

Factors Affecting Employee Happiness in Manufacturing Industries

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Abstract

This study looks at Factors Affecting Employee Happiness in Manufacturing Industries. Despite the fact that cheerful individuals are more enjoyable to be around, a happy workforce also has advantages for the company. Employees that are satisfied with their jobs are more likely to be innovative, dedicated, and work long hours. Additionally, a joyful workplace typically produces more productivity. Does your workplace promote optimism? In addition to compensation, the following 7 elements have been shown to influence employee contentment. The study uses a convenience sample approach to gather data from its 120 participants. Data is gathered using a Likert scale questionnaire. Frequency analysis, correlation analysis, the Cronbach alpha test, and an analysis using multiple linear regression models are all performed on the data that was obtained. The study seeks to add to the body of knowledge on Employee happiness in industries

I.INTRODUCTION

Despite the fact that cheerful individuals are more enjoyable to be around, a happy workforce also has advantages for the company. Innovative, devoted, and long-hour workers are more likely to be those who are happy in their positions. Additionally, a joyful workplace typically produces more productivity. Does your workplace promote optimism? In addition to compensation, the following 7 elements have been shown to influence employee contentment.

Recognition

Each like to be thanked for a job done correctly. Happy workers receive regular acknowledgment and praise for their efforts. Although honest criticism is crucial, it's simple to focus on praise and overlook whatever your workforce is accomplishing effectively. Remind them of the contribution they are making, and make an effort to offer regular feedback that is both encouraging and helpful.

Employee Benefits

The basic benefits of health insurance and a 401(k) plan are just the beginning of what you may provide to your employees. Benefits like gym memberships, transportation passes, and wellness programs can improve wellbeing and simplify the lives of your employees. Offering extra advantages, like social events, is a great way to bring your team together and boost happiness.

Interesting Work

Boredom at work is the worst, and employees who are consistently unhappy in their positions won't stick around for very long. Although work won't always be entertaining and gratifying, it's important to incorporate interesting projects into the mundane activities to keep workers engaged.

A Healthy Work-Life Balance

Few people desire to work their entire lives. Because life is messy and doesn't always fit neatly into the 9 to 5 workday, employees who have more scheduling flexibility are generally more satisfied with their overall work-life balance. One of the advantages of a mobile culture is the opportunity to fit work around personal obligations, and many businesses are realizing the advantages of a flexible schedule for worker satisfaction and output. Time off is an essential component of a healthy work-life balance since it helps to minimize employee burnout.

Growth Potential and Professional Development

Nobody wants to work the same job for their entire career, let's face it. The majority of people yearn for advancement and professional development at work. Giving great staff opportunity for new roles and promotions as well as providing learning opportunities like conferences, classes, or tuition reimbursement can help with this.

An Inclusive, Transparent & Communicative Environment

Since cubicles prevent inclusion and conversation, many businesses are switching to open office layouts. People who work in open and communicative environments typically have better relationships with management and their coworkers and are more committed to the organization's long-term objectives. Clear communication fosters a sense of purpose, which will increase employee engagement and sense of worth in general.

Problem Statement

Several studies were conducted on the manufacturing employees to assess their happiness, the employees in relation with their job satisfaction, work life balance, subjective wellbeing, organizational behavior, motivation, life satisfaction etc., which were thought to be the factors directly responsible to the productivity and the star efficiency of the workplace in the organization. It is indeed important to understand that the human being is not merely a machine or a robot to get the work done only. The performance and the productivity can chiefly be enhanced by providing the conducive work environment to the working of employees. But nowadays there is a dire need to understand that the emotional quotient of the individuals could play a vital role for the progress of any company through their work force. There is no ambiguity that the happy individuals can perform better than the sad counterparts. The research is to investigate the happiness level of the employees working in a manufacturing industry, which was not only a chief concern for the human being in the society but also the need of an hour and a fundamental right of every individual to remain in the Happy state and eventually sustain it.

Research Scope

The study has a scope to understand the factors responsible for happiness of the employees working in a manufacturing industry. The study can suggest the various factors to inculcate happiness among the employees. This study can be helpful in understanding the job satisfaction of the employees. The study aids the company in comprehending the value of employee happiness in attaining its objectives.

Happiness has great value. This is due to the fact that a content employee will identify with the organization's objectives and core values, will feel a better sense of belonging, and will be more willing to exhibit excellent organizational citizenship behavior. Employee retention is lower when they are satisfied since they want to stay with the company. A contented worker will be more enthusiastic about their work and more driven to put in a lot of time and effort to complete the duties assigned to them.

Literature Review

Lyubomirsky, Tkach & DiMatteo (2006) compared the constructs of “enduring happiness” and “self-esteem”. They discovered that "individualist" and "collectivist" cultures have different relationships between "self-esteem" and "life satisfaction," a crucial aspect of "happiness" (Diener and Diener, 1995).

Chai Prasit & Santidhiraku (2011) Three independent characteristics, namely relationship, quality of work life, and leadership, were revealed to be the main influences and predictors of workplace satisfaction in small and medium-sized firms in Thailand. Leadership behaviors and its effects on employees' happiness were also

studied separately by another study, which found that happy leaders contributed to improved performance and productivity, which was so crucial in a competitive business environment (Mubarak, 2014)

Seligman (2011) examined his research on the components of happiness that he had previously published in his 2002 book "Authentic Happiness" in his book "Flourish.". His review was based on search of answer for the basic question of **“What is the good that we choose for its own sake rather than because it makes a contribution to something else that we value”?**

Kerfoot (2012) in her study found that while it could be intuitively deduced that happy people should be able to deliver better results than unhappy people, still studies after studies have discovered that people are not happy, and this state is not improving much over time. As per the author, many leaders in diverse organizations, still believe that people having fun at work could not be productive.

She emphasized the role of leadership in crafting an organizational culture that minimizes the existence of fear, burnout, and other negative emotions affecting the subjective wellbeing of the employees, that tend to come in the way of achieving a synergetic individual and organizational growth. Author found that organizations that empower people to “work together” to attain “shared goals”, by providing them clear meaningful goals, autonomy, supportive and open environment, and sufficient resources for facilitating their goals, tend to be very successful because of the workplace happiness that it implicitly creates (Amabile and Kramer, 2011)

Methodology

Hypothesis of the study

1. H1: There is a significant relationship between the recognition and employee happiness
2. H2: There is a significant relationship between the employee benefit and employee happiness

Sampling Procedure

Research Design – Descriptive Study

This section will discuss the methodology that will be used to carry out this investigation and accomplish the study's objectives. Questionnaires will be dispersed to the target respondents for the purpose of data collection. Statistical Package for Social sciences (SPSS) which is an analysis software will be used to evaluate the data after the data has been collected from the respondents.

Data Sources

Primary data and secondary data were collected while conducting the research to present the results. Primary data were collected from the questionnaires that was dispersed to the target respondents whereas the secondary data were extracted from online sources. Secondary data needed to be used for this research in

order to support the results generated from the answers of respondents in the questionnaires. Besides that, these data provide purposes for the understanding of the variables and searching of the research materials. Secondary data offers a more cost-effective and time-saving method to conduct the collection of research materials as researchers may search required materials via the Internet.

Data Analysis and Interpretation

Table No: 1 Reliability Statistics

Variable	Cronbach's Alpha	N of Items
Recognition	.909	3
Employee		
benefits	.840	3
Work Life	.629	6
Autonomy	.619	4
Happiness	.700	2

Since the Cronbach's alpha value is higher than .6; the questionnaire is considered reliable.

Table No: 2
Age of the Respondents

	Respondents	Number of Respondents	Percentage
Age of the respondents	18-25 years	25	21
	26-33 years	25	21
	34-41 years	41	34
	42-49 years	29	24
Gender	Male	85	71
	Female	35	29
Education	Higher secondary	11	9
	SSLC	40	33
	Diploma	50	42
	Graduation	11	9
	Post-graduation	8	7
	Single	43	36
Marital	Married	77	64
Work experience	< 4 Yrs.	33	27
	4 – 6 Yrs.	42	35
	7 – 9 Yrs.	45	37

SALARY	Below Rs.15000	18	15
	Rs.15001-Rs.30000	40	33
	Rs.20001-Rs.30000	35	29
	Above Rs.30000	27	22

Interpretation

It is implied that 34% of respondents fall into the 34–41-year age range, 24% of respondents fall into the 42–49-year age range, 21% of respondents fall into the 26–33-year range, and 21% of respondents fall into the 18–21-year range. The data indicates that 29% of respondents are women and 71% of respondents are men. According to the results, 42% of respondents have earned a diploma, 33% have earned an SSLC, 9% have finished further education, 9% have graduated, and 7% have earned a postgraduate degree. According to the table, 64% of the responses. It can be deduced from the table that 64% of respondents are married, while 36% are single. According to the table, 37% of the respondents had job experience of 7-9 years, 35% have work experience of 4-6 years, and 27% have work experience of less than 4 years. According to the table, 33% of the respondent's monthly income is in the range of Rs. 1501 to Rs. 30,000, 29% of it is in the range of Rs. 20001 to Rs. 30,000, 22% of it is beyond Rs. 30,000, and 15% of it is below Rs. 15,000.

Descriptive Statistics

Descriptive Factors – Recognition

Table No: 3

Descriptive Statistics

Factors	N	Minimum	Maximum	Mean	Std. Deviation
I am duly recognized for my efforts and hard work	120	1	5	2.59	1.312
I am reward for the innovative ideas	120	1	5	2.66	1.170
I am rewarded for my performance	120	1	5	2.68	1.341
Valid N (list wise)	120	3	15	7.93	3.823

Interpretation

From the above table, it is interpreted that recognitions chosen by the respondents, I am rewarded for my performance has the highest mean score, the mean value is obtained for the factor is (2.68). The various other factors that I am reward for the innovative ideas (2.66) and I am duly recognized for my efforts and hard work (2.59).

Descriptive Factors – Employee Benefit**Table No 4****Descriptive Statistics**

Factors	N	Minimum	Maximum	Mean	Std. Deviation
I am satisfied with the salary provided by the organization	120	1	5	2.71	1.362
I am provided with commensurate salary	120	1	5	2.84	1.341
The transport and medical facilities are adequate	120	1	5	2.94	1.343
Employee Happiness					
My job security is based performance	120	1	5	3.08	1.369
I am satisfied with my organization techniques for evaluating my performance	120	1	5	3.21	1.466

Interpretation

From the above table, it is interpreted that the Employee benefit chosen by the respondents their colleagues are friendly has the highest mean score, the mean value is obtained for the factor is (3.28). The various other factors that they are satisfied with my organization techniques for evaluating my performance (3.21), their job security is based performance (3.08), the transport and medical facilities are adequate (2.94), they are provided with commensurate salary (2.84), they are satisfied with the salary provided by the organization (2.71), they are happy that my organization provides good future in my job (2.56) and their colleagues are helpful nature (2.03)

Descriptive Factors – Work life**Table No: 5**
Descriptive Statistics

Factors	N	Minimum	Maximum	Mean	Std. Deviation
I am provided with adequate training	120	1	5	2.44	1.262
Provide flexible work timings	120	1	5	2.03	1.144
Allow work from home	120	1	5	2.39	1.211
Adequate facilities					
are provided to attend to my job	120	1	5	1.83	1.095
I am satisfied with					
work environment of the organization	120	1	5	2.13	.934
The majority of the					
daily information I receive is thorough and true.	120	1	5	2.18	.788
Valid N (list wise)	120	8	40	17.4	8.157

Interpretation

From the above table, it is interpreted that the Employee benefit chosen by the respondents their colleagues are friendly has the highest mean score, the mean value is obtained for the factor is (3.28). The various other factors that they are satisfied with my organization techniques for evaluating my performance (3.21), their job security is based performance (3.08), the transport and medical facilities are adequate (2.94), they are provided with commensurate salary (2.84), they are satisfied with the salary provided by the organization (2.71), they are happy that my organization provides good future in my job (2.56) and their colleagues are helpful nature (2.03)

Findings, Suggestions and Conclusion**Findings****Demographic Factors –Percentage Analysis**

- 34% of the respondents are coming under the age group between 34-41 years
- 71% of the respondents are male

- 42% of the respondents have completed diploma
- 64% of the respondents are married
- 37% of the respondents work experience is 7-9 years
- 33% of the respondent's monthly income is between Rs.15001-Rs.30000

Descriptive Analysis

- Recognitions chosen by the respondents, I am rewarded for my performance has the highest mean score, the mean value is obtained for the factor is (2.68)
- Right benefits, job security, appraisal, interesting work chosen by the respondents their colleagues are friendly has the highest mean score, the mean value is obtained for the factor is (3.28).
- Initiatives to manage work life chosen by the respondents provide job share option has the highest mean score; the mean value is obtained for the factor is (2.52)

Suggestions

- Awareness and sensitization program to be conducted for all age groups.
- The companies should emphasize on the factors responsible for manufacturing employee's happiness.
- The generic model proposed should be incorporated in the scientific manner
- Happiness is a part of life so it should be introduced in the education system
- Happiness is momentary and subjective, still people of all age groups should strive for happiness.

II.CONCLUSION

The study is especially important in light of recent economic, business, technological, and demographic changes, including the extremely difficult coronavirus pandemic, which has had a significant impact on the nature of work and internal working environments of organizations. The study offers a conceptual framework to support emphasis on happiness as a cornerstone idea in the workplace. It clarifies whether HRM methods in the Indian context more effectively promote workplace happiness, how those practices affect employee outcomes, and whether workplace happiness varies across five generations of the workforce. The research has also identified a few crucial best practices to enhance employee happiness and well-being in the Indian context, which will be crucial for policy makers, business executives, human resource directors, and future researchers to not only create joyful and effective work environments but also manage their businesses more effectively in constantly changing times.

III. REFERENCES

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