

EMPLOYEES' HAPPINESS AT WORKPLACE: A STUDY IN DN REGALIA

BIG BAZAAR, BHUBANESWAR

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Abstract: Happiness is an important measure at workplace. This intends employees to work in a joyful and satisfied mind set. Happiness has been found to be as more valued goal in the society as well. Many organizational researches are inspired by the move towards the positive psychology and positive organizational behaviour. The main problem in this growing world is no one has time to spend time for their own self pleasure and for their own peace of mind. This creates a huge problem while working in the workplace. Aggression, frustration, incomplete projects, unhealthy connections between employees and managers are mostly seen in the workplace. The study was done to identify what are such factors that render employees happiness at workplace. A study on "EMPLOYEES' HAPPINESS AT WORKPLACE: A STUDY IN DNREGALIA BIGBAZAAR BHUBENESWAR" was carried out in location DN MALL REGALIA, PATRAPADA BHUBENESWAR, ODISHA. The main objective of the research was to know the factors that leads to happiness of employees at Big bazaar with regards to the services they provide and to know what are the different causes to increase the employee happiness level. Further research work data is collected from 52 regular full-time employees of Big bazaar. As a result of sum product method, Redit analysis, Factor analysis the research found that the factors like growth opportunity, remuneration, recognition, recreational activity and working environment are having significant effect on employee happiness.

KEYWORDS: Employee Satisfaction, Employee happiness, Empirical study

INTRODUCTION

Employee's happiness has become an imperative in business, happiness is linked to productivity. The idea of employee wellbeing has evolved over the years, with the change in workers' behaviour and employers' expectations. Today's modern workforce and remote workplace culture show a big change within the way organizations affect employee wellbeing. As today's employers and employees have connected the dots between health and job performance, employee engagement programs are undergoing a massive transformation to do more than to help employee in managing psychological and physiological health.

Big bazaar provides a suitable environment for all the employees to enhance their skills and capabilities to build a better career. None of the employee feels bored with their management and with the environment. They not only provide different recreational activities to their staffs but also provide reward and recognition which plays a vital role in grooming their employees in a better prospect.

1. REVIEW OF LITERATURE

Happiness is a subjective concept which means it is not about what we want, it is more about what we like to do. (Virginio Gallardo, 2015-16) happiness is a core concept. When an employee like to do the task, which give him satisfaction to the upmost level. The productivity and growth of an organization will rise up rapidly. If we see this statement from an employee's point of view, we can simply state that the enjoyment

and satisfaction level will drive the employee to become more effective and efficient to work in an organization in a disciplinary manner.

Happiness is a state of mind which is characterized as the personality of a person who is influenced by his own positive perspective. (Martin Seligman.) According to Martin happiness comes within you. When we come up with a positive mindset the results are always positive. Thinking and working in a positive environment gives satisfaction to our own mind.

Employees who are happier in their firm, their probability of staying in that organization is high. (Choo and Bowley, 2007). This states that when an employee is happy with its work and organization. He tends to do work more efficiently and the retention factor increases the growth of both the employee and organization will increase simultaneously.

Change in personality, attitude and work happens due to change in positive working environment and this change is persistent. Hence, it is a happiness factor for employees. (Borghans et al. (2008)). The environment is dynamic in nature so when there is a change in interpersonal attributes the process of working on a problem also changes. Hence, change is a good sign if the change process is systematic and positive.

The growth process generates a complexity for the organization because of the growth crisis spring up at different stages as described by the growth models (Greiner, 1972; 1998; Churchill & Lewis, 1983; Kazanjian &

Drazin, 1989; Flamholtz & Kurland, 2005), ascending or descending order. Therefore, marketing stages (Tyebjee et al., 1983) and Redit analysis can be used to explain this in resource based view of Garnsey (1998). proper statistical method. This analysis was Each of these models represents the first proposed by I. Bross and has been problems rise because of growth of the applied to the study of automobiles, of organization and recommends important cancers, various business management and measures to forbid the adverse impact of the behaviour studies. This is “distribution free” problems generated by growth. Growth analysis by using Redit analysis algorithm. models have highlighted upon the strategy, The “r_j” values is been calculated which is growth and competence building (Greiner, shown in table-2. From table-3 Kruskal Wallis (w) value is

2. RESEARCH METHODOLOGY

In this study, both primary and secondary data is been used. A frame of structured questionnaire was prepared with the help of five-point Likert scale. The population size taken here is 52 because the unit of study was the regular full-time employee working in Big bazaar. Factor analysis, Sum product Method and Redit analysis are some of the methods used to conduct the research.

3. ANALYSIS AND INTERPRETATION

From the literature survey, there are 21 items listed in table-1. Those items were divided into different groups. By using sum product method, the items were arranged in ascending order. The first rank in table-2 is rated as strongly disagree and the highest rank is given to the item which is highly satisfied by the employees. Though this was not a Robust method, in general basic statistical technique such as frequency tabulation, mean, standard deviation, T test, chi square test etc are available for scale data analysis which is not suitable for generating statistics that can be used as criterion for arranging scale items in

1591.499. from the analysis it is inferred that the opinion about the scale item among the employees are statistically same but the rank is revised one and technically correct in very strong and robust way. Again Those 21 items are extracted to find maximum common variance to put them into four number of factors. To calculate if the data is suited for analysis and to know the acceptability for each variable in the model KMO test is applicable. In table-4 the KMO value is found to be 0.760 which is significant and is an acceptable value for conducting factor analysis. Now to test the consistency of the items, reliability test is been conducted. From table-5 the Cronbach's Alpha value is found to be 0.906 which is more than 0.7 which states as excellent reliability value for the study. Now to find out the amount of variance among the set of items which is segmented into four stipulated groups, the total variance is found to be 61.443% in table-6. Therefore, to measure the correlations between each of the variables and the estimated components a rotated component matrix is been formed. From the table it is inferred that all the values are above 0.5 and are significant. The rotated component matrix table is shown in table-7.

Thereafter the four factors which are emerged strong, smooth and flexible. The organization from the tables are “Factor-1: Growth must have a good working environment opportunity”, “Factor-2: Working which should be friendly and comfortable to environment”, “Factor-3: Recognition and the employees. The employee should be given Remuneration benefits” and “Factor-4: Welfare training on new job skills in their relevant and Recreational activity” position.

4. RESULT AND DISCUSSION

This is the project which is based on employees’ happiness at workplace. It is very difficult to find out what are the main reasons behind the happiness of employees at workplace because there are many different factors which lead to happiness but it differs from person to person. For this reason, we have to understand employees’ happiness at workplace and accordingly take action to increase it otherwise it will affect employees’ productivity and retention of employees at the workplace. This project aims at finding what is the factor that leads and increase employees’ happiness at workplace. In this project narrative analysis is done on the attained responses. The findings are drawn on the basis of availability data. Organizations must understand the perception of the employees and should implement such regulation to motivate the employees. Human resources are called the assets of the company. The organizations consider workforce as their resources. An organization cannot be successful if their employees are not motivated and satisfied with the assigned jobs.

Findings for the objectives are the main three factors which affect and will lead to increase employees’ happiness are: The relationship between employee and employer should be

5. CONCLUSION

This project aims at finding what the factors that lead to increases employees’ happiness at workplace. Summarizing the study and concluding that Organizations must understand the perception of the employees and should implement such regulation to motivate the employees. The organizations should consider workforce as their resources. An organization cannot be successful if their employees are not motivated and satisfied with the assigned jobs.

The study can be conducted to explore employees’ happiness in different industries and compare the results with the studies. The study can be extended to identify the relationship between work related situations with employees’ happiness at workplace of different industries throughout India.

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Appendices

Table-1: Interpretation of all variables including in the study

Variables	Interpretation of variables
Variables 1 (V1)	Training
Variables 2 (V2)	Supportive supervisor
Variables 3 (V3)	Supportive management
Variables 4 (V4)	New jobs skills
Variables 5 (V5)	Recognition
Variables 6 (V6)	Professional skills
Variables 7 (V7)	Relation between employee and employer
Variables 8 (V8)	Working environment
Variables 9 (V9)	Fair policies
Variables 10 (V10)	Appreciation and personal interest
Variables 11 (V11)	Promotion
Variables 12 (V12)	Smooth communication
Variables 13 (V13)	Happy member
Variables 14 (V14)	Career goals
Variables 15 (V15)	Fair performance standards
Variables 16 (V16)	Organisational culture
Variables 17 (V17)	Adequate resources
Variables 18 (V18)	Work life balance
Variables 19 (V19)	Recreational activities
Variables 20 (V20)	Less workload
Variables 21 (V21)	Salary

Table-2: Comprehensive table of Sum product method and Ridit Analysis (Reference Table)

variables	strongly disagree	disagree	neutral	agree	strongly agree	SUM PRODUCT	RANK	∑i
V1	1	2	8	20	21	214	17	52
V2	2	5	5	19	21	208	11	52
V3	4	1	4	17	26	216	18	52
V4	0	3	5	20	24	221	19	52
V5	1	2	9	19	21	213	16	52
V6	2	2	10	18	20	208	11	52
V7	2	0	5	16	29	226	21	52
V8	2	1	3	20	26	223	20	52
V9	1	1	12	19	19	210	14	52
V10	2	3	10	16	21	207	8	52
V11	3	6	13	9	21	195	2	52
V12	1	5	12	13	21	204	5	52
V13	3	3	3	21	22	212	15	52

V14	2	5	8	16	21	205	6	52
V15	3	0	11	19	19	207	8	52
V16	1	5	11	14	21	205	6	52
V17	1	3	10	18	20	209	13	52
V18	3	2	11	13	23	207	8	52
V19	4	4	7	21	16	197	4	52
V20	4	3	13	13	19	196	3	52
V21	13	5	6	14	14	167	1	52
f_j	55	61	176	355	445			
f_j/2	27.5	30.5	88	177.5	222.5			
r_j	0.025183	0.02793	0.080586	0.1625	0.203755			

Source: MS-Excel Output

Table 3: Redit Analysis-Comparison table

Variables	f _i	w	rank
V1	0.158781	72.65244	5
V2	0.153102	75.09117	10
V3	0.163716	70.56619	4
V4	0.165943	69.63485	3
V5	0.157205	73.32525	6
V6	0.152194	75.48478	10
V7	0.172392	66.97213	1
V8	0.170576	67.71659	2
V9	0.153479	74.92809	8
V10	0.150398	76.26626	12
V11	0.13526	83.01379	20
V12	0.144709	78.76847	17
V13	0.159584	72.31117	7
V14	0.148373	77.15243	15
V15	0.15236	75.41248	12
V16	0.146286	78.07107	15
V17	0.152247	75.46185	9
V18	0.150355	76.28493	12
V19	0.143289	79.39964	18
V20	0.138799	81.41082	19
V21	0.116914	91.57514	21
	3.18596	1591.5	

Source: spss output

T

Table-4: KMO and Bartlett's Test

KMO and Bartlett's Test			
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.760	
Approx. Chi-Square		601.420	
Bartlett's Test of Sphericity		Df	210
		Sig.	.000

Source: spss output

Table-5: Reliability Statistics

Reliability Statistics	
Cronbach's Alpha	No. of Items
.906	21

Source: spss output