



Correlation level of happiness and employee engagement

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Abstract

Employee engagement and happiness are two essential factors that can influence the overall success of an organization. Engaged employees are motivated, productive, and dedicated to their work, while happy employees are satisfied, fulfilled, and motivated to perform well in their roles. The researcher carried out the Descriptive Design for the study. The researcher used the research design to collect information from existing and potential employees. The researcher used the stratified disproportionate random sampling technique. The reliability test was conducted for the study. The Cronbach's alpha value. 911. The major findings are Poor remuneration, lack of recognition and lack of support from colleagues, micromanagement, burnout, and stress. Here some suggestions that Promote work-life balance: Employees who feel that they have a good balance between work and personal life are more likely to be engaged and happy. Foster positive relationships between employees and managers: The quality of the relationship between an employee and their manager has a significant impact on engagement and happiness.

Keywords: Personality pattern, Social Relationship, Autonomy and Decision making, Financial and social security, Acceptance and empathy, Work-life balance, Diversity, Employee satisfaction, Employee Performance, Employee Commitment, Employee Loyalty

Introduction

Employee engagement is a critical factor in creating a positive work environment that can lead to increased productivity, retention rates, and overall success of the organization. Engaged employees are motivated, productive, and dedicated to their work, which can lead to better customer satisfaction and a positive company culture. In this explore the concept of employee engagement, its importance in organizations, and strategies for promoting it. We will examine the benefits of employee engagement, the factors that contribute to it, and ways in which organizations can measure and improve employee engagement. By understanding the importance of employee engagement and implementing strategies to promote it, organizations can create a workplace where employees feel valued, motivated, and committed to their work. Employee happiness is a critical component of a positive work environment that can lead to increased productivity, employee retention, and overall success of the organization. Happy employees are satisfied, fulfilled, and motivated to perform well in their roles, which can result in better customer satisfaction and a positive company culture. In this essay, we will explore the concept of employee happiness at work, its importance in organizations, and strategies for promoting it. We will examine the benefits of happy employees, the factors that contribute to employee happiness, and ways in which organizations can measure and improve employee happiness.

Employee engagement and happiness are two essential factors that can influence the overall success of an organization. Engaged employees are motivated, productive, and dedicated to their work, while happy employees are satisfied, fulfilled, and motivated to perform well in their roles. There is a correlation between employee engagement and happiness, and research has shown that when employees are engaged, they are more likely to be happy in their work.

In this, we will explore the relationship between employee engagement and happiness, and the importance of promoting both in organizations. We will examine the benefits of engaged and happy employees, the factors that contribute to employee engagement and happiness, and strategies for promoting them in the workplace.

Review of Literature

Dr Marlina merdeka, nor hafizah Md Isa, Dr. Syed Azizi Wafa syed khalid wafa, (2020) ^[12], points out a study on the determinants of happiness at workplace amongst workers in the government sector in Lahad Datu, Sabah. They concluded that there was significant difference in happiness at the workplace between employment status and income level of workers.

Dr.Samuel obino mokayo & Maureen Jerotich kipyegon (2014) ^[7]: According to their study Employee Engagement as highly influenced by personal growth and development, performance management, Remuneration, recreation facilities. They identified remuneration is the highest contributor of Employee Engagement and Recreation facilities has least impact on employee engagement.

Thiruvenkadam thiagarajan, Sudarsan Jayasingh, (2018) ^[6], described the determinants of employee happiness in an information technology company. Work life balance, physical and mental well-being, relationship with managers has a significant influence on employee happiness.

Namita and Dr. Narendra singh, (2017) ^[17], in this 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 led to happiness at work.

Significance of the study

Employee engagement is a strategic business objective because engaged employees lead to long-term employee retention, higher employee performance, improved quality of work and organizational success. Employee engagement improves work culture, reduces turnover, increases productivity, builds better work and customer relationships, and affects profits. High employee engagement also turns workers into your best advocates. Engaged workers are often the strongest performers and go above and beyond their job description. This leads to an increase in employee productivity and project success.

Workplace happiness are meaningful roles, a team atmosphere, work-life balance, being appreciated, and having growth opportunities. Companies with flagging teams hire industrial-organizational psychologists to boost job appeal and employee satisfaction. Happier employees are more engaged. And engaged employees show increased productivity as well as a far lower rate of absenteeism from work. A healthy work environment matter. A positive work culture encourages employee friendships, improves personal well-being, and ultimately benefits your bottom line.

Aim

To study about the correlation level of employee engagement and happiness.

Objectives

- To determine the level of employee satisfaction

- To highlight the level of acceptance and empathy.
- To analyze the quality of social relationship
- To understand the work-life balance

Research Design

The researcher design refers to the overall strategy that the study in a logical way, thereby ensuring the researcher's effective addressing of research problem, it constitutes the blueprint for the collection, measurement, and analysis of data. The researcher carried out the Descriptive Design for the study.

Universe and Sampling

The universal of the sampling is Merino Industry Pvt. Ltd with 362 employees. The researcher carried out this research using probability sampling and the techniques used was stratified disproportionate random sampling technique for choosing the respondents from a larger population for the study. From overall population of company, the researcher selected 50 employees for the study using systematic simple random technique ($50/362 \times 100 = 14\%$). The researcher stratified into different department such as Pre-laminate 20 respondents, 20 from Furniture, 10 from ware house.

Tools of data collection

This tool includes the following dimension Personality pattern, Social Relationship, Autonomy and Decision making, Financial and social security, Acceptance and empathy, Work-life balance, Diversity, Employee satisfaction, Employee Performance, Employee Commitment, Employee Loyalty. The researcher has used Likert scale in this research. This scale is used as rating system to measure the opinions, attitude and perception of the respondents towards the correlation level of employee engagement and happiness.

Analysis and Interpretation

Table 1: Distribution of Respondents based on their Dimension of Employee satisfaction

Employee satisfaction	Frequency	Percent
Low	13	26.0
Moderate	7	14.0
High	30	60.0
Total	50	100.0

It is evident from the given table that more than one-fourth (26.0%) of the respondent have low employee satisfaction in industry. More than one-tenth (14.0%) of the respondent have moderate level of employee satisfaction in the industry. Majority (60.0%) of the respondents have high level of employee satisfaction in the industry. Hence, it is inferred that most are from experienced high level of employee satisfaction in the industry this may be due to employee are satisfied with their working condition with their current salary level.

Table 2: Distribution of Respondents based on their Dimension of quality of Social Relationship

Social Relationship	Frequency	Percent
Low	12	24.0
Moderate	19	38.0
High	19	38.0
Total	50	100.0

From the above table it is evident that less than one-fourth (24.0%) of the respondents have experienced social relationship in the industry. Less than two-fifth (38.0%) of the respondents have experienced moderate and high-level quality of social relationship in their industry. Hence it is inferred that most of the people are experienced moderate and high level of social relationship this may be due to less interaction with the co-workers and less effective team work in their industry.

Table 3: Distribution of Respondents based on their Dimension Acceptance and Empathy of the Respondents

Acceptance and Empathy	Frequency	Percent
Low	13	26.0
Moderate	13	26.0
High	24	48.0
Total	50	100.0

The above table states that, more than one-fourth (26.0%) of the respondents have low and moderate level of acceptance and empathy in their industry. Less than half (48.0%) of the respondents have high level of acceptance and empathy in there. Hence, it is inferred that most of the respondents are having high level of acceptance and empathy in their industry due to their ability of understanding the needs of others and believing empathy in the workplace which enhance relationship in their industry.

Table 4: Distribution of Respondents based on their Dimension of work life balance

Work-life Balance	Frequency	Percent
Low	22	44.0
Moderate	13	26.0
High	15	30.0
Total	50	100.0

From the above table it is evident that more than two-fifth (44.0%) of the respondents faced low level of work life balance in their industry. more than one-fourth (26.0%) of the respondents faced moderate level of work life balance while working in the industry. Less than one-third (30.0%) of the respondent are faced high level of work life balance in the industry. Hence, it is inferred that most of them faced low work life balance while working this may be due to no flexibility in working hours, the job may not suit them to work in the industry.

Suggestions

Encourage open communication: Provide employees with a platform to share their opinions, concerns, and ideas. Encourage managers to have open-door policies, and listen to their employees' feedback. Provide opportunities for growth and development: Offer training programs and career development opportunities to employees. Encourage them to set career goals and provide them with the resources to achieve them. Recognize and reward good work: Acknowledge and appreciate employees' efforts and achievements. Celebrate milestones and achievements, and offer incentives for reaching goals. Empower employees: Give employees autonomy and decision-making power in their roles. Encourage them to take ownership of their work and be accountable for their actions. Provide a supportive work environment: Create a supportive work environment where employees feel safe, respected, and valued. Encourage

open communication, provide regular feedback, and address conflicts promptly and respectfully. Offer employee benefits and perks: Offer employee benefits and perks that support their well-being and happiness. Examples include flexible work arrangements, wellness programs, paid time off, and recognition programs. Provide opportunities for growth and development: Offer employees opportunities to develop their skills, advance their careers, and learn new things. This can help them feel more engaged and invested in their work.

Conclusion

Employee engagement and happiness are two essential factors that contribute to the success of an organization. Research has shown that there is a correlation between employee engagement and happiness, and that when employees are engaged, they are more likely to be happy in their work. Engaged employees are motivated, productive, and dedicated to their work, while happy employees are satisfied, fulfilled, and motivated to perform well in their roles. Promoting both employee engagement and happiness is essential for creating a positive work environment that can lead to increased productivity, retention rates, and overall success of the organization. By implementing strategies to promote employee engagement and happiness, organizations can create a workplace where employees feel valued, supported, and fulfilled, leading to increased job satisfaction and overall well-being.

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