

Effects of Workplace Fun on Employee Morale and Performance

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Abstract:

Introducing the workplace fun is very much necessary in today's growing competition. Happy workers are the most productive employees. It is very essential to maintain a high rate of employee performance and employee morale in order for the organisation to reach great heights. The objectives of the research are to know about the effects of workplace fun on employee morale and employee performance and to determine the enjoyment of the job between the salary. The research method used here is empirical research .Convenient sampling method is used here to collect the data. The total sample size is 204. The sample frame of my research is banking organising people , organisation , bus stand , housing areas ,etc .The independent variables used are age, gender , occupation , educational qualification , marital status . The dependent variables are job enjoyment , impact , preferred way for workplace fun , festivals , music ,hangout spots , gaming , sports, remuneration , recognition, etc . The statistics / tools used for analysis are graphs. The most preferred way by employees are hangout spots . Thus it is very important to imply fun activities in workplace

Keywords: Workplace fun , productivity , morale , performance, positive attitude .

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INTRODUCTION:

At the beginning of the industrial revolution, business, new job, etc the new working theories were formulated . The new theories made more successful entrepreneurs and efficient employees. One among the new approaches is workplace fun. It's proven to be a good idea among the organisations . Work gets human. The workplace fun concept increases productivity and there by employees have greater involvement towards the job. Workplace fun gives the employees a high level of satisfaction with respect to their job. Few of the government initiatives that are related are : Maternity benefit Act (1961) , Payment of bonus Act (1965) , Equal remuneration Act (1976) , Payment of gratuity Act (1972) .Factors that affects the workplace fun and environment are kind of

occupation , financial management , goals distraction, time of work decreases , productivity may or may not increase , flexibility , the employees might take advantage because of workplace fun . Current trends related to this topic were the 20 memorable employee appreciation 2020, allegation of corruption, hostile work environment by orange country code and work enforcement. Denmark, Spain, Netherlands are those countries that have the best work life balance and environment. Russia, Ireland, Luxembourg are the countries that have the least work life balance and environment.

OBJECTIVES:

- To know about the effects of workplace fun on employee performance and employee morale.
- To determine the enjoyment of the job between the salary
- To predict the most preferred ways adopted by employees for workplace fun.

REVIEW OF LITERATURE:

Fun at work, the workplace creates a positive atmosphere and workplace environment. These kinds of environments attract employees. These kinds of significant factors: hospitality industry, qualitative case study on human resources. In China they have staff oriented, supervisor oriented, social oriented and strategy oriented workplace fun (SIMON CHAN 2010). She talks about the baby boomer, the integrational conflict and diversity in the workplace. She conducted a survey on work life balance based on three generations and attitude towards work. In order to reduce stress, workplace fun has been implemented. She used the Rokeach Value Survey (RVS) .It is observed that workplace fun increases job satisfaction (JANE REGINA 2009). The effects of organisation : Justice on workplace deviance and satisfaction of employees from public sector , hospital of Pakistan . It is based on the nurse behaviour, workplace fun and their satisfaction. The workplace fun decreases the deviant behaviour and it increases the level of satisfaction (Asim 2015). Emphasis on effects of introducing workplace fun, job satisfaction, well being in middle level management in India. Also talks about the high work pressure and high competition among the employees, also states that workplace fun and ultimate enjoyment can reduce the absenteeism by those fun activities (Mehta Ria 2014). Discusses about workplace fun affects employee engagement, the workplace fun created and by the interesting zone, personal freedom is very essential for a person to be satisfied with his job (Nazira 2019). Deals about the attitude towards job satisfaction, task performance of Thai millennial employees towards workplace fun, attitude and

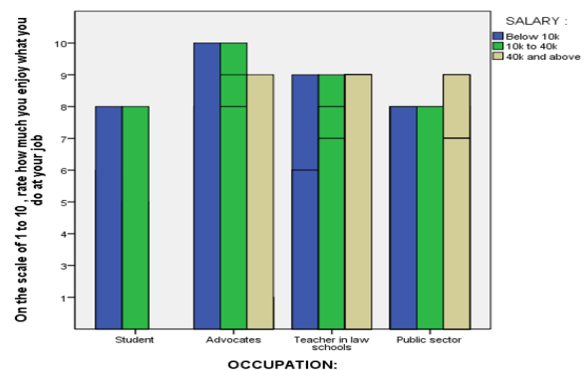
satisfaction towards workplace fun and how it determines the performance (Athapol 2019)

METHODOLOGY:

The research method used here is empirical research .Convenient sampling method is used here to collect the data. The total sample size is 204. The sample frame of my research is banking organising people, organisation, bus stand, housing areas, etc. The independent variables used are age, gender, occupation, educational qualification, marital status. The dependent variables are job enjoyment, impact, preferred way for workplace fun, festivals, music, hangout spots, gaming, sports, music, remuneration, recognition, organisation culture, employee enthusiasm, etc. The statistics / tools used for analysis are graphs.

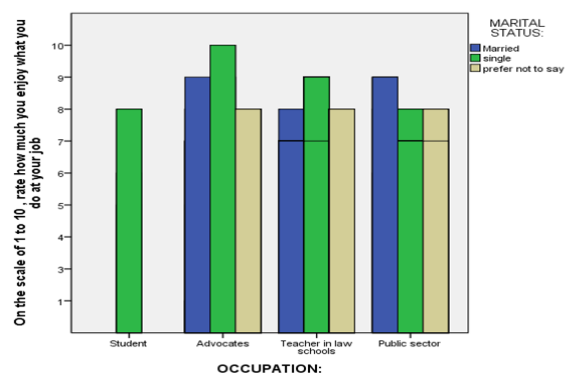
ANALYSIS:

FIGURE 1:



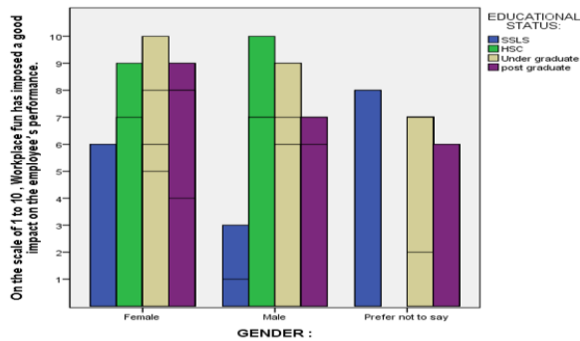
The figure 1 . shows the enjoyability of employees at their job compared with the distribution of occupation and salary .

FIGURE 2 :



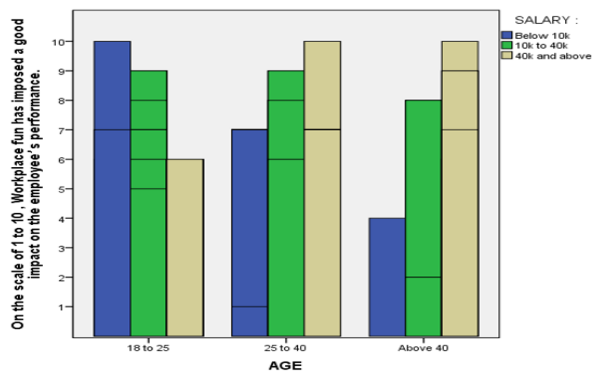
The figure 2 . shows that the enjoyability of employees at their job compared with marital status and occupation .

FIGURE 3 :



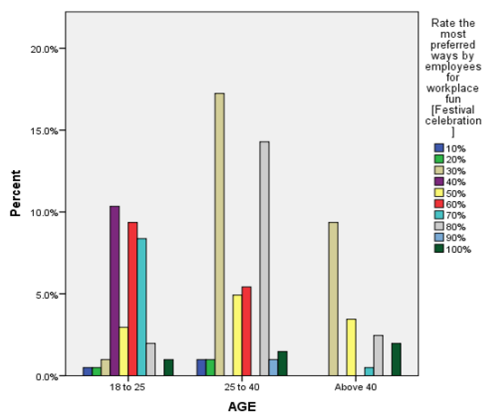
The figure 3 . shows that the effects of workplace fun on employee performance compared with the educational status and gender .

FIGURE 4 :



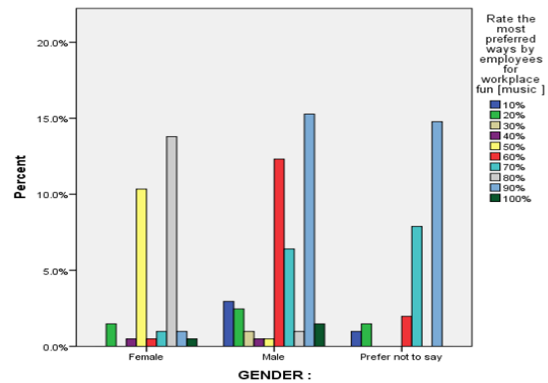
The figure 4 . shows that the effects of workplace fun on employee performance compared with salary and age .

FIGURE 5 :



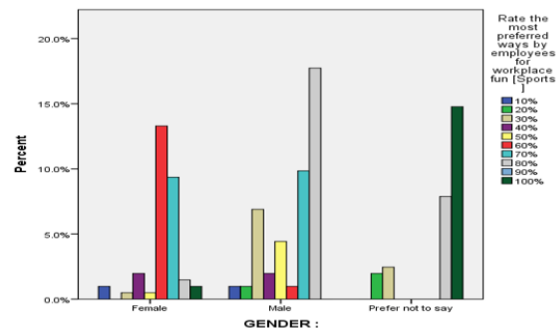
The figure 5 . shows that festival celebration is the most preferred way for workplace fun by employees compared with age groups .

FIGURE 6 :



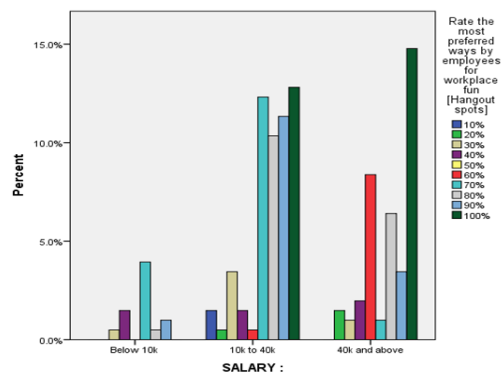
The figure 6 . shows that the most preferred way is music for workplace fun by employees when compared with gender .

FIGURE 7 :



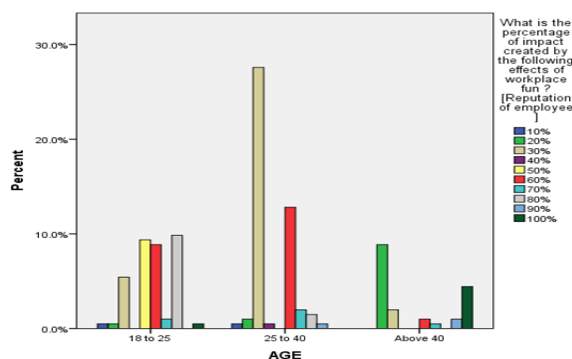
The figure 7. Shows that sports as the preferred way for workplace fun by the employees when compared with gender .

FIGURE 8 :



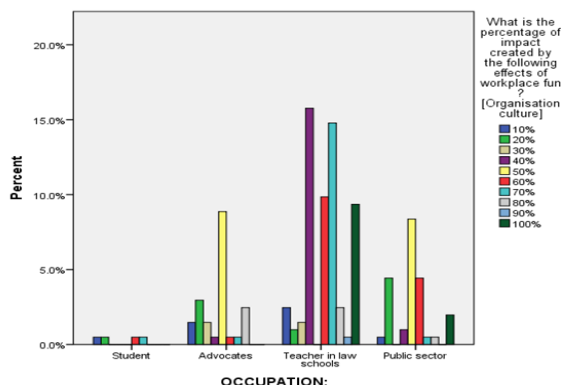
The figure 8 . shows that hangout spots as the preferred way for fun by the employees compared with salary .

FIGURE 9 :



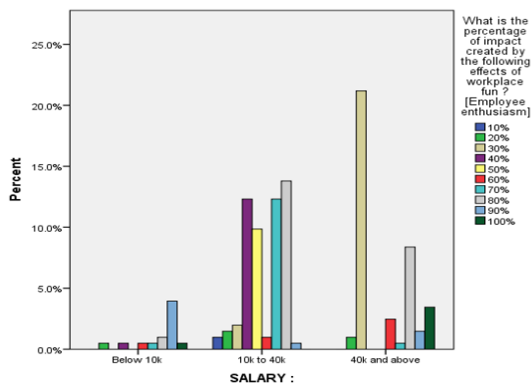
The figure 9 . shows the percentage that reputation of employees as the impact of workplace fun compared with age group .

FIGURE 10 :



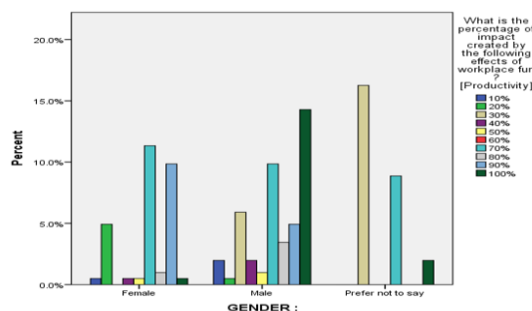
The figure 10 . shows the percentage of organisation culture is the impact of workplace fun compared with occupation

FIGURE 11 :



The figure 11 . shows that percentage of employee enthusiasm as the impact of workplace fun compared with salary .

FIGURE 12 :



The figure 12 . shows the percentage of productivity as the impact of workplace fun compared with the gender .

RESULTS:

In fig 1, the results show that the advocates who earn below 10k and 10k to 40k enjoy their job the most. The teachers in law schools are equally enjoying their jobs irrespective of the salary.

In fig 2 . the results shows that advocates who are single are enjoying their jobs the most

In fig 3 . The results show that females with educational status of under graduate have high employee performance and equally in males HSC students have high performance .

In fig 4 . The results show that people between the age group 18 to 25 are satisfied with below 10k income and still have high productivity increases the salary expectation must increase.

In fig 5. The results show that above the age of 40 people feel that festival celebration is the most preferred way for fun at the workplace .

In fig 6 . The results show that 90% of the male respondents feel that music is the most preferred way for fun at the workplace .

In fig 7 . The results show that the majority of the male respondents feel that sports is the most preferred way for fun at the workplace about 80% .

In fig 8 . The results show that people who earn above 40k feel that hangout spots are the most preferred way for workplace fun .

In fig 9 . The results show that people above age 40 feel that the reputation of employees is the major impact of workplace fun .

In fig 10 . The results show that teachers in law schools feel that the organisation culture is the major impact of workplace fun .

In fig 11 . The results show that people who earn above 40k feel that employee enthusiasm is the impact of workplace fun .

In fig 12 . The results show that the majority of male respondents feel that productivity is the major impact of workplace fun .

DISCUSSION:

In fig 1 . The results show that the advocates who earn below 10k and above it too work with same efficiency and love towards their profession .ie irrespective of their salaries . The same way teachers in law schools are also equally enjoying their jobs irrespective of their incomes .

In fig 2 . It is represented that the advocates who are single enjoy their profession to its best when compared with married ones , since they have lesser commitments to the married ones.

In fig 3 . it represents that females who have the educational qualification of under graduate have higher performance rate , it is maybe because that there might be freshers immediately after finishing UG they might have joined work .

In fig 4 . It represents that between the age group 18 to 25 are satisfied with below 10k income and still have high productivity due to that young vibe and it is also noted that as age increases the salary expectation increases .

In fig 5 . the results emphasize that respondents above the age of 40 prefer festival celebrations for workplace fun and more over the traditional kinds since most of the respondents above the age of 40 were conservative in nature .

In fig 6 . It represents that 90% of the male respondents feel that music is the most preferred way for fun at the workplace , music is the most simplest way to ease at it best .

In fig 7. It represents that the majority of the male respondents feel that sports is the most preferred way for fun at the workplace about 80% . Basically the males are more fitness freaks than the females.

In fig 8 . It represents that people who earn above 40k feel that hangout spots are the most preferred way for workplace fun . Hangout spots choice depends upon the salary as it is required to spend money there .

In fig 9 . It represents that respondents above 40 feel that reputation if employee is the major impact because as the age goes up the reputation and value of the employee increases as experience goes up .

In fig 10 . It shows that teachers in law schools feel that organisation culture is the major impact because the organisation culture is essential for teachers in the school to be more efficient.

In fig 11 . It represents those who earn above 40k feel that employee enthusiasm is the major impact as the enthusiasm increases the salary increases and the productivity increases .

In fig 12 . It represents that the majority of male respondents feel that productivity has the major impact because male have more commitments in the family , so only if he increases the productivity his salary might increase .

LIMITATIONS :

The limitation of my study is the selection of sample frames . Since my sample frame consisted and required various target audiences it was difficult to collect data . Both physical and mental factors played a major role in the limitations of my study . Since people had various opinions with respect to the organisation it was a tough process to arrive at a conclusion . I had to face some public ignorance and certain other complications .

CONCLUSION:

In this competitive period , it is such a strenuous job to retain the employees in an organisation. Workplace fun is an energy booster to all the employees out there who are stressed by the work they do . It is also very essential to improve the employee performance as well . It is indispensable that the organisation provide a healthy and happy work environment such that productivity increases . To upgrade them the management can focus and

bring new ideas like management games , sports , having hangout spots inside the campus , etc . Working along with fun enlightens the employees and keeps the organisation lively .

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