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How the companies plan to keep their employees happy

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'Happiness' has been making headlines over the past few weeks, though India didn't have much to cheer about, as it figured among 10 countries that saw the largest declines in happiness levels between 2005-07 and 2013-15.

[...] A consulting firm says that as high as 60 per cent of talented employees are considering leaving their existing jobs.

The point is that employers are completely off track if they think money and flexible timing alone will help reverse this situation. [...]

The survey shows job satisfaction is the overwhelmingly biggest factor for talented employees, which means employees want to be happy in their roles so that they enjoy coming to office every morning.

Also, organisations have to look at letting employees do what they do best instead of trying to micro-manage them to death. That's because employees need time and freedom to generate new ideas. [...]

Another critical factor is recognition -- something that is ignored consistently even by the most modern organisations. This is surprising, as it is plain common sense that recognition significantly improves employee engagement, pride and overall happiness, which have a direct impact on their productivity. [...]

Studies from psychology and neurology have shown that people who experience positive emotions are more efficient and creative. Employees tend to get ill less often, and many even stay at the company longer, reducing the huge efforts to recruit new employees.[...]

Shyamal Majumdar in New Delhi

Source: <http://www.business-standard.com/>