HOW FUN AT WORKPLACE IMPACTS EMPLOYEE’S JOB SATISFACTION

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ABSTRACT

Purpose: As globalization keeps evolving, firms have adopted new shapes and cultures. Introducing fun at the Workplace was one way to enhance employees’ effectiveness leading to better organizational outcomes. This study aimed to identify fun's effects on employees’ overall job satisfaction level at the Workplace.

Methodology: The research addresses several questions, which targeted causes of job dissatisfaction, benefits provided in the Workplace, how managers should develop a satisfying working environment eliminating all the odds, and the downsides of providing an unpleasant working environment. A survey questionnaire was designed to address several questions. Around 76 respondents from different generations, various organizations and designations attempted the survey online.

Findings: The survey suggested that providing a friendly environment and offering rewards and recognition was majorly considered an element of fun by employees compared to other fun activities at work. According to the findings, there is a straight correlation between fun and job satisfaction.

Practical implications: This research suggests executing and adjusting workplace fun activities to meet company objectives and employee preferences in a healthy and inclusive environment increases job retention as well as satisfaction.

Originality value: This research offers a thorough examination of the effect of satisfactory environment provided to the employees and explores their viewpoints on job enjoyment, emphasizing the pros and cons.

Keywords: Fun, Workplace, Job, Employee, Satisfaction.

COMO A DIVERSÃO NO LOCAL DE TRABALHO AFECTA A SATISFAÇÃO PROFISSIONAL DOS TRABALHADORES

RESUMO

Objetivo: À medida que a globalização continua a evoluir, as empresas adoptaram novas formas e culturas. Introduzir a diversão no local de trabalho foi uma forma de aumentar a eficácia dos trabalhadores, conduzindo a melhores resultados organizacionais. Este estudo teve como objetivo identificar os efeitos da diversão no nível geral de satisfação profissional dos trabalhadores no local de trabalho.

Metodologia: A investigação aborda várias questões, que visam as causas da insatisfação no trabalho, os benefícios proporcionados no local de trabalho, a forma como os gestores devem desenvolver um ambiente de trabalho satisfatório, eliminando todas as probabilidades, e as desvantagens de proporcionar um ambiente de trabalho desagradável. Foi elaborado um inquérito por questionário para responder a várias questões. Cerca de 76 inquiridos de diferentes gerações, várias organizações e designações tentaram responder ao inquérito em linha.

Conclusões: O inquérito sugeria que proporcionar um ambiente amigável e oferecer recompensas e reconhecimento era considerado um elemento de diversão pelos empregados, em comparação com outras atividades divertidas no trabalho. De acordo com os resultados, existe uma correlação direta entre diversão e satisfação no trabalho.

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How Fun at Workplace impacts Employee’s Job Satisfaction

Implicações práticas: Esta investigação sugere que a execução e o ajustamento das actividades lúdicas no local de trabalho para satisfazer os objectivos da empresa e as preferências dos trabalhadores num ambiente saudável e inclusivo aumentam a retenção e a satisfação no emprego.

Valor de originalidade: Esta investigação oferece uma análise exaustiva do efeito do ambiente satisfatório proporcionado aos empregados e explora os seus pontos de vista sobre o prazer no trabalho, salientando os prós e os contras.

Palavras-chave: Diversão, Local de Trabalho, Emprego, Empregado, Satisfação.

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1 INTRODUCTION

More than 90,000 hours of a worker’s life span is spent preparing for work, reaching their Workplace, or reaching their homes back from their jobs. Due to the rapid change in the business world, employees seek an encouraging and pleasant working environment to meet their needs and demands. Vital changes could be made by adding fun activities into the Workplace which are compatible with everyone and encourage them to go to work without any constraints. As a result, it would positively affect the employee’s life since work-related activities consume most of the days. Creating a stress-free working environment will decrease the workers' day-to-day problems and worries. Managers implementing fun in the office can show courage and flexibility and improve their employees’ mental status (Untarini et al., 2020).

Workplace fun is a work situation that encourages, supports, and is surrounded by various enjoyable employee activities (Ford et al., 2003). Workplace fun has become a traditional approach organizations use to involve, engage, and empower employees (Bolton and Houlihan, 2009). Promoting fun in the workplace results in positive outcomes for employees and organizations. It will increase employee satisfaction and decrease the level of boredom. Furthermore, it encourages participation and teamwork. It breaks down barriers between the employees and the supervisors. A company is as effective and operative as its employees. Thus, an appropriate level of job satisfaction is the main factor behind work productivity. According to a study conducted by (Karl et al., 2005), it was inferred that Fun at the Workplace is an essential and vital factor for expanding employee happiness, motivation, efficiency, and satisfaction, and it helps reduce stress.
Considering what is mentioned above, fun is considered a hidden connection layer between an organization and its employees. It’s a great stress reliever, giving people something to look forward to.

Fun can reduce turnover rates by minimizing the need for extrinsic benefits such as financial incentives and compensations. Intrinsic benefits are essential to increasing the drive to achieve better results (Makki and Abid, 2017). Job satisfaction is the terminology used to describe employees’ attitudes towards their jobs, whether they are happy and contented, and whether their expectations and needs are fulfilled at work (Zhu, 2013). Job satisfaction might result from several factors, including the job itself, the work conditions, the level of pay and benefits, having good relationships with the managers and co-workers, advancing employees to learn new skills, and maintaining a fun and positive work environment. It can strongly influence the overall happiness of an individual. Moreover, it significantly impacts employees’ performance, commitment, and perception during working hours and after. In other words, job satisfaction and work-life balance (WLB) satisfaction can increase employee performance (Kabir and Parvin, 2011).

Therefore, this study aimed to identify the effects of Fun at Workplace and examine the relationship between Fun at Workplace and employee’s job satisfaction levels. The study specifically focused on recognizing the fun that occurs at the Workplace. These factors can make a fun working environment and study the relationship between fun at work and other variables.

2 REVIEW AND HYPOTHESIS

2.1 THE EFFECTS OF FUN AT THE WORKPLACE ON EMPLOYEE AND JOB SATISFACTION

Some previous research studies examined the effects of Fun at Workplace on employees and its impact on job satisfaction levels (Plester and Hutchison, 2016, Müceldili and Erdil, 2016, Gin Choi et al., 2013). These studies investigated the bond between several interrelated variables to identify their correlation. Researchers indicated that Fun at Workplace directly affects employee job satisfaction, while other scholars associated it with employee behaviors, attitudes, and personality traits. The population analysis showed two different perspectives: The first point of view examined a set that stated that working hours should be dedicated to a pre-
identified set of duties and responsibilities. However, the second prospect assured that Fun at Workplace is complementary to achieving effective and efficient results.

Studies have proved that work and fun are complementary to each other. The presence of fun in an organization creates a stress-free, calm, efficient, and effective working environment. Furthermore, having fun at the Workplace is a clue of a highly bonded organizational culture that elevates employees’ commitment and increases the sense of belonging. These positive approaches correlated with fun, reduced turnover rate, better recruiting, and a joyful working atmosphere (Owler et al., 2010, Urquhart, 2005).

According to (Gostick and Christopher, 2008), workplace fun increases productivity, develops employees’ satisfaction and loyalty, and encourages creativity and innovation. They concluded that fun builds up and reinforces friendships at the office. Further studies confirmed that employees who experience fun at their Workplace and are involved in fun activities that are more familiar show greater satisfaction than those who don’t. Those individuals are highly motivated, more cooperative with co-workers, supportive, and have a high level of commitment associated with a lower level of absenteeism.

According to (Harris, 2016b), most importantly, it is the responsibility of the organization’s managers to provide a comfortable environment to their employees and comprehend workers’ needs, particularly nowadays because organizations maintain diverse genders belonging to a different age clusters.

2.2 THE BENEFIT OF FUN AT WORKPLACE

Fun is an outgrowth of a positive organizational culture that can be applied to achieve the organization's goals while boosting employees' commitment and satisfaction with their job (Everett, 2011). Harris, co-founder and chief marketing officer at BrightHR Institute, focused on research on the beneficial effects of fun at work. The study results showed that 62% of employees engaged in fun activities had no sick leave days in the past three months compared to 38% who didn’t have fun at the Workplace. Moreover, 55% of the employees who have participated in a fun activity in the last six months are more likely to feel creative than 33% who didn’t (Harris, 2016a).

2.3 FUN AT THE WORKPLACE: JOB ENGAGEMENT AND MOTIVATION
Academic studies discussed that when there is a lack of fun in the Workplace, the level of work engagement is considered low, which will affect the organizational goals. A study performed by (Jamaludin et al., 2016) determined that Fun at the Workplace is one of the factors which can boost work engagement. Moreover, devoted employees have high morals, which can facilitate them to achieve organizational goals and increase productivity, subsequently boosting profits. Many studies stated that promoting fun at work greatly benefits the individual and the organization. Many managers nowadays see that having fun in the Workplace is essential for creating a positive work environment to motivate their employees (Ford et al., 2003).

Job involvement is considered one of the job satisfaction aspects as per a study by (B. Schaufeli and B. Bakker, 2004). To study the relationship between job engagement and job satisfaction, three factors: energy, dedication, and absorption were considered (Alarcon and Lyons, 2011). The findings showed that these three factors had an impact on job engagement. In addition, a positive attitude toward the job is also correlated with positive engagement. Thus, fun and humor are the main reasons behind better employee engagement, which will improve their performance and satisfaction (Karl et al., 2005, Newstrom, 2002).

A survey analyzed the link between Fun at Workplace and job engagement for 66 respondents focusing on two main points: the rate of Fun at Workplace and the relationship between fun at the Workplace with employee engagement. Results revealed that networking with co-workers received a higher score than other fun activities such as celebrating at work, personal freedoms, and global fun at work. In conclusion, the relationship between Fun at Workplace and job engagement is directly proportional (Jamaludin et al., 2016). Similar findings were also reported by (R. Fluegge-Woolf, 2014), in which the study suggested that entertaining individuals are more likely to show positive coordination and motivation toward tasks. Moreover, few studies have highlighted that employees who have fun at the Workplace feel happy, satisfied and motivated toward their roles; thus, these elements are the main factors to increase the quality of tasks performed, ultimately delivering better results (Karl and Peluchette, 2006).

2.4 THE USE OF FUN AS A LEARNING STRATEGY

Fun activities like team-building or celebrations to recognize achievements and the manager's overall support for fun on the job were considered ways to enhance employees' happiness and satisfaction (Tews et al., 2016). Based on this study, informal learning is a common way for employees to learn lessons to improve their job performance.
2.5 ROLE OF MANAGERS IN PROVIDING FUN AT WORKPLACE

The significance of managers in facilitating a positive and enjoyable work environment is of utmost importance. Managers have the responsibility of cultivating a work atmosphere that is characterized by positivity and active engagement (Newstrom, 2002). They could commence and provide assistance for a range of endeavors, including tasks such as fostering teamwork and implementing programs for acknowledging achievements. Managers may effectively raise morale, productivity, and overall employee happiness by establishing a positive example and fostering a culture that values fun and innovation (Jalilianhasanpour et al., 2021). Furthermore, it is important for organizations to demonstrate sensitivity towards the demands of their employees, therefore ensuring that recreational activities are in accordance with a wide range of preferences. The promotion of workplace fun by managers has a direct influence on employee engagement, collaboration, and the overall performance of the organization (Chan and Mak, 2016).

Managers should be sensitive to the diverse backgrounds of the personnel when implementing a fun philosophy (Everett, 2011). Going out for a drink after leaving the office seems fun for some employees, while still, it might not be a good choice for workers who don’t consume alcoholic beverages or those who have financial and family commitments. Such situations might lead to consequences such as pressure to participate and join only to fit into the culture; those who do not contribute may feel segregated and isolated from the group. Managers must create a comprehensive organizational culture in which employees are encouraged to have fun regardless of socioeconomic factors (Huey Yiing and Zaman Bin Ahmad, 2009, Renee Baptiste, 2009).

2.6 FUN AT WORKPLACE BOUNDARIES

It is necessary to explore the link between entertainment, organizational culture and its boundaries to identify the influences of a cross-cultural environment, the effect of joy and fun, and observe how the employees interact during Fun at Workplace.

A research study was proposed (Plester and Orams, 2008) in which the concept of organizational jokers was defined. Workplace culture and social behavior are sustained by individuals in the organization, literally called jokers. The individuals make the environment more enjoyable as they playfully limit fun's boundaries, which are acceptable within the
organization. Employees and managers value jokers as essential employees of the company because of their outstanding sense of humor and capacity to foster a fun environment.

The above report determined the limitations of humor and fun in the Workplace, which are influenced by the creation of boundaries. That enables, facilitates, or limits fun activities without being exploited as entertainment and joyful activities are restrained in a bureaucratic organizational structure. However, informal companies encourage fun at work, creating unique organizational norms and beliefs (Fleming, 2005).

3 METHODOLOGY

Data were collected from an online survey posted on a social media website (Facebook) and relayed to a regional association. A sample of 76 respondents was analyzed belonging to various organizations and designations. The prepared questionnaire was composed of 5 mixed questions, which were open-ended and closed-ended.

The questionnaire was composed of three major parts:

**Part-1:** Basic demographic information of the respondents.

**Part-2:** Questions targeting measures of fun at the Workplace, factors that affect fun at the Workplace, the types of fun activities an organization provides, and the positive versus negative effects of fun at the office.

**Part-3:** Finally, it covers the correlation between fun at the Workplace and job satisfaction, its effect on productivity growth, and the features that make the organization a good workplace.

3.1 SURVEY PARAMETER

Respondents answered questions concerning demographic characteristics, including gender, age, profession, and length of work. The age range was selected between 18 and 40 and above among the participants, who were divided into six groups by age. There were 11 major categories used to classify the profession of the respondent. Employees' years of experience were categorized into four groups, from (1-10) years, based on how long they've worked with the same company. The second part discussed the effects employees believed having fun at work had on the job. Respondents were polled about their respective organization's team building and leisure activities. Participants' responses were quantified on a 5-point scale ranging from strongly agree to disagree strongly. In the third portion, questions were asked, such as...
whether individuals have fun at work, whether it exists, and the connection between fun, productivity, and job satisfaction.

3.2 STATISTICAL ANALYSIS

The information and collected data were analyzed using “Statistical Package for the Social Sciences” (SPSS) software. Descriptive measurements, including frequency and percentages, were used to assess the data.

3.3 STUDY LIMITATIONS

The data received was from a relatively close age range which affects the integrity of the data in addition to biased responses. However, a study covering the effect of fun at the Workplace on employee and job satisfaction shouldn’t be limited to one sample. Besides, it can be conducted by several organizations having a wider range of ages. Also, it would provide more respondents from various backgrounds having more experience and knowledge.

It’s worth mentioning that posting the survey on social media disregarded the possibility of targeting the age population between 41-62 years old, which provided limited results. Therefore, the results of this study cannot be generalized. Future studies may include older generations from several fields and organizations with higher experience and knowledge. Further, future studies may also test the differential effects of fun at the Workplace by generation or cultural background.

4 RESULTS AND DISCUSSION

4.1 DEMOGRAPHIC ANALYSIS

Analysis of the demographic profile is represented in Table 1. Out of 76 respondents, 47 were females (61.2%) rest was male (38.2%). Among the respondents, 65.8% ranged between 26 and 30 years, and 13.2% of the participants aged between 31 and 35. Whereas 11.8% were 20 to 25 years old, correspondingly 3.9% were between 36 and 40 years, and 2.6% were 18 to 20 years, while an equal percentage of respondents were 40 years old and above. The analysis of the number of years the employees worked in the same organization is graphically represented in Figure 1, which showed that most of the respondents (42.1%) have
been working in the same organization for 1 year and less than two years, followed by 32.9% working on behalf of 2 years and less than 5 years. Whereas 15.8% have been employed in the same organization for 5 years and less than 10 years, only 9.2% stated that they worked in the same company for 10 years and above.

**Figure 2** highlighted an analysis of the departments in which the respondents worked. Among these respondents, 18.3% work in the accounting and finance department, 15.5% in the customer service, sales, retail and business department, 12.7% in production, and 8.5% of respondents work in the marketing and advertising departments. Respondents working in the information technology sector were 5.6%, whereas, 2.8% in maintenance, while 1.4% in human resources and RnD. However, a very small amount of the respondents was found to be working in other fields such as journalism, health care, teaching, education, dietary and others (data not shown).

### 4.2 ANALYSIS OF Q1: DOES YOUR ORGANIZATION ALLOW FUN IN THE WORKPLACE?

According to the survey, the majority of the participants (48.7%) agreed that their organization allows Fun at Workplace. While only 27.6% of the population strongly agreed with the above statement. Moreover, 5.3% disagreed, and 18.4% of employees were neutral regarding the allowance of fun at their Workplace (Figure 3). According to the above survey analysis, it can be seen that majority of the respondents (76.3%) either strongly agree or agree to the point that their organization provide chances of fun, thus, this is a favorable disposition towards incorporating enjoyment within the professional setting, which corresponds with the notion that cultivating a pleasurable work atmosphere may enhance employee morale and contentment towards their organization (Varma, 2017, Djastuti, 2019).

### 4.3 ANALYSIS OF Q2: WHAT KIND OF FUN ACTIVITIES DOES YOUR ORGANIZATION USE?

Fun activities were evaluated using a list of 12 categories represented in **Figure 4.** Most respondents (53.9%) considered social events such as picnics and parties as the element that make work a fun environment. Another major element was recognition of personal milestones (e.g., birthdays, hiring anniversaries) as 39.5% of employees responded to this option, followed by 30.3% who regarded friendly competitions among employees (e.g., attendance, sales.
contests) as the activity their organizations use for fun. Whereas 23.7% chose opportunities for personal development (e.g., self-awareness, self-knowledge, learning new skills) and public celebrations of professional achievements (e.g., award banquets) as a way of having fun at the workplace. Approximately 15.8% selected humor, such as cartoons, jokes in newsletters, and emails, while 10.5% respondents chose games (darts, bingo, company-sponsored athletic teams) and entertainment, such as bands, skits, and plays.

Further, 2.6% respondents chose opportunities for community volunteerism (e.g., civic groups), and 11.8% chose stress release activities (e.g., exercise facilities, massages).

Moreover, employee recognition and rewards were an essential way to have fun, according to 26.6% of the respondents. This result also correlate with the researches performed by (Osborne and Hammoud, 2017) and (Ghosh et al., 2016) which suggested the significance of recognition and appreciation in fostering employee motivation and engagement. When employees and their work is appreciated, their satisfaction and productivity increase, and they are more motivated to maintain and improve their work (Dobre, 2013, Uka and Prendi, 2021). A total of 9.3% of respondents pointed out that their company uses fun committees to spread fun into the Workplace. A fun committee can organize social events and random fun activities for employees to help relieve stress. Additionally, the company’s social committees encourage collaborative action and support the creation of a sense of togetherness amongst co-workers (Redman and Mathews, 2002). Moreover, 8% selected activities such as casual dress days, creative company events, for example, talent shows, and a company providing food and beverages to spread fun and entertainment among employees during working hours.

Lastly, 17.3% of the participants agreed that their organization doesn’t use any fun activities because they are forbidden during working hours for several reasons, such as wasting time, lack of focus, increasing error rate, and many others (Clark, 2003).

4.4 ANALYSIS OF Q3: WHAT ARE THE ADVANTAGES OF HAVING A FUN WORKING ENVIRONMENT BASED ON THE EMPLOYEE’S PERSPECTIVE?

Moreover, this survey further discussed the advantages and disadvantages of fun at the Workplace from the employee’s perspective (Figure 5 and 6 respectively).

According to the survey, 53.9% of employees stated that fun supplies an efficient amount of satisfaction during working hours, and 51.3% of the workers regarded that fun increases enthusiasm for work and reduces anxiety and stress. While 38% considered that fun enhances friendships and interactions among employees, it also increases mutual trust between
employees, which is a major factor of efficiency in work at the organization. Most of the respondents (54%) regarded fun given at the Workplace improves employee creativity and group cohesiveness. The most prominent advantage of having fun at workplace was creativity as identified by the respondents. This statement corresponds with several research which highlights the favorable influence of a pleasurable work environment on employee performance (Duffy and Wissinger, 2017, Zhu et al., 2018, Fluegge-Woolf, 2014, Hur et al., 2016). Moreover, fun at the office encompasses organizational citizenship behavior (OCB). According to 45% of the respondents, OCB achieves its effectiveness by providing a positive social and psychological environment where work tasks can flourish. OCB is important to employees as it enhances social connections that influence job performance (Wei, 2014).

Analysis of Q4: What Are the Disadvantages of a Fun Environment from the Employee’s Perspective?

On the micro level, some survey contributors agreed to the disadvantages of fun represented in Figure-6. Around 31.5% respondents showed concerns for fun to cause things to get out of hand. (Gin Choi et al., 2013) also stated the same issue arising because of too much casual environment in organization. Many responses (24.1%) showed that fun causes employees to lose focus on tasks. Moreover, 19.7% people recorded disrespectful treatment among employees as a result of fun activities, and 28.9% detailed that Fun at the Workplace might increase toxicity as it may affect the feelings of other employees due to scaring and hurting jokes, including bullying. Like, some employees may take jokes seriously and get hurt. Around 10.5% of the respondents believed that the employees are not fully mature towards fun since some implied that the offices are serious workplaces which showed that fun is a great waste of time and produces insufficient work outputs (Ford et al., 2003). The aforementioned results highlight the need to maintain an equilibrium between enjoyment and efficiency, since an excessive amount of enjoyment might impede one's ability to complete professional tasks effectively.

4.5 ANALYSIS OF Q-5: ARE YOU WITH OR AGAINST HAVING FUN AT THE WORKPLACE, AND WHY?

The perspective of respondents on either agreement or disapproval towards fun at workplace was analyzed, which may provide valuable insights into the dynamics of workplace culture and its influence on employee engagement and happiness. It was an open-ended question in which various responses from the participants were received, from which few
perspectives are discussed that may have a significant impact on the notion of having joy at work.

Actions such as increasing commitment, maintaining good friendships, empowering the employees, reducing stress and anxiety and creating a comfortable environment are all the main reasons for which the respondents opted in favor of the idea of having fun at the Workplace. Moreover, it was stated that fun at the office breaks the ice between lower-level and higher-level workers and reduces the distance between the employees and the supervisors. Other replies indicated that having fun at the office is a way of motivating the employees; moreover, it makes the staff more engaged and committed towards the organization. Fun at the Workplace makes the workers more creative and dynamic since fun increases the employees' productivity. However, adding some activities to employee tasks and duties will encourage them to come to the office full of energy (Ford et al., 2003, Shaw et al., 2019).

Based on the responses, the need for humans to perform the work should be minimized if the procedures are so structured and must be followed identically in every case. The work processes become smarter when the people responsible for executing them are also closely involved in designing and implementing them. It is logical and responsible to make every job as fun and creative as possible and good leaders do that. Ineffective leaders don't trust themselves enough to trust those who work under them (Itri and Lawson, 2016, Renee Baptiste, 2009). Fun at Workplace was generally perceived as beneficial by most of the participants. However, some respondents linked fun at the Workplace with the nature of provided activities.

On the other hand, several respondents were against the existence of fun at the Workplace or added some limitations to it. These survey takers suggested that Fun at Workplace may affect the employees negatively and recognize that creating pleasure out of a routine or stressful environment was a big challenge. According to the respondents, it is not an easy “thing to do,” many factors, including attitudes and personality, may affect an employee’s perception of fun.

5 CONCLUSION

Job satisfaction greatly affects happiness, motivation, productivity, and stress. Workplace humor improves customer service and productivity. Organizations should embrace humor, collaborate, compete, and avoid turmoil to prosper. Party, recognition, and management participation matter. This research emphasizes the importance of attractive workplaces where employee well-being leads to profitability. Workplace comedy needs strategy. Fun at work
boosts morale, productivity, and contentment, thus management should foster a fun and engaging workplace. Training autonomy increases work happiness, and incentives are needed to encourage employee involvement. Contrary to popular assumption, workplace comedy increases productivity and energy.

6 FUTURE RECOMMENDATION

This research showed significant findings on how work pleasure influences job satisfaction. The study concluded that enjoyable workplace activities increased employee attitudes, behaviors, and well-being. Picnics and festivals enhanced job satisfaction more than self-improvement and community participation. The study indicated that cost-effective CSR initiatives and employee volunteerism boosted workplace morale and talent retention. Volunteering may calm employees, expand their social contacts, and ignite personal interests. Recognition and praise have always topped creativity and casual dress in professional situations. Staff morale and creativity improve with informal Fridays.

Company creativity and innovation may improve employee satisfaction and corporate success. Prioritize engagement, standards, and a pleasant work environment to enhance job satisfaction. Training and less supervision boost employee happiness.

DATA AVAILABILITY STATEMENT

Due to the nature of this research, participants of this study did not agree for their data to be shared publicly, so supporting data is not available.

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APPENDIX

Table I
Analysis of Demographic Profile

<table>
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<tr>
<th>Particulars</th>
<th>Category</th>
<th>Percentage (%)</th>
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<td>Sales/Retail/ Business Development</td>
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<td>Journalism</td>
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<td>Other (healthcare, teaching etc.)</td>
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<td><strong>Years of Occupation at the same company</strong></td>
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Figure-1
Analysis of the Numbers of years employees (percentage) were working in the same Organization.
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**Figure 2**
*Analysis of different departments in which the employees work*

**Figure 3**
*Analysis of employees’ opinion for provision of fun at workplace*
Figure 4

*Analysis of employee’s preference on types of fun activities provided by organization*

![Graph showing preferences for different types of fun activities provided by an organization.](image)

Figure 5

*Analysis of employees’ opinion on advantages of having fun at work place*

![Graph showing the percentage of employees' satisfaction with different aspects of having fun at work.](image)
Figure 6

*Analysis of employees’ opinion on advantages of having fun at workplace*

- Loosing control
- Lost focus
- Disrespect
- Toxicity
- Waste of time

Percentage of employees