

A Study on the Significance of Mindfulness and Happiness Quotient at Work

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Abstract

Purpose: The purpose of the paper is to study the significance of mindfulness and happiness quotient at work.

Research Implication: This paper delivers a primary insight into happiness quotient and mindfulness and uses references from scholarly writings and journal articles to understand the same. Future research should use alternative methods like empirical research.

Findings: The paper establishes that the happiness is quite intrinsic to productive work environment for employees and mindfulness is a great way to boost the happiness quotient of the organization. organization, mindfulness is simple yet effective technique and is known to reduce stress and anxiety increasing employee productivity.

Originality/Value: even though other papers cover the significance of happiness and mindfulness quite effectively; they fail to suggest ways to incorporate practice of mindfulness, so the paper provides with innovative ways to introduce mindfulness in corporate organizations.

Keywords — *happiness quotient, mindfulness, employee retention, workplace harmony, innovative techniques*

I. INTRODUCTION

The idea of happiness is subjective and differs from person to person. The concept of happiness has been debated about in length by managers, research scholars, and academics but there is no doubt that happiness in workspace is important to increase productivity and well-being of an employee and the organization as a whole.

Happiness quotient is a concept where the happiness is measured. It is highly important to examine happiness quotient and its relation to organizational harmony. Happiness quotient of an employee is directly proportional to their productivity in a work setting. In simpler words, it is essential for an organization to have happy and satisfied employees. in order to have better productivity and provide better service to customers.

Mindfulness and its role in workplace have taken a lot of traction in recent years. Mindfulness is often described as a state of consciousness where people are receptive and non-judgmental. It is high time to analyze effect of mindfulness on happiness quotient.

II. REVIEW OF LITERATURE

(Fisher, 2010) explains happiness in workplace in sheer detail starting from the definition of happiness with special focus on happiness in workplace according to different scholars, antecedents, and consequences of happiness. He

elucidates level issues in organizational happiness research, job satisfaction, organizational commitment, job involvement, motivation etc. in an apt way explaining each of them in detail.

(Phathara-on Wesarat et al, 2015) they tried expounding conceptual framework of happiness in work place. They decoded the key factors which influence happiness at workplace like employment status, income, friendship, and work activities and their effects. They illuminate how these frameworks are different for different cultures and places. They also explicated how happiness quotient and workplace productivity are linked and interdependent as well as how cultural values come in the picture.

(Coo, 2018) mindfulness is examined as a positive psychology intervention and its positive effects on work to study these concepts in practicality, the researchers have conducted an empirical research and analyzed the data. Many different approaches were used to facilitate the same. A group of participants was formed who will attend a workshop on mindfulness then participate in a questionnaire, the questions in the questionnaire were based on Five Facet Mindfulness Questionnaire with five dimensions: (1) Observe, (2) Describe, (3) Act with Awareness, (4) Non Reactivity to own thoughts, and (5) Non Judgment of own experience; Utrecht Work Engagement Scale with the three aspects of work engagement: (1) vigor, (2) dedication, and (3) absorption;

Pemberton Happiness Index with several domains of wellbeing and finally parts of HERO (Healthy & Resilient Organization) questionnaire. With this extensive questionnaire, data is collected and analyzed, and it was concluded that the findings of their study support the happy and productive worker theory (Wright et al. 2002), which proposes the relevance of positive affect and wellbeing as key elements in promoting healthy and high-achieving work environments and workers.

(Ute R. Hülshager, 2012) this paper carefully analyses the role of mindfulness in workplaces and Benefits of Mindfulness at Work, The Role of Mindfulness in Emotion Regulation, Emotional Exhaustion, and Job Satisfaction. The research in the paper was backed by a two field studies. In the first field study, there were 219 employees who revealed that mindfulness was negatively related to emotional exhaustion and is known to increase job satisfaction. The second study had 64 participants divided into subjects and control groups and the subjects were given mindfulness techniques and it was established that subjects with mindfulness techniques fared way better than those without the same.

(Campos et al, 2015) in their extremely innovative paper-“Meditation and happiness: Mindfulness and self-compassion may mediate the meditation-happiness” threw light on **how** meditation and happiness are correlated. It also explains the benefits of meditation and how it affects the happiness quotient.

III. SIGNIFICANCE

IMPORTANCE OF HAPPINESS QUOTIENT IN WORKPLACE

Work is a very big aspect of a person's life and being satisfied and happy in your workspace is very important. Many studies have shown happier employees are more productive than those who are not. With increasing stress and anxiety, studying happiness at workplaces has become a highly relevant topic. An employee that is happy and satisfied provides better services and facilitates growth of a positive corporate culture.

Following are the benefits of encouraging increase of happiness at the workplace: -

STRESS REDUCTION: stress has been a point of worry for many modern companies since it leads to decline in productivity and general employee discontentment. A person in a stressful job might try to leave the job and it could slowly lead to employee attrition in a company.

FEWER SICK DAYS: since many illnesses both major and minor are caused by stress and anxiety, by increasing the happiness quotient, a company can get rid of the toxic culture of stress and anxiety making the company more

desirable to work at and at the same time eliminate the losses caused by employees taking sick leaves.

GREATER CREATIVITY: increasing happiness quotient by techniques like mindfulness can help people be more creative and come up with innovative solutions to their jobs and be more efficient.

EMPLOYEE RETENTION: Happiness quotient plays an important role for employee retention. If an employee is not satisfied with their job, they might start looking for another job. When an experienced employee leaves an organization, it leads to a lot of loss in human resource which is harmful for an organization in the long run. In many cases, organizations spend a lot to train their employees where it becomes highly important for organizations to retain their employees.

OVERALL WELLBEING OF EMPLOYEES: - it is important for overall wellbeing of employees, so that they do not feel disillusioned from the company

Hence, for the sake of retaining their employees and increasing productivity, the organizations have to come up with strategies like perks and monetary bonuses to retain their human resource.

WORKPLACE HARMONY:

greater happiness quotient of employees would lead to their general well-being and satisfaction and would automatically decrease workplace disputes and promote general peace and harmony. It would set precedents for a harmonious corporate culture and would also protect the organizations from unnecessary litigations.

Knowing the benefits of happy employees is one thing, making it happen is another. There are many techniques to do it but, in this paper,, we're going to talk about mindfulness as a technique to increase happiness and productivity

SIGNIFICANCE OF MINDFULNESS PRACTICES IN INCREASING HAPPINESS IN WORKPLACE

Awareness about mindfulness has been on the rise in the recent years. It's a concept rooted from ancient Buddhist and Hindu techniques and is scientifically proven to increase mental and physical wellbeing of people. Despite the roots, modern mindfulness has ignored these religious connotations and has transformed mindfulness practices into a secular and scientific technique.

(Brown et al., 2007) Mindfulness is defined as “a receptive attention to and awareness of present events and experience”. Mindfulness refers to “the self-regulation of attention to one's experiences in the present moment with curiosity, openness and acceptance.” (Bishop et al, 2004) in simple terms, it's a meditative technique where a person is supposed to observe both their internal and external stimuli

without reacting or having any judgment to it. It is a very simple yet effective technique.

Study done on Buddhist monks prove them to be some of the happiest people on the planet, and subsequent studies showed that as little as eight weeks of regular mindfulness meditation can boost the set point on a lasting basis. Mindfulness is known to decrease stress, increase happiness, and prevent mental health diseases like anxiety and depression.

Mindfulness based stress reduction or MBSR is a technique under which employers provide their employees mindfulness courses. It is a very ingenious strategy as it not only saves the company from the losses that would be incurred due to unwell employees by boosting their health but also increases productivity in the long run.

If you are using *Word*, use either the Microsoft Equation Editor or the *MathType* add-on (<http://www.mathtype.com>) for equations in your paper (Insert | Object | Create New | Microsoft Equation *or* MathType Equation). “Float over text” should *not* be selected.

IV. LIMITATIONS OF THE STUDY

The research done by the author in this paper is based only on secondary data of books, journals, articles, etc. It is not based on any practical or empirical research.

V. SUGGESTIONS

It is highly important to increase the happiness quotient and as observed above, there are a lot of benefits in doing the same. It is a challenge to introduce a technique like mindfulness into an organization. People need to be sensitized about the same and a sense of trust needs to be instilled among the employees towards the process. The papers in the review of literature covered the significance and role mindfulness and happiness in a workplace quite aptly but failed to address how these techniques can be incorporated in the organization.

Following are some suggestions to efficiently introduce mindfulness to a corporate setting: -

WORKSHOPS: - workshops can organized for the employees so that they can learn the techniques to incorporate mindfulness in their daily routine.

MEDITATION ROOMS: - meditation rooms should be introduced where employees can go and meditate in peace and group meditation sessions could be held which can increase team building and coordination among the employees.

MEDITATION TEACHER: - a meditation teacher can be introduced for teaching the employees various techniques of mindfulness and to give advice on how to relieve stress and anxiety.

APPS: - this is the most lucrative and cost-effective way to incorporate mindfulness in an organization, the organization can collaborate with apps like head space and calm which are great ways to learn mindfulness on our own.

WEBINARS: - Organizations can have online webinars and meditation events on zoom or google meet making it convenient for employees to attend and cost effective for the company to organize.

VI. CONCLUSION

To conclude, happiness is intrinsic to a productive work environment and mindfulness is one of the most effective ways to do the same. There are many benefits and incentives to increase the happiness quotient of the organization. Employee retention and workplace harmony are the most important benefits.

Mindfulness as a meditation technique is quite effective and is known to decrease stress and anxiety of the employees. It not only decreases stress but also increases productivity.

Innovative measures must be taken to introduce mindfulness techniques in organizations. Best approach for that is by the use technology and apps like headspace and calm.

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