

WHAT MAKES US THRIVE: THE SCIENCE OF WORKPLACE HAPPINESS

by:

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In today's fast-paced world, the concept of workplace happiness is more important than ever before. But what does it really mean to be happy at work, and why does it matter?

Happiness at work is frequently mistaken for just liking one's job or having fun at work. However, it is a far more complicated and multidimensional idea. It includes a sense of purpose, involvement, healthy relationships, and the belief that one's work is important. It also encompasses work-life balance, autonomy, and possibilities for professional advancement.

Psychologists commonly refer to this state as "workplace well-being," which encompasses both hedonic well-being (pleasure and comfort) and eudaimonic well-being (meaning and self-realization). True happiness at work entails not only short-term pleasure but also long-term fulfilment and growth.

According to Spencer (2015), employment can help people reach their full potential by helping them to be more productive and regard daily activities as a source of pleasure rather than a source of sacrifice. Reaching one's full potential is a continuous journey rather than a single goal. Work is an important part of this journey since it allows for continuous learning, progress, and self-discovery. As people advance in their professions, they frequently take on new tasks, acquire new abilities, and redefine their objectives. Each stage of a person's career presents unique opportunities for growth and evolution, allowing them to reach new heights of potential.

The science of workplace happiness is about more than just enhancing individual well-being; it has important implications for corporate performance. Research shows that contented employees are more productive, creative, and resilient. They are also less likely to take sick days or leave the organization, resulting in decreased turnover and recruitment costs.

Furthermore, enterprises with a happy staff typically have higher customer satisfaction, since engaged and motivated employees are more likely to give exceptional service. In the long run, promoting pleasure at work can result in a more favorable corporate culture, a stronger reputation, and better financial performance.

The science of workplace happiness emphasizes the necessity of creating an environment that meets employees' psychological and social requirements. Organizations can improve employee well-being and achieve higher performance by concentrating on aspects such as positivity, purpose, autonomy, and social relationships. Finally, workplace happiness is more than simply a wonderful feeling; it is a strategic advantage that can lead to a more engaged, productive, and loyal workforce.

References:

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