



# “THE POWER OF EMPLOYEE HAPPINESS AND SATISFACTION: FUELING BUSINESS SUCCESS FROM WITHIN”

<sup>1</sup> Imran Khan.S

<sup>1</sup> Assistant professor

<sup>1</sup> Department of Commerce & Management

<sup>1</sup> Parivarthana Business School, Mysore, India

**Abstract :** Happiness is understood as a fluctuating state rather than a fixed trait; it is not a permanent characteristic or personality feature but rather a temporary and variable condition. Research suggests that individuals who experience higher levels of happiness tend to live longer on average, possess a more robust immune system, and are better equipped to tolerate pain. This study focuses on identifying and reviewing the various factors that influence the happiness of employees within the workplace, as well as measuring their overall level of happiness at work. The findings indicate that certain organizational factors, including employee well-being and job characteristics, significantly contribute to the overall satisfaction of employees. Furthermore, the research demonstrates that the satisfaction of employees directly and indirectly affects the growth and success of the organization. Additionally, the study reveals a positive correlation between employees' happiness and satisfaction levels, highlighting the importance of fostering a supportive and satisfying work environment to enhance overall organizational performance.

**IndexTerms** - Employees, Employee satisfaction and happiness, Factors and Impacts

## 1. INTRODUCTION

Workers are the cornerstone of an organization's operational success and are essential to realising its goal and vision. Their output has a direct impact on the company's capacity to meet objectives and hold onto market share. An organisation cannot prosper or accomplish its strategic goals without the productive input of its workforce. Employee performance must thus be excellent and in line with the goals of the company. A happy and contented staff is a prerequisite for encouraging productivity. Studies reveal that workers who are happy and fulfilled in their employment typically demonstrate greater levels of engagement and dedication. These workers are more likely to complete their work quickly, pay close attention to instructions, and make a constructive contribution to the workplace culture. Additionally, they feel more dependable and devoted to their company, which improves the effectiveness and culture of the organisation as a whole. The purpose of this paper is to investigate the relationship between worker performance and job happiness. It entirely depends on secondary data sources, such as published works and earlier research projects, to examine the relationship between job happiness and productivity. Previous studies have demonstrated that contented workers are more likely to work harder, encourage creativity, and have fewer resignation rates—all of which are critical to the success of an organisation. Herzberg's Motivation-Hygiene Theory, which contends that elements like job happiness and recognition are essential for raising employee motivation and performance, lends credence to this viewpoint. Furthermore, job satisfaction stems from the discrepancy between employees' expectations and their actual experiences, as explained by Locke's Range of Affect Theory. By developing a more committed and resilient staff, enhancing job satisfaction not only improves individual performance but also benefits the organisation as a whole.

## 2. LITERATURE REVIEW

(Kemakorn chaiprasit, Orpin santidhirakul, 2011), reviewed a study on happiness at work of employees in small and medium sized enterprises, Thailand Relationship, quality of work life and leadership were three factors that led to happiness at work.

(Namitha and Dr.Narendra singh, 2017), studied the happiness of employees at work in manufacturing industry, India. The level of educational qualifications of employees was at the medium level. Relationship, quality of work life and leadership were three factors that lead to happiness at work.

(Thiruvenkadam thiagarajan, sudarshan jayasingh, 2018), described the determinants of employees happiness in an information technology company. Work life balance, physical and mental well-being, relationship with managers has a significant influence on employee happiness.

### 3. OBJECTIVE OF THE STUDY

- To investigate how satisfied workers are with their jobs across a range of job aspects.
- Investigating the connection between the employee's satisfaction level and demographic characteristics.
- To evaluate staff satisfaction based on a number of criteria and offer recommendations for improving satisfaction.

### 4. RESEARCH METHODOLOGY

The current study's research technique is solely dependent on secondary data sources such as scholarly publications, academic journals, and reliable websites, to compile pertinent information and ideas. The approach used is essentially conceptual in nature, emphasizing the integration and interpretation of previous research as opposed to the collection of new data. In order to gain a greater grasp of the research issue, this conceptual method makes it possible to examine theoretical constructions, trends, and patterns found in the literature. These ideas are combined throughout the study to create a coherent analysis and discussion. Overall, this study's reliance on secondary data lays the groundwork for a comprehensive and educated analysis that draws from a wide range of previously published information in the field.

### 5. EMPLOYEE SATISFACTION

Employees are fundamentally integral to the success and growth of a company, often described as the backbone of the organization. Their performance and satisfaction are crucial drivers of organizational achievement, leading many companies to place a high priority on enhancing the employee experience. Employee satisfaction, a critical metric in understanding job contentment, reflects the degree to which employees are pleased with their roles and work environment. It encompasses various factors such as job security, work-life balance, and recognition, which collectively influence an employee's overall sense of well-being and engagement. Thus, investing in strategies that improve employee satisfaction not only fosters a positive work environment but also contributes to the company's long-term growth and success.

#### 5.1 FACTORS AFFECTING JOB SATISFACTION

1. **Work Environment:** A conducive, safe and positive environment forms the bedrock of job satisfaction. This encompasses not just the physical space but also the cultural and emotional atmosphere of the workplace.
2. **Compensation and Benefits:** Adequate and fair remuneration and also comprehensive benefits are fundamental in making employees feel valued and financially secure.
3. **Work-Life Balance:** The ability to harmonies professional duties with personal life significantly influences job satisfaction with flexible work arrangements being a key factor.
4. **Recognition and feedback:** Regular acknowledgement of effort and constructive feedback is vital in fostering a sense of appreciation and belonging among employees.
5. **Professional Growth:** Opportunities for career advancement and professional development are significantly factor determining job satisfaction, driving a sense of progress and fulfillment.
6. **Collegial relationship:** Positive interaction and colleague relationship create a supportive network that enhances job satisfaction.
7. **Job Security:** Ensuring job security is critical with uncertainty after leading to strength and dissatisfaction.



## 5.2 IMPACTS OF EMPLOYEES SATISFACTION ON GROWTH OF ORGANIZATION

1. **Reduces employee's turnover:** Employees satisfaction plays a major role in reducing the employee turnover of the company. Satisfied employees are happy with their job and are less likely to leave their job.
2. **Increased Revenue:** A satisfied employee works much harder and passionately for the company. It increases their overall productivity in the workplace, which eventually helps bring in more revenues.
3. **Improved productivity:** Job satisfaction in employees leads to higher productivity in their job.
4. **Long-term growth of company:** Satisfaction leads to loyalty which leads to the dedication to work on achieving the long-term goals of the company.
5. **Brand Ambassadors:** Satisfied employees become advocates for the company and its brand. Employees who have positive experience and feel satisfied with their jobs likelier to share their positive sentiments with others.

## 6. CONCLUSION:

Job satisfaction is multifaceted construct deeply intertwined with the fabric of organizational life and individual well-being. Understanding and addressing the factors affecting employee satisfaction is paramount in creating a work environment that attracts and retains top talents. By drawing lessons from factors affecting job satisfaction, providing job satisfaction and embracing strategies to enhance satisfaction, organization can navigate the complexities of the modern workplace. As we look towards the future, staying attuned to the evolving dynamics of job satisfaction will be crucial in fostering a resilient, motivated and fulfilled workforce ready to face tomorrow's challenges.

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