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Emperor International Journal of Management

ISSN: 2583-1267

Mayas Publication®

[www.mayas.info](http://www.mayas.info)

Volume-V

Issue-IX

September 2025

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## Friday Fun or Strategic Engagement? A Study on Employee Activities.

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### Abstract

Friday fun events are crucial for improving platoon dynamics and hand engagement in business settings. This study investigates the effects of these conditioning on the growth of a collaborative plant and the enhancement of interpersonal skills among the organization's employees. These exercises provide a platform for open, cooperative communication, platoon organization, and the removal of hierarchical barriers. The study also highlights the connection between employees' increased productivity and job satisfaction and their harmonious participation in these programs. However, this study also highlights issues such as

the need for conditioning to correspond with business objects and various hand participation scenarios.

Businesses can significantly improve the overall performance and well-being of their employees by implementing innovative techniques to foster an engaged culture. The study concludes that Friday fun activities are a good tool for a well-resourced business because they are necessary to develop a motivated and skilled workforce, not just for fun.

**Keywords:** Employee engagement, Team dynamics, Interpersonal skills, Employee productivity, Job satisfaction.

## I. INTRODUCTION

Employee engagement has emerged as a key component in today's changing workplace, driving retention, productivity, and overall organizational success. While some organizations prioritize structured initiatives like performance feedback, professional development, and leadership alignment, others place more emphasis on fun activities like team games, themed dress days, or social Fridays to boost morale. This poses a crucial query: should businesses spend money on informal "Friday Fun" to foster a vibrant, stress-free workplace or concentrate on more intentional, long-term tactics to engage staff members more deeply? This study examines the efficacy, significance, and prospects for the future of both strategies, emphasizing the importance of strategy in creating enduring employee commitment and the value of enjoyment in promoting camaraderie. Through Friday fun conditioning and other platoon-structure conditioning, employees can engage in collaborative conditioning and take a break from their rigorous work schedules.

### **What is Employee Engagement and Why it Matters?**

The degree of a person's connection to and involvement in their work is known as employee engagement. One frequent key performance indicator (KPI) of a productive company is employee engagement levels. Higher turnover rates and decreased productivity are likely to occur in an organization with a large number of disengaged workers.

According to a 2022 Gallup State of the Global Workplace report, 62% of employees in the U.S. are not engaged in their work. This means that most people in the U.S. are uninspired by their work and aren't as productive as they could be.

When employees are uninspired and uninterested in their workplace, they're more likely to quit, which increases turnover and oftentimes leaves employers scrambling to cover shifts. An understaffed contact center will have longer hold times and unhappy customers, ultimately impacting company performance.

Employee engagement is important to cultivate a positive workplace for team members and beneficial outcomes for the business. Engaged workplaces have been proven to see lower absenteeism, lower turnover, and higher profitability.

### **Objectives of the Study:**

- To evaluate the effectiveness of engagement activities aligning with organizational goals
- To assess the impact of fun activities towards team building
- To enhance cross-functional collaboration
- To investigate whether strategic fun improves retention rate and satisfaction level
- To understand whether fun or strategic sessions are effective in team-building

### **Concept of Workplace Activities:**

The term "workplace engagement activities" describes a range of programs designed to raise employee satisfaction, involvement, and morale in a company. These can be anything from informal team-building exercises to organized wellness initiatives. The main goal is to establish a positive workplace culture that inspires staff members to contribute to the best of their abilities. Engaging activities at work are crucial to creating a positive workplace culture. They boost productivity and teamwork in addition to employee happiness and morale. Organizations can foster an atmosphere where workers feel appreciated and inspired to contribute by putting in place structured engagement initiatives.

Planning a Good Time Fridays at work may be a powerful tool for raising staff engagement and morale. There are many ways to make Fridays exciting for employees, such as hosting games or allowing casual dress. If you think your workplace might benefit from having leisure time together on Fridays, it might be a good idea to review some activities you can use to do so.

Examples of games implemented at workplace:

1. Employees are asked to write out two truthful and one false claim about themselves as part of the Two Truths, One Lie exercise. Each employee shares their statements after everyone has finished answering, and the group as a whole determines which statements are true and which are false. Employees can collaborate by sharing their guesses in this game.
2. Human Snakes: Human Snakes is a fantastic team-building game in which players form teams. After that, players and their teammates form a single-file line. Except for the final person in each line, who leads the team through

an obstacle course using basic cues like a tap on the shoulder that players pass on through their lines, everyone is blindfolded.

### **Employee Engagement Ideas in Workplace:**

#### **1. Activities For Team Based Engagement:**

- Team-building workshops: Engaging meetings with subject-matter experts to promote cooperation and the collective acquisition of new abilities.
- Cross-departmental meals: Bringing together departments that may not frequently collaborate is facilitated by team lunches.
- Hackathon: For developers, hackathons are a great way to encourage the creativity of your employees and possibly find new markets for your business's product.

#### **2. Creative Activities for Employee Engagement:**

- Video game tournament: Select a simple game, such as Fall Guys or Mario Kart, so that everyone may enjoy themselves without getting annoyed and serve as an entertaining staff engagement activity.
- Theme days: These could be anything from a concept like "Throwback Thursday" to dressing in a particular color or seasonal costume.
- Wellness challenges: Provide incentives and work-related rewards to your employees to help them attain fitness goals and motivate them to work out together.

#### **3. Engagement Activities Particular to the Event:**

- Summer barbecue: Nothing beats a barbecue or team picnic on a warm day. This engagement event is a great way to let employees enjoy their summers even more.
- Holiday party: While Christmas parties are common, don't forget to honor other holidays that may hold special meaning for individual staff members from various cultures.
- Themed monthly events: Call for various foods or dishes at different times of the year, such as winter hot cocoa stations or fall pumpkin decorating contests.

### **Real Time Examples of Friday Fun Activities:**

#### **1. ShowBook: "Fika Fridays"**

BookMyShow hosts "Fika Fridays," which are modeled after a Swedish custom, where staff members engage in casual conversations and leisurely coffee breaks to build relationships and promote teamwork.

2. "Ghar Ka Khana Day" by OYO.  
During "Ghar Ka Khana Day," OYO invites staff members to come and share homemade meals, promoting inclusivity, community, and cross-cultural understanding via cuisine.
3. "Myntra's Got Talent" is the third option  
Myntra's Got Talent is an internal talent show where workers showcase their non-work- related skills and shine. It's an entertaining and imaginative way to honor uniqueness.

### **Real- Time Case Study:**

#### **Google:** Combining Strategy and Fun

**Overview:** Google is renowned for fostering an environment at work that values both enjoyment and career advancement. Through employee celebrations, informal TGIF meetings (formerly weekly all-hands), and odd office accents like game rooms, nap pods, and themed events, they incorporate Friday Fun. What distinguishes Google, though, is how these enjoyable components are linked to more general strategic objectives like open communication, psychological safety, and innovation. 20% time initiative, which permits staff members to dedicate time to projects they are passionate about OKRs (Objectives and Key Results) that match personal efforts with organizational objectives robust systems for peer recognition and feedback Google uses fun as a tool to promote openness, creativity, and ownership rather than separating it from strategy. Employee satisfaction and a strong commitment to the company's mission are the goals of the culture.

#### **Deloitte:** Strategic Engagement through Learning

**Overview:** Through leadership development initiatives and ongoing learning, Deloitte prioritizes strategic engagement. "Greenhouse," one of their main projects, is a set of immersive labs intended to foster teamwork and problem-solving. Workers have access to leadership tracks and personalized learning pathways that help them achieve their professional objectives and have an impact on the company. Even though Deloitte is less concerned with "fun" in the conventional sense, it still uses components like interactive workshops and design thinking sessions to add interest and enjoyment to strategic initiatives. Deloitte's model demonstrates how, even in the absence of conventionally enjoyable activities, strategically planned engagement can be stimulating and energizing for staff members. Learning turns into a tool for motivation as well as a growth engine.

### **Opportunities and Challenges:**

For companies looking to improve employee experience, this study offers a number of beneficial opportunities. Whether it's structured development or playful activities, it provides a deeper understanding of what really motivates people, enabling more individualized and successful engagement strategies. Businesses can create a balanced workplace culture that promotes career advancement and emotional well-being by investigating both strategies. Fun combined with strategy may also result in better leadership alignment, increased team cohesion, and better retention. Along with facilitating data-driven decision-making through quantifiable employee feedback and behavior patterns, the study also paves the way for the development of scalable engagement frameworks that can be tailored to remote, hybrid, or in-office settings.

There are difficulties with the study as well. It is challenging to develop initiatives that are one-size-fits-all because concepts like "fun" and "engagement" are arbitrary and differ greatly between people and groups. Assessing Friday's true impact While strategic engagement efforts may take time to show results, enjoyable activities can be challenging, particularly when the benefits are more emotional and transient. Organizations may find it difficult to strike a balance between short-term morale boosts and long-term cultural development, especially when working with smaller teams. Additionally, if fun activities are not carefully planned, they run the risk of feeling forced or tokenistic, and some employees may stop participating because of workload or personal preference. If not handled carefully, inconsistent participation and a lack of inclusivity can further erode the objectives of such programs.

### **Future Trends:**

A more intentional and integrated approach to employee engagement is the way of the future, where strategy and enjoyment are viewed as complementary tools rather than as distinct endeavors. Conventional "Friday Fun" events will change into experiences with a purpose that support team building, well-being, or company values. As businesses use data and AI to customize strategic and enjoyable initiatives to individual preferences and work styles, personalized engagement strategies will become more common. Engagement initiatives will increasingly emphasize digital inclusion through virtual activities, remote recognition, and asynchronous participation as long as remote and hybrid work models persist. Fun and strategy both contribute to a psychologically safe workplace, and mental health and emotional wellness will be given more importance.

Additionally, engagement will become more employee-led, enabling groups to jointly design their own activities and customs, promoting genuineness and pride. Organizations will also give more weight to using real-time analytics and feedback systems to gauge the return on engagement. All initiatives will be designed with accessibility and inclusion in mind, making sure that all people can participate in professional or recreational activities. Engagement will eventually be more closely associated with the organization's mission, culture, and brand identity and become a sustainable, ongoing practice as opposed to a succession of discrete incidents.

### **Findings of the Study:**

Despite the fact that many businesses regularly host Friday fun events, the survey reveals that these often lack a strategic goal, which ultimately leads to lower engagement and participation. Organizations that align these activities with their core values and goals—like encouraging teamwork, boosting morale, or fostering creativity—have higher levels of employee engagement and satisfaction. Inclusion and personalization were also found to be important success factors; teams work better when provided with a variety of activities that cater to different personalities, working styles, and locations. Additionally, when companies collect feedback and track participation data, they can better adjust their engagement strategies and maintain long-term interest.

## **II. CONCLUSION**

The results unequivocally show that Friday fun activities, when considered purely as informal entertainment, only offer temporary morale boosts and run the risk of becoming monotonous or ineffectual over time. However, these activities become powerful engagement tools that greatly enhance business culture and employee well-being when they are intentionally coordinated with broader organizational strategies. Employee satisfaction and retention are raised by a well-planned engagement strategy that incorporates frequent, inclusive, and feedback-driven activities. It also fosters a sense of belonging and encourages cross-departmental collaboration.

Additionally, strategic engagement programs contribute to the development of a work environment where staff members feel connected, heard, and appreciated rather than merely amused. Fun activities should be incorporated into a greater story of development, education, and acknowledgment rather than existing in a vacuum. Successful businesses frequently experience increased output, better internal communication, and a more harmonious team dynamic.

Fundamentally, Friday fun should serve as a means of encouraging deeper engagement, reaffirming corporate values, and fostering a positive organizational culture rather than as the ultimate goal. Companies will be in a better position to create resilient, driven, and future-ready teams if they acknowledge this change and take appropriate action.

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