



Differences between hedonia and eudaimonia:

*Evidence from specific and
general approaches*

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Aim of the study

- To investigate differences in hedonic and eudaimonic well-being in relation to occupational health
 - General approach: life satisfaction (hedonia) and personal growth (eudaimonia)
 - Specific approach: happiness (hedonia) and inspiration (eudaimonia)



Hedonia

- Focuses on happiness (Kahneman, Diener, & Schwarz, 1999)
 - Well being defined by pleasure attainment and pain avoidance
 - Subjective well-being consist of three dimensions (Diener, Emmons, Larsen and Griffin, 1985):
 - Life satisfaction
 - Presence of positive mood
 - Absence of negative mood

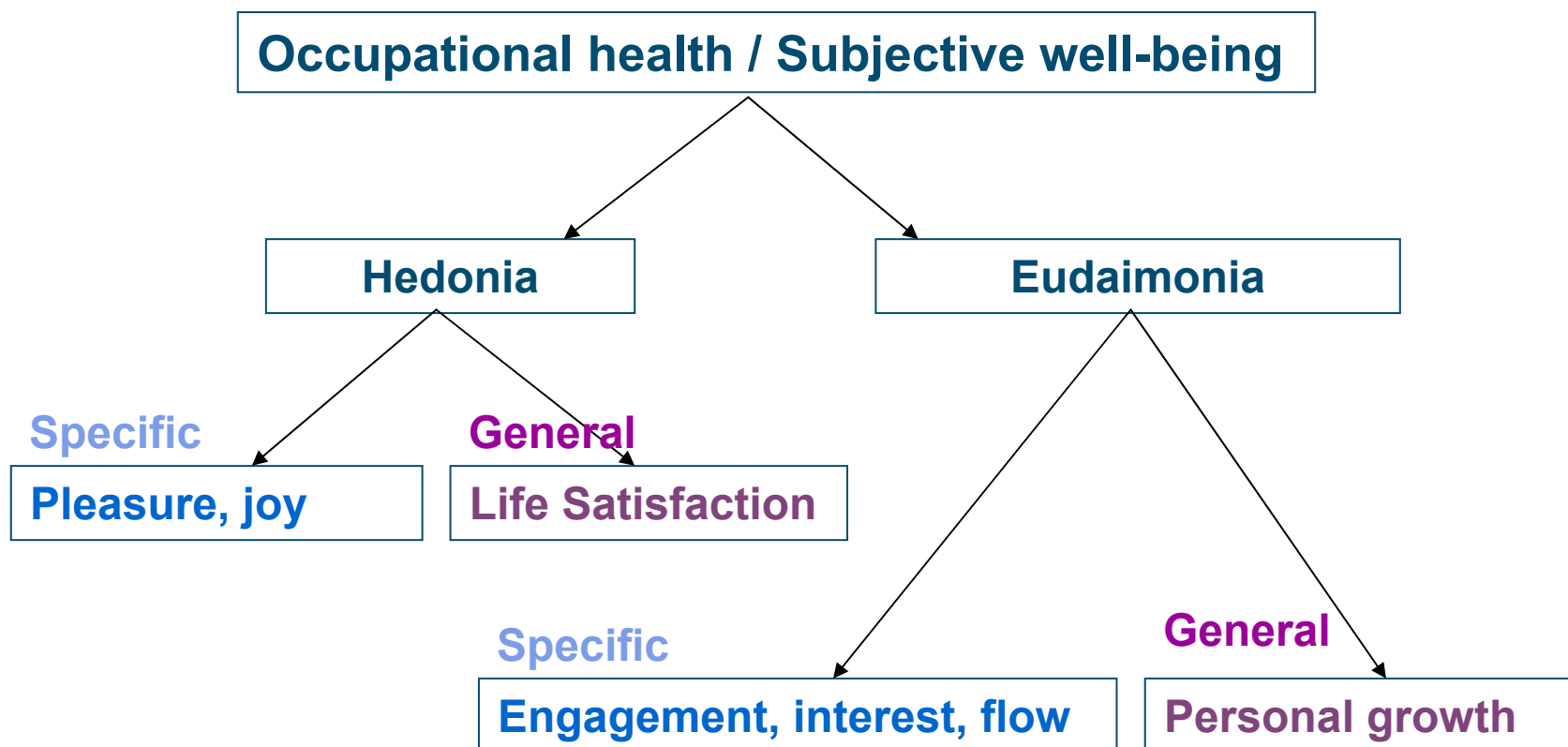
Eudaimonia



- Focuses on meaning (Ryan & Deci, 2001)
 - Well being defined by degree to which a person is fully functioning
 - To live in accordance with ones "daimon" – or true self (Waterman, 1993; Ryff and Singer, 2000)
 - Happiness / the good life is more than pleasure
- Different research focus – knowledge both divergent and complementary



Theoretic foundation





Research questions

- Hedonia and eudaimonia represent two diverse aspects of well-being, and may therefore affect occupational health differently
 - *Specific approach:*
 - Eudaimonia (i.e. interest, engagement, curiosity) is typically experienced in core work
 - Hedonia (i.e. pleasure, satisfaction, joy) is typically experienced in routine work and non work
 - *General approach:*
 - Life satisfaction (hedonic) and personal growth (eudaimonic) affect subjective health and sick-leave in organizations differently



Method

- Data collected among members of Occupational Health Services in Norway (N = 465) by means of a questionnaire spring 2006
- Sample cross-sectional within health services, mean age 48 (SD = 10), 65% female and 25% male
- Analyses included Pearson's correlation, structural equation modelling (Amos), multi-level analysis using M-plus

General approach: Correlations

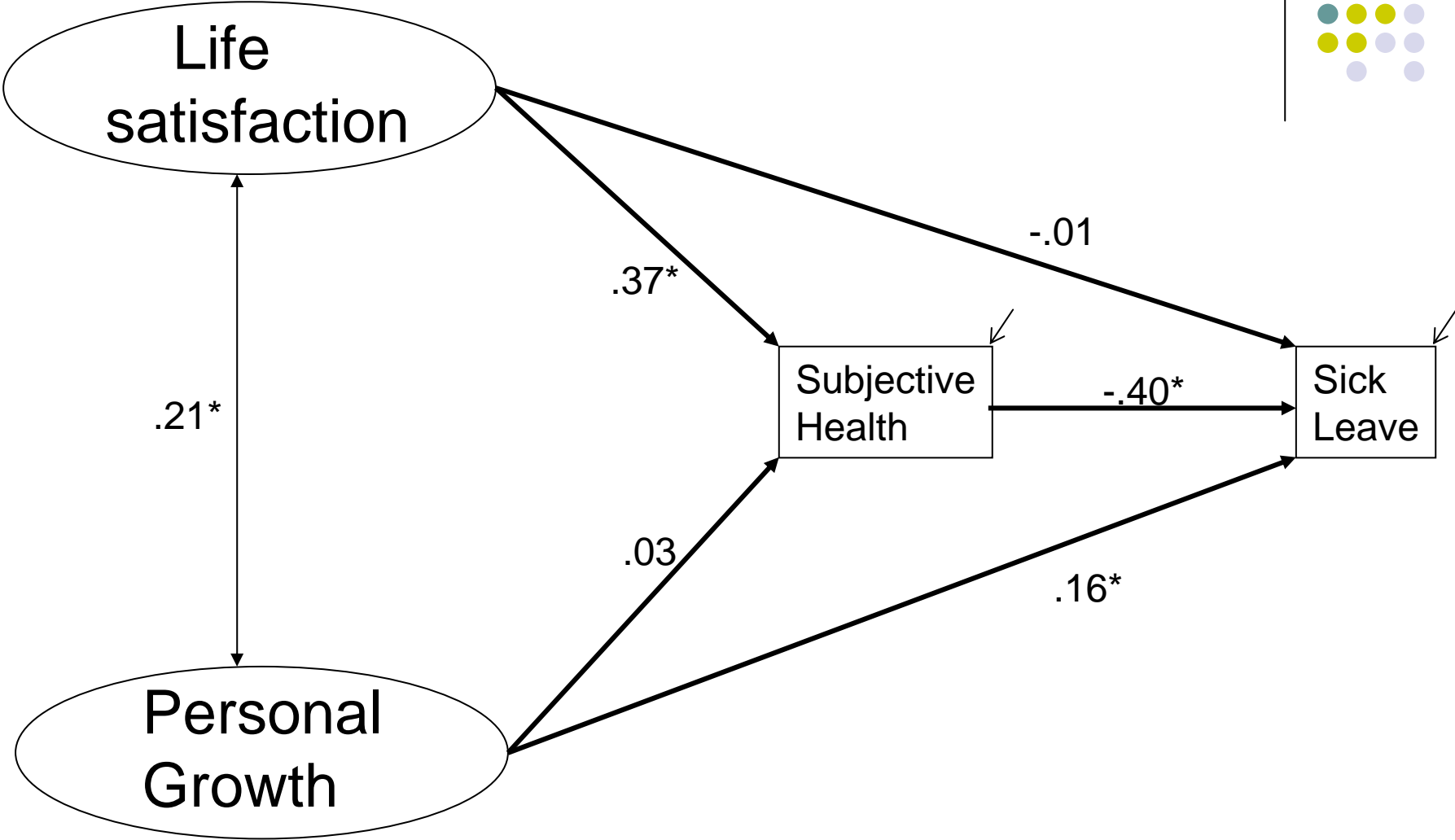


Table 1.

	Personal growth	Life satisfaction	Subjective health	Mean	SD
Personal growth				3,7	0,38
Life satisfaction	.19**			5,1	1,1
Subjective health	.10*	.37**		4,2	0,76
Sick leave	.10*	-.14**	-.38**	1,9	1,25

Note. N = 465. * $p < .05$; ** $p < .01$

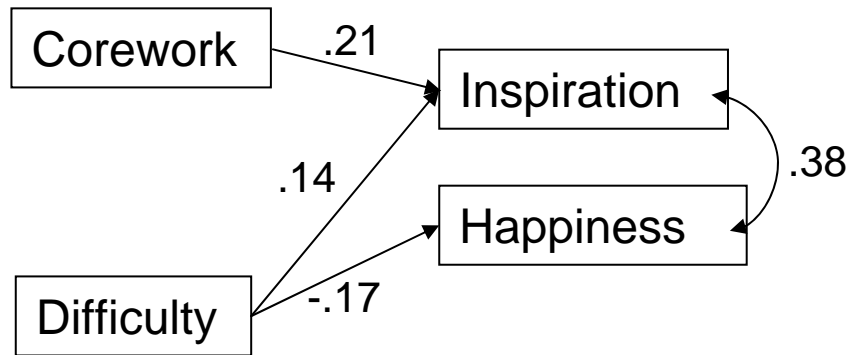
General approach: SEM



$X^2 (79, N = 446) = 79.0, p = .004, CFI = .99, RMSEA = .04$

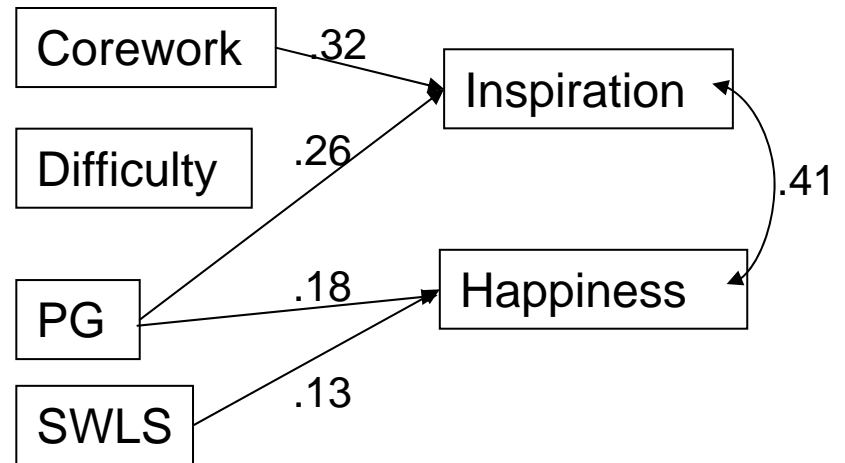
* = $p < .001$

WHITIN-participants



R²
Inspiration = .07
Happiness = .03

BETWEEN-participants



R²
Inspiration = .21
Happiness = .06

ICC
Inspiration = .27
Happiness = .59

Results general approach



- Life satisfaction and personal growth represents diverse aspects of well-being
- Associated with different elements of occupational health (physical health and sick-leave)
- Employees high on life satisfaction tend to have strong health, and this was indirectly related to sick-leave
- Employees high on personal growth tend to have more sick-leave

Discussion general approach



- Theoretically, interesting finding that personal growth is unrelated to health and positively related to sick-leave
 - Psychological mechanisms: Organizational commitment? Exhaustion? Not enough challenge? Post-traumatic Growth? Causal direction?
- Methodological
 - Representative sample?
 - Objective vs subjective measure
- Some people with poor health have high SWB, whereas conversely, some people with low well-being have strong health (Ryan and Deci, 2001)

Discussion specific approach



- Also in the multilevel analysis of experiences, hedonia and eudaimonia predict different experiences
 - Within-group:
 - Difficulty at work means no happiness, but contributes to inspiration
 - Corework relates to inspiration but not to happiness
 - Between-group:
 - Corework relates to inspiration but not happiness
 - PG stronger to related to inspiration than happiness
 - SWLS predict happiness but not inspiration



Concluding remarks

- These results give hints that support the assumption that
 - Hedonic and eudaimonic well-being are experienced in different areas of work
 - Hedonic and eudaimonic well-being influences occupational health differently
 - By investigating specific work tasks we can learn more about the complex nature of well-being and predict what type of experiences that fosters good health and long-term presence at work



Thank you for your attention!

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