

HAPPY EMPLOYEES ARE COMMITTED EMPLOYEES

**Mrs.K.Jotheswari, **Dr.D.Vijayalakshmi*

**Part Time Research Scholar in the Research Department of Management studies, Imayam College of Arts and Science, Thuraiyur, Trichy Affiliated to Bharathidasan University*

*** Research Supervisor, Principal, Imayam College of Arts and Science, Thuraiyur, Trichy Affiliated to Bharathidasan University*

Abstract

Organizational commitment is one of the determinant of the Happiness at work of employees. If the employees are committed with the organization, it is implied that they are ready to stay with the organization and it implies that the employees are satisfied and happy with their job and its roles. Under this paper, we attempted to study the relationship between organizational commitment and the Happiness at Work (HAW). The study was conducted among the support staff members of the educational institutions and universities. The organizational commitment of these employees were measured using various factors and analyzed whether the committed employees are also happy. The committed employees are happy employees. The sample size taken was 216 support staff members working in various educational institutions and universities. The findings of this study tells that the factors that determine organizational commitment invariably impacts the happiness at work. Few factors such organizational values and goals shows positively significant effect on the commitment of employees in the organization. The relationship among the employees in the organization that is superior subordinate relationship acts as a challenge, which if fulfilled, would enable the employees to gain more confidence and bond with the organization. The career growth and meaningfulness of job creates more opportunities for the organization to win the commitment of employees. This study gives a good understanding about the relationship between the organizational commitment and the happiness at work.

Keywords Organizational commitment, happy employees, happiness at work, committed employees

Introduction

“To win in the marketplace, you must first win in the workplace.” – Doug Canant

When the employees are happy, the customers will also be happy. The employee engagement and commitment are the significant achievement for any organization. Once this is achieved, the organization can reach any heights in performance. The committed employees are those who either loyal to the organization or bonded with the organization. These committed employees would also be happy employees. Happiness at work comes when the needs of the employees are satisfied; when they engage themselves with the organizational goals and values; when learning, development and career advancement opportunities are given to them; and when emotional bond is strengthened with the organization. Under this study, we have analyzed the relationship between the organizational commitment and happiness at work. This study also attempts to examine whether committed are all happy employees. The factors that determine the commitment of employees has been identified and attempt have been made whether these employees are actually happy at work. If they are working happily, there can be always better productivity in the organization. Happiness at work of employees not only enhances employee's well-being but also organizational improvement. This study has been conducted among the support staff members of the in educational institutions and universities.

Industry profile

According to the Indian Brand Equity Foundation (IBEF), the following information