



Happiness at Workplace

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ABSTRACT-

An expression of pleasant emotions, moods, and positive attitudes, happiness is becoming more and more important at work. In an effort to define happiness and identify contemporary behaviours, causes, and effects of happiness, this study will review relevant literature. Additionally, it is important to assess workplace satisfaction in order to generate ideas for how to make it better. The body of literature demonstrates and offers a variety of justifications for the proposition that success is a direct result of happiness, and that this relationship may be demonstrated through additional research. It was discovered that workplace happiness encompasses more than just job satisfaction. Work engagement and organizational commitment can be used to gauge individual happiness. Happiness can be measured on a variety of scales, including workplace experiences and work-related attitudes. Additionally, there is proof that happiness has advantageous. Happiness at work can be increased by employers providing employees with support, being fair, demanding work environments, encouraging employee health, career progression opportunities, flexible work arrangements, safe work environments, socialization techniques, and employee development. There is evidence in the literature to suggest a connection between employee happiness, workplace productivity, and performance. Additionally, happiness is not the only factor that contributes to work success; other factors include intelligence, tenacity, a positive outlook, and wealth. Additionally, it was discovered that quantifying happiness is challenging due to the dynamic nature of emotions. Further study on this subject will allow for the exploration of this facet.

Introduction-

Happiness, or subjective wellbeing, is a state of emotional wellbeing that a person might experience in one of two ways: either narrowly, when pleasant things happen in a particular instant, or more widely, as a favorable judgment of one's life and accomplishments overall. Both negative and positive emotions such as love, excitement, and interest can be distinguished from happiness, including sadness, fear, and wrath. This feeling frequently arises along with the smile, one particular facial expression. People from all across the world typically share a common definition of happiness and can spot it in others. Because of this, the particular emotion of happiness is frequently regarded as one of a select group of basic emotions that cannot be further subdivided into more basic emotions and that may combine to create other, more complex emotions (in fact, it is occasionally the only positive emotion that is regarded as basic). As a result, the concept of happiness is crucial for researchers who study emotions. The more inclusive idea of subjective well-being, which is characterized by a wide range of happiness-related occurrences rather than a single fleeting emotion, has given rise to a whole field of research. People who are pleased in this way tend to have frequent pleasant emotions and infrequent negative emotions, as one might predict. However, this broader definition of happiness includes a cognitive component in addition to an emotional one. When asked to reflect on the circumstances and events in their lives, cheerful people are more likely to give them a positive assessment. As a result, happy people express satisfaction with their life and all of their aspects. It's interesting to note that these many aspects of happiness don't always coexist in the same person. It is conceivable for someone to have a lot of bad emotions while still accepting that their life's circumstances are favourable. For instance, a person who helps the sick, the underprivileged, or the homeless may frequently feel depressed yet also be content with life because of the work they do. Similar to this, those who frequently indulge in hedonistic pleasures could occasionally feel happy or content, but they might also feel that life is pointless and empty. Researchers who study subjective well-being are interested in the different variables that affect these unique elements.

Define Happiness at Work Place-

When a person's employment and workplace have a positive impact on their happiness level, that situation is referred to as being happy at work. Some individuals mistakenly think that contentment at work equates to the absence of any unpleasant emotions, but this is untrue. When people are happy at work, the scales of happiness and unhappiness tip in favour of the good. Happiness at work almost always depends on the working environment as well as the general circumstances for happiness, as outlined in Maslow's theory of the happiness pyramid. The importance of the subject of workplace happiness has grown over the past few decades as a result of the increased workload brought on by heightened competitiveness and unstable economic conditions. A rising number of scientists and professionals view workplace contentment as one of the most important sources of positive outcomes. Businesses who are successful in raising employee satisfaction at work have above-average performance and customer satisfaction. Therefore, investing in employee satisfaction is advantageous for businesses. In this perspective, investing entails fostering a supportive work environment and encouraging leadership that

enhances employee satisfaction. Although having money and other things does not necessarily make someone happy, they can have a good impact on that person's productivity at work. According to research, autonomy and flexibility have the biggest impacts on how happy employees are at work. Maintaining a positive mindset and a contented state of mind are both important components of workplace happiness. Finding happiness is important in both our personal and professional lives, according to positive psychology. Since happiness affects our levels of productivity, some companies have even created the position of Chief Happiness Officer to promote a happy workplace and improve general wellbeing.

RESEARCH OBJECTIVES

- A. To study the current practices of happiness and positivity at workplace.
- B. To know the causes, consequences of happiness and positivity at workplace.
- C. To know how the employee happiness and positivity is measured at workplace

Literature Review-

Fisher (2010) asserts that job satisfaction, engagement, and affective organizational commitment are the three aspects that make up the attitudinal construct of workplace happiness. Additionally, an employee's personal experiences that they had, witnessed, or heard about frequently contribute to their satisfaction at work. Zelenski et al. (2008) and Erdogan et al. (2012) believe that leadership style, workplace justice, communication policies, corporate culture, and other factors play a significant role in how happy employees are at work. Weimann et al. (2015)'s claim that workplace happiness is not fixed but may alter in reaction to changes in work conditions (development opportunities, financial compensation, promotion, assessment, etc.) therefore is not surprising. Accordingly, Fisher (2010) defines workplace happiness as a worker's healthy good attitudes toward their job (workatmosphere, feeling at work, job title), their job's qualities (pay, development possibilities, and assessment), and the company as a whole. Since a group of scientists experimented with turning on and off the lights at the Hawthorne factory in the middle of the 1920s, both academics and business leaders have been fixated on finding ways to make their people more productive. Particularly, the idea that pleasure can promote productivity appears to have acquired more support recently in business settings. Companies spend money on Chief Happiness Officers (yep, Google has one of those), happiness trainers, team-building activities, games, and funsultants. These activities and titles could seem light hearted orevn strange, yet businesses take them quite seriously. Must they? Happiness may be gauged about as easily as the soul's temperature or the precise hue of love. Since Croesus is credited with saying, "No one who lives is happy," in the sixth century B.C., we have seen this elusive concept serving as a stand-in for a variety of other concepts, from pleasure and joy to plenitude and contentment, as Darrin M. McMahon demonstrates in his insightful study *Happiness: A History*. The three dimensions at which the concept of happiness is measured are transient, individual, and unit level happiness. Individual is the difference in happiness among various people at one moment in time, whereas transient is the fluctuation in happiness inside one individual at different times in time. A positive psychologist Dr. Barbara Fredrickson, a positive psychologist, describes happiness as "the fuel to thrive and to flourish, and to leave this world in better shape than you found it." Positive feelings, a sense of purpose, and engagement all contribute to what makes a person happy (Gupta, 2012). Workplace happiness benefits organizations by increasing performance, dedication, profitability, and teamwork. Focusing on work is beneficial at the conclusion of the workday (Gupta, 2012). Positive organizational and employee outcomes are positively correlated with employee happiness. According to Grant, Christianson, and Price (2007), it is also closely related to employee and organizational performance, commitment, and organizational survival. Will Davies points out in his new book that just because we have more sophisticated technology today doesn't imply we're any closer to formulating a definition. 'The Happiness Industry'. He concludes that even as we have developed more advanced techniques for measuring emotions and predicting behaviours,

Effect of -A Healthy Workplace Environment

Employees spend a third of their day (and for a lot of us, a third of our lives) working inside an office. Therefore, it is of crucial importance to provide a safe and healthy environment to work in. Here are the different points that you should consider in order to improve your office.

1. The Community. Let's start from the outside in. Thus, the first thing that you can do in order to create a healthier and safer work environment is to contribute towards the general safety of your community. Seek opportunities to improve street lighting in your area. Or at the very least, schedule safer work hours. Avoid night shifts in offices situated in high-risk areas. a culture. Now let's turn our attention inward and discuss your company's culture. The best thing about this component is that, in contrast to the previous one, you have a lot of influence over it. Create a welcoming and secure environment that doesn't accept harassment, violence, sabotage, or deceit. Before welcoming visitors, you can start by selecting the appropriate personnel and conducting a trustworthy background check.

- **Good competition exists.** It increases motivation and productivity. Draw the line at how brutal it may be, though, to deter people from using unethical tactics in an effort to garner attention. Another crucial component of this is recognition. Since company culture is a broad subject, we obviously can't cover everything in this article. However, we will attempt to extend it a little bit more in the next sections, so please continue reading.

- **Worker health.** Last but not least, since we're already talking about it, health is actually the most crucial topic. Several factors contribute to ensuring the health of employees. Company must ensure that your workspace is always clean and free of any germs that might be hiding in locations in addition to promoting good health. Most importantly, don't forget to take into account the indoor air quality of in institution. It's an unnoticeable offender that is simple to ignore, yet it's crucial to keeping a safe workplace for your staff.

•Team Building Activities

It's one thing to work for a company where your job is something employee are passionate about; it's quite another to share that experience with co-workers enjoy being around. True, it will take a lot of effort to get your business to that point, but it's not impossible. Here are some concepts. Possess a recreation area. Installing a couch, a TV, and a gaming console with a few games is insufficient. Make an effort to create a space where your staff will genuinely like hanging out in this common area. Bring them outdoors. We also advise planning outdoor camping activities. They can learn more about their co-workers, step outside of their comfort zone, and perhaps be inspired and motivated by it. creativity.

•**Spend money on business events.** Use significant occasions as a chance to show appreciation to the people who worked hard to make them happen. Hire a posh location. Invest in quality beverages and food. Don't skimp on the decoration. Sky dancers, spotlights, and other dramatic party decorations will encourage your staff to relax and serve as a constant reminder that this is a fun event for them. Work is no longer the only topic at hand. It's all about having fun.

•A Good Workplace Flexibility

One such resource that workers would value significantly is time. As a firm, should be aware that maintaining a business demands strict deadlines and time constraints, but don't forget to provide some flexibility as well. In fact, this may be the element that provides you with the creativity and productivity boost that your business sorely needs.

•Appreciation

Recognition has already been cited as a key factor in job satisfaction and productivity. People adore being praised and acknowledged for their efforts, after all. Control criticism, on the other hand. Keep in mind that your goal is to provide them constructive criticism so they can raise their performance.

•Growth Potential

after the organization has given them constructive criticism and specific goals they may follow to further improve, make sure they have enough room to develop. Create for them a real career path.

•Autonomy

In relation to giving them some room to grow, provide them with room to breathe and develop on their own. Each person works at a different pace and we all have our unique talents and strengths. Hence, avoid being too controlling. Again, this will all boil down to how much trust you have on your people.

•Transparency

Finally, If they're doing something wrong, let them know. Don't leave them in the dark. At the same time, provide them with the tools and information that they need. if there is one crucial piece of knowledge that is related to the project that they are currently working on then give it to them. This will reflect on how much organisation trust you employees as well.

Discussion-

Numerous research have demonstrated the relationship between employment and income development (e.g. Gebremariam, Gebremedhin, & Schaeffer, 2010). The ability to work is a significant source of income (Zuvekas & Hill, 2000). According to Shlay, Weinraub, Harmon, and Tran (2004), people with better work status—i.e., stable employment—earn more money. They might be happier than people with lesser incomes and work statuses (Caporale et al., 2009). Additionally, it should be mentioned that independent contractors appear to have higher levels of job satisfaction than those who work for companies (Benz & Frey, 2008). In the corporate office culture, employee satisfaction and productivity are heavily influenced by their level of pleasure. Additionally, it increases a company's reputation and capacity to retain people over the long term. So, it's safe to say that workplace happiness is essential. Only in the past several decades has the idea of job happiness begun to acquire popularity. Employers in the past were mostly concerned with their business, trade ties, profits, and other factors. Recently, studies began to recognize the advantages of fostering employee happiness, and as a result, companies began to place more value on it. Many organizations offer people "happiness" courses. People can learn to find happiness in their life by taking courses like "The Science of Happiness" offered by edX. Is it feasible to link work and happiness together?

Conclusion-

Our traditions have taught us to work so that we can take care of our financial needs and develop into good citizens. Because of this, the majority of us report to work out of a sense of obligation rather than because we enjoy our jobs. We rarely consider workplaces to be destinations where people go in search of happiness. Instead, we think of them as locations where we work and volunteer in exchange for pay that allows us to live comfortably. In general, people strive to be happy in their personal life, whether it is by upholding their relationships or achieving their desires. Contrary to common assumption, employment doesn't always have to be monotonous and unfulfilling. Conclusion A happier workplace is associated with greater health, better creativity, higher levels of productivity, and many other benefits. An enjoyable and supportive work environment can be produced by content employees. Additionally, these people are more inclined to go above and beyond the call of duty and are more dedicated to their jobs. Employers must remember that

encouraging employee interest, creativity, and innovation through brainstorming sessions, wellness programs, training, and mentorship sessions. Facilities for recreation and refreshment, team outings, and offering flexible working hours will undoubtedly contribute to a positive work environment and employee motivation.

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