

Tools and Techniques: For Measuring Employee Happiness

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Abstract

Employee happiness is a critical determinant of organizational success, directly influencing productivity, loyalty, innovation, and customer satisfaction. This assignment explores the importance of measuring employee happiness and highlights the tools and techniques organizations use to evaluate it. Key factors affecting happiness such as work environment, work-life balance, growth opportunities, recognition, and fair compensation are examined to understand their impact on overall well-being. The study reviews both tools (surveys, pulse checks, Employee Net Promoter Score, anonymous feedback platforms, well-being apps, focus groups, sentiment analysis, and happiness indices) and techniques (quantitative metrics, qualitative feedback, psychological assessments, behavioural indicators, and managerial observations). Benefits of measuring happiness include improved productivity, reduced absenteeism, stronger retention, and enhanced collaboration. However, challenges such as survey fatigue, cultural differences, and the subjective nature of emotions make accurate measurement complex. Real-world cases from Google, Microsoft, and Airbnb demonstrate how leading companies adapt diverse approaches to overcome these limitations. The assignment concludes that measuring

employee happiness requires a balanced blend of data-driven methods and empathetic listening, enabling organizations to create sustainable, positive, and high-performing workplaces.

Keywords: Employee Happiness, Productivity, Measurement Tools, Work Environment, Organizational Success.

I. INTRODUCTION

Imagine entering an office full of individuals who are friendly, smiling, and openly exchanging ideas. Employees are genuinely enthusiastic about their work, and there's a great vibe in the air. Now compare this to another office where people keep their heads down, conversations are rarely lively, and stillness rules the workplace. Employee satisfaction is what separates the two offices, not the furnishings, the technology, or even the pay.

Employee Happiness Definition

Employee happiness means when workers feel appreciated, respected, and inspired at work, they experience employee pleasure, which is a pleasant emotional state. Being valued, having fulfilling employment, and striking a healthy balance between work and personal life are more important than money and amenities.

Importance

What makes this significant? because the performance of a firm is directly correlated with employee satisfaction. Research and practical experiences have demonstrated that when workers are content, their output naturally increases. They operate better as a team, are more involved in their work, and go above and beyond to assist clients. However, dissatisfied workers are more likely to stop working for the company, take numerous periods of absence, or quit entirely. This might result in increased hiring expenses, decreased productivity, and even a decline in customer satisfaction for a corporation. Simply said, contented workers lead to satisfied clients, which in turn leads to a more prosperous business.

Employee satisfaction not only increases output but also stimulates creativity. Positivity at work fosters creativity, teamwork, and an openness to solving problems. They can manage difficulties better since they are also more resilient to stress. Establishing a happy culture is very essential in today's cutthroat business environment, when organizations are working hard to keep top people.

How businesses can gauge employee satisfaction is the main topic of this assignment. Happiness is difficult to quantify because it is an emotion rather than a monetary value or sales figures. Nonetheless, businesses today employ a range of instruments and methods to gauge employee satisfaction at work. Businesses have come up with innovative techniques to understand the feelings of their employees,

ranging from behavioural indicators and psychological assessments to surveys and feedback platforms. Along with examples, difficulties, and suggestions, the next sections will examine the many tools (such as surveys, applications, and happiness indices) and methodologies (both quantitative and qualitative) that assist companies in evaluating employee satisfaction.

By looking into these techniques, we can learn more about how businesses measure employee satisfaction and how they might use that data to create happier, more productive workplaces.

Why Employee Happiness Matters

Employee satisfaction directly affects an organization's performance and is not merely a "feel-good" factor. When workers are content at work, it shows in how they approach their work, work with others, and overcome obstacles. Happiness is infectious; a good attitude permeates groups, fostering an environment where employees flourish rather than merely get by.

1. Improved Output:

Contented workers are inherently more driven to perform at their highest level. They take responsibility for their duties rather than working solely for their pay. Whether it's meeting deadlines, dealing with a challenging client, or coming up with creative ideas, someone who feels valued and respected is more likely to go above and beyond. Conversely, dissatisfied workers often perform the bare minimum of work, which lowers productivity. Because engaged and contented employees perform better, happiness becomes more than just an emotional benefit; it becomes a business strategy.

2. Reduced Absenteeism:

An unsatisfied worker will frequently use excuses to avoid work, such as taking frequent sick days or becoming disengaged during business hours. A contented worker, on the other hand, looks forward to going to work. They take fewer absences because they are more resilient, less stressed, and have better mental health. Decreased absenteeism guarantees more efficient workflows, less strain on other team members, and prevents disruptions for the business. It also demonstrates how emotionally and intellectually invested workers are in their jobs.

3. Stronger Loyalty:

People don't quit their jobs, in my experience; rather, they quit places where they don't feel appreciated. In the majority of organizations, this statement is accurate. While a competitive salary may draw in workers, contentment is what retains them. Employees remain devoted to their organization even when other opportunities present themselves when they feel valued, trusted, and cared for. Because it is expensive and time-consuming to hire and train new employees, loyalty results in lower turnover, which is extremely advantageous for businesses. In

addition to being brand ambassadors, loyal workers promote the business to others, which contributes to its solid reputation.

In a short, a happy workforce is the foundation of a strong company. It increases long-term loyalty, lowers needless absenteeism, and improves individual performance. A happy workplace encourages employees to advance with the business in addition to keeping them on board. For this reason, in today's cutthroat business environment, assessing and enhancing employee satisfaction is essential rather than optional.

Factors that Effect Employee Happiness

Employee satisfaction is not a random occurrence. It is influenced by various elements of the workplace that either make people look forward to their day or make them dread going to work. When these elements are in harmony, workers experience fulfilment, respect, and motivation. Let's examine some of the key factors that affect how contented workers are.

1. Work Environment:

Employee happiness is greatly influenced by the environment in which they work. A welcoming atmosphere where co-workers help one another and supervisors are approachable fosters a feeling of community. Open communication is particularly crucial; staff members should be able to express their thoughts and worries without worrying about criticism. Imagine having the freedom to approach your manager and make suggestions for improvements; this not only increases confidence but also fosters trust. However, regardless of the high salary, a toxic or overly rigid work environment can sap motivation and energy.

2. Work Life Balance:

Nobody wants to feel as though their life is being consumed by their work. Respecting employees' time away from the office makes them happier. Allowing employees to work from home, offering flexible scheduling, or just acknowledging that they have personal obligations can all have a significant impact. For instance, a parent who is able to choose when to pick up their child from school will be much happier than one who is compelled to follow strict timetables. "We value you as a person, not just as an employee," is the unmistakable message sent by a company that supports work-life balance. People become less anxious and more devoted to the company as a result.

3. Growth Opportunities:

Feelings of advancement are also linked to job satisfaction. Workers want to know that their efforts will ultimately result in both professional and personal development. This could entail mentoring programs, training sessions, or opportunities for advancement. People remain engaged and motivated when they perceive a clear career path ahead. However, frustration mounts if they feel

undeveloped and stuck in the same role. An employee who is regularly given the chance to improve their skills, for example, feels appreciated and is more likely to stick with the company over the long run. Happiness is driven by purpose, which growth provides.

4. Recognition:

Everyone likes to be appreciated, whether for small efforts or big achievements. Recognition doesn't always have to be monetary; sometimes, a simple "Great job!" or acknowledgment in a team meeting can make someone's day. When employees feel their contributions are noticed, they are more motivated to maintain or even improve their performance. Lack of recognition, however, can lead to feelings of being invisible, which reduces morale. A culture of appreciation builds trust and makes employees feel proud of their work.

5. Pay & Benefits:

Fair compensation and competitive benefits are important, but happiness transcends financial gain. Salary is one of the strongest motivators, and employees compare what they receive with industry standards. Dissatisfaction escalates rapidly if they believe they are being underpaid. Fair compensation, on the other hand, demonstrates that the company values their time and work. A further layer of satisfaction is added by extra benefits like wellness initiatives, health insurance, or performance bonuses. Workers want fairness and security in exchange for their labour, but they don't always demand the highest salary available.

Numerous interrelated factors influence employee happiness. A culture where employees feel appreciated and motivated is created by a welcoming workplace, respect for personal lives, growth opportunities, appreciation, and equitable compensation. Businesses that prioritize these areas not only increase employee satisfaction but also develop a solid, devoted, and effective workforce.

Tools for Measuring Employee Happiness:

Unlike numbers or sales figures, happiness is an emotion that cannot be quantified with a calculator. Nonetheless, businesses have created useful tools that help them understand the emotions of their workers. Although these tools might not be able to fully capture a person's emotions, they do offer patterns and indicators that help businesses determine whether their employees are genuinely content at work. Let's examine a few of the most widely used tools available today.

1. Employee Surveys:

One of the most popular methods for determining employee satisfaction is employee surveys. Employees typically complete these surveys, which are structured questionnaires that cover a range of topics like job satisfaction, manager relationships, opportunities for advancement, and the general work environment, either online or on paper. The process is quite simple: workers are asked to score

how much they agree or disagree with statements on a scale, usually from strongly disagree to strongly agree. After gathering responses, the company examines them to identify trends and patterns that show how workers are feeling. Although surveys can occasionally be shallow when used alone, they offer a powerful overall picture because they gather input from a large number of people.

2. Pulse Surveys:

A more contemporary and lightweight alternative to traditional employee surveys are pulse surveys. Pulse surveys are brief, straightforward, and conducted more frequently than the lengthy questionnaires that are completed once or twice a year. They typically ask only a few questions and are distributed weekly, biweekly, or monthly. They frequently centre on pressing issues like workload, stress, or general mood. Instead of waiting until the end of the year, the objective is to record insights into employees' current emotions in real time. Pulse surveys are a useful tool for keeping a steady eye on employee satisfaction because of their frequency, which enables organizations to spot minor concerns before they become more significant ones.

3. Employee Net Promoter Score:

Another tool used by businesses to gauge employee happiness is the Employee Net Promoter Score, which emphasizes engagement and loyalty. One question is posed to employees: how likely are they to suggest their workplace to others as a good place to work? They are categorized as promoters, passives, or detractors based on their responses, which range from zero to ten. The percentage of promoters is subtracted from the percentage of detractors to arrive at the final score. This provides a quick and easy way to gauge how content and loyal workers are in general. The beauty of e-NPS is its simplicity, but since it does not explain the reasons behind the score, companies often use it along with other methods to get a more complete picture.

4. One-On-One Meetings:

A more direct and intimate method of determining employee happiness is through one-on-one meetings. These are frequent meetings between managers and staff members where they talk about personal experiences, difficulties, and career goals in addition to work progress. One-on-one meetings allow managers to hear the feelings and concerns of employees directly, in contrast to surveys that only provide numerical data. In addition to providing managers with a better understanding of what might be influencing motivation or satisfaction, this one-on-one interaction enables staff members to feel heard and supported. It is a tool that emphasizes creating real connections over calculating numbers.

5. Anonymous Feedback Tools:

Employees can freely express their opinions using anonymous feedback tools without worrying about being identified or judged. These can take the shape of suggestion boxes, online portals, or digital platforms where staff members can discreetly share their thoughts and opinions. Employees can voice opinions that they might not feel comfortable discussing in person thanks to this process, particularly when it comes to delicate subjects like leadership style or conflicts at work. After that, the company examines the comments, searches for reoccurring themes, and applies them to enhance procedures or policies. When staff members have faith that their opinions will be heard and that their suggestions will result in constructive change, this tool functions at its best.

6. Well-Being Apps and Platforms:

Digital tools called well-being apps make it easier to measure employee happiness in real time and with greater engagement. Employees can use these apps to record their moods, respond to brief surveys, or monitor their stress and energy levels over the course of the workweek. After that, the information is collated into dashboards that provide managers with an easy-to-understand picture of general trends in employee satisfaction. In order to help employees balance their mental and physical health, some apps also offer features like wellness challenges, meditation resources, or reminders for healthy habits. These platforms are becoming increasingly popular because they combine technology with human resource practices, giving quick insights while also supporting employee well-being.

7. Focus Groups:

Another helpful tool is focusing groups, particularly for organizations looking to delve deeper into particular issues influencing happiness. A facilitator leads a small group of workers in an open dialogue about their experiences at work. Employees discuss what drives them, what obstacles they encounter, and what changes they would like to see rather than checking boxes in a survey. After that, these discussions are examined for recurring themes that reveal the overall attitude of the workforce. Focus groups are especially useful because they provide in-depth information and emotional drivers that surveys might miss.

8. Happiness Index:

A more thorough tool, the Happiness Index generates a single overall score by integrating information from several sources, including surveys, ENPS, absenteeism rates, and feedback tools. This index provides the company with a clear picture of employee satisfaction over time and across departments. It calculates a single figure that represents overall employee well-being by giving various metrics weights and averaging them. Companies can determine whether their policies and initiatives are actually having an impact by monitoring this index over time. It offers a glimpse into the present as well as a means of gauging future advancement.

9. Sentiment Analysis Tools:

A more sophisticated, technologically driven method of gauging happiness is through sentiment analysis tools. These tools analyse written content, including emails, chat messages, and internal communication platforms, using artificial intelligence (AI). Sentiment analysis can identify patterns in employee attitude and mood throughout the company by looking for emotional indicators, tone, and keywords. For example, the system may signal a decline in morale if it notices an increase in angry or pessimistic language over time. This tool helps organizations passively monitor mood changes and spot warning signs that might otherwise go overlooked, even though it doesn't rely on direct employee feedback.

10. Emoji Check-Ins and Mood Boards:

Emoji check-ins, also known as mood boards, are a more casual and visual tool where employees quickly record their feelings at the beginning or end of the day using icons or emoji's that represent various emotions. These tools are frequently utilized in startups or creative settings where informal communication is commonplace. The procedure is straightforward and can be done digitally using Slack or Teams or physically using stickers on a board. In order to spot emotional patterns, the organization gathers and monitors these moods over time. They provide a daily pulse of employee morale in a very friendly and entertaining manner, despite being less thorough than surveys.

Techniques for Measuring Employee Happiness

Measuring happiness at work isn't as simple as counting profits or tracking attendance. Happiness is an emotional and psychological experience, and it requires a mix of methods to fully understand. Some techniques rely on numbers and data, while others focus on feelings, behaviours, and expressions. Let's explore types of techniques used to measure employee happiness in the workplace from hard numbers to human observation.

1. Quantitative Methods:

The goal of quantitative methods is to gauge employee sentiment through numerical data. Surveys, scales, and rating in which staff members assign scores to particular question are examples of these methods. For instance, in a survey on employee satisfaction, respondents may be asked to score their level of job satisfaction on a scale of 1 to 10. When hundreds of workers answer, the business can compute averages and search for patterns in different departments or time periods. These figures facilitate the comparison and analysis of happiness levels. A team's declining scores could indicate that something needs to be fixed. Quantitative methods are useful because they turn feelings into measurable data that leaders can act on. However, while numbers give structure, they sometimes miss the deeper emotions behind the responses which is where other techniques help.

2. Qualitative Methods:

The goal of qualitative approaches is to better understand employees' actual feelings as expressed by them. This method promotes open-ended feedback, storytelling, and conversation rather than asking people to check boxes or rate things. For instance, an employee may express how supported they feel by their manager or share a recent experience that made them feel valued during a team discussion or in a written survey that contains open-ended questions. Direct observation is another tool that managers or HR specialists can use to observe how engaged staff members act in meetings, how frequently they participate, or how they relate to their co-workers. These insights often reveal emotional truths that numbers cannot. While this method is more time-consuming and subjective, it allows for deeper exploration of employee experiences. When combined with quantitative data, qualitative feedback gives a more complete and human understanding of happiness at work.

3. Psychological Assessment:

Using psychological tools and assessments, some organizations adopt a more scientific approach. The Oxford Happiness Questionnaire is one such instrument that was created by psychologists to gauge an individual's level of happiness generally, including at work. Employees are asked to rate their agreement with statements such as "I find beauty in things" and "I feel that life is very rewarding." These resources provide information about a person's general emotional health, which influences how they feel about their work as well. The PERMA model, which assesses five factors that influence happiness positive emotion, engagement, relationships, meaning, and accomplishment is another illustration. These tests examine more than just job satisfaction; they also consider what makes people happy outside of work and how that affects their performance at work. Although not all businesses employ them, these strategies are helpful when businesses wish to examine employee satisfaction in greater detail and with a scientific foundation.

4. Behaviour-Based Indicators:

Happiness is sometimes expressed through behaviour rather than words or writing. Behaviour-based strategies can help with that. When workers are content, it shows in their work. They are more creative, arrive at work more frequently, take fewer sick days, and frequently go above and beyond the call of duty. These demonstrate their emotional commitment to their work. A contented worker might, for instance, offer to assist a co-worker or take the lead on a new project without being asked. Additionally, they are more likely to speak candidly with their peers and take part in team activities. However, if someone is unhappy, it may manifest as a lack of enthusiasm for their work, frequent absences, or withdrawal from group discussions. Managers can gain a comprehensive understanding of the emotional well-being of their team by tracking these trends over time. Behaviour provides

tangible, everyday proof of employee satisfaction—or lack thereof—even though it can't always be measured as accurately as a survey.

5. Anonymous Feedback Channels:

Employees occasionally find it difficult to express their genuine emotions honestly, particularly when it involves a manager or a delicate subject. This is why tools for anonymous feedback are so useful. These could be digital forms, online platforms, or even suggestion boxes where staff members can express their candid opinions without disclosing who they are. People are more inclined to express their true feelings when they are not afraid of criticism or reprisals. This allows businesses to see a more accurate picture of employee satisfaction, including the unfavourable aspects that they might not otherwise know about.

6. Managerial Journals and Dashboards:

In certain organizations, team leads are encouraged to record observations regarding team morale, mood swings, or energy levels during meetings and tasks in informal journals or digital dashboards. This qualitative method picks up on small trends, such as when a typically upbeat team member begins to distance themselves or contribute less. Regular sharing of these observations with HR integrates them into a more comprehensive happiness monitoring system that extends beyond employee self-reporting.

7. Informal Feedback During Check-Ins or Coffee Chats:

In some organizations, team leads are encouraged to note in informal journals or digital dashboards any observations they make about team morale, mood swings, or energy levels during meetings and tasks. This qualitative approach detects subtle patterns, like when a normally positive team member starts to withdraw or contribute less. Sharing these observations with HR on a regular basis allows them to be incorporated into a more thorough happiness monitoring system that goes beyond employee self-reporting.

Benefits of Measuring Employee Happiness

1. Improves Productivity:

Contented workers are inherently more driven and enthusiastic. Businesses can determine what keeps workers engaged and replicate those conditions by routinely measuring happiness, which improves team performance and productivity.

2. Reduce Absenteeism:

Monitoring happiness enables early detection of stress, burnout, or discontent. Organizations can lower absenteeism and sick leave by addressing these problems before they become more serious, ensuring that employees are present and attentive at work.

3.Boosts Employee Retention:

Employees are less likely to quit a company when they feel appreciated and heard by happiness measurement tools. This lowers turnover expenses and aids in keeping knowledgeable, talented team members.

4.Enhances Team Collaboration:

A happy workforce is more likely to communicate openly, support each other, and collaborate effectively. Businesses can sustain a collaborative atmosphere where teamwork flourishes by measuring employee satisfaction.

5.Increases Customer Satisfaction:

Customer service is improved by contented staff. Employees that are happy and driven treat clients with greater tolerance and optimism, which enhances the client experience in general.

6.Identifies Hidden Problems:

Monitoring happiness on a regular basis helps identify early warning indicators of problems at work, such as toxic management, stress from workloads, or a lack of recognition. Long-term harm to morale can be avoided by promptly resolving these issues.

7.Encourages Innovation:

Employees feel comfortable sharing ideas without worrying about criticism in a happy and positive work environment. This transparency encourages innovation and creativity, both of which are essential for the expansion of a business.

Challenges in Measuring Employee Happiness:

Employee happiness is subjective and individualized, making it hard to measure consistently, which makes it a challenging topic to measure. Employees may be reluctant to give honest feedback for fear of criticism or possible consequences, and distributing too many questions might cause survey fatigue, which will ultimately lower accuracy. Furthermore, the entire spectrum of emotions and environmental elements that affect well-being are frequently not fully represented in survey results. Despite being insightful, analysing qualitative input takes a lot of effort and is subject to interpretation bias. Furthermore, employees can give answers that are socially acceptable rather than reflecting their actual emotions, which would further reduce the data's dependability. Additionally, employees may provide socially acceptable responses instead of their true feelings, further limiting the reliability of data. In a diverse workforce, cultural differences also play a significant role, influencing how individuals express or rate their happiness, thereby adding complexity to measurement efforts.

Real World Examples:

Google

Google, which is frequently commended for its employee-friendly culture, is a well-known example. Even with its top-notch facilities, accommodating policies, and wellness initiatives, Google still had trouble measuring happiness precisely. In surveys, workers occasionally expressed high levels of satisfaction; however, in exit interviews, they disclosed burnout and work-related stressors that were not included in the initial data. This occurred as a result of surveys' inability to accurately capture the emotional weariness people were feeling. Google came to the realization that, although benefits and compensation are significant, other metrics are required to assess more fundamental concerns like workload balance and individual well-being. This demonstrates how the subjective, covert, and intricate nature of happiness measurement presents challenges for even the most sophisticated businesses.

Microsoft:

Microsoft has made significant investments in workplace analytics and employee engagement surveys. They discovered that although these tools offered helpful numbers, the information occasionally gave an inaccurate picture. For instance, survey results indicated high levels of engagement; however, many employees reported experiencing digital fatigue and feelings of loneliness during the pandemic, which the surveys failed to record. This demonstrated how difficult it is to gauge happiness solely by numerical values without taking emotional and mental health aspects into account.

Airbnb:

To learn about workplace sentiment, Airbnb regularly holds employee surveys and feedback sessions. Despite the fact that many results indicated positive engagement, some employees voiced their displeasure with the management style and workload stress in private channels. Since anonymity made it challenging to follow up on individual concerns, Airbnb struggled to strike a balance between anonymous feedback and actionable insights. This illustrates how difficult it is to translate happiness data into workable answers.

II. CONCLUSION

Today's workplace has made measuring employee satisfaction a necessity rather than a luxury. Better performance, greater loyalty, and a more positive company culture are all directly correlated with a happy workforce. Even though happiness might seem elusive and subjective, the correct combination of behaviour observations, feedback instruments, surveys, and candid dialogue can yield insightful information. Organizations that view happiness as a continuous process rather than a one-time event can overcome the real obstacles, which range from conflicting definitions to survey fatigue. In the end, determining employee satisfaction involves

more than just statistics or reports; it also involves actually listening to people, comprehending their needs, and fostering an atmosphere where they feel appreciated and inspired. Businesses that have contented workers not only increase profits but also develop a stronger sense of purpose, culture, and long-term success.

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