

Chapter 14

Theories and Concepts of Well-being and Happiness in the Workplace:

Foundations and Practical Applications

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ABSTRACT

The rising rates of stress, burnout, and disengagement at work reveal the shortcomings of the traditional reframing employee well-being approach. Companies are losing productivity, employees are losing interest, therefore, new measures are due. This particular chapter looks at the basic structures such as Job Satisfaction Theory, Positive Psychology, and Self-Determination Theory to determine what promotes well-being in the workplace. With the combination of these theories and models, organizations may make and implement such strategies that encourage ask for autonomy, presence of purpose and healthy connections which cut down instances of burnout and raise levels of happiness. These practices also raise employee's satisfaction and enhance the productivity of the organization as a whole which proves the importance of well-being in the sustainability of the organization's success.

INTRODUCTION

Workplace well-being and happiness are fast becoming a top priority for organizations, as the overwhelming evidence is demonstrating their impact on both people and their role in performance. This marks a shift from the traditional measures of success that were mainly financial-driven, to one where modern workplaces are giving more weight to the total well-being of their work force. This trend is moving from extracting the best work of individuals to getting more out of people health, job satisfaction and

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link between the well-being for both individual and organizational outcomes like productivity, employee retention and Performance. Workplace well-being involves employee physical, mental, emotional and social health. The World Health Organization (WHO) states that workplace well-being means “taking all aspects of working life into account: from the quality and safety of the physical environment, to how workers feel about their work, their working environment, the climate at work and work organization. This view recognizes well-being as a thin-sliced, multi-faceted admission that reconciles both the personal and professional areas of the employee’s life. Similarly, job satisfaction has been proposed as a state such that employees may feel in good spirits while at work (Fisher et al., 2010) and is also associated with ‘engagement’ (Strone & Marks, 2011) or overall happiness. It should be simple enough to understand that workplace well-being is not a luxury of “nice-to-have” but ought to be an integral part piece business strategy. Empirical investigations of repeated affirm the importance of employee well-being for organizational success. For example, a meta-analysis by (Harter et al., 2002) demonstrated that companies with higher employee well-being scores outperform their competitors in financial metrics, such as profitability and customer satisfaction. Conversely, neglecting well-being can lead to detrimental outcomes, including employee burnout, absenteeism, and high turnover rates, which in turn negatively affect the organization’s bottom line (Yan & Turban, 2009).

Objectives

- To examine the Evolution of Workplace Well-Being Post-COVID
- To explore foundational theories and concepts of well-being and happiness in the workplace.
- To bridge theoretical frameworks like Job Satisfaction Theory, Positive Psychology, and Self-Determination Theory with practical applications.
- To provide insights on cultivating work environments that enhance employee well-being and happiness.

THE IMPORTANCE OF EMPLOYEE WELL-BEING FOR ORGANIZATIONAL SUCCESS

A growing body of research indicates the necessity of enhancing employee happiness for the realization of sustainable organizational development. It is often competitive in the markets meaning all organizations have to deal with managing talent as well as seeking to ensure productivity and innovation. A work environment that encourages well-being positively impacts the employees' well-being but also performance and engagement (Meldrum, 2013). In addition, the well-being initiatives help to enhance the organizational culture whereby employees are appreciated, encouraged and motivated to come out with their best. An example of promoting all-round well-being in the workplace is psychological well-being. This deals with the mental and emotional aspects of a person. It has been proven that higher levels of psychological well-being in employees are associated with improved cognitive abilities, coping with work-related pressure, and even better relations with co-workers. For instance, supportive organizational practices led to higher levels of work engagement and organizational commitment, where commitment translates into reduced employee turnover and absenteeism (Taris & Schaufeli, 2018). It highlights the need for appropriate measures in the establishment of such practices that allow for emotional well-being and psychological safety among the workers. Another fundamental aspect is physical well-being given

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