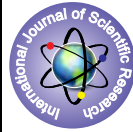


Effect of Workplace Fun on Employee Morale and Performance


HRM

KEYWORDS : Workplace fun, Employee Performance, Employee Morale, Employee Productivity.

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ABSTRACT

Introducing fun at work is concerning factor for many organizations. Organizations concern for motivating and retaining their employees, or even personal themselves from competitors. Workplace fun is desirable for letting go of the problems and worries of everyday working life. Happy workers are productive workers. High level of employee morale and performance is absolutely an important determinant for company success. The aim of study is to investigate effect of workplace fun on employee morale and performance, and to know the factors which influenced by workplace fun. Data was collected from 129 employees from the different organization. For proving study's objective we have used regression analysis, multiple Responses test, factor analysis, Mann-Whitney U test with help of SPSS. The results supported the main effects that employees who experienced more fun in their workplace had greater satisfaction with their job & have positive impact on employee performance & productivity. This study suggested that to promote workplace fun organization has to focus and give importance on management games, informal party and get to gather, casual day celebration too.

• INTRODUCTION

Fun at workplace is desirable and even necessary for letting go of the problems and worries of everyday working life. Fun comes with cheerfulness, happiness. It is necessary for employees to be productive at workplace and fun at workplace make employees' productive employees. "The human race has only one really effective weapon, and that is laughter. The moment it arises, all our hardness's yield, all our irritations and resentments slip away and a sunny spirit takes their place." -- Mark Twain. Happy workplace is that place where happy employees are more loyal and productive employees. The absenteeism and tardiness rate low as employee look forward to going to work. Fun is a one type of medicine, if employee take it than it increase their morale, performance, increases employee enthusiasm, reduces complain of boredom and most important that make employees' happy on and off the clock. Most managers dismiss fun at workplace as unimportant or think having fun will detract from professionalism. Constructing work place fun doesn't mean that violation of rules and control is lost. Laughter is necessary for a healthy life, like this fun is necessary for a healthy workplace. It is correct that when our inner health is up we get along better with others and do better work. If we talk in illumination of employee that organization workplace fun is not only attract young talent but also boost creativity and productivity in all age people. When companies promote play, it prompts a more light-hearted atmosphere. This light-hearted atmosphere leads to reduction in employee turnover ratio, reduction in employee stress level. People like to be with others who are laughing and having fun. This creates strong interpersonal relationship, build trust among each other and build strong culture. As Victor Borge, the comedic concert pianist once said, "Laughter is the shortest distance between two people." Management as well as organization have to understand that few minutes of fun will increase productivity. Organization has to encourage every employee to take a few minutes to do something uniquely their own to break the tension. Most important that fun means not only laugh or any fun activity and which only employee can do in free time. But workplace fun also include learn to look at the humour in negative situation. Yes, it is right that make humour in critical situation as this keep employee live, positive and happy, which reduce tension and employee come out with creative solution. Happy employees' mental attitude produces increased oxygen, endorphins, and blood flow to the brain, which enables them to think more clearly and creatively. They are more relaxed, more accepting of others, and more likely to share their sense of humour. It is really myth that "people can't or don't have fun at work". We can say that work place fun is an effective way to improve employee satisfaction, performance and productivity as well as morale, build teamwork, and reduce absenteeism and turnover.

• OBJECTIVES OF THE STUDY:

- 1) To know the effect of workplace fun on employee morale and performance.
- 2) To identify the factors influenced by workplace fun.
- 3) To know most preferred ways adopted by employee for fun at workplace.
- 4) To know the importance of workplace fun with reference to marital status.

• NEED FOR THE STUDY:

- This Study will help the organizations to understand the impact of workplace fun on employees as well as organization.
- This Study may help the organizations to introduce new workplace fun programs to overcome the stress, monotony level of the employees.
- This Study will help the organizations to find out the major impact of workplace fun on employee morale and performance.

• SCOPE OF THE STUDY:

The purpose of this study is to find the effect of workplace fun on employee morale and performance as well as on organization. The suggestions and opinions collected from the employees are valuable information, which will help the organizations understand the effect and impact of workplace fun on employee morale and performance. Further, this study will help the organization to introduce new workplace fun programmes that will make their employee enthusiastic, make happy on and off the clock as well as make employees' less anxious and depressed, and will get more satisfied with their jobs.

• REVIEW OF LITERATURE:

Aldag and Sherony (2001) identified three dimensions of attitude toward workplace fun: appropriateness, salience, and perceived consequences of fun. Individuals are likely to have diverging views on whether having or pursuing fun at work is appropriate. Some may think that work-hours are solely for work while others think that play and work are complementary in workplace

Workplace fun was explored in a research by McDowell (2004), she defined workplace fun mainly into the following three aspects: "Fun climate" which is an atmosphere being developed in a company that supports fun at work like management encourage fun elements, "Fun person" which is the individual characters toward workplace fun such as playfulness, and "Fun at work" which represents fun activities that are enjoyable, amusing and playful

Karl and Harland (2005) revealed that among 40 fun activities, both male and female workers rated social activities high-

est such as company-wide outings and food-related activities. These authors argued that the social element of fun and all-inclusiveness are vital for genuine fun in the workplace.

In appreciation of the conceptual evolution of the workplace fun construct, Lamm and Meeks (2009) defined workplace fun as “playful social, interpersonal, recreational, or task activities intended to provide amusement, enjoyment, or pleasure” Employees who have longer job tenure in the company will have higher job satisfaction than those who have shorter job tenure (Theodossiou I. & Zangelidis A., 2009). Since employees who worked for a longer period of time tend to have higher organizational commitment and sense of belonging to the company, they are more satisfied to work there. We considered job tenure as a control variable.

Chan Ying In & Yu Hiu Ching (2010) studied relationship between Workplace Fun and Job Satisfaction: the Moderating Effects of Attitudes toward Fun. They have revealed attitudes toward fun directly change the strength of the relationship between workplace fun and level of job satisfaction.

• RESEARCH METHODOLOGY:

RESEARCH DESIGN:

Descriptive Research.

SAMPLE DESIGN:

The sampling technique that will be used in this study is Convenience Sampling under non-probability sampling.

SAMPLE SIZE:

Samples of 129 respondents were approached by the researchers for collecting the data.

DATA COLLECTION:

The source of data used is primary data and secondary data. Primary data was collected through well-structured and designed questionnaire. The questionnaires extract a broad range of information. Secondary data were collected from various sources like past records, website.

DATA ANALYSIS AND INTERPRETATION

1) To know the effect of workplace fun on employee morale and performance

• Regression Analysis

H0: $\beta_1 = 0$

H0: $\beta_1 \neq 0$

Table 1.1: Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.223 ^a	.050	.042	.776

- Predictors: (Constant), Having fun at work is very important to you.
- Dependent Variable: Effects of fun at workplace on employee: Enhances Morale & Performance, Productivity.
R² which means that about 5% variation in depended variable is explain by independent variable.

Table 1.2 : ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.923	1	3.923	6.513	.012 ^b
	Residual	74.688	124	.602		
	Total	78.611	125			

- Dependent Variable: Effects of fun at workplace on employee: Enhances Morale & Performance, Productivity
- Predictors: (Constant), Having fun at work is very important to you.

P value that is 0.012 is less than significant level 0.05. So it shows statistically significant relationship between

employee morale & performance, productivity.

Table 1.3 : Coefficients^a

Model	B	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		Std. Error	Beta			
1	(Constant)	1.699	.156		10.896	.000
	Having fun at work is very important to you.	.183	.072	.223	2.552	.012

a. Dependent Variable: Effects of fun at workplace on employee: Enhances Morale & Performance, Productivity

$$Y_{\text{predicted}} = 1.699 + 0.183 (X_1)$$

X₁ = Having fun at work is very important to you.

Above regression line indicate that one unit increase in importance of workplace fun leads to increase in employee morale and performance, productivity by 0.183 units.

2) To identify the factors influenced by workplace fun.

Table : 2.1 KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.657
Approx. Chi-Square		416.023
Bartlett's Test of Sphericity		
	df	105
	Sig.	.000

• Factor Analysis:

Table : 2.2 Total Variance Explained									
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.261	21.740	21.740	3.261	21.740	21.740	2.404	16.026	16.026
2	2.414	16.095	37.835	2.414	16.095	37.835	2.051	13.672	29.698
3	1.322	8.810	46.646	1.322	8.810	46.646	1.972	13.150	42.847
4	1.235	8.234	54.880	1.235	8.234	54.880	1.587	10.578	53.426
5	1.133	7.553	62.433	1.133	7.553	62.433	1.351	9.008	62.433
6	.953	6.352	68.785						
7	.910	6.066	74.852						
8	.811	5.406	80.258						
9	.719	4.791	85.049						
10	.552	3.678	88.726						
11	.451	3.008	91.734						

12	.364	2.425	94.160						
13	.331	2.204	96.364						
14	.279	1.861	98.225						
15	.266	1.775	100.000						

Extraction Method: Principal Component Analysis.

From table 2.3 that is principle component analyses reveal that following major 5 factors are influenced by workplace fun. Those are renamed as following:

Factor_1: Reputation of Employee and Organization

From table 2.1 we can conclude that value of KMO is .657 which is higher than 0.6 and p value of Bartlett's Test is 0.000 which is less than 0.05, so factor analysis can be undertaken for given data.

From table 2.2 we can interpret that the cumulative variance for both un rotated and rotated component is 62.433%

Factor_2 : Organization Cultural.

Factor_3: Employee Enthusiasm.

Factor_4: Employee Productivity.

Factor_5: Employee Morale and Performance.

Table 3.1 : Multiple response analysis

Ways ^a N		Responses		Percent of Cases
		Percent		
	Casual day celebrations	25	7.0%	19.5%
	Playing games	37	10.3%	28.9%
	Party	33	9.2%	25.8%
	Birthday celebration	52	14.5%	40.6%
	Festival celebration	57	15.9%	44.5%
	Music	48	13.4%	37.5%
	Informal get together at workplace	52	14.5%	40.6%
	Amusing screen savers	7	1.9%	5.5%
	Informal chit chat	48	13.4%	37.5%
Total		359	100.0%	280.5%

a. Dichotomy group tabulated at value 1.

From table 3.1 interpret that festival celebration is most preferred way for workplace fun that is 15.9%. Birthday celebration and Informal get to gather is next preferred ways for workplace fun that is 14.5%. Least preferred ways are amusing screen savers and casual day celebration.

Table 2.3 Rotated Component Matrix^a

Effects of fun at workplace on employee	Component				
	1	2	3	4	5
Sometime damage the reputation of individuals	.872				
Sometimes it may irritated other employees	.864				
Sometime Damage the reputation of the organisation	.750				
Make Employees' Happy On and Off the Clock		.742			
Improve staff culture		.639			
Builds Interpersonal Relationship		.635			
Reduces Complain of Boredom			.809		
Increases Employee Enthusiasm			.710		
Develops Group Cohesiveness			.649		
Affects Employees' Multi-tasking Skills				.701	
Increase in Frequency of Employee Errors.				.678	
Affects Employees Professionalism and Concentration level					
∴ Reduces Absenteeism of Employees.					.725
∴ Make Employees' Less Anxious and Depressed, and will get more Satisfied with their jobs.					.524
∴ Enhances Morale & Performance, Productivity					-.521

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 8 iterations.

3) **3) To know most preferred ways adopted by employee for fun at workplace.**

4) **To know the importance of workplace fun with reference to marital status.**

H0: The sampling distribution is normal.

H1: The sampling distribution is non normal.

Table 4.1: Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Having fun at work is very important to you.	.276	129	.000	.809	129	.000

a. Lilliefors Significance Correction

The sample size is 129 we should interpret the normality of distribution using kolmogorov- Smirnov's test. Significant value is less than 0.05, we reject the null hypothesis. Having fun at work is very important to you is non normal data.

➤ Mann-Whitney U test

Table 4.2: Test Statistics^a

	Having fun at work is very important to you.
Mann-Whitney U	1624.000
Wilcoxon W	2899.000
Z	-1.593
Asymp. Sig. (2-tailed)	.111

a. Grouping Variable: Marital Status:

H0: There is significant relationship between marital status and workplace fun.

H1: There is no significant relationship between marital status and workplace fun.

Mann-Whitney U test statistics is 1624 and associated significant is 0.111 which is greater than 0.05. So we fail to reject the null hypothesis. There is a si significant relationship between marital status and w workplace fun.

➤ Findings:

- 1) By regression analysis we came to know that indicate that one unit increase in importance of workplace fun leads to increase in employee morale and performance, productivity by 0.183 units
- 2) Many employees feel that workplace fun sometime damage reputation of organization as well as employees. On other side employees feel that workplace fun increase employee morale, performance, productivity and employee enthusiasm. Improve organizational work culture too.
- 3) Festival celebration is most preferred way for workplace fun where informal get to gather and birthday celebration of employees are not that much significant for workplace fun.
- 4) From study we came to know that there is relationship between marital status & workplace fun.

➤ Conclusion:

In this competitive era it is difficult to retain employee in organizations. Workplace fun is work as energy drink to retain employee as well as to boost up employee morale, performance

and productivity. It is important for companies to provide a happy working environment for their employees, as happy employees can help to improve productivity which make the company to survive in the market. To promote workplace fun organization has to focus and give importance on management games,

informal party and get to gather, casual day celebration too. It is essential that before developing such a happy workforce, company should make sure their employees are having positive attitudes toward fun. Work with fun keep organization live and make employees' happy on and off clock.

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