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HAPPINESS IN THE WORKPLACE

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HAPPINESS IN THE WORKPLACE

The nature of workplace has dramatically changed in the new area of economy. Nowadays employees are investing for better workplace environment. The organizational culture and climate must encourage the employees to flourish and be their best selves. The perfect workplace is supposed to make the employees happy by giving the people flexibility and autonomy as to where and how they work, built on a culture of growth and trust. That is because happiness in the workplace is like a symbiotic relationship which offers mutual benefits to both employees and employers.

Key words: employee happiness; workplace; productivity; well being

Introduction

Employees play an important role in the success of an organization or company. The company's progress depends on the quality of its employees. Employees' efficiency and productivity is closely related to their happiness in the workplace. Of course it is also supported by a good working environment and its atmosphere as well as the balanced work tasks that make them feel at home and want to stay with their work.

The happiness in the workplace is not only important for employees themselves, but also for the organization (Chawsithiwong, 2007). The happy workers and good companies can create many good things such as increasing productivity, high quality, more sales, customer satisfaction, more creativity, etc.

The term "happiness in the workplace" has to do with the job satisfaction, this is because the happy employees will be more satisfied with their work than the unhappy employees (Boehm and

Lyubomirsky, 2008; Gupta, 2012; Januwarsono, 2015). In line with this, Tasnim (2016) added that the most significant cause that makes someone happy in the workplace is the job satisfaction. The job satisfaction is central to happiness in the workplace and as such is one of the defining attributes of happiness in the workplace. The job satisfaction encourages the employees to achieve and succeed in their work.

Literature Review

Happiness in the workplace is important to both individuals and organizations (Fisher, 2010; Simmons, 2014). Many studies have proven that if employees are happy, then they tend to be more productive, can produce the innovations with the new ideas,

able to try to do the same work with more innovative methods to save time and can increase the effectiveness (Gupta, 2012).

The happiness is the outcome of combination of factors. The workplace is a texture of policies and practices of the organization. The influence of policies and practices on the employees may manifest in happiness. Herzberg et al. (1959) explaining the process of motivation has categorized the factors of motivation as intrinsic and extrinsic factors.

The intrinsic factors are content factors and often termed as motivators whereas context factors are hygienic in nature and classified as extrinsic factors. The intrinsic factors are achievement, recognition, rewards, appreciation, responsibility, advancement, growth, the work itself etc., and extrinsic factors are monetary rewards, fringe benefits, supervision, working conditions, co-workers, pay, policies and procedures.

There are several factors that affect the employee's productivity levels. Work environment influences their overall performance in an organization. Every organization should offer a supportive work environment, and their employees will be productive. Work environment includes not only structural elements such as lighting, ventilation, furniture and office equipment, but it also includes the company's work atmosphere which should be built on principles of cooperation, healthy competition and empathy. This way the employees are going to be highly motivated and driven because their workplace is a safe zone for them to express themselves and perform to the best of their abilities. The key to creating a healthy environment is to promote values such as transparency, co-operation, teamwork and accomplishment. Processes have a huge impact on organizational productivity. Implementing processes is one of the most effective ways to boost team productivity. A process defines a specific sequence of steps for executing a particular task. Good processes are defined after a lot of trial and error. Therefore, they are the fastest, leanest and most reliable methods for accomplishing tasks. When you have a process, you don't need to waste time figuring out what to do. You just execute. Clearly defined work goals are great for boosting productivity levels because they're measures of productivity themselves. Informing your employees of their goals is a great way for them to have a target in mind. It's the perfect way to channel and direct their energy towards productive tasks only. Employee wellness is a broad term encapsulating the mental and physical health of the employees. A healthy and happy employee is going to have far more physical and mental resources to invest in their work. This helps them become extremely focused and avoid procrastinating. While sick or stressed employees may finish their work – they'll have to work far harder and longer than they usually do. This is going to delay the deadlines and risk employee burnout. Managers should encourage their employees to take care of themselves. Caring about employee's health is also a great way to humanize the brand of the organization. By prioritizing employees' health over deliverables, the managers are treating them as human beings – not cogs in a machine. This will lead to increased job satisfaction and motivation – which, in turn, will boost their productivity levels. Employee's training plays a huge role in how prepared they are for their jobs. The more prepared they are – the more productive they're likely to be. An untrained employee won't know what they have to do or how to do it. They can exert all the effort they want, but if they don't know where to direct that effort, it's going to be unproductive work. The employees need advanced domain-level training. They have to thoroughly understand the field they're working in before understanding what their job entails. Advanced training helps them understand the bigger picture.

Conclusions

Happiness at the workplace is crucial for improving productivity in any organization. Happy people are productive people. According to literature review if the organizations manage to maintain long-term happiness at the workplace, they could probably increase and sustain productivity. Therefore, they should know the factors that affect employee happiness in order to effectively enhance happiness at the workplace. These factors are related to work environment, organizational processes, employee wellnes and training.

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