
WORKPLACE ENHANCES HAPPINESS AT WORK A STUDY WITH LOCKDOWN DUE TO COVID-19

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**“When work is a pleasure, life is joy;
When work is a duty, life is a slavery.”
- Maxim Gorky**

Abstract

This paper is an attempt to study the workplace happiness in the new normal working environment among IT employees. ‘Work environment’ refers to the circumstances of the employees within which the work has to be done. It may be the physical environment, people working together, relationship with these people, technology and facilities provided for working, roles and responsibilities of the employees etc., Work environment is the place where the employees are supposed to get things done allotted to him. This paper studies about the challenges and changes faced by the IT employee due to the changes in the work environment during this lockdown due to COVID-19. When there is a conducive working environment, the employees enjoy the amenities and the circumstances. It also acts as one of the determinants of happiness of employees at work. Work environment is one of the important sources of happiness. The sample size taken was 158. Questionnaires have been mailed to the IT employees from various firms, responses recorded and analysis has been done to understand the changes and challenges of working environment and its impact on happiness at work.

Keywords Work environment, IT Industry, Lockdown, Workplace happiness, Happiness at work

Introduction

Being happy is a fundamental human need and is crucial to business performance. Happiness at work is an “Attitudinal outcome” and “Quality of life at work”. Notions of happiness are central to organizational research (Fischer, 2010). Happiness at Work is a challenging and unusual concept in the business and academic world. Happiness at Work is an attitudinal concept that measures employees’ quality of life at work that is why we focus on HAW, not on engagement, involvement, job satisfaction or other concepts related to HAW. “Happiness is the state in which the employees have achieved satisfaction and sense of fulfillment with the almost all important aspects of work. Salas Vallina(2017) identifies happiness at work as strong and vigorous feeling of an employee at work. Fisher (2010) asserted the definition of workplace happiness as a construct that reflects pleasant judgments (positive attitudes), pleasant experiences (positive feelings, moods, emotions, flow states) or positive affective experience in the workplace. In Pryce-Jones’ (2011) book, “Happiness at work: Maximizing your psychological capital for success”, workplace happiness was described as “a mindset which allows you to maximize performance and achieve your potential.” Thus according to Pryce Jones, workplace happiness is an emotional and psychological feeling of fulfillment and state of joy that they have received whatever they wanted and needed at work. When all the factors are fulfilled, the employees are happy at mind, so that they can achieve the desired targets and performance. Happier workers do help their company boost performance. Myers and Diener (1995) define “happiness” in general as the experience of high - frequent positive affect, low - frequent negative affect, and an overall life satisfaction. Workplace happiness is also quoted as work-happiness or happiness at work. Čaplánová, A., et al 2009 formulates an equation for happiness that is.,