TO EXPLORE THE EFFECT OF HAVING FUN AT WORKPLACE

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Abstract

Everyone wants peaceful life because life is branch of problems. If we enjoy our lives, it will eventually help us live longer. Fun is only medium which solve our daily life problems either in personal life or professional life. Both the person and the business gain greatly from having fun at work. In terms of business management, having fun at work nowadays generates and help to give a pleasant environment that energises people of the organization.

The influence of fun on task performance and interpersonal citizenship behaviour was the subject of this study report. The aim and purpose of this paper is to spread importance of fun in workplace. Fun is not increase productivity of employee only but indirectly it also enhances the profit of company. In this research paper I have taken 50 working people. Who are working in different organization. My area of research is Dwarka, New Delhi. I have used primary as well as secondary data for my Paper. I have chosen questionnaire method for collection of primary data.

Keywords: Job Satisfactions, Productivity, Games, Celebration, Contest etc.

INTRODUCTION

Working environment can be relaxed and supportive if organization using fun concept in workplace. Fun activities helps to increase morale of employee. These events boost employee morale by reminding them of their worth to their bosses and co-worker's. Organizing a fun at workplace is the main responsibility of management team of organization. Work stress and personal stress are two main components which reduces the efficiency of employees. It is important to understand the need of enjoyment at work place. Sometimes just by sharing your views and opinions, half of the stress is gone. People who work in a fun environment tend to focus on the good. The purpose of this research was to investigate the notion of fun in recent organisations and to comprehend the underlying ingredients required for building settings that valorise and encourage fun. On the other hand, in companies, To arrange events and create a happy workplace, several companies form groups of different sorts of employees.

Some Activities are: -

- Recognizing accomplishments

- One day Trips and Tour facilities

- There should some arrangement for

Employee games

• Small-event celebrations in the organization like birthday, anniversary and achievement.

• Company should create Opportunities for self-development of workforce.

• Contests is also part of relaxed and happy mode of employee.

• Personal team-building activities must have organized.

• Recognizing accomplishments of staff.

Managers and workers alike encourage each other to relax, have fun, and be cheerful in entertaining environments. This frequently entails complimenting and accepting one another's abilities. Workplace fun is a relatively new topic in the study of organisations and work life. The issue has progressed along four main paths: practitioners' path, business path, and academic path. The goals are to comprehend workplace fun as a psychological phenomenon and to investigate the mechanisms that underpin it. Our method is qualitative, with data collected through individual interviews and identity themes that appear across the employees' discourses. People who operate in a pleasant environment are more likely to search for the positive parts of any circumstance rather than focussing on the bad aspects of anyway.

SOME BENEFITS OF A FUN AT WORKPLACE

Having a good time at work has certain advantages.:

Decreases Employee Time off

First and foremost, benefits that's employee feel happy and enjoys their work which is result less off or taking less leave from work because its helps to reduced stress & anxiety in workplace.

Employee Productivity Increases

Employees who work in fun environments are frequently happier and more engaged.

Employees who are more tied up at work have a resilient attachment to their jobs, which boosts productivity.

Better communication

Having fun at work might help to create a more relaxed atmosphere. Employees can come to know one another better and see each other as friends as a result of this. They get a better understanding of each other's characteristics and thoughts, and they may feel more comfortable giving their genuine viewpoints during dialogues.

Bring up-group effort

The casual atmosphere of an enjoyable workplace frequently fosters trust. Employees see themselves as part of a team, which allows them to collaborate more effectively. They are more aware of each other's dislikes, likes, and characteristics. This assists employees in developing habits and rules that allow them to work together productively.

Encourages creativity

Having fun at work might help you be more creative. The organisation places a premium on ensuring that employees enjoy their employment on a daily basis, encouraging them to read more and be more enthusiastic about their work. This frequently leads to greater cooperation and dialogues, with a focus on fresh ideas.

Attracts an audience

A lively or fun in workplace may draw attention. Sharing real-life workplace experiences helps to build your brand and attracts social media attention.

Advocacy is encouraged

Workplaces that are enjoyable to work in frequently foster advocacy. Employees that are happy with their jobs promote your company by telling others about their experiences.

Enhances motivation

Workplaces that are enjoyable to work in may boost employee motivation. To promote a fun, positive environment, many companies reward

or acknowledge staff for a job well done. Employees are frequently motivated to excel as a result of this.

Employee satisfaction is improved

Employees who work in a fun environment may feel more valued, resulting in higher employee satisfaction. This enhances your company's retention rates while also preventing you from spending additional money on the hiring process.

Employee task performance is improved

Employees may be more motivated to perform better if they work in an enjoyable environment. They may feel more engaged to their work or approach it differently in the company.

Make your labour worthwhile

Remind employees of the importance of their work. Ascertain that every employee understands your company's mission, vision, and purpose.

Challenges and problem-solving tasks should be provided

Provide challenges or problem-solving exercises to your employees. Examples include daily activities as well as long-term friendly competitions or campaigns.

Make time to rejoice in your accomplishments

Make time to recognise and celebrate company achievements, milestones, and holidays. Employees are frequently motivated to work harder because they are aware of this.

Make the workplace more appealing

Throughout the year, decorate the workplace. Encourage staff to personalise their workspaces by adding personal photos or items. Organize themed desk decorating contests and decorate the entire workplace for different holidays, seasons, events, or themes.

Provide each employee with a daily calendar

At the start of the year, consider giving each employee their own day-by-day calendar.

Choose a distinct calendar subject for each employee and attempt to relate it to their interests, such as their favourite animals or TV series.

Individual personnel should be recognised

Celebrate the birthdays and work anniversaries of each employee.

Consider establishing a method for rewarding or rewarding employees. Allow employees to nominate one another for performing an excellent job, for example. Consider having an employee ring a bell.

Create a wall of fame

To honour employees, create a hall of fame. Include awards, client thank you and appreciation cards, and any news coverage the firm has received.

DISADVANTAGE OF FUN WORKPLACE

It is possible that your employees will become distracted

If done in moderation, everything is fine. If there is too much fun and play activity in the office, however, your employees may become distracted from their job and spend more time spent to playing games, playful about and having fun with their co-worker's.

Maturity and discipline may be harmed

A proper balance of fun and jokes, as well as discipline, should constantly be maintained. Throughout the day, investors and senior business partners pass through the offices of companies.

You've come to the office to do some work

The office is where vital tasks are completed. Employees should not grow overly connected to one another, since this might lead their personal and professional lives to become entwined as same time not working properly.

This study adds to our understanding of the impacts of workplace fun on employees' task performance, interpersonal citizenship

behaviour, and job happiness. The findings show that workers have a favourable influence on enjoyment in the workplace. Implications for workplace fun are also highlighted.

RELATED WORK

S.No	Author Name	Year	Description
1	Fluegge,	2008	As per Fluegge defines workplace fun as "playful or amusing social, interpersonal, or task activities at work that provide an individual with enjoyment, fulfilment, or pleasure." Employees' mental health, as well as productivity, creativity, flexibility, and morale, may suffer if workplace fun is not promoted.
2	McDowell	2004	In a research, McDowell analysed workplace fun and classified it into three categories: The term "fun climate" refers to the atmosphere created in a company that promotes fun at work, such as management encouraging fun components, "fun person" refers to an individual's attitude toward workplace fun, such as playfulness, and "fun at work" refers to delightful, amusing, and playful activities.
3	Meyer,	1999	Additionally, there are two forms of workplace joy: tangible and intangible fun. Workplace fun, by its very nature, can be defined as some actual fun activities introduced by the organisation, which we refer to as tangible fun. Some companies, for example, included sports activities in their enjoyment at work. Allowing staff to play kickball during their recess time and providing "video games, tanning beds, Ping-Pong, and indoor golf" is fun.
4	Deal and Kennedy	1982	Although organisational researchers have yet to examine workplace fun, Peter and Waterman cultural studies, and others have shown an interest in workplace fun (Tews et al.,2012). Deal and Kennedy, for example, and Peter and Waterman highlighted the importance of play, comedy, and pleasure in building corporate culture.

OBJECTIVES OF THE STUDY

The following are the study's goal:

•   To investigate the value of having a good time at work.

•   Knowing that having fun at work boosts productivity.

•   Having fun at work can strengthen employee-employer relationships.

•   Recognize that having fun at work can help with stress management.

•   To understand effect of fun in workplace and job engagement's.

RESEARCH METHODOLOGY

Research Design

There is various research design but in my study, I used Descriptive research design as it will ensure the minimization of biased results and maximization of reliability of data collected.

Sampling Design

Convenience Sampling Technique is used as a sample of 50 people were taken based upon convenience.

Instrument for research

This work is done using a questionnaire.

Universe/Population

Population of my research paper is employee of different organization who lives in Dwarka.

Duration of Research

Research work is only carried for one month.

Data Collection

There are two way of data collection. One is Primary and another is secondary data. I used both the data in my paper.

Primary Source

The data and information was gathered directly from respondents using a well created structured and open-ended questionnaire.

Secondary Source

The secondary data was collected from interest and reference such as e-books, magazines, books, journals, websites and Review article etc.

Sample Area

Region sampling is a statistical sampling technique that involves gathering samples of the environment from a given area and drawing conclusions about it. In my paper I have selected Dwarka, in New Delhi as sample area.

Scope of Research

Organization should understand the important of fun in work place. I'm pretty sure in future every organization are going to use such concept in their organizations. Employee also feel there should be some fun zone or fun activity in working place which helps to create best way to reduce their stress. This research will assist the business in introducing new workplace fun programmes that will make its employees energetic, joyful on and off the clock, less nervous and depressed, and more content with their jobs
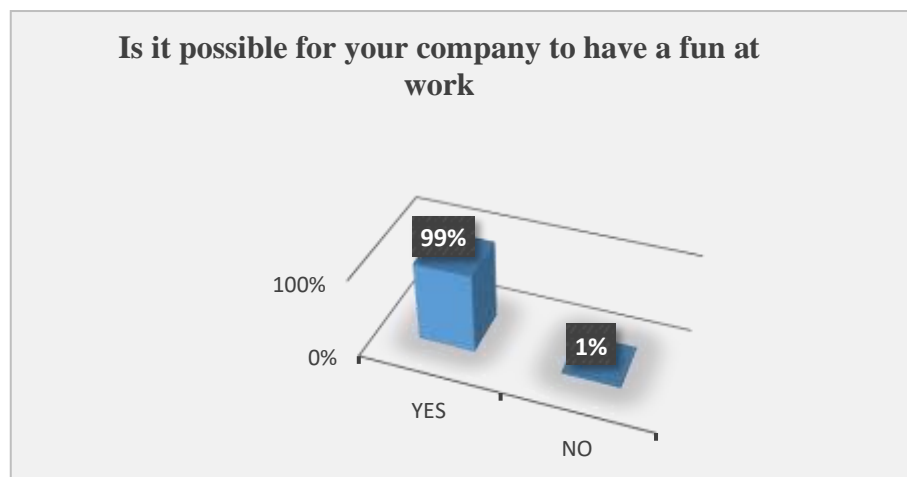
RESULT AND DISCUSSION

Q1) Is it possible for your company to have a fun at work?

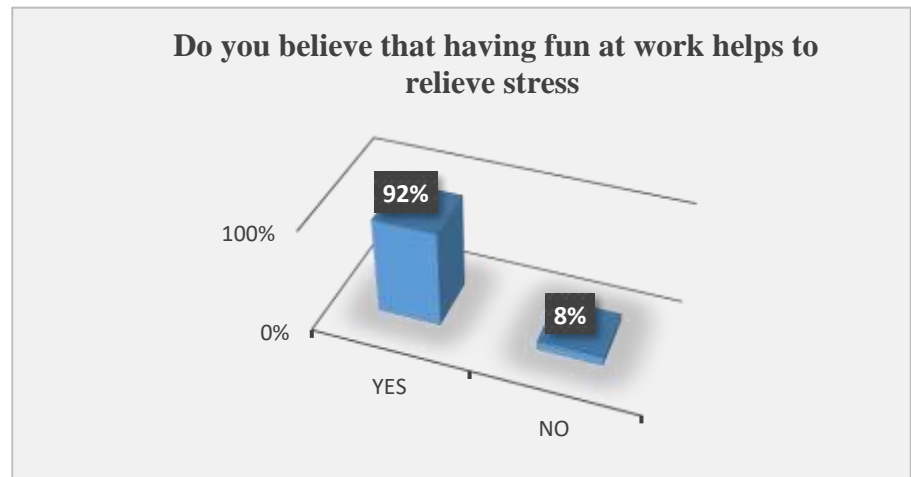a) Yes   b) No

Table 1

Yes	No
86%	14%

Is it possible for your company to have a fun at work

Q2) Do you believe that having fun at work helps to relieve stress?

    a)   Yes   b) No

Table 2

Yes	No
92%	8%

Do you believe that having fun at work helps to relieve stress

92%

100%

0%

8%

YES

NO

Q 3) Do you believe that having fun at work boosts an employee's productivity?

    a)   Yes   b) No

Table 3

Yes	No
90%	10%

Do you believe that having fun at work boosts an employee's productivity
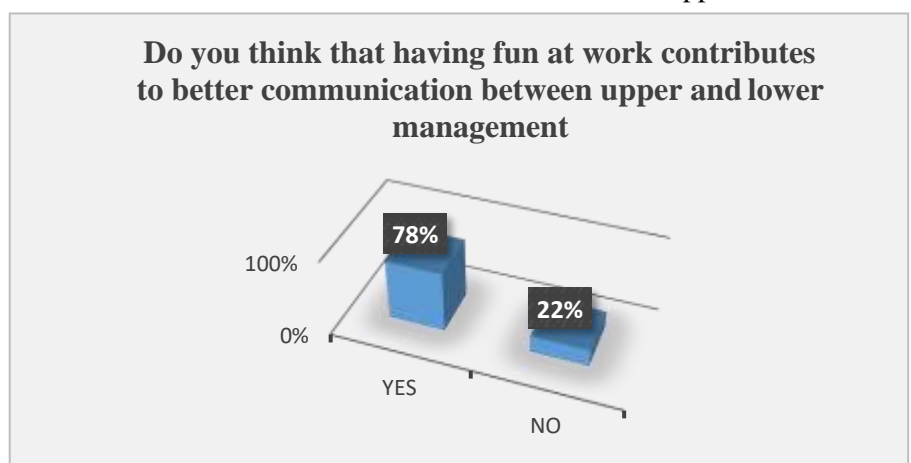
90%

100%

0%

10%

YES

NO
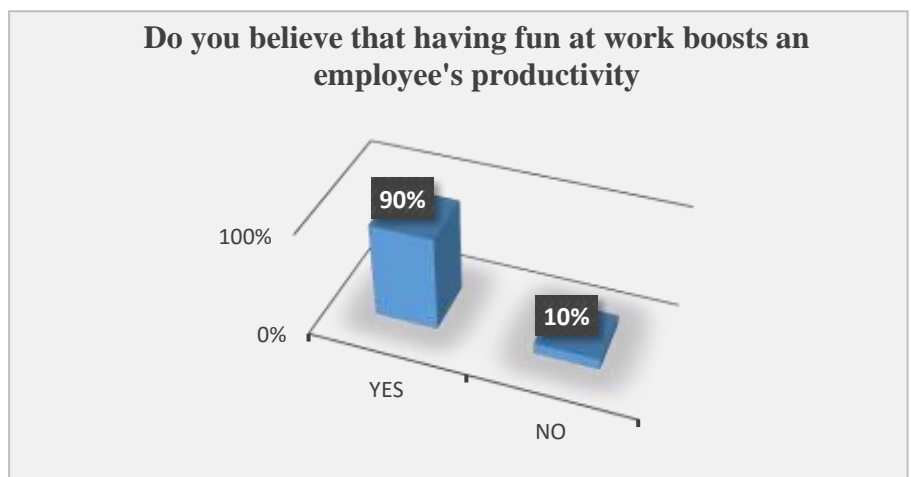
Q4) Do you think that having fun at work contributes to better communication between upper and lower management?
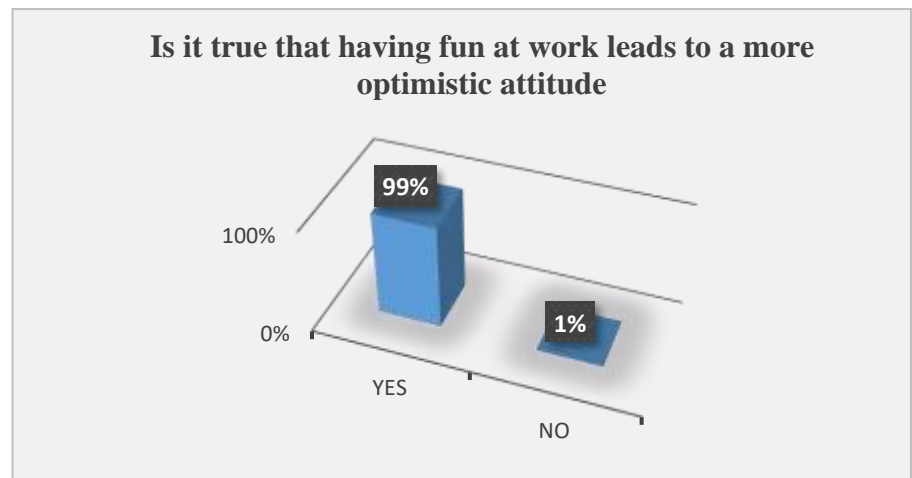
    a)   Yes   b) No

Table 4

Yes	No
78%	22%

Do you think that having fun at work contributes to better communication between upper and lower management

78%

100%

0%

22%

YES

NO

Q5) Is it true that having fun at work leads to a more optimistic attitude?

   a)   Yes   b) No

Table 5

Yes	No
99%	1%

Is it true that having fun at work leads to a more optimistic attitude

99%

100%

0%

1%

YES

NO

Findings

1.   Nowadays, the majority of individuals believe that having fun at work is a good idea.

2.   According to survey, 12% people are from public sector and 88 % people are from private sector.

3.   According to survey. 86 % people agree that having fun at workplace is good idea and 14% are not in favour.

4.   According to a survey, 76 percent of people enjoy their work environment, while 24 percent do not.

5.   92 % employee were saying that fun at workplace manages stress but 8 % employee not relay on that.

6.   78 % of employee believe that having fun at workplace leads to better communication between upper and lower management, while 22 % not in favour.

7.   90 % people think that fun at working place enhance productivity while   10   % not in favour

8.   Accordingtoresearch,90   %   people believe that good time at workplace also helps to maintain harmony relationship with other staff of organization whereas 10 % people were saying it not play any important part in work place.

9.   99% respondents agree that fun in working place helps to create positive mind-set among all responds whereas only 1% against that.

10.   As per my observation 81 % people agree that fun at workplace also enhance job satisfaction to employee of organization where as 19 % not believe on that.

11.   Having fun is a terrific strategy to improve organisational collaboration and communication.

12.   Having fun at work not only enhances productivity, but it also creates a pleasant environment, strengthens employee relationships, and keeps people engaged.

13.   According to my observations, the majority of respondent's advice that some entertaining activities that should be carried out in the working place include parties, games, and some others fun activities. from time to time, take a stress-relieving break (yoga, for example).

14.   According to my research, I came to know that most of private employee like or wants fun in workplace rather than those who are working in public sector.

15.   After analysing all the aspect, I came to know that enjoyment increase productivity as well as job satisfaction of employee.

Suggestions

After conducting my research, I discovered that having fun is an important element of everyone's life, especially for those who spend the majority of their time at work. People are fully motivated for their task if they are stress-free. It will occur when employees are given the opportunity to enjoy their lives at work by organising pleasant events such as birthday parties, vacations and tours, games, dancing, yoga, and so on.

Making your office a happy place for your employees will benefit you in the long run—the more they can play and release tension, the harder and more effectively they will work.

Suggestions for making the workplace more enjoyable

If company wants effective work from employee than they should give some tractability in their working hours so employee develop faith that company concerns their personal life too.

Sometimes company should give break or give permission to do work from home which also helps to increase their productivity towards work. and lowering the stress levels in the office.

That's way most of company believe stress management activity for their employee but if they will have used fun at work place concept in their organization than no need to call expert people for managing stress among their employee because they already fully motivated for their work and feel relaxes.To get everyone started, choose a new workout and a new stretch leader each week.

Exciting in work place can be create some small activities: -

1)   Party Celebrations

2)   Any time organised contest among employee

3)   Outing for Movie

4)   Intervals of time between jobs

5)   For surprise your employee can be order lunch for them

6)   Games either Indoor or Outdoor

7)   Yoga and Meditation

Conclusion

My research paper topic is "To explore the effect of having fun at work place." The purpose was to extract and examine whether or not workplace enjoyment is vital or really fun show positive impact over working of employee. This study has shown harmony relationship between fun and productivity of employee. As Fun plays a very important role in daily life same as has important aspects in professional life. Fun may be an extremely strong type of friendship, resulting to additional role behaviour in cognitive, emotion, and physical participation.

This paper showed staff of the organization wants to suggest some better working techniques which is lead to job engagements and able to solve different problems of organization.

Having Fun at work place not only motivated employee but also enhance productivity and job satisfactions in employee at same times organizational also get benefited.

There are several advantages for having fun at work

1)   Fun helps to reduce stress.

2)   Fun at work place enhanced productivity among employee.

3)   Fun also promotes a positive working atmosphere among employees.

4)   Fun helps to create job satisfaction among employee.

Working place is another home of employee because they spend most of time there. If people enjoys their work than its lead employee happiness, it will possible only to give some relaxes in working area which is only possible when organization understand worth of fun at

work. Fun in work place make better mental health of employee

A feeling of fun at work is a fundamental component of employee satisfaction; it allows workers to have a more positive mindset, experience higher levels of wellbeing, and have better mental health.if employee mentally fit than organization will get many benefits like less eemployee absenteeism, and work-related mistakes are lower in organizations.

To conclude my thought of paper I would like to say that fun at workplace must be there in an organization which helps to create peaceful environment for employee same as for organization.

Limitation of Research

1)   Data Access: There was a difficulty with these respondents' restricted access to data.

2)   There is a scarcity of past research papers on the subject. Prior research studies relevant to my research paper may be restricted depending on the extent of my study subject.

3)   Sample size is only 50 respondents.

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