



THE POWER OF HAPPINESS: UNLOCKING EMPLOYEE PRODUCTIVITY AND PERFORMANCE IN TODAY'S WORKPLACE

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Organizations worldwide continually seek new ways to improve productivity and performance in today's fast-paced and competitive business environment.

A growing body of research highlights the importance of employee happiness as a key driver of productivity, with far-reaching implications for management practices and organizational success.

One such study, conducted by Andrew J. Oswald, Eugenio Proto, and Daniel Sgroi in 2015, sheds light on the causal relationship between happiness and productivity, demonstrating the tangible benefits of fostering a positive work environment.

The study "Does Employee Happiness Have an Impact on Productivity?" used a controlled experimental design to explore the connection between happiness and productivity.

The findings revealed several crucial insights for business owners and corporate leaders that should adjust their people management strategies in today's modern organizations:

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- Happiness has a causal effect on productivity: The researchers found that happier employees were more productive. Participants exposed to comedy videos or given free drinks and snacks experienced a significant increase in their happiness levels, leading to increased productivity. This finding underscores the importance of fostering a positive work environment and investing in employee well-being.
- Unhappiness reduces productivity: Conversely, the study showed that unhappiness due to personal life events, such as sadness or family issues, hurt productivity. This highlights the need for organizations to recognize and address the emotional well-being of their employees, offering support and resources to help them navigate challenging personal circumstances.
- The effects extend beyond short-term productivity: The researchers suggested that the impact of happiness on productivity might not be limited to short-term tasks. The positive effects of happiness could translate to long-term outcomes, such as higher-quality work and increased innovation. This finding emphasizes the need for organizations to prioritize employee happiness as a key factor in their long-term success.
- Implications for management practices: The study's findings have significant implications for management practices in organizations. Employers should consider the emotional well-being of their employees as an essential factor contributing to productivity and overall organizational performance. This may involve offering support, fostering a positive work environment, and ensuring a healthy work-life balance.

To unlock the full potential of their employees, organizations must take a proactive approach to fostering happiness in the workplace. This can be achieved through various strategies, such as:

- Creating a positive workplace culture: A supportive and inclusive workplace culture can help employees feel more engaged and motivated. Encourage

open communication, recognize and celebrate achievements, and promote teamwork and collaboration.

- Offering professional development opportunities: Employees who can grow and develop their skills will likely be happy and satisfied. Invest in training and development programs to help employees advance their careers and reach their full potential.
- Providing resources for mental and physical well-being: Offering access to mental health resources, such as counseling services or stress management workshops, can help employees manage their emotional well-being. Additionally, promoting physical wellness through fitness programs or health initiatives can contribute to overall happiness.
- Encouraging work-life balance: Promote a healthy work-life balance by offering flexible working arrangements, encouraging employees to take regular breaks, and respecting their time.

Employees' happiness is critical in driving productivity and performance in today's organizations.

By prioritizing employee well-being and implementing strategies to foster a positive work environment, companies can unlock the full potential of their workforce and achieve long-term success.

It's time for organizations to recognize the power of happiness and leverage it to their advantage.

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