



UNIVERSITI  
TEKNOLOGI  
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# FBM INSIGHTS

UNIVERSITI TEKNOLOGI MARA CAWANGAN KEDAH

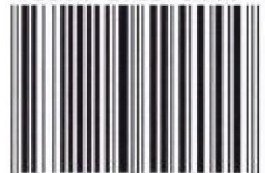
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# WORKPLACE HAPPINESS MATTERS

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## Introduction

Happiness is the first thing that we want to achieve in life, as well as at work, and is of great importance to most people. Happiness has become a goal that is highly valued in most societies. Feeling happy is the foundation of the human experience, and most people want to be happy wherever they are.

Going to the office, mechanically doing all the assigned tasks, and coming home to spend the rest of the day with a drink in hand and a TV in front is an ideal picture of unhappy life (Chowdury, 2020). On the other side, happy employees will arrive at the office on time because they respect punctuality and will do all the daily tasks as they enjoy doing them. They will work lovingly and passionately, not out of coercion.

## What is Workplace Happiness?

Have you heard of the word “*Arbedjsglæde*”?

*Arbedjsglæde* means the happiness we get from 'doing' something. This is the emotion, the sense of well-being that arises when we feel comfortable with the work we do, when we feel engaged in 'professional commitment'. *Arbedjsglæde* is a common word in Denmark, meaning happiness at work (Chowdury, 2020).

Ryan and Deci (2001) offer a definition for happiness in two perspectives: happiness as hedonic, which accompanied by pleasant feelings and desired judgment, and happiness as eudemonic, that involves doing good, moral, and meaningful things.

The term “happiness in the workplace” has to do with job satisfaction, this is because happy employees will be more satisfied with their work than dissatisfied employees (Rahmi, 2019).

In a fundamental sense, workplace happiness comes when:

- We enjoy doing the tasks assigned to us
- We feel right about the people we are working with
- We are happy with the financial benefits we get from the job
- We have the scope of improving our existing skills
- We feel respected and acknowledged at work

Workplace happiness is not just about smiling faces, friendly gestures and cracking jokes with colleagues and supervisors. It's about the need to know that someone is important and that has an impact in the bigger picture. It's about the need to know that someone is making progress. It's about looking positive in a negative situation (HRZone, 2018).

This sounds simple but in fact most employees do not feel happy at work because they do not feel appreciated at all (HRZone, 2018).

## **THE IMPORTANCE OF HAPPINESS AT WORK**

The concept of happiness in the workplace did not exist until a few decades ago, and there is a reason for that. In recent years, there has been a sharp change in the industrial sector. A study revealed that, companies with happy employees can increase their sales by 37%, productivity by 31%, which directly contributes towards building a high-performance work environment and improving the quality of life of everyone involved with the job (Achor, 2011).

What benefits can happiness bring to the workplace? According to Chowdury (2020), happiness in the workplace leads to these positive outcomes: -

1. **Happiness multiplies success**  
Happiness at work can spread like fire. Employees who feel happy doing their job set a good example to others who are less motivated.
2. **Happiness builds positivity**  
An individual who has a strong positive feeling towards his job will definitely be more enthusiastic and focused to build himself. Instead of focusing on the problem, he will find a way to solve it.
3. **Happiness reduces stress**  
If we feel happy in the 8 hours we spend at work, we can achieve a positive level that will make us continue to improve which can increase our response to stress and shift our focus to the positive aspects of work life.
4. **Happiness at work means a healthy life**  
Successful people who are able to optimize their work tend not to suffer from hypertension, heart attack, substance abuse, and other stress-related disorders. When we are happy from within, we gain strength to fight disease and the desire to recover and get back on track.
5. **Happiness at work increases likeability**  
Finding happiness in work helps build strong interpersonal relationships in the workplace and encourages people to work together for the well-being of the organization they serve. This is the backbone for innovation, loyalty, responsibility, and success. Happy employees can create a pleasant workplace environment that is easily adapted by others, and the more people get into it, the better the team grows.

## **CONCLUSION**

It is widely known that a happy workplace improves employees' outcomes. When the atmosphere is friendly, work is no longer a necessity but a pleasure. But without a doubt, a happy workplace increases productivity. And it works both ways. High productivity creates a happy workplace. That is why a happy workplace matters.

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