



A Study on Employee Happiness Index at Workplace

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ABSTRACT

The objective of the study is to identify the employee happiness index at workplace in the organisation. The purpose of the study is to investigate the factors responsible for employees happiness index. This is the primary research and data collected through structured questionnaire from the respondents who are the employees of the organisation.

Introduction

The happiness index is a continuous monitoring tool that analyses staff feedback in real-time. As index is always available, companies can track their worker's feelings, voice & work satisfaction as they evolve. "Happiness is subjective to each individual". This tool looks at eleven specific & customisable workplace factors & enables an organisation to track the trends in each area. Ultimately, to identify which part of the business & topic areas need a specific focus.

Review of Literature

(Kemakorn Chaiprasit, Orapin Santidhirakul, 2011) had conducted a study on Happiness at Work of Employees in Small and Medium-sized Enterprises, Thailand. The main aim of the study was to measure the factors affecting happiness of employees and level of happiness at work. In this study, they adopted descriptive survey research design. A sample of 300 employees was selected for study. At last they concluded that Relationship, quality of work life and leadership were three factors that led to happiness at work and able to predict happiness at work.

(Madiha Kiran, Sobia Khurram, 2018) had conducted a study on Flexitime and Employee Happiness at Workplace in Software Houses. The main aim of the study was to find out the relationship of internal workplace flexibility with employee happiness. In this study, they adopted explanatory research design. A sample of 358 employees was selected for study. At last they concluded that when organizations give discretion to its employees to decide about when, where, what and how to work, it makes employees more committed, engaged, satisfied and thus happier.

(Dr. Marlina Merdeka Nor Hafizah Md Isa, Dr. Syed Azizi Wafa Syed Khalid Wafa, 2020) had conducted a study on the determinants of happiness at workplace amongst workers in the government sector in Lahad Datu, Sabah. The main aim of the study was to determine the significant difference in happiness at workplace between employment status & income level as well as to examine the relationship between social support, work conditions and happiness at the workplace. In this study, they adopted descriptive survey research design. A sample of 106 employees was selected for study. At last they concluded that there was significant difference in happiness at the workplace between employment status and income level of workers.

(Agota Kun, Peter Gadancz, 2019) had conducted a study on workplace happiness, well-being and their relationship with psychological capital: A study of Hungarian Teachers. The main aim of the study was to investigate the relationship between teachers' psychological resources through the concept of psychological capital, workplace well-being and perceived workplace happiness. In this study, they adopted descriptive survey and qualitative as well as quantitative research design. A sample of 297 employees was selected for study. At last they concluded that the future focus on employee well-being must consider positive contributing factors and adopt a positively-oriented approach to promoting well-being.

(Dr. Gudivada Venkat Rao, Vijaya Lakshmi, Rama Goswami, 2017) had conducted a study on factors of workplace happiness. The main aim of the study was to determine the level of happiness, influence of intrinsic, extrinsic factors and work-life issues on happiness of employees. In this study, they adopted descriptive survey research design. A sample of 53 employees was selected for study. At last they concluded that the happiness at workplace is derived from all the three factors, i.e., extrinsic, intrinsic and work life. The age is a significant factor of happiness. The work-life issues are important during the early period of employment and extrinsic during the advancing age. The happiness of employees is improved by providing flexible timings in the organization.

Research Objective

Primary objective:

To measure the happiness level of employees in the organisation

Secondary objective:

To identify the factors that leads to employee happiness in the organisation

Research Methodology

This study is conducted through primary data. A structured questionnaire was created on the basis of the data was collected from 40 employees, various tools like cross tabulation, chi square etc. where used all of the analysis is done through SPSS Software.

Hypothesis Development

Ho1: There is no significance relationship between workplace and employee happiness.

Ho2: There is no significance relationship between salary and employee happiness.

Ho3: There is no significance relationship between superior and employees happiness.

Ho4: There is no significance relationship between promotion and employees happiness

Hi5: There is no significance relationship between environment and employees happiness.

Finding of the study

Demographic Profile

Frequency

Variable	Frequency	Percentage
Gender		
Male	22	22.5
Female	18	17.6
Age Group		
23-30	21	20.6
31-40	19	18.6
Department		
HR	1	1.0
Marketing	2	2.9
Finance	1	1.0
Other	36	35.3

PFrom the above table, we can say that 56.1% of the respondents are male and 43.9% of the respondents are female. So it can be interpreted that maturity are male. It can also be seen that 52.5% of respondents are of 23-30 years, 47.5% of respondents are of 31-40 years. So, we can say that respondents are most of from 23-30 years of age. It can also be seen that the 2.4% of respondents are from HR department, 7.3% of respondents are from Marketing department, 2.4% of respondents are from Finance department, 87.8% of respondents are Labour and. So, we can say that respondents are most of Labour.

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	7.362 ^a	4	.118
Likelihood Ratio	8.192	4	.085
Linear-by-Linear Association	.041	1	.840
N of Valid Cases	40		

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	3.768 ^a	4	.438
Likelihood Ratio	3.849	4	.427
Linear-by-Linear Association	2.812	1	.094
N of Valid Cases	40		

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	24.360 ^a	8	.002
Likelihood Ratio	11.841	8	.158
Linear-by-Linear Association	.143	1	.706
N of Valid Cases	40		

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	12.772 ^a	12	.386
Likelihood Ratio	9.097	12	.695
Linear-by-Linear Association	.540	1	.463
N of Valid Cases	40		

Chi-Square Tests			
	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	4.815 ^a	4	.307
Likelihood Ratio	5.627	4	.229
Linear-by-Linear Association	.066	1	.797
N of Valid Cases	40		

From the above table it has been observed that employee are not satisfied with workplace. Hence it has been observed that the significance value is greater than 0.05 so null hypothesis is accepted. There is no significance relationship between workplace and employees happiness. It has been observed that employee are not satisfied with salary. Hence the significance value is greater than 0.05 so null hypothesis is accepted and there is no significance relationship between salary and employees happiness. It has been observed that employee are happy with their superior and there is significance relationship between superior and employees happiness because significance value is less than 0.05.

Conclusion

This research proof that HAPPINESS is an important part of human psychology. Happiness indirectly motivates employee which makes a person want to work towards a goal. It makes people want to act. Most of the respondents are highly satisfied with the promotion policy at present, and somewhat happy with the salary increments which were given to them, non- financial incentives, financial incentives, paid leaves, leaves they get per year, total benefit package, housing facilities, individual work. This study also concludes that working relationship with supervisor also reward and praise, participation in factory management, lunch breaks, rest breaks and housing facilities provided by the organization can make an employee happy. The respondents are satisfied with incentives and other benefits, regular bonus, guidance and motivation, competition between peers and co-workers, payment, personnel policies, teamwork, new skills, training, health care benefits, financial assistance for education, medical facility, training, job security and nature of work which can directly or indirectly make a person happy.

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