

## **Self-driven Personality and Happiness at the workplace: The mediation role of Flow Experience**

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*The purpose of this paper is to evaluate the mediating role of flow experience on the relationship between self-driven personality and happiness at the workplace.*

### **INTRODUCTION**

Data was obtained using quantitative-method. Quantitative data was collected among the professional nurses in Ugandan public hospitals using a cross-sectional design, where 429 participants responded to a self-evaluation questionnaire in over a period of six months. The results indicate that flow experience partially mediates the relationship between self-driven personality and happiness at the workplace. Results of the mediated SEM analysis generally support the hypotheses. The results suggest that flow experience can foster the relationship between self-driven personality and happiness at the workplace. The core elements of flow experience (i.e. challenge skill balance, concentration on the task and perceived control) appear to be key in bringing happiness among the participating professional nursing officers, and also in maximizing the chances of generating lasting effects. This study takes flow experience as a new perspective in exploring the health sector in Uganda. It also estimates measurements