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The impact of workplace happiness on employee productivity in agro-based enterprises

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Abstract

In the dynamic agro-industry landscape, employee well-being is emerging as a critical factor in driving organizational performance. This study examines the impact of workplace happiness on employee productivity, based on data collected from 125 lower-level employees across five agro-based enterprises through a structured google form using convenience sampling. A descriptive and exploratory research design was employed, and data was analyzed using chi-square test analysis. The result reveals a significant positive relationship between workplace happiness and productivity, with key contributing factors including clear goals, supportive environments, access to resources, autonomy, and work-life balance all significant at the 1% level. The study concludes that promoting workplace happiness is not only ethically important but also strategically beneficial for enhancing employee performance and overall organizational effectiveness in agro-based enterprises.

Keywords: Workplace happiness, employee productivity, agro-based enterprises, organizational support, job satisfaction, work-life balance, autonomy, chi-square analysis, human resource management, employee well-being

1. Introduction

Workplace happiness encompasses employees' emotional engagement, job satisfaction, and sense of value within their organization (Fisher, 2010) [2]. In high-demand sectors like agriculture, where physical labour and occupational stress are common, emotional well-being plays a crucial role in maintaining performance, motivation, and long-term productivity (Maan et al., 2020) [3].

The theoretical foundation of workplace happiness draws from both hedonic (pleasure-oriented) and eudaimonic (purpose-driven) frameworks, which emphasize short-term satisfaction and long-term meaning, respectively (Ryan & Deci, 2001) [6]. Employees experiencing higher levels of happiness tend to show increased engagement, stronger organizational commitment, and enhanced productivity (Oswald, Proto, & Sgroi, 2015) [5]. This research aims to analyze the impact of workplace happiness on employee productivity in agro-based enterprises and to identify the key contributing factors influencing this relationship.

2. Methodology

This study adopted a descriptive and exploratory research design to examine the impact of workplace happiness on employee productivity in agro-based enterprises. The research was conducted among 125 lower-level employees selected from five agro-based enterprises using a convenience sampling method.

A structured questionnaire was designed using Google Forms to collect primary data efficiently and uniformly. To analyze the collected data, chi-square test analysis were

employed as analytical tool. This methodological framework ensured both quantitative insight and statistical validation, thereby enhancing the reliability and practical applicability of the research findings.

Formula Used

Chi-square Value:

$$\chi^2 = \sum \left[\frac{(O-E)^2}{E} \right]$$

Where, O= Observed Frequency

E= Expected Frequency

3. Results and Discussion

This topic presents and interprets the findings and results. This topic deals with analysis of data concerned to the different aspects of study and presentation of result. The significant findings are outlined and discussed in accordance with the research objective in the following section.

3.1 Employees perception of their own work productivity.

Employee productivity levels were self-assessed using a five-point scale ranging from very low to very high. The table reflects how employees perceive their overall productivity in the workplace, providing insights into their performance confidence and work engagement.

Table 3.1: Distribution of employee's responses on self-rated work productivity.

Scale	Frequency	Percentage
Very low	1	0.8
Low	4	3.2
Medium	53	42.4
High	60	48
Very high	7	5.6
Total	125	100

The data shows that a majority of employees 60(48%) rated their overall productivity as high, 53(42.4%) rated medium, indicating generally positive self-assessments. Only 4% rated their productivity as low to very low, while 5.6% rated it as very high. This suggests that most employees perceive themselves as reasonably or highly productive in their work environment.

3.2 Workplace happiness influence on performance frequency.

The following table presents employee responses on how frequently workplace happiness contributes to higher job performance.

Table 3.2: Impact of workplace happiness on job performance frequency

Scale	Frequency	Percentage
Never	1	0.8
Rarely	1	0.8
Sometimes	35	28
Often	60	48
Always	28	22.4
Total	125	100

The data shows that a majority of employees 60(48%) believe workplace happiness often enhances job performance, 28(22.4%) employees said that it always leads to higher job performance, indicating a strong positive connection. Additionally, 35(28%) reported that it sometimes contributes to better performance. Only a minimal percentage (1.6%) selected never or rarely, suggesting that most employees perceive workplace happiness as a key factor in enhancing their productivity.

3.3 Perceived impact of happiness on work stress management.

The following table presents employee responses on the extent to which happiness helps them manage work-related stress.

Table 3.3: Employee views on how happiness contributes to managing job stress.

Scale	Frequency	Percentage
Not at all	1	0.8
Not really	2	1.6
Strongly agree	29	23.2
Yes, to some extent	56	44.8
Yes, significantly	37	29.6
Total	125	100

The data indicates that the majority of employees believe happiness helps in managing stress, with 56 (44.8%)

agreeing to some extent and 37(29.6%) agreeing significantly. Additionally, 29(23.2%) strongly agreed, while only 3(2.4%) expressed little to no agreement, highlighting a strong perceived link between happiness and stress management.

3.4 Impact of happiness on work performance.

Based on self-reported responses of employees the following table presents effect of happiness on work performance of employees.

Table 3.4: Impact of happiness on employee performance.

Scale	Frequency	Percentage
Very low	1	0.8
Low	0	0
Medium	34	27.2
High	62	49.6
Very high	28	22.4
Total	125	100

The data reveals that a significant majority of employees 90(72%) believe happiness has a high to very high impact on their performance. Specifically, 62(49.6%) rated the impact as high, and 28(22.4%) as very high. Only 1(0.8%) perceived the impact as very low, while none rated it as low. This indicates that workplace happiness plays a crucial role in enhancing employee performance.

3.5 Self-assessed productivity in current work role.

The following table presents employees self-rating of productivity in current role.

Table 3.5: Employees self-rating of productivity in current role.

Scale	Frequency	Percentage
Not very productive	0	0
Slightly productive	4	3.2
Average productive	50	40
Very Productive	59	47.2
Exceptionally productive	12	9.6
Total	125	100

The majority of employees 71(56.8%) rated themselves as very or exceptionally productive in their work roles, with 59(47.2%) selecting "Very Productive" and 12(9.6%) "Exceptionally Productive." Additionally, 50(40%) reported average productivity. Only a small portion 4(3.2%) felt slightly productive, and none rated themselves as not productive. This suggests that most employees perceive themselves as performing well in their roles.

3.6 Employee perception of happiness in their current job.

The following data presents the distribution of respondents based on their perceived level of happiness in their current job roles.

Table 3.6: Level of Job Happiness among Respondents

Scale	Frequency	Percentage
Unhappy	8	6.4
Neutral	52	41.6
Happy	65	52
Total	125	100

A majority of respondents (52%) reported feeling happy in their current job, reflecting a generally positive and supportive work environment. Meanwhile, 41.6% expressed a neutral stance, which may suggest a lack of emotional connection or clarity regarding their job satisfaction. Only 6.4% identified as unhappy, pointing to a relatively low level of dissatisfaction among employees. These findings underscore the need for organizations to not only sustain positive workplace practices but also to actively engage those who feel indifferent or dissatisfied, in order to foster

greater happiness and productivity across the workforce.

3.7. Factor contributing most to employee productivity

The table illustrates respondents' views on the significance of key workplace factors in influencing their productivity. The data reflects how employees perceive the importance of clear goals and expectations, a supportive work environment, adequate resources and tools, work-life balance, and autonomy in work. The frequency distribution highlights which aspects are most valued in fostering a productive work atmosphere.

Table 3.7: Major determinant of employee productivity.

Sr. No.	Scale	Not important at all	Slightly important	Moderate important	Important	Very important
	Factors					
1	Clear goals and expectation (Well defined job roles & responsibilities)	5	26	43	41	10
2	Supportive workplace environment	1	5	33	68	18
3	Adequate resources and tool	1	6	30	56	32
4	Work-life balance	1	5	43	57	19
5	Autonomy in work	1	2	28	68	26

All five workplace factors are recognized as important contributors to employee productivity. A supportive environment and autonomy in work received the highest positive responses, reflecting their strong influence. Adequate resources, work-life balance, and clear goals were also valued, though a sizable number rated them as moderately important. These results highlight the collective role of these elements in creating a productive work environment.

3.8 Analysis of Factors Influencing Employee Productivity

The following table presents the findings of a chi-square analysis conducted to determine the relationship between selected workplace factors and employee productivity in agro-based enterprises. The five key factors analyzed include clear goals and expectations, a supportive workplace environment, adequate resources and tools, work-life balance, and autonomy in work.

Table 3.8: Chi-square Analysis between Factors Contributing to Productivity.

Sr. No.	Factors Contributing to Productivity	Chi-square Value	Result
1	Clear goals & expectations	34.76 **	Significant (1%)
2	Supportive workplace environment	28.07 **	Significant (1%)
3	Adequate resources & tools	21.82 **	Significant (1%)
4	Work-life balance	21.73 **	Significant (1%)
5	Autonomy in work	25.59 **	Significant (1%)

(** Significant at 1%)

The results demonstrate that each of the five analysed factors significantly impacts employee productivity at a 1% level of significance, indicating a strong and positive association with employee productivity. Clear goals and expectations is the most influential factor contributing to productivity followed by supportive workplace environment, autonomy in work, adequate resources & tools and work-life balance. These findings emphasize the need for agro-based enterprises to foster a structured, supportive, and autonomy-empowered work culture in enhancing performance.

4. Conclusion

This study affirms the critical role of workplace happiness in enhancing employee productivity, particularly within agro-based industries. When employees feel respected, supported, and emotionally fulfilled, their efficiency and dedication improve. Organizations are therefore encouraged to invest in employee well-being through clear communication, autonomy, work-life balance, and supportive environments. Such strategic focus on the above factors can lead to sustainable performance improvements, reduced turnover, and enhanced organizational reputation.

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