

HAPPINESS AT WORKPLACE

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Abstract: The present world is changing fast, what means that every day there are more and more factors that may affect the employee's happiness, not only at work, but also in their private life. The happiness is a personal matter, executives and employers too are directing their attention to happiness as a workplace issue. A comprehensive measure of individual-level happiness might include work engagement, job satisfaction, and affective organizational commitment. There is evidence that happiness has important consequences for both individuals and organizations. Many researchers believe that positive emotions and mood are the prime drivers that engender this success. In this way, the study "Happiness at Workplace" at Alagappa University explores and discovers what motivates the people to do their best for the effective functioning of the organization.

Keywords: *Happiness, Workplace, Organization, Women and Job Satisfaction*

Introduction

Happiness is typically defined by how people experience and evaluate their lives as a whole. Since the majority of people spend much of their lives at work, it is critically important to gain a solid understanding of the role that employment and the workplace play in shaping happiness for individuals and communities around the world.

In focusing largely on the role of work and employment in shaping people's happiness, and investigate how employment status, job type, and workplace characteristics relate to measures of subjective wellbeing. Nevertheless, it is important to note from the onset that the relationship between happiness and employment is a complex and dynamic interaction that runs in both directions. Therefore, work and employment are not only drivers of happiness, but that happiness itself helps to shape job market outcomes, productivity, and even firm performance.

In psychology, happiness is a mental or emotional state of well-being which can be defined by positive or pleasant emotions ranging from contentment to intense joy. Happiness is dispositional in nature, rather than being circumstantial (Myers & Diener, 1995). Four traits consistently found to mark happy people are actually components of Emotional Intelligence: Self esteem, a sense of control, optimism and extraversion. (Myers and Diener, 1995). Building social bonds have been found to be especially contributive towards long term Happiness (Burt, 1986 Cohen, 1988 House, Landis, & Umberson, 1988 Pavot et al., 1990).

Workplace happiness is also quoted as work-happiness or happiness at work. Fisher (2010) asserted the definition of workplace happiness as a construct that reflects pleasant judgments (positive attitudes), pleasant experiences (positive feelings, moods, emotions, flow states) or positive affective experience in the workplace.

Organization is responsible for offering employees a safe and comfortable working environment. Maslow (1943) mentioned in his human motivation pyramid model that without satisfying people's physiological and safety needs, it will be harder to motivate people to chase after higher goals, including achieving happiness. The pursuit of true happiness has become an important issue for psychologists, economists, and so on. Far from assuming that happiness is a personal matter, executives and employers too are directing their attention to happiness as a workplace issue.

A happiness audit is a personalized mental tool for measuring the happiness of an individual. It requires asking questions about how the current day-to-day actions are aligned with what makes an individual happy. Therefore, happiness at workplace leads to motivate the employees towards high efficiency, wants to remain in the organization, act effectively during crisis, accept necessary changes without resistance and promotes the interest of the employees in the organization.

A perfect contentment and satisfaction motivates an employee to be confident with a high morale, it is an asset to organization as a whole. Thus the high motivation and morale of an employee make him/her to remain in the organization and encourage them to be competent and gives them enough dynamism to face challenges. Every human being possess their own unique resource, if properly channelizes it through support and supplement, ultimately for achieving organization goals. In this way, the study "Workplace Happiness Audit" at Alagappa University explores and discovers what motivates the people to do their best for the effective functioning of the organization.

Women at Work

The new millennium has heralded the era of women who occupy important positions in every field. More and more girls are getting into the professional colleges and are proving themselves as excellent students and later as excellent professionals. The last few decades have seen an increase in the levels of education, confidence and most importantly, ambition in women, who are striving to claim their rightful place in society. The professional women are no exception and they have set very high standards for themselves.

Waged work in India, as elsewhere, is sharply differentiated along sexual lines. Even when men and women work in the same industry one finds clear distinction between "men's work" and "women's work". Women's work is also characterized by lower wages, unskilled status and weak union organization. Almost invariably one finds women workers occupying the lower rung on the skill ladder involved in a less interesting, more repetitive and monotonous job. Their earnings are found to be comparatively lower than those of men, even at times for the same work.

Both women's and men's expectations from work related to factors are extrinsic to the job. They expected better pay for the jobs done and valued security. Women placed comparatively a higher value on security since they ascribed a wider meaning to the term. By security they also meant personal security and safety. The other aspects valued by women were nearness of workplace and understanding supervisors.

Issues and Challenges faced by Women at Workplace

In India, it is taken for granted that economic activities are exclusively the prerogative of males while domestic work, child bearing and child rearing are the sole occupations of women. Historically, women in India have not enjoyed a good status in workplace settings whether in managerial or operative roles. Since times immemorial, women have been burdened with work of all sorts all through their lives. From reproduction to all household chores and outside, their role as worker is significant, unique and burdensome. But they are discriminated and exploited all over. But today scenario is changing. Now female workers carry not only the load of domestic work but also carry a significant part of the load of economic activity. Their contribution to economic activity is in fact on the higher side than what is revealed by the different Indian Censuses. Liberalization of the Indian economy has created considerable employment opportunities for those, including women, who possess marketable skills and talent.

Women employees face different challenges in the workplace like gender based discrimination, harassment, domestic restriction, work and family issues and so on. In the past few decades, the role of women in our society has been drastically changed. Women can be seen as pilots, educationists, customer services head, company executives, banking, HR and telecom sector. Women are making a tremendous contribution in each sector. Women of the family are now also financially supporting their family as that of men. Though the number of working women is increasing day by day but still there are certain barriers that they have to cross to prove themselves beneficial for the labour market. Let us discuss the most predominant challenges that working women of today face in their day to day life.

Work-life balance

Work-life balance has emerged as significant topic in recent years and fuelled in part by changing trends in women's social roles. The changing economic conditions and social demands have changed the nature of work throughout the world. The concept of Work life balance is becoming more and more relevant in an ever dynamic working environment. Changes in the social, political and economic fabric of societies have influenced and continue to influence both the nature of employment and its relationship to life outside work. Whilst labor market participation has increased for women of all ages, women continue to shoulder the main responsibility for organizing and undertaking unpaid caring work.

Statement of the Problem

The present world is fast changing and there are lots of pressures and demands at work. These pressures at work lead to physical disorders and are a disturbing factor in the environment. Now, women are entering formal workforce which increases the amount of stress both at home and workplace and it impacts on family and home environment. Perhaps complexities often arise in home due to work stress having been brought to home. Work-life balance strives to achieve a greater complementary and balance between work and home. Therefore, an attempt has been made to examine the happiness audit among women employees at Alagappa University. The scope of the study consists of data collection from the women employees of Alagappa University through the structured questionnaire regarding their opinion about the study universe in order to make them happier at the workplace and the study also covered the suggestions given by the employees to motivate them to become happy.

Objectives of the Study

- To ascertain the workplace happiness in the study universe
- To offer suggestions to improve happiness at workplace in the study

Study Universe

Alagappa University located at Karaikudi is the study universe.

Research Methodology

The research study is both descriptive and analytical in nature. The study is based on primary and secondary data. The primary data have been collected through proper structured questionnaire.

Sampling

In order to study the workplace happiness among women employees at Alagappa University, Stratified random sampling method is adopted by the researcher. There are 54 women teaching staff and 205 non teaching women staff in the study universe. Therefore, half of the universe (i.e) 130 sample respondents have been chosen for the study in which 27 from teaching and 103 from non teaching staff have been selected from the study universe.

Findings of the study

- Out of the total respondents, 48 % and 52% of the respondents agree and strongly agree with the statement that they like the job very much respectively.
- It is noted that 61% of the respondents strongly agree with the statements that they feel proud to tell people where they work.
- It is revealed that 59% & 41% of the respondents agree and strongly agree with the statement that they feel good to be a part of the workplace.
- Out of the total respondents, 63% of them strongly agree with the statement that they feel interest in their job.

- It is found that 41 % of the respondents strongly agree with the statement. Also 18 % and again 41% of them disagree and agree with the statements that they recommend the workplace to their friend respectively in the study.
- It is found that 54 % & 37 % of the respondents agree and strongly agree with the statement that they feel good in doing something worthwhile at the workplace respectively.
- It is revealed that 58% & 42% of the respondents agree and strongly agree with the statement that they trust the vision of the workplace respectively.
- It is inferred that 35 % of the respondents agree with the statement and 36.6% of them strongly agree with the statement that they can raise issues that are important at the workplace in the study.
- It is found that only 37% of the respondents strongly agree with the statement. But 45% of the respondents agree with the statement and only 17% of them neither agree nor disagree with the statement that their job fit with the initial expectations at the workplace.
- It is found that 56 % of the respondents agree with the statement and 38% of them strongly agree with the statement that they can appreciate the values of the workplace in the study.
- Out of the total respondents, half (51%) of the respondents agree with the statement. And 38% of them strongly agree with the statement that they feel to live up with their potentially at the workplace.
- Out of the total respondents, 44% of the respondents agree with the statement that their coworkers of the boss are giving positive feedback often at workplace respectively.
- It is found that 34% of the respondents strongly agree and 42% of them agree with the statement that their views and decisions are considered by the superior at the workplace.
- It is found that 44% of them strongly agree with the statement that they can get respect from every individual at the workplace.
- Majority (58%) of the respondents agree and 32% of the strongly agree with the statement that they like to work with their colleagues at workplace.
- More than half (63%) of the respondents agree with the statement that their views are respected by the colleagues at work.
- It is revealed that 56% and 43% agree and strongly agree with the statement that they feel secure in the current job respectively.
- Out of the total respondents, only 55% of the respondents agree and 37% of them agree with the statement that they feel very efficient in doing the job.
- It is noted that 48% of them agree and 23% of the respondents strongly agree with the statement that they feel resilient to cope up with difficult times.
- It is found that 55% of the respondents agree and 31% of them strongly agree with the statement that the daily tasks make them better person.
- Out of the total respondents, 41% agree and 28% strongly agree with the statement. But 22% of them neither agree nor disagree with the statement that they feel like inspiring others.
- Majority of the respondents (59%) agree and 39% of them disagree with the statement that happiness precedes the success of the organization.

- It is noted that 55% and 42% of them agree & strongly agree with the statement that positive mindset can be cultivated by workplace happiness.
- It is noted that the half of the respondents (51%) agree and 45% of the strongly agree with the statement that happier workplace are more creative, productive and successful in the study.
- Out of the total respondents, 47% strongly agree and 37% of them agree with the statement that happier employees have happier lives and contribute to organizational Development

Suggestions for workplace happiness

- The organization should encourage the employees to celebrate the essence of life along with work.
- The organization should promote an environment of acceptance, understanding, appreciation and respect towards the employees.
- The organization should foster a culture of expression by open feedback and mechanisms to all employees to give continuous feedback.
- The organization should endeavour to combine efficient work with a balanced life.
- The workplace cultivate a culture of continuous learning to enhance employee performance

Conclusion

People with happy dispositions are likely to be more proactive and resilient to adverse conditions and less prone to stress symptoms. They also show a passion for their work and take great pride in their job. Employees who employ a happy disposition in their workplace are generally seen by their co-workers as likeable and fun to be around. Positive emotions foster the desire to explore, to take on new information and to think outside the box.

In India, throughout history, individual women have reached the pinnacles in their particular field or profession, and their accomplishments have been exposed as evidence that women could achieve greatness and reach the top. It is difficult to pronounce unambiguous judgement on the position of women in India since the beginning of the 20th century. While declines in fertility, access to education, employment and public office give an impression of a blurring of divides based on sex, these achievements have gone alongside beliefs, attitudes and practices that have reinforced these divisions as well as reformulated the ideology of domesticity. But financial independence gives women more respect in the society.

A perfect contentment and satisfaction motivates an employee to be confident with a high morale, it is an asset to organization as a whole. Any organization is as happy as its employees and happy employees can make an effective contribution at work place. From the study it is found that happiness is a precursor to success is overwhelming. Cultivating a happier workforce results in more motivated, engaged, and loyal employees. Therefore, happiness at work has traditionally been seen as a potential by-product of positive outcomes at work in turn the pathway to organizational success.

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