
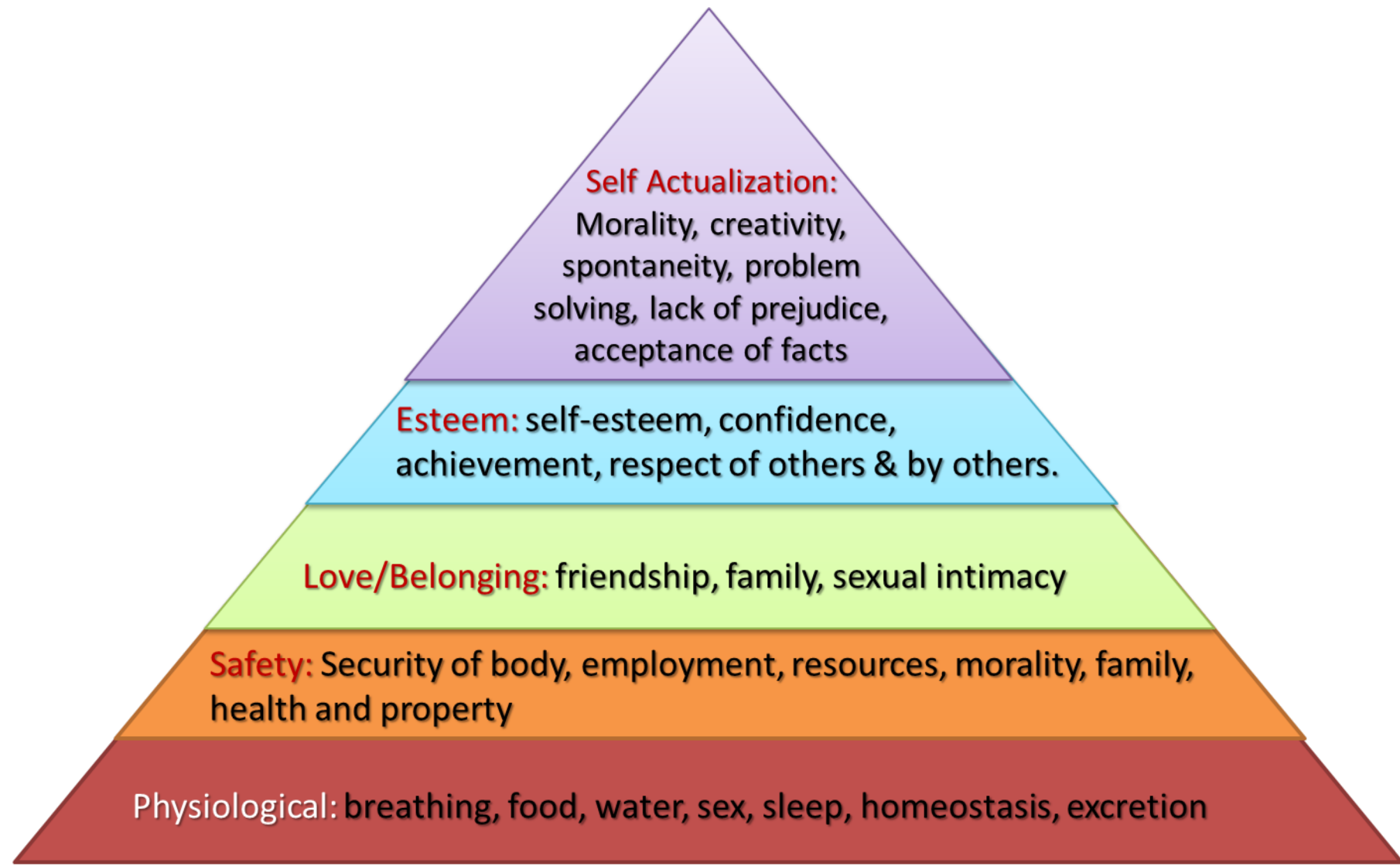
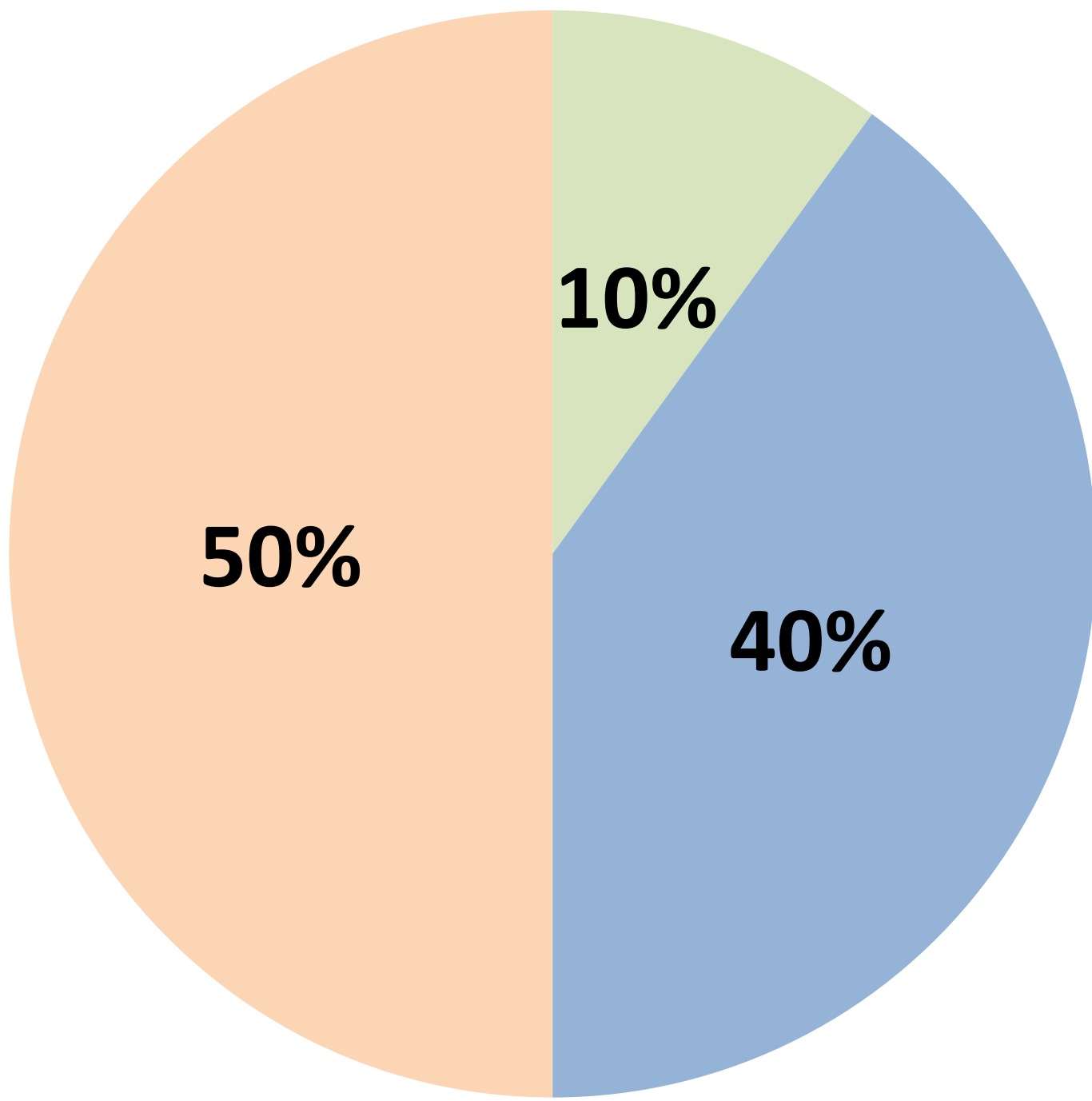


Happiness in the Workplace Promotes Productivity, Retention, Long-Term Employment, and Profitability

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PURPOSE		METHODS	CONCLUSIONS													
<p>To build a case for the development of an analytical survey tool that will help identify key components that affect happiness, engagement, and subjective well-being in the workplace in order to promote retention and long-term employment.</p> <p>The development of such a tool will allow companies to evaluate how to most effectively allocate the resources they are spending on employees, positively influencing the organizations’ functionality and bottom line.</p>		<p>1. Literature Review</p> <p>2. Semi Structured Interviews</p>	<p>There is a need for a scientifically developed assessment tool that ascertains the most effective ways to increase happiness and well-being will increase motivation, productivity and retention, which positively affects profitability.</p> <div><div><h3>Who benefits?</h3><ul style="list-style-type: none">• Companies• Individuals• Communities• Governmental Agencies• Society</div><p><i>“To win in the marketplace...you must first win in the workplace.”</i> <i>-Doug Conant, CEO of Campbell’s Soup</i></p></div>													
RESULTS																
Engagement	Enhances loyalty, growth, & profitability	<div><div><h3>High Performance Flow Theory ®</h3><p>After Mihaly Csikszentmihalyi</p></div></div>	<div><h3>LITERATURE CITED</h3><p>CBS, Dallas (2018, October 18). Retrieved from CBSDFW.com: https://dfw.cbslocal.com/2018/10/18/oldest-working-man-in-texas-turns-101-still-drinks-2-dr-peppers-a-day</p><p>Csikszentmihalyi, M. (1990). Flow: The psychology of optimal experience. New York: Harper & Row.</p><p>Lee, E. (2011, November 12). Retrieved from Slide Share: https://www.slideshare.net/eunbae/studentgenerated-content-and-motivation-theories-powered-by-web-20?</p><p>Lyubomirsky, S. (2007). The how of happiness: A scientific approach to getting the life you want. New York, NY, US: Penguin Press.</p><p>Trolle, M. (2013, October 16). Retrieved from Slide Share: https://pt.slideshare.net/mikaeltrolle/high-performance-teams-30361641/15</p></div>													
Motivation	Increases performance, awareness, development & success															
Retention	Enhances loyalty, growth, & profitability															
ALTERNATIVE SUCCESS DRIVERS																
 <div><div>Environmental</div><div>Intentional Activities</div><div>Genetics</div></div>	<table><tr><td>Environmental</td><td>\$ to Meet Physiological Needs Belongingness Challenge - Flow - Engagement Autonomy Recognition</td><td>Meaningfulness Goals Uninterrupted Concentration Esteem Through Achievement Safety</td><td>Development of Skill Expectations Support Sense of Purpose</td></tr><tr><td>Intentional</td><td>Gratitude Optimism Through Communication Avoidance of Social Comparison Kindness Nurturing Relationships - Belongingness</td><td>Participating in Engaging Activities Savoring Pleasures Setting Life Goals Developing Coping Strategies Expectations</td><td>Forgiveness Spirituality Self-Care Safety Esteem - Achievement - Challenge</td><td>Concentration Development of Skill - Mastery Engagement Self Actualization</td></tr><tr><td>Genetic</td><td>Self Acceptance Extroversion Positivity</td><td>Objectivity Desire to do One's Best Coping Strategies</td><td>Forgiveness Spirituality Propensity for Self-Care</td><td></td></tr></table> <p><i>*Components listed in blue can be influenced to increase happiness in the workplace.</i></p>	Environmental	\$ to Meet Physiological Needs Belongingness Challenge - Flow - Engagement Autonomy Recognition	Meaningfulness Goals Uninterrupted Concentration Esteem Through Achievement Safety	Development of Skill Expectations Support Sense of Purpose	Intentional	Gratitude Optimism Through Communication Avoidance of Social Comparison Kindness Nurturing Relationships - Belongingness	Participating in Engaging Activities Savoring Pleasures Setting Life Goals Developing Coping Strategies Expectations	Forgiveness Spirituality Self-Care Safety Esteem - Achievement - Challenge	Concentration Development of Skill - Mastery Engagement Self Actualization	Genetic	Self Acceptance Extroversion Positivity	Objectivity Desire to do One's Best Coping Strategies	Forgiveness Spirituality Propensity for Self-Care		<div><h3>ACKNOWLEDGEMENTS</h3><p>It is amazing how challenges turn into opportunities. I am grateful for the things that spurred me to join the HDO program. It has brought new perspective and new direction for me. Thank you to my family and friends who have supported my quest to be happy and add to the world in a positive way.</p><p>I appreciate the time, support and input from Art Markman, Raj Raghunathan, and David Beaver more than I can convey; their feedback and insight has been extraordinary.</p><p>Thank you to Senator Lucio and staff for all the opportunities, support and encouragement. You touch lives in such meaningful and beautiful ways and truly make the world a better place!</p></div> <div><h3>FURTHER INFORMATION</h3><p>Kelly Hettinger kellyhettinger@utexas.edu</p></div>
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