**Public Interest Statement**

Organizations around the world increasingly want to monitor their employees’ happiness at work. Happier employees are mor productive, more engaged, and more committed to their organization. In order to effectively manage this important issue, managers are striving to identify the factors that contribute to employees’ happiness. For decades, happiness in the workplace has been studied through different aspects such as job satisfaction, engagement, affective commitment, flourishing levels, and wellbeing among others. More recently, a holistic approach to studying happiness in the workplace has been introduced by Fisher (2010). This study attempted to investigate the impact of a number of organizational and personal factors on employee happiness using the emergent holistic approach. Results show that organizational support, along with high commitment HRM practices, significantly impacted employee happiness. The findings also revealed that passionate, optimistic, hopeful, resilient and employees with self-belief were happier than their counterparts, which was not affected by gender differences.