

Research Article

Employee Happiness among the Employees of a Private Industry

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Abstract

Employee happiness is the topic of this study, in which the researcher attempts to comprehend employee happiness in terms of their work satisfaction, the elements that influence their happiness in an organization, and the techniques employed by employees and management to keep their employees happy at work. The primary objective of the study is to determine the factors of happiness, the benefits of employee happiness, and the happiness index. The relevance of the study is learning about employee contentment. To determine the respondent's perspective on Employee Happiness, data were collected from 63 employees using a simple random selection technique based on a lottery method from 980 total population from a private industry. Questionnaires were used to collect data. The analysis revealed that more than sixty percent of respondents were satisfied with their employment in this field. This study also provided management and employee with suggestions for boosting employee satisfaction.

Keywords: Employee happiness, work satisfaction, employee contentment, lottery method, management.

Introduction

The research focuses on employee happiness. In the current setting, striving for a happy life is crucial in the modern business sector. Happiness is joy, contentment, and well-being. Employee satisfaction is an essential part of every firm. Person satisfaction is one of the keys to retaining employees within a business; if the company is unhappy, the employee should be let go. Employees are only satisfied if they are interested in performing their duties with enthusiasm, extra effort, and punctuality. Its benefits extend to the management as well. Happy employees are four times more loyal than unhappy ones. Employees who are satisfied seek to strengthen relationships and develop co-workers so that everyone benefits. Developing positive relationships is essential for a happy work environment. Employees that are content devote twice as much time to their work. The objective of this research is to identify the essential mechanisms of employee satisfaction. Ultimately, employee satisfaction stems from shared vision, connections with co-workers, management, and the organization itself. Investing in team fun will not only boost self-esteem, concentration, and productivity, but it will also help you construct a stable, lucrative, and ultimately more profitable firm. When people are satisfied with their jobs, they work continually and with greater output.

Leadership, Work Environment, Job Responsibilities, Effective Communication, Family and Personal Health, and Labor Relations are the components of the model. Employee satisfaction promotes productivity and decreases absenteeism. Greater levels of contentment enhance the aesthetics of the workplace. Happiness is vital to the human experience; the interest in happiness extends to the workplace, therefore, the researcher's motivation in doing research on Employee Happiness. Jarrod Haar *et al.* (2019) released the role of relationships at work and happiness: a mediation study of New Zealand Managers. This study was published on June 22, 2019. They emphasize positive relationship management and its effect on employee satisfaction. The study collected a sample from 302 private fields, managed by a New Zealander with varying data and time utilizing the Qualtrics survey panel. A poll was administered within one month of the lapse. They were given a questionnaire regarding retail, professional, construction, manufacturing, and financial services. 41.1% of upper management, 40.7% of middle management, and 17.9% of upper management are women. The investigator utilized a 4-point scale. The researcher employed factor analysis in SEM and version 25 of AMOS. The researcher utilized version SPSS for analysis. They should add job characteristics and the association between enjoyment and relaxation in future studies.

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Khalida Naseem (2018) released a study titled job stress, happiness, and life satisfaction. Moderating function of emotional intelligence Pakistan telecommunications sector research in February 2018 regarding the impact of work stress on employee happiness, the author stated: 63% of the 350 staff members in the media industry that participated in this study are male. The majority are 27 years old. The researcher employed the questions reported. They employed a descriptive-bivariate sample technique to assess a researcher's hypothesized ideas using Hierarchical regression. The researcher utilizes a straightforward random sampling technique. SPSS was used for analyzing. The findings of the study and the supposition that a worker with low roads and a high level of happiness and life satisfaction is one with high mental intelligence. Married men are better equipped to manage stress than unmarried women. This study demonstrates that employees in the telecommunications industry can lessen the negative impact of work stress on health satisfaction and happiness by utilizing emotional intelligence in a balanced manner.

Venkat Rao *et al.* (2017) investigation seeks to confirm that happiness is a function of work practices or policies and the tale of a prosperous professional life. The three components of happiness are the interior, the exterior and the working life story. The sample size of 53 represents thirty percent of the universe's population. This is a method for evaluating the Cronbach Alpha Statistic. Occupational health issues have been reported to be significant during the beginning phase of employment. The organization develops unique factors for each age group.

Significance of the study

The researcher chose the topic employee happiness because it is relevant to modern living and because the majority of workers must balance the work and the family which is getting complicated nowadays. When they enter the organization, they must be satisfied; this will improve their performance to certain level and this was also identified from the previous studies. If employees are satisfied in their industry, productivity will grow. When an employee participates fully in the workplace, the aim will be achieved with complete involvement. So, that the industry can achieve profitability through satisfying their employees. Both the management and the employees would get to know the expectations of employees to keep them satisfied and suggestions to improve employee happiness. This study was aimed with the following objectives.

- To measure the level of happiness
- To find out factors affecting employee happiness
- To identify the mechanism available to ensure employee satisfaction in the organization.

Methodology

The researcher used descriptive design in this study. It is a scientific method involving the observation and explanation of a subject's behavior without altering it. The researcher conducted this study utilizing probability sampling, specifically Simple Random Sampling and the lottery method to select respondents from a larger community for the study. Using this method, the researcher selected 63 respondents from the total population of 980 employees of a private industry in Hosur (Name of the industry is not revealed based on confidentiality). The researcher utilized the Questionnaire Tool to collect data. This instrument is used to collect the most exhaustive and precise data in a logical manner. The Researcher used version 21 of the SPSS software to analyze the acquired data and presented the data in the form of tables.

Results and Discussion

Table 1 state that a majority (61.9%) of the respondents had high level of happiness working in the organization and little less than two-fifth (38.1%) of the respondents had low level of happiness working in the organization. So, it can be inferred that most of the respondents were working high level of happiness in this organization and this was due to the proper safety measures provided, rewards and benefits which they enjoy.

Table 1. Distribution of the respondents based on their Measuring the level of happiness.

Level of happiness	Frequency	Percent
Low	24	38.1
High	39	61.9
Total	63	100.0

From the Table 2, it was clear that a more than one-third (34.9%) of the respondents were not much satisfied with the mechanism available to ensure the employee happiness in the organization and a little more than majority (65.1%) of the respondents were much satisfied with the mechanism available to ensure the employee happiness in the organization. So, it can be inferred that most of the respondents were happy with mechanism available to ensure the employee happiness and those were the reward and appreciation, employee engagement activity, canteen, transport facilities and working environment.

Table 2. Distribution of the respondents based on their Mechanisms available for happiness.

Mechanism available for happiness	Frequency	Percent
Low level	22	34.9
High level	41	65.1
Total	63	100.0

Table 3. Distribution of the respondents based on their factors affecting employee happiness.

Factors affecting employee happiness	Frequency	Percent
Low level	16	25.4
High level	47	74.6
Total	63	100.0

Table 4. Association between the Domicile of the respondents and various dimension of employee happiness.

Variables	Domicile		Statistical inference
	Low	High	
Measuring the level of happiness			$X^2 = 0.491$
Rural (n= 44)	26	18	$P = 0.484$
Urban (n= 9)	6	3	$P > 0.05$
Town (n=10)	7	3	Not significant
Mechanism available to ensure employee happiness			$X^2 = 0.093$
Rural (n= 44)	15	29	$P = 0.761$
Urban (n= 9)	3	6	$P > 0.05$
Town (n=10)	4	6	Not significant
Factors affecting employee happiness			$X^2 = 0.019$
Rural (n= 44)	12	32	$P = 0.889$
Urban (n= 9)	1	8	$P > 0.05$
Town (n=10)	3	7	Not significant
Advantage of employee happiness			$X^2 = 0.019$
Rural (n= 44)	17	27	$P = 0.889$
Urban (n= 9)	5	4	$P > 0.05$
Town (n=10)	3	7	Not significant

Table 3 revealed that a little more than one-fourth (25.4%) of the respondents said that any other factors doesn't influence their happiness in the organization and a little less than three-fourth (74.6%) of the respondents said that any other factors doesn't influence their happiness in the organization. So, it can interpreted that apart from work which employees do there were certain other factors which influence or affect the happiness of the employees in an organization. Employees said that they just don't work for salary but they also expect certain other factors like, safety, motivation, promotion, open door policy, skill development opportunities, proper relationship between colleagues and superiors. Table 4 revealed that there is no association between Domicile (place from the employees come from) and level of happiness, mechanism available to ensure employee happiness, factors affecting employee happiness. So, the researcher inferred that there no association between place from where the employees come from and their happiness in working in the organization. Thus, whether the employees are from rural, town or urban place the expectations from the management to keep them happy and satisfied in the organization are same.

Conclusion

According to this study on employee happiness, it was understood that it is essential for an organization to determine employee satisfaction by measuring employee happiness in the organization. It helped to bring about numerous organizational reforms which can be further utilized by other organization to make their employees feel satisfied in their organization. it was also evident that employee's satisfaction increases productivity from this study. In the firm where the survey was conducted, the majority of techniques to keep their employees' content and happy were being implemented, such as attendance incentives, providing food, safety measures, rewards, benefits, appreciation and providing transportation. The employee was happy to get a monetary bonus from their organization every year for which they appreciate the management. They feel satisfied when they receive recognition or award in front of other employees. The individual was quite satisfied with the company. To preserve this contentment and satisfaction among the employees of the organization where the study was conducted, the employer can design policies and programs to always secure and sustain the employees' happiness, which can help in enhancing the organization's reputation and



sustaining its growth. This can be adopted as an example by other organization also to keep their industry employees happy and satisfied by providing all above said benefits and practices.

Suggestions to the Management

- Managers can spend time to assess employee happiness, based on that employer can create a good working environment for the employee.
- Employer can increase the safety measures to engage the employee without any fear of accident and by this the production can be increased.
- Employees are happy when their welfare measure is provided properly by the organization, so employer can aim at providing rewards and welfares often to employees to keep them motivated.
- When the employee is happy the productivity increases more than the production given by the normal employee or stressed employee, so management can aim at keeping employees happy and satisfied at least to certain extent.
- Employee can be recognized for the proper work done and for their involvement.

Suggestions to the Employees

- Employees can volunteer to provide feedback and share ideas with management about the employee happiness so that managers can get a broader perspective and take action to improve it.
- Employee can spend time with their peer groups after their working hours, so that they can relax and work with contentment in the organization.
- Employee can actively take part in the employee engagement activities to increase the employee happiness in the organization.

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