

**The first International Conference on Innovation and Research in Arts and Humanities**  
**Impacts of Human Resource Practices and Transformational**  
**Leadership style on Gratitude**

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**Abstract**

*Increase in job satisfaction is one of the important concerns of organizations, because previous researches have shown that job satisfaction can affect the performance level of individuals. Accordingly, happiness and well-being are significant concepts in defining the notion of job satisfaction. This paper tends to investigate the relationship between gratitude, well-being and happiness. For this purpose, several studies were reviewed and these have shown that a relationship exists between these three factors. In the sequel, human resources (HR) practices and transformational leadership are suggested in order to improve well-being and happiness. It should be mentioned that transformational leadership theory and social capital theory would play a significant role in this linkage.*

**Keywords:** *Gratitude, Happiness, Well-being, gratitude interventions, transformational leadership, HR practice*