



HAPPINESS IN THE WORKPLACE

Happiness and productivity.
Factors, impact and results

Objectives of the module:

- Understand happiness in the workplace not as a goal itself, but as a way to implement productivity.
- Be aware of the importance of the interpersonal relationships in the workplace.
- Ways to develop happiness and their impact in people.



Aim:

- Present the importance of happiness as a key aspect for workers.

Objectives of the topic:

- Have a background, science and academic evidences.
- Know the impact of happiness or unhappiness in the workplace.
- Understand the 'employee experience'.



Happiness and productivity

The University of Warwick described in 2015 the evidence: happiness makes people more productive. Lower happiness is systematically associated with lower productivity. These different forms of evidence, with complementary strengths and weaknesses, are consistent with the existence of a causal link between human well-being and human performance.

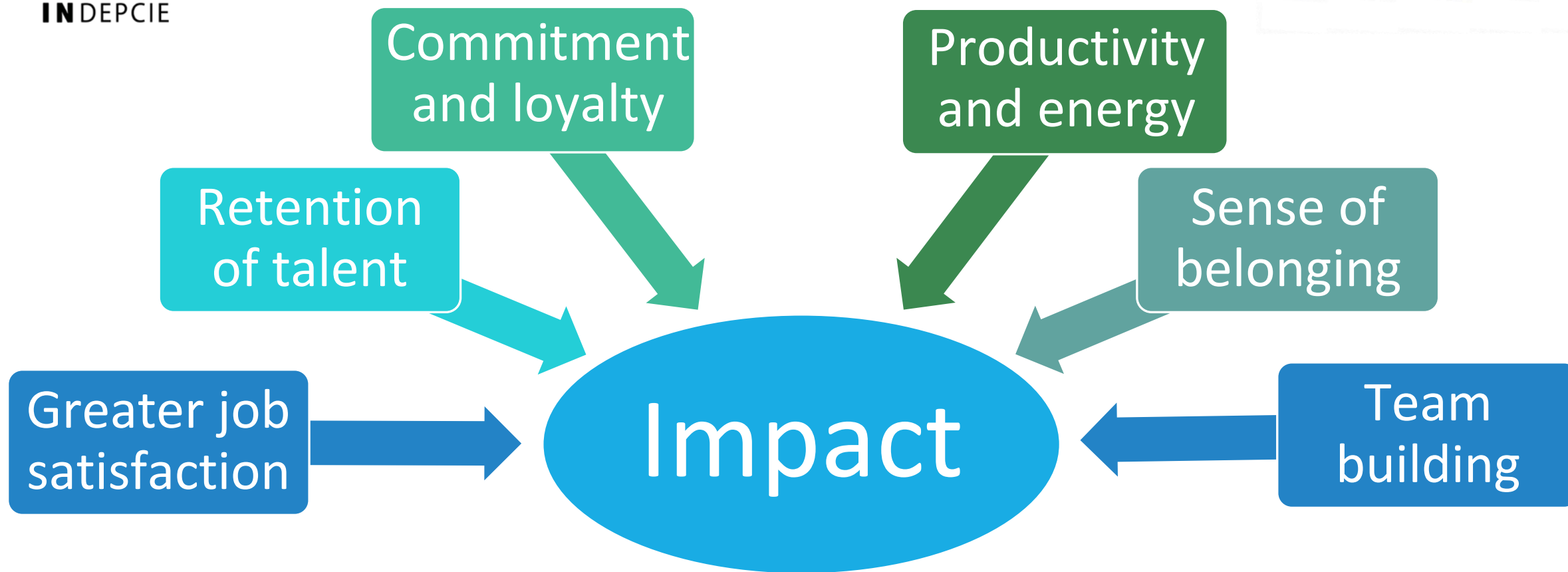


EFFECT OF HAPPINESS IN COMPANY

- Engagement (100%)
- Creativity (86%)
- Productivity (43%)
- Sales (20%)
- Client satisfaction (10%)

- Work absences (66%)
- Staff turnover (65%)
- Work absenteeism (50%)
- Safety issues (41%)
- Faulty products (41%)







FACTORS OF INFLUENCE

Showing
Respect

Challenging
employees

Providing a
Relaxing
Environment

Offering
Flexibility

Providing
Incentives
and
Benefits

Effective
Resources



Goals to reach for
Happiness at work

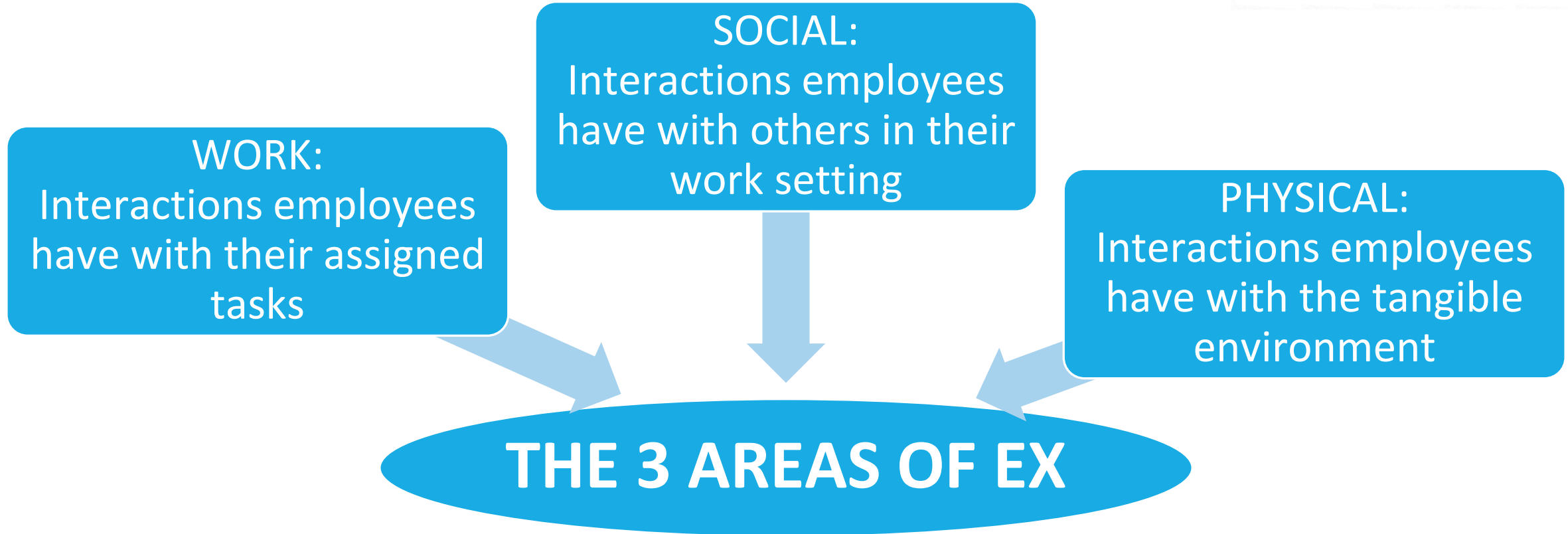
- Work-life balance
- Challenges and diversity of tasks
- Acceptance and empathy
- Scope for innovation
- Creativity
- Financial security
- Social connections
- Autonomy and decisión making



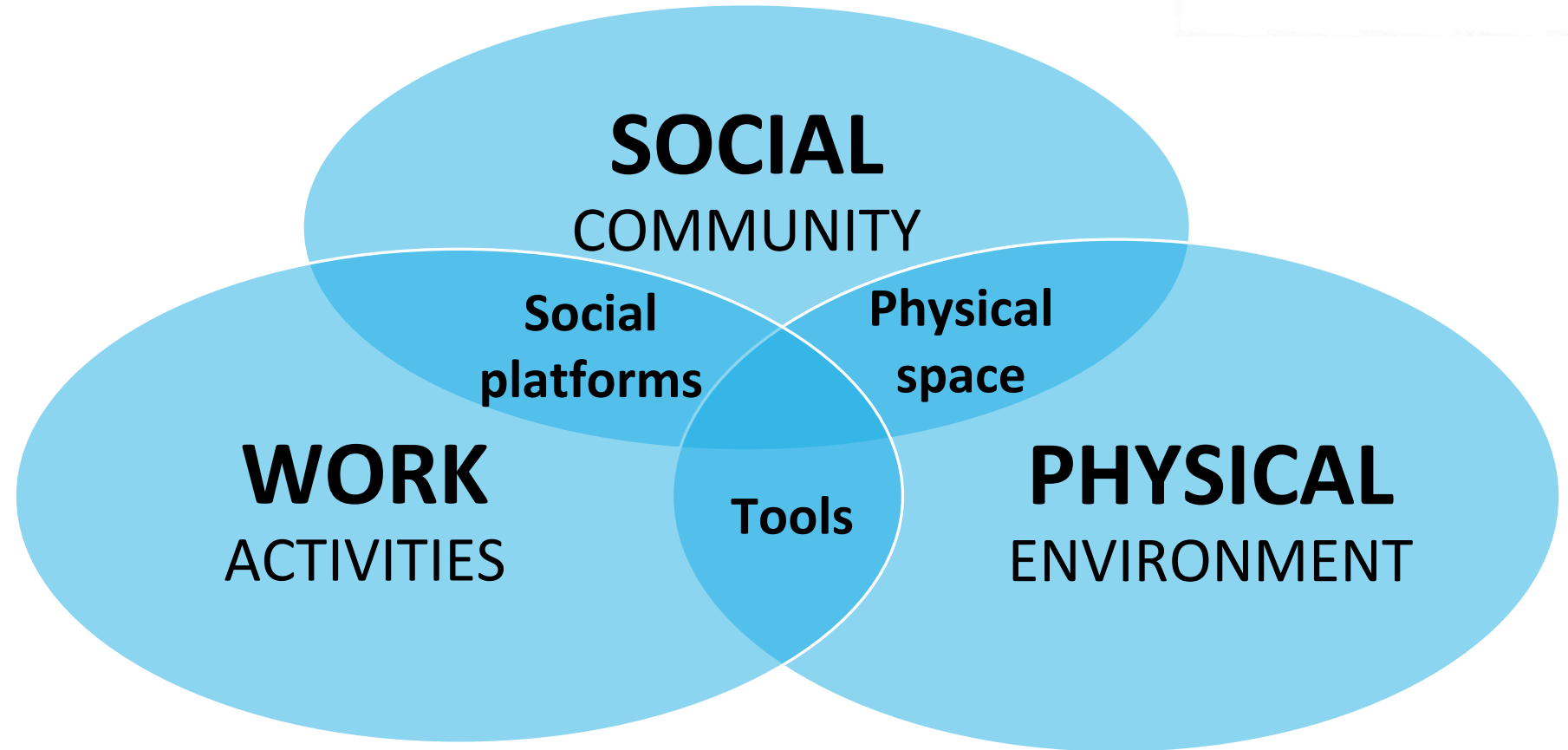
The road to happiness: the employee experience

Employee experience (shortened to “EX”) is an emerging business function focused on tracing how employees think and feel during every touchpoint of their journey through the company. Thus, it could be defined as the experience of people in the professional relationship with an organization, including all those moments that happen before, during and after the professional bond. EX emerged as a direct response to customer experience (or CX).





The 3 areas overlap to create unique facets of employee experience



5 STRATEGIES FOR IMPROVING EX



PERSONALIZATION



TRANSPARENCY



SIMPLICITY



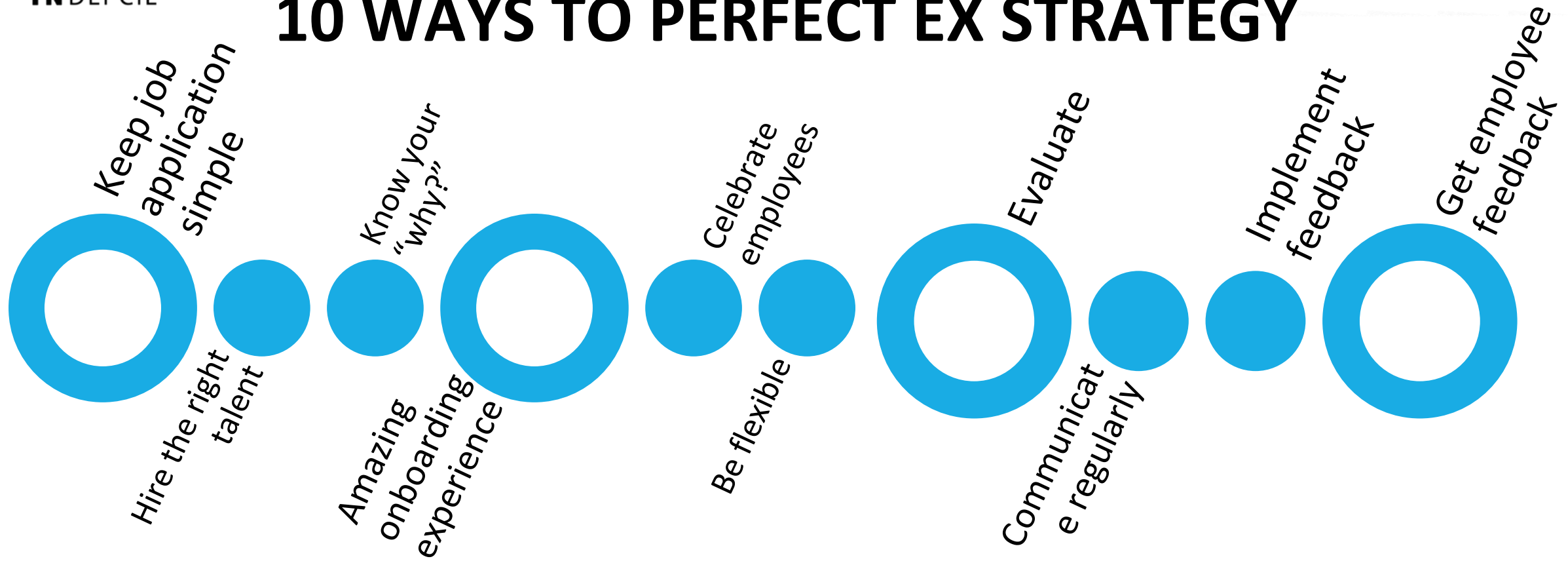
AUTENTICITY



RESPONSIVENESS



10 WAYS TO PERFECT EX STRATEGY



15 FACTORS THAT MAKE EMPLOYEES HAPPY



CLIMATE IN THE WORKPLACE, personal relationships, support and collaboration, and trust among team members have an important influence on the job satisfaction of our employees.



THE SPACE New ways of working, globalization and the option of working from anywhere, at any time and from any device requires companies to reinvent themselves.



SALARY is the main reason we work, an income that allows us to survive, enjoy our hobbies and fulfil our aspirations. Dignified and competitive wage conditions are a prerequisite.



15 FACTORS THAT MAKE EMPLOYEES HAPPY



SCHEDULE. Employees have a life beyond their jobs. The reconciliation of life personal and work is vital to be happy in our workplace.



SKILLS. The opportunity to develop our personal and professional skills allows us to feel that we are growing within the organization.



SELF-FULFILLMENT
One of the most important human feelings is personal professional fulfilment in addition to personal life.



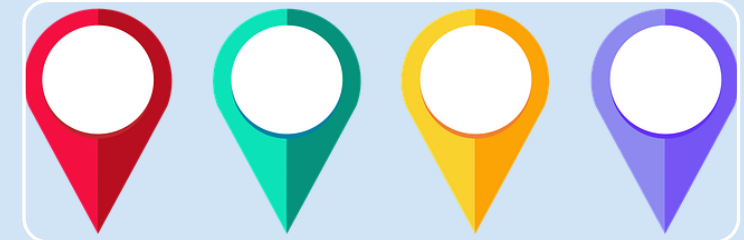
15 FACTORS THAT MAKE EMPLOYEES HAPPY



LEADERSHIP. The leader charts and inspires his team to follow the right. One of the main reasons why talent stays or leaves an organization has to do with its direct managers.



TRAINING. A continuous training to the demands of workers, in balance with business needs, allows us to face a VUCA environment, attract and retain talent.



LOCATION. The proximity from our to save travel time, the facilities to reach it by public transport or be located in an area accessible with services are important.



15 FACTORS THAT MAKE EMPLOYEES HAPPY



RECOGNITION. Recognizing workers will influence their self-esteem and this will allow to have professionals who are willing to face challenges.



SOCIAL BENEFITS. It makes possible to offer attractive conditions for employees, beyond their salaries, which allow them to improve their quality of life.



WORK STABILITY. Security in the workplace and working in a company with positive financial health and future prospects, is a value for many professionals.



15 FACTORS THAT MAKE EMPLOYEES HAPPY



TOOLS AND RESOURCES.
A talented professional needs good tools and working materials to develop his or her full potential.



HEALTH AND WELLNESS.
The benefits of investing in employee health are tangible. Developing initiatives that promote staff wellness makes a difference.



COMPANY CULTURE.
Creating a strong corporate culture that employees are proud to be a part of, in the form of a "tribe" is fundamental.





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THE IDEAL WORKPLACE ATMOSPHERE



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GrowthCoop
developing people



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