



Employee Happiness

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ABSTRACT

Employee happiness is the positive emotion and mental state of employees towards their work inside the organization. It goes beyond the job satisfaction and encompasses a broader sense of well-being and contentment. When employees are happy, they experience a positive attitude towards their work, colleagues, and the organization as a whole. It is indispensable for the success of the organization goals and employee productivity. This study aims to investigate the various workplace elements which contribute to employee happiness and to comprehend the level of employee happiness. The research was conducted in the government organization. The research was observed and analyzed by using a descriptive research design. It was used by the researcher to highlight the features and significance of the study. Systematic simple random sampling technique was adopted for choosing the respondents from the whole population. The reliability of the study is evaluated by using Cronbach's Alpha and this study has an alpha value (0.839) of above .70. The research analyst found that half of the employees who participated in this study have high level of happiness and work satisfaction. At the same time, the employees admitted that the organization lack in engaging the employees, developing them and concentrating on their growth. It is important to note that employee happiness is a constant and flexible process. This research study provides a solid foundation for these efforts and offers the importance of prioritizing employee happiness within the workplace.

Keywords : Happiness, Job satisfaction, Productivity, Employee Development, Organisation success.

INTRODUCTION

Every human being is in search for happiness in this world. They try to hold the keys to happiness. In this present age, happiness is the ultimate goal for all human beings. Feeling positive emotions has a huge effect in our life and well-being. That is why it is important to do the things that give us positive feelings and emotions and also people motivate to have positive emotions. If we are unhappy and have negative emotions, it will reduce confidence, affect mental health and will spoil our life. We can realize happiness is the most important emotion in life. That happiness should be felt by all the employees in the workplace. Employee happiness is the state of having a positive attitude on their work. Employee happiness is one of the ways to achieve the goals and targets in the organization. Employee happiness is more about work culture rather than employee personality. There are many benefits of employee happiness include better retention, higher productivity, more creativity, innovative ideas, improvements in revenue potential, enhanced customer experiences and positive customer responses and outcomes. It is one of the ways to maximize satisfaction, engagement and morale. If the employees are unhappy and dissatisfied with their work, they will not concentrate on their work. There will be high rate of absenteeism. Without the work of employees, an organization or any business cannot have production. Then automatically there will be loss and will lead to the failure of any business or an organization. The employees look for any other jobs. There will be high rate of retention in the organization. So, it will affect both the organization and the employees. Employee happiness is one of the reasons for the success of any organization. Without employee happiness, the organization cannot run successfully. It also cannot have more production. In order to be happy, the employees need to feel safe. A sense of community and freedom at workplace is important. Employers must also concentrate on employee happiness and their satisfaction. In recent days, getting happiness and satisfaction on the work by all the employees is difficult one. Nowadays, it is not matter whether people are working at any place but it is matter whether the people are working with full of happiness and satisfaction. So, it is necessary to find whether employees are happy and having satisfaction with their work or not and to examine the various elements contribute to employee happiness in the workplace.

INTERNATIONAL REVIEW

Thompson Arieana, Bruk-lee Valentina (2021) experimented a study on "employee happiness: why we should care?". This study was done to examine the relationship between employee happiness and work outcomes. The scientist-practitioner approach was used in this study. The researcher found that employee happiness is mediating the relationship between job demands and organisational outcomes. The researcher also found high level of job demands decrease the employee happiness. The main findings of this study are that, there is impact of employee happiness on organisational outcomes.

Opatha Jayani Pooja, Uresha Ishani (2020) have done research on “Human Resource Management and its impact on employee happiness”. The study was carried out among Sri Lankan employees. 110 employees were the respondents to this study. The aim of this study was to find out the degree of Human Resource Management practices in the organisation and to find out whether there is a positive impact from the Human Resource Management on employee happiness. It is statistically proved that there were high positive and significant impact from HRM on employee happiness among Sri Lankan employees. The researcher found that, if an organisation needs to improve employee happiness, they need to concentrate more on executing the HRM functions with their proper procedures and policies.

Awada Nesreen (2019) have analysed a study on “the effect of employee happiness on performance of employees”. The study was conducted in public organisation in United Arab Emirates. This study was done to find out the effect of employee happiness on employee’s performance in the public sector. The samples took from 319 employees who working in Abu Dhabi and Dubai. The findings of this study indicated that the employee happiness is a important component that includes income, workplace environment, promotion, rewards, recognition and peer support. These are the important indicators that impact on employee performance.

Naude-Potgieter Rosa, Kruger Stefan, Saayman Melville, Jonker Cara (2016) have studied “do company benefits and feelings have an impact on employee happiness?” A survey was conducted among casino company of 210 employees. The researcher found that company benefits such as bonus, pension funds, staff meals, etc., impact on employee happiness and also creates a positive feeling about company. That positive feelings on company explores employee happiness, especially with availability of staff-meals, bonus and stay-in-facilities.

Fisher Cynthia (2010) experimented a study on “happiness at work”. This study showed the definition, causes and consequences of happiness at work. In this study, the researcher explored workplace happiness is more far than the job satisfaction. It includes employee engagement, job satisfaction and organisational commitment. There is evidence that the happiness at work has important impact for both individuals and organizations. Overall, the researcher found that happiness at work can encourages the employees to be more productive and it motivates the high-quality employees for the future.

SIGNIFICANCE OF THE STUDY

Employee happiness is indispensable for the success of the organization goals and employee productivity. Happy employees achieve more for the organization and stay longer in the organization. Many organizations did not focus on employee happiness which leads to multiple problems. They were not aware about it. If they are not focusing on it, then they could even be doing damage to their organization. Employee happiness should be given top – priority in every workplace. Nowadays, employers paying more attention on the

feelings and wellness of their employees. There are many factors and ways to lead the organization successfully. But employee happiness is most essential factor and one of the ways to run any business or any organization. It is necessary for every organization to take care of their employees and should take actions according to that. It is essential and applicable to all the organizations, companies, any business or any other workplace where the employees are working. If all the workplaces concentrate on employee happiness, then all the workplaces will grow. This will lead to development of our country.

AIM OF THE STUDY

To study employee happiness and the level of employee happiness

OBJECTIVES

1. To study the demographic details of the employees.
2. To observe whether the employees being happy with their work or not.
3. To know the advantages of having happy employees.
4. To know the reasons for employees not being happy inside the organization.

RESEARCH DESIGN

The researcher has used descriptive type of research design. The researcher followed this descriptive design to observe, analyze and present the research study. This design was used to obtain information systematically and to describe about the employee happiness. It is used to highlight the significance and characteristics of various parameters adopted in the study.

UNIVERSE OF THE STUDY

The respondents/participants in the current study were the employees of government organization in Tirupattur. The total population of the organization consists of 730 employees. 73 respondents were selected as sampling size for this study.

SAMPLING TECHNIQUE

The researcher carried out a study using probability sampling under simple random sampling in specific systematic simple random sampling technique for choosing the respondents from the whole population.

Systematic Simple Random Sampling technique = Total Population / sample size = 730/73 = 10. So, every 10th person/employee was selected for the study from the muster roll.

TOOLS FOR DATA COLLECTION

The primary tool for data collection was structured questionnaire. The questionnaire was divided into different sections. This tool includes the following dimensions: Demographics, employee happiness, advantages of having happy employees, reasons for employee unhappiness inside the organisation. The employee happiness scale used in the questionnaire were tested and well-known to ensure the accuracy and comparability of the findings. The reliability of the study is evaluated by using Cronbach's Alpha and this study has an alpha value (0.839) of above .70. Researcher has used the Likert scale as measuring value for the tool.

Table 1

Overall Employee Happiness

S.no	Overall Employee Happiness	No. of respondents	Percentage
1	High level	37	50.7
2	Low level	36	49.3
Total		73	100.0

From the above table, it was clear that a little more than half (50.7) of the respondents were said that they had high level of happiness to work and a little less than half (49.3) of the respondents were said that they had low level of happiness to work. Thus, the given table enable the research analyst to understand that half of the respondents who participated in this study were very happy and satisfied to work in that organization. This showed that half of the employees were happy with all the aspects of the organization physically and psychologically. Remaining employees were less happy with certain aspects of the organization. The main reason for this low level of happiness is that there was no engagement and developmental opportunities to grow inside the organization.

Table 2

Gender and Even distribution of work

Gender of the Respondents	Even distribution of workers				Total
	Highly Dissatisfied	Dissatisfied	Satisfied	Highly Satisfied	
Female	1(25.0) (50.0)	0(0.0) (0.0)	3(75.0) (6.1)	0(0.0) (0.0)	4(100.0) (5.5)
Male	1(1.4) (50.0)	5(7.2) (100.0)	46(66.7) (93.9)	17(24.6) (100.0)	69(100.0) (94.5)
Total	2(2.7) (100.0)	5(6.8) (100.0)	49(67.1) (100.0)	17(23.3) (100.0)	73(100.0) (100.0)

From the above cross table, it was inferred that a vast majority (91.3%) of the male employees said that the work is evenly distributed to all the employees and three fourth (75%) of the female employees said that the work is evenly distributed to all the employees. So, it can be interpreted that both male and female employees said that

there was equal distribution of work to all the employees and in specific male employees completely admitted that they have even distribution of work. It shows that the roles and responsibilities were carried out by the employees equally without any discrimination.

Table 3**'t' test between Gender of the respondents with regard to various dimensions of Employee Happiness**

Sl. No	Variable	Mean	Std. Deviation	Statistical Inference
1	Employee happiness			t = 0.326
	Female(4)	28.00	6.337	p = 0.262
	Male(69)	28.68	3.924	p = >0.05 Not significant
2	Advantages of happy employees			t = 0.738
	Female(4)	29.00	2.582	p = 0.549
	Male(69)	29.78	2.035	p = >0.05 Not significant
3	Reason for unhappy employees			t = 0.474
	Female(4)	43.25	2.630	p = 0.270
	Male(69)	42.33	3.803	p = >0.05 Not significant

It was evident from the above table that there is no significant difference between male and female respondents with regard to their employee happiness. It is also revealed that there is no significant difference between gender of the respondents and various dimensions of employee happiness include employee happiness, advantages of happy employees and reason for unhappy employees

Table 4**Karl's Pearson's Co- efficient of Correlation between the Age of the respondents with regards to various dimensions of Employee happiness**

S. No	Dimensions	Correlation Value	Statistical Inference
1	Employee happiness	0.267*	P < 0.05 Significant
2	Advantages of having happy employees	0.199	P < 0.05 Significant
3	Reasons for unhappy employees	0.066	P > 0.05 Not Significant

*. Correlation is significant at the 0.05 level (2-tailed).

From the above table, it was inferred that there is a significant relationship between the age of the respondents with regards to various dimension of employee happiness include employee happiness and advantages of happy employees.

It was further revealed that there is no significant relationship between age of the respondents and various dimension of employee happiness include reasons for unhappy employees.

Table 5

One Way Analysis of variance among the Age of the respondents with regard to various dimensions of Employee happiness

S. No	Source	SS	Df	MS	Mean	Statistical Inference
1	Employee happiness				G1= 29.73	F= 4.070
	Between Groups	176.034	3	58.678	G2= 28.74	P= 0.010
	Within Groups	994.706	69	14.416	G3= 30.56	P< 0.05
					G4= 25.27	Significant
2	Advantages of happy employees				G1= 29.80	F= 4.407
	Between Groups	48.892	3	16.297	G2= 29.92	P= 0.007
	Within Groups	255.163	69	3.698	G3= 31.00	P< 0.05
					G4= 28.00	Significant
3	Reason for unhappy employees				G1= 41.00	F= 1.012
	Between Groups		3		G2= 42.95	P= 0.393
	Within Groups	42.456	69	14.152	G3= 42.67	P> 0.05
		964.804		13.983	G4= 42.09	Not Significant

G1- above 52 years G2- 40 -51 years G3- 29 -39 years G4- 18 - 28years

It was evident from the above table that there is a significant difference among the age of the respondents with regard to dimensions of employee happiness in specific employee happiness and advantages of having happy employees. It was also revealed that there is no significant difference among the age of the respondents with regard to dimensions of employee happiness in specific reason for unhappy employees.

SUGGESTIONS

The employer/ board can provide more compensation and benefits to the employees. So, the employees will be happy and satisfied to work in the organisation. Employees are happy when their welfare measure is provided by the board, so employer can aim at providing welfare measures often to employees to keep them motivated. The employer/board can recognise the employees often for more involvement in work and to keep them motivated. The employer/ board can provide promotions in proper respective period to the employees. It motivates the employees to work well towards the achievement of goals. The employer can provide safety measures to ensure the safe workplace and safety work by the employees. Polices, rules and regulations of the organisation can alter by the management to ensure the employee happiness in the workplace. The board can provide a degree of independence to the employees to share their ideas and opinions. Employees can concentrate and prioritize their physical and mental health to work happily and peacefully inside the organisation.

CONCLUSION

According to this research on Employee happiness, it was important to find the employee happiness in the workplace. The changes may be positive or negative based on employee happiness and their work satisfaction. Through the data analysis, the research analyst identified key findings that can guide future actions. The research analyst found that half of the employees who participated in this study have high level of happiness in the organization. Nowadays, it is not matter whether people are working at any place but it is matter whether the people are working with full of happiness and satisfaction. In all aspect, employee happiness and satisfaction are the way to run any organization successful. It is crucial to keep in mind that maintaining and enhancing employee well-being will require routine strategy evaluation and change. This research study provides a solid foundation for these efforts and offers the importance of prioritizing employee happiness within the workplace and also emphasizes the value of putting employee happiness and satisfaction first in the workplace.