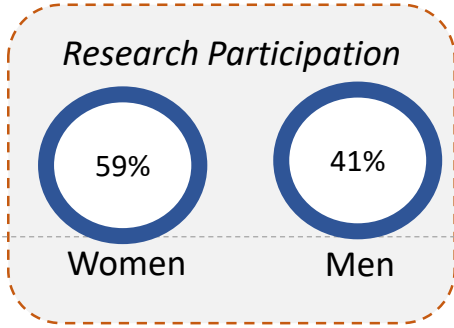


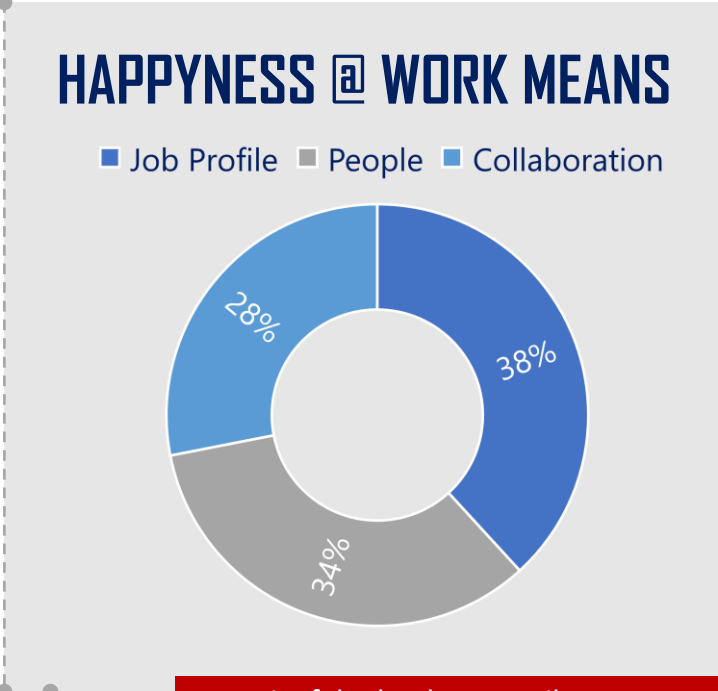
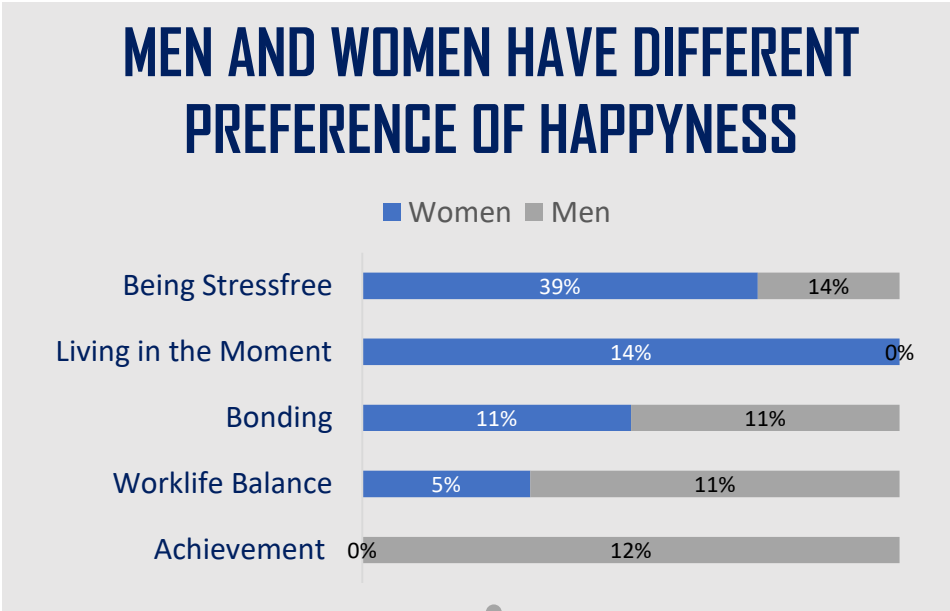
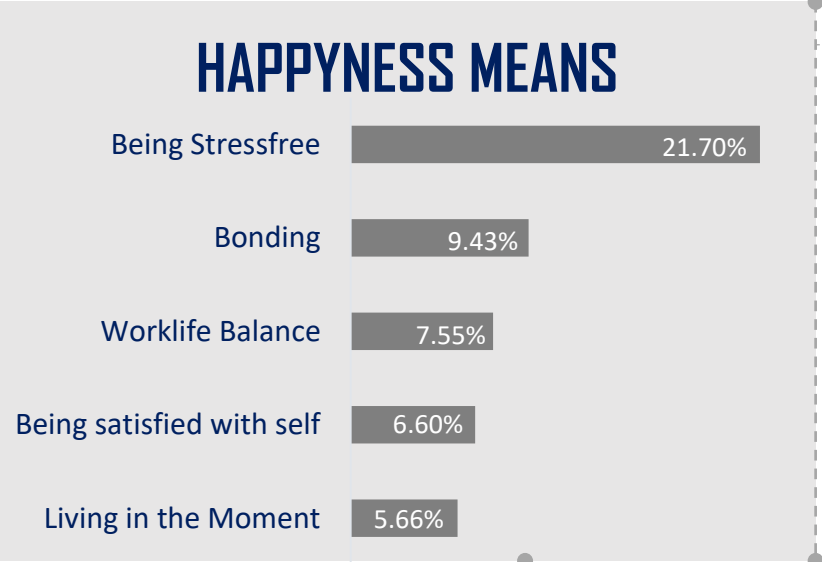
WHY THIS STUDY

HAPPYNESS *what working professionals say about it*

At Celebratory Network, in our work on Organizational Culture, we often hear leaders say, “what do employees mean by saying they are unhappy”. Leaders see Happyness as fluffy, esoteric and abstract. We believed that there was something beyond, there was an element of functionality to it. Hence this research was done with working professionals to understand their experience of Happyness and its various elements at work.



*Contrary to popular belief
Happyness is not about
Money and Doing no work*



Stress is experienced as Imbalance in job demands and abilities to perform

Misalignment in personal and organizational values leads to Stress

Men also see happiness in terms of their achievements

Women see it as going with the flow by being in the moment

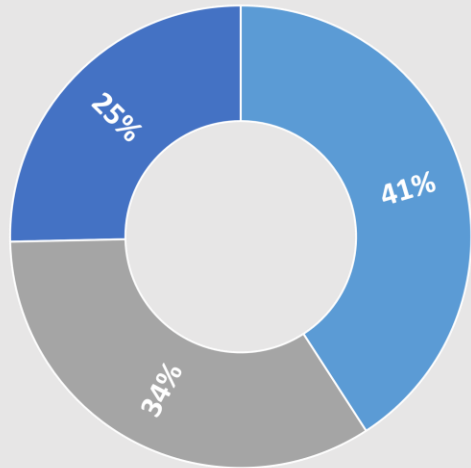
Meaningful role, that contributes to the organization

Relatable Colleagues to bond

Collaborative working

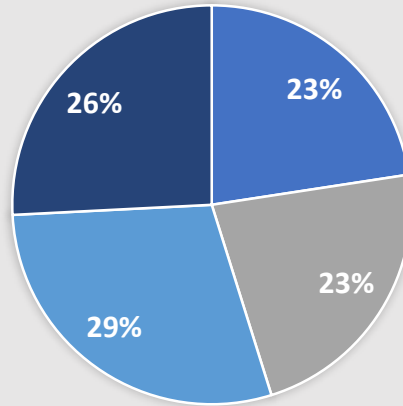
UNHAPPYNESS @ WORK MEANS

■ Unfair treatment ■ Culture ■ Politics

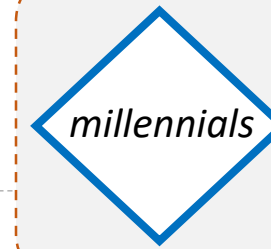


- Politics, was a word used by most respondents to express their Unhappiness, bringing in a feeling of being drained.
- The way out of politics, for most people was to be non-responsive or escape from the situation.
- All three aspects of Unhappiness are co-related with behavior

EMPLOYEES CONTRIBUTE TO THEIR OWN HAPPINESS BY



- Focusing on work
- Helping
- Time for self/self-improvement
- Time with family/friends



- Keep themselves happy by
1. Focusing on Hobbies
 2. Self improvement
 3. Time with Family & friends

- Women contribute to their own happiness by working on getting themselves better at work and helping
- Men contribute to their happiness by spending time with people they care for and by pursuing their interests

- Professionals between the age 31- 45 years found being helpful to be a way of contributing to others happiness
- Listening was most they important for professional in the mid life (31 – 45 year)
- Considerate Behavior was seen as a way of not letting others down

EMPLOYEES CONTRIBUTE TO OTHERS HAPPINESS AT WORK BY

- Helping
- Listening
- Considerate behaviour
- Being Empathetic

