



How Happiness Affects the Success of a Workplace

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INTRODUCTION

“550 million workdays are lost each year due to stress” (Achor). Disengaged workers have **37% higher absenteeism, 49% more accidents, and 60% more errors** (Seppala and Cameron, 2015). Workplace stress is also responsible for **50% of voluntary turnover**. Since living in the middle of silicon valley means living in the middle of successful, big-time companies, it is important to research the different workplaces and the **happiness** within the companies to figure out which will be most successful and beneficial for an individual.

RESEARCH METHODOLOGIES

1. A survey is created to determine happiness

Using Google Docs, a survey was created with 31 statements. Each statement is rated with a number from 1-7, with 1 disagreeing completely, 4 neutral, and 7 agreeing completely.

2. Surveys are sent

Surveys were sent in groups of 10. Each group of surveys was sent to a different company at different times.

3. Results are coded

Results were collected and sorted using my code.

4. Results are synthesized

An average happiness score is was determined and sorted for each company.

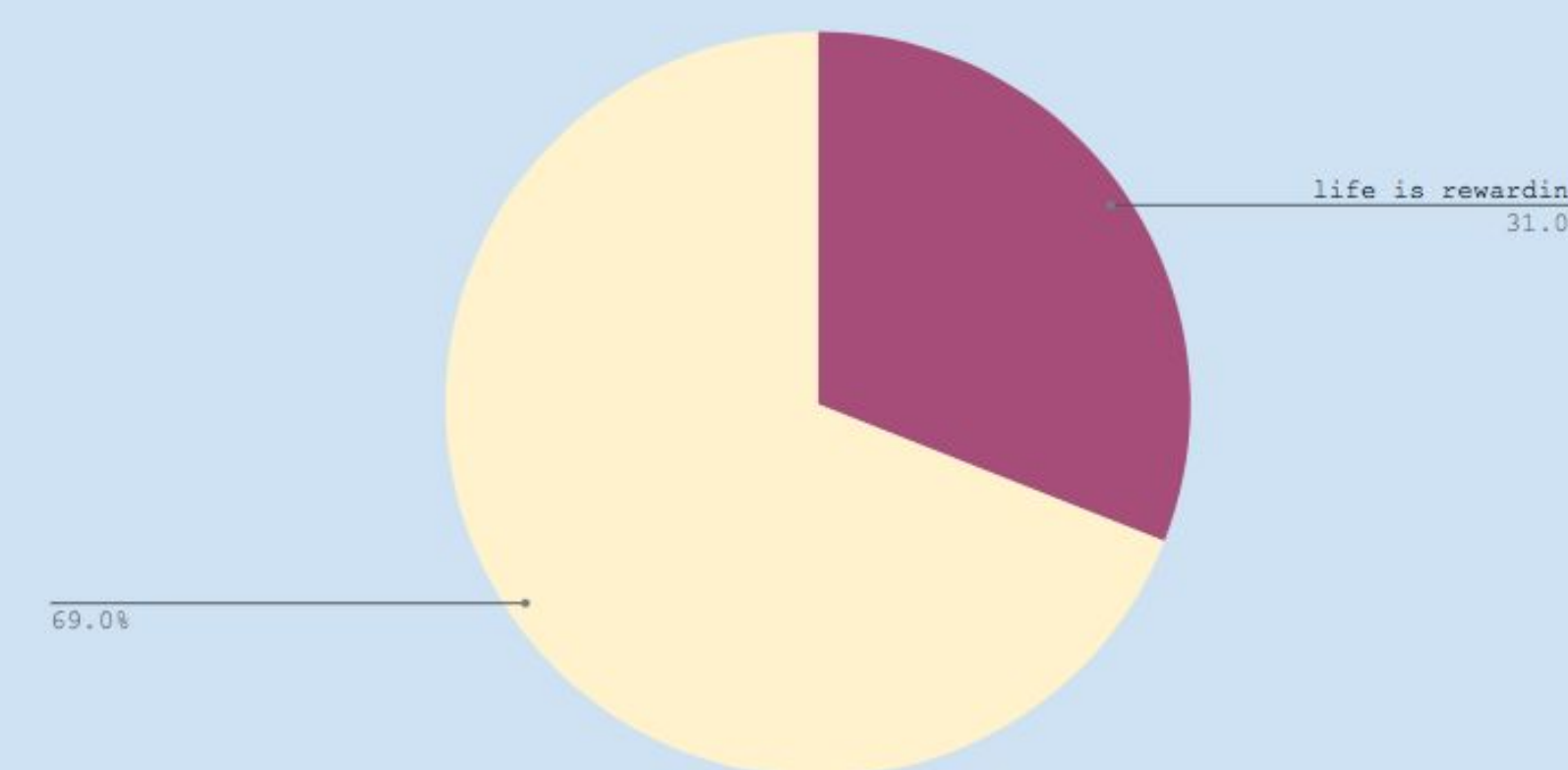
DATA AND FINDINGS

Google, Disney, EFI, Microsoft, Nike, Levi Strauss & Co., Oracle, Watsonville Community Hospital, Netflix, Cosco, Facebook, Intel, Adobe Systems, Starbucks, and Target had 2017 revenues (in billions) of \$110, \$55.10, \$0.99, \$90.0, \$34.4, \$4.90, \$10.9, \$0.92, \$11.6, \$48, \$40.6, \$62.8, \$7.3, \$22.4, and \$69.9, and average happiness ratings of 6.7, 6.1, 5.2, 6.2, 5.5, 5.6, 5.4, 3.6, 5.7, 6.1, 6.3, 5.8, 4.7, 5.8, and 6.2, respectively.

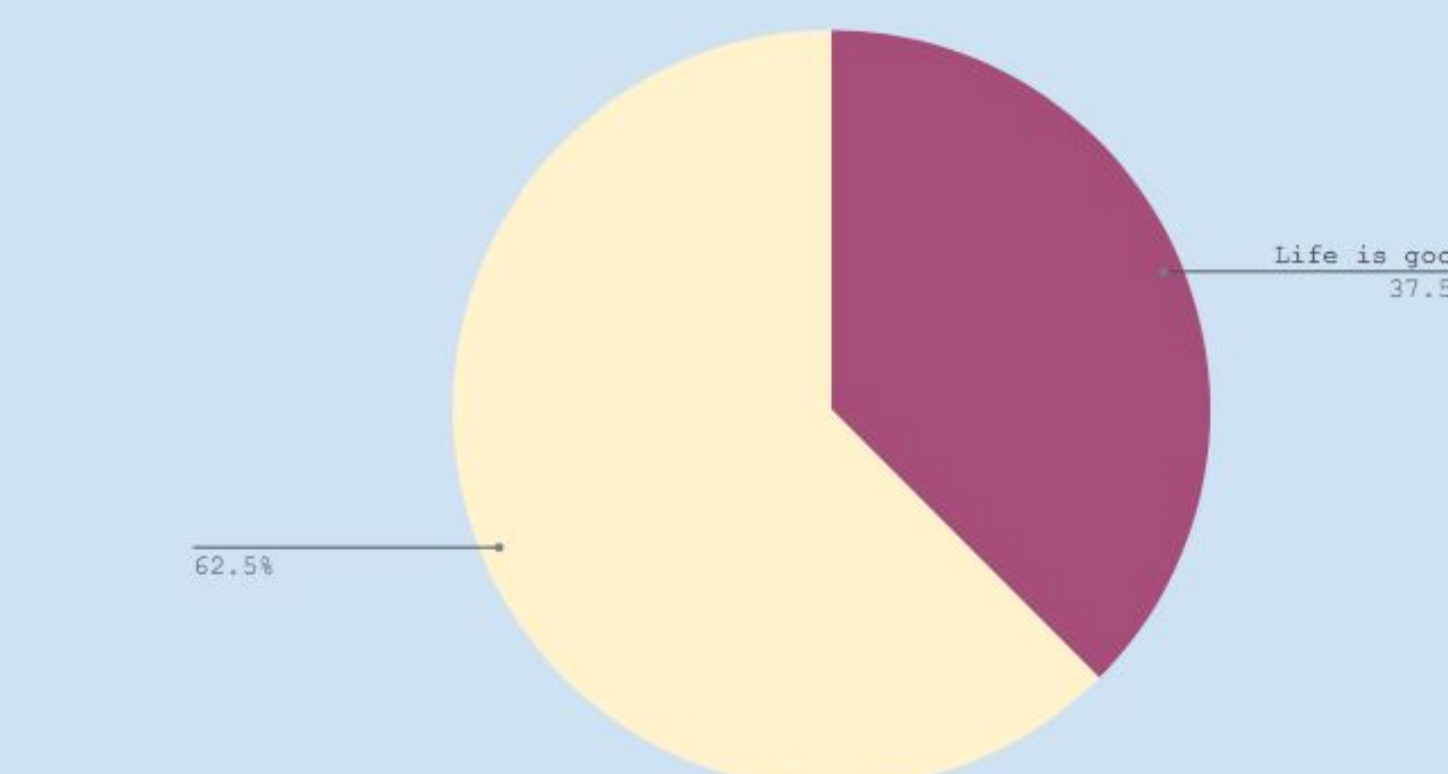


DISCUSSION, ANALYSIS, AND EVALUATION

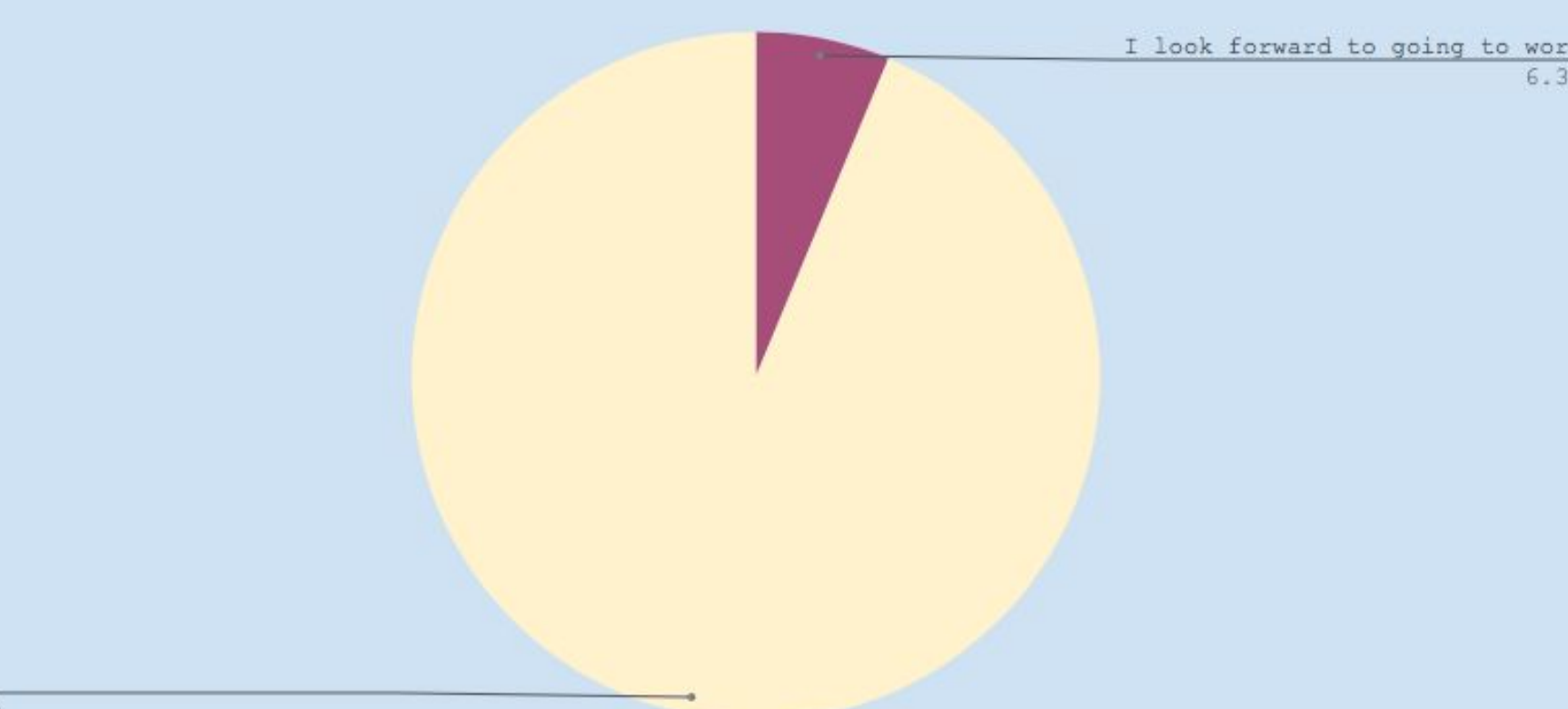
- Google, the company with highest 2017 revenue, also had the highest average happiness score.
- Watsonville Community Hospital had the lowest 2017 revenue and also had the lowest average happiness score.
- Watsonville Community Hospital is not known for employee benefits, while Google is well-known for its employee benefits.
- Within the highest and lowest average happiness score and success, many points do not correspond with the expected trend.
- Facebook has an extremely high average happiness score yet the 2017 revenue is not as high.
- There is a visible trend line that shows that the average happiness score increases as success increases, but there are also obvious outliers.
- Happiness in a workplace does affect success in a workplace to a certain extent, but this is not as obvious as expected.



31.3% of responses agree they are pleased with the kind of person they are.



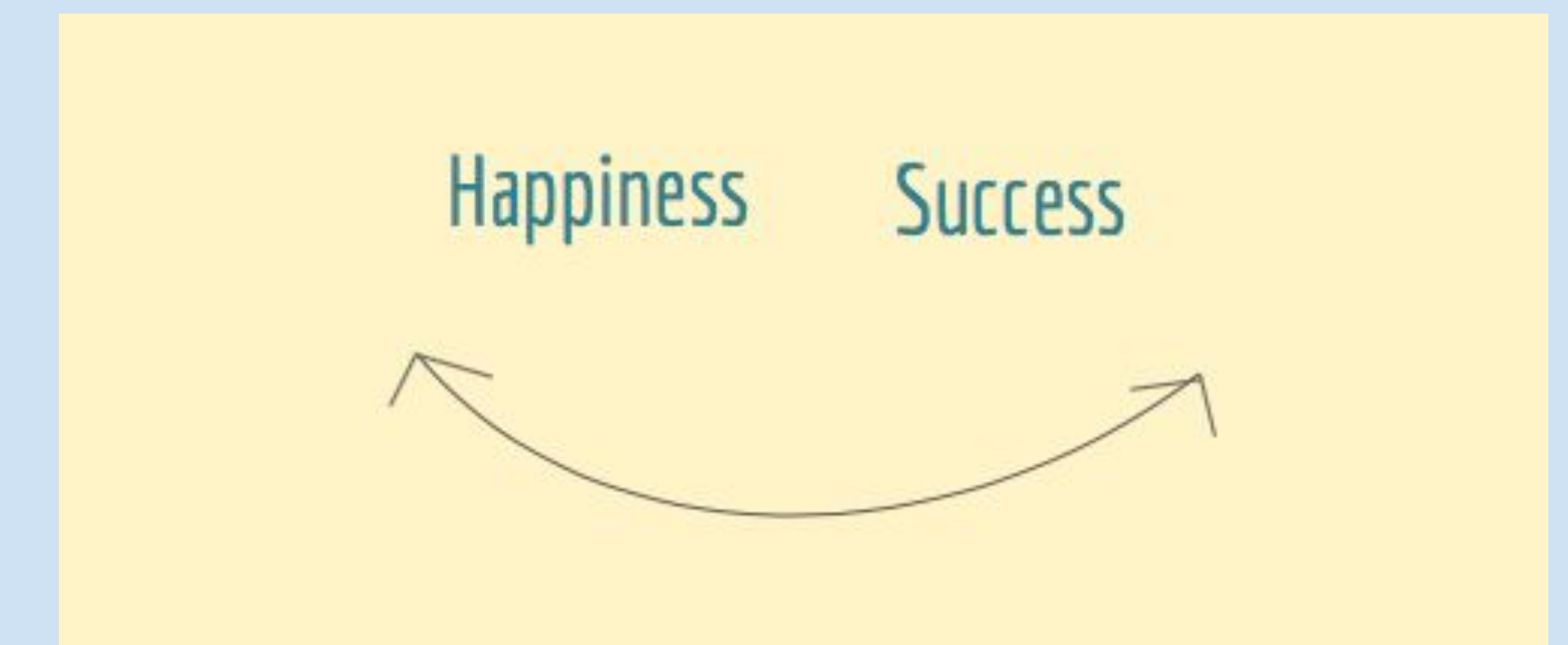
37.5% say life is good.



6.3% look forward to going to work.

- 31.3% say they like their boss.
- 25% are in control with their life.
- 37.5% say they are mentally alert.
- 46.7% experience joy often.
- 50% think their life has purpose.
- No responses say they have a lot of energy.
- These responses show that many people in the workplace are not optimistic. Yet considering the average for each company, not a single company would have agreed with each statement. This shows that there is no “perfect” company for any individual.

CONCLUSIONS, IMPLICATIONS, AND NEXT STEPS



- Employee benefits are an ensured way to make sure employees stay stress-free.
 - The outliers may represent a higher or lower amounts of employee benefits.
 - There is no company that is “perfect” for any individual. Not one employee said they completely agree with every statement.
 - No respondents say they have a lot of energy or wake up refreshed in the morning
 - This suggests that employees are worn out by work and do not have the time to rest.
 - 6.3% look forward to going to work and enjoy staying at work.
 - The respondents who look forward to going to and staying at work were mostly Google employees.
 - Google is also known for all their employee benefits. Some benefits given to the employees include:
 - “free breakfast, lunch, and dinner. The organic food is chef-prepared Free health and dental, free haircuts, free dry cleaning, subsidized massages, gyms and swimming pools, hybrid car subsidies, nap pods, video games, foosball, ping pong, on-site physicians, and death benefits” (Bulygo 2015).
 - One response came from Facebook, which is expectable as Facebook employee benefits are also favorable.
- In the future, it seems like caring for the wellness of employees should be reinforced. The success of the company does not solely rely on the happiness of workers, but it is clear that the very slight correlation does help in a way and does make a difference. One thing that could help workplaces would be finding out which employee benefits are most beneficial and effective for the employees.

ACKNOWLEDGEMENTS / REFERENCES

Special thanks to each and every company that took time out of their busy lives to take the surveys.

Sources

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