here also observed all the age group of LPs also not doing much on this aspect. (Mean<4.00).

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	3.65	.481
31 to 40	43	1.98	1.012
41 to 50	22	3.73	.456
51 to 60	8	3.00	.000
Total	147	3.14	1.011

Table No. 19 shows results related to the question “In my firm, employees are free to participate in the discussion of HRM policies with the management” Out of Total 147 Respondents, LPs belong to the age group 31 – 40 years reveal that In their firm employees are not free to participate in the discussion of

HRM policies with the management in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State. Here also observed all the age group of LPs also not doing much on this aspect. (Mean<4.00).

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	3.89	.313
31 to 40	43	2.14	1.226
41 to 50	22	4.00	.000
51 to 60	8	3.00	.000
Total	147	3.35	1.064

Table No. 20 shows results related to the question “I get communicated vision and mission.” Out of Total 147 Respondents, LPs belong to the age group 31 – 40 years reveal that

they are very rarely communicating their vision and mission in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State.

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	3.97	.496
31 to 40	43	2.63	1.813
41 to 50	22	3.73	.456
51 to 60	8	3.00	.000
Total	147	3.49	1.207

Table No. 21 shows results related to the question “In my firm, adequate co-ordination maintained between the management and employees” Out of Total 147 Respondents, LPs belong to the age group 31 – 40 years reveal that

there is very less co-ordination maintained between the management and employees in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State.

Age Group (In Years)	N	Mean	Std. Deviation
21 to 30	74	3.97	.496
31 to 40	43	4.16	.688
41 to 50	22	3.73	.456
51 to 60	8	4.00	.000
Total	147	3.99	.555

Table No. 22 shows results related to the question “In my firm, all the staff members shows supportive response to Management’s decisions” Out of Total 147 Respondents, LPs belong to the age group 41 – 50 years explores

that In their firm, all the staff members are showing less supportive response to Management’s Decisions in comparing to rest of the age group of Selected Legal Practitioners (LPs) of Gujarat State.

VIII. Findings

Legal Practitioners (LPs) belong to the age group 21 – 30 years (50%) shows findings in comparing to other age groups includes

- They find their work is suitable and interesting (Mean = 4.30).
- They are able to improve skills and knowledge from their work (Mean = 4.27).
- They are able to command dignity and respect from my work (Mean = 4.49).
- They are able to do the best of my work (Mean = 4.38).
- They are able to live a happy home life with realization of aspiration (Mean = 3.76).

Legal Practitioners (LPs) belong to the age group 31 – 40 years (29%) shows findings in comparing to other age groups includes

- Their work is less suitable and less interesting (Mean = 3.16).
- They are rarely able to improve skills and knowledge from their work (Mean = 2.81).
- They are rarely able to do the best of their work (Mean = 3.30).
- They have rarely self-encouragement created for self-thinking while at work (Mean = 2.98).
- They are less attached towards their work (Mean = 3.30).
- They are not having adequate working area in their firm to work efficiently (Mean = 3.30).
- They have not created flexible working hours in their firm (Mean = 3.00).
- They are not doing regular discussions on overall organizational efficiency with their staff (Mean = 2.79).
- In their firm employees are not free to participate in the discussion of HRM policies with the management (Mean = 1.98).
- They are very rarely communicating their vision and mission to staff members (Mean = 2.14).
- There is very less co-ordination maintained between the management and employees (Mean = 2.63).

Legal Practitioners (LPs) belong to the age group 41 – 50 years (15%) shows findings in comparing to other age groups includes

- There are adequate provisions of required information for doing the work (Mean = 4.18).
- Self-encouragement created for self-thinking while at work (Mean = 4.41).
- They are attached towards their existing work (Mean = 4.22).
- Open discussion environment created in their firms (Mean = 3.91).
- They get decent income from their work they perform (Mean = 4.04).
- They get sufficient income to meet their family expenses (Mean = 4.31).
- They are having adequate working area in their firms to work efficiently (Mean = 4.15).
- They are rarely able to live a happy home life with realization of aspiration (Mean = 2.95).
- They are getting less income from their work (Mean = 3.68).
- They are getting less income to meet the family expenses (Mean = 3.68).
- In their firm limited sanitary facility available (Mean = 3.45).
- In their firm, all the staff members are showing less supportive response to Management's Decisions (Mean = 3.73).

Legal Practitioners (LPs) belong to the age group 51 – 60 years (15%) shows findings in comparing to other age groups includes

- In their firm there is no permanent procedure available for handling grievances (Mean = 2.00)

IX. Conclusion

This study has employed a content analysis methodology to explore factors related to the work happiness among selected Legal Practitioners (LPs) of Gujarat State. The findings also supported hypothesis statements in relation to work happiness except one of the age group of Legal Practitioners (LPs). Overall, the lawyers in this study appear to be quite satisfied with practicing law and the majority is not considering leaving the profession. Most of the working professionals are truly happy with their profession which is excellent sign for the success and growth of Legal Field with special reference to selected Legal Practitioners (LPs) of Gujarat State. In this way it is justifying the title that most of the LPs are satisfied.

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