

A PROJECT REPORT
(18MBAPR407)
on the Topic
**A STUDY ON WORKPLACE HAPPINESS AT ENOAH
ISOLUTION**

By
Mr. AJITH KUMAR O
1CY18MBA04
MBA 4th Semester

Submitted to **VISVESVARAYA TECHNOLOGICAL UNIVERSITY,
BELAGAVI** in partial fulfillment of the requirements for the award of the
degree of **MASTER OF BUSINESS ADMINISTRATION**

Under the Guidance of

INTERNAL GUIDE

Mr. Manjunatha S
Assistant Professor
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EXTERNAL GUIDE

Mr. Rajesh Kumar
HR Manager
ENOAH ISOLUTION
Chennai



**DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION
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JUNE/JULY 2020

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CERTIFICATE

This is to certify that **Mr. AJITH KUMAR O** bearing USN **1CY18MBA04** is a bonafide student of Master of Business Administration Programme of the Institute (2018-20 Batch), affiliated to Visvesvaraya Technological University, Belagavi. Project report on **"A STUDY ON WORK PLACE HAPPINESS ON ENOAH iSOLUTION"** is prepared by him under the guidance of **Mrs. PREKSHA YADAV**, Assistant Professor, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi in Karnataka.

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Evaluators

1) Name of external evaluator

Signature with Date

2) _____
Name of internal evaluator



TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Mr. AJITH KUMAR O (USN No. 1CY18MBA04) MBA,** Studying in **CMR Institute of technology, Bangalore** has successfully completed his project in our concern from 02.01.2020 to 16.02.2020. His conduct and behaviour during the training period was good. We wish success for his future.

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DECLARATION

I, Mr. AJITH KUMAR O hereby declare that the Project report entitled “(A study on workplace happiness at ENOAH ISOLUTION)” prepared by me under the guidance of Prof Mr. Manjunatha S, faculty of MBA Department, CMR Institute of Technology and external assistance by Mr. Rajesh Kumar(HR Manager, ENOAH ISOLUTION). I also declare that this project work is towards the partial fulfillment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi. I have undergone a summer project for a period of six weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted to any other University/Institution for the award of any degree/diploma.

Place: Bangalore

AJITH KUMAR O

Date:

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Mr. AJITH KUMAR O

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TABLE OF CONTENTS

Chapter	Particulars	Page numbers
1	Introduction	1
2	Review of Literature	13
3	Research Design	18
4	Data Analysis and interpretation	24
5	Summary of Findings, suggestions and Conclusion	43
	Bibliography	46

LIST OF TABLES

Table	Content	Page
4.1	Demographic Profile of respondents	25
4.2	Mean and standard deviation Table	30
4.3	Test for homogeneity across age of respondents	33
4.4	Correlation table between Experience and workplace	35
4.5	Correlation table between job content and workplace happiness	36

4.6	Correlation table between working and supportive culture & workplace happiness	37
4.7	Correlation table between company policies and activities	38
4.8	Correlation table between work life balance and workplace happiness	39
4.9	T-test to compare the means between workplace happiness and marital status	40
4.10	T-test to compare the means between workplace happiness and gender	41
4.11	T-test to compare the means between shift timing and work life balance	42

LIST OF FIGURES

Figure Number	Title	Page Number
4.1	Graphical representation of respondents' age distribution	27
4.2	Graphical representation of respondents' gender distribution	28
4.3	Graphical representation of respondents' Marital Status	29
4.4	Graphical representation of respondents' shift timing	30

EXECUTIVE SUMMARY

Business Process Outsourcing (BPO) is a sort of re-apportionment that includes the assignment to an outside professional entity of the duties and responsibilities of a specific business capability. This project is undertaken in enoah isolation. It is situated in Tamil Nadu. It is a BPO which include services like data entry job both offline and online. Business measure re-appropriating (BPO) is anything but another administration procedure however has gotten elevated enthusiasm for as far back as quite a long while as a result of its possible financial and vital effect. Organizations look to outsourcers to give measure efficiencies and economies of scale, just as proceeded with interest in the most recent innovation, which can be all the more successfully cost-advocated when spread over numerous associations.

CHAPTER-1

INTRODUCTION

INDUSTRY PROFILE:

Business Process Outsourcing (BPO) is the quickest creating ITES (Information Technology Powered Services) industry piece in India. Factors, for example, economies of scale, relief of market hazards, cost advantage, improvement of utilization and better abilities all add to the development of the Indian BPO industry. The redistribution of business steps in India, which began around the mid-90s, has now developed altogether.

India is as of now the world market supported by BPO associations, among various adversaries, for example, Australia, China, the Philippines and Ireland. The BPO impact in India is because of unobtrusive employment costs and an immense pool of gifted English talking specialists in India. Investigation by the National Association of Software Services and Companies (NASSCOM) uncovered that quality direction among driving BPO associations, everyday advantages, the unprecedented topographical region of India and the neighborly money related master obligations structure in India all made the BPO business in India incredibly renowned.

The term Business Process Outsourcing or BPO as it is prevalently known, alludes to redistributing in all fields. A BPO specialist organization normally regulates and deals with a specific business measure for another organization. BPOs either utilize new innovation or apply a current innovation in another manner to improve a specific business measure. India is right now the main objective for business measure re-appropriating, as most organizations in the US and UK re-appropriate IT-related business cycles to Indian specialist co-ops.

Business Process Outsourcing (BPO) administrations include redistributing specialty units or association's rehashed business cycles to an external supplier to accomplish cost decreases and consumer loyalty. The supplier deals with the cycle and may likewise change the cycle. This should be possible by upgrading new innovation, or otherwise implementing old innovation. The chart illustrates how BPOs have evolved over time.

The rise of India's Business Process Outsourcing or BPO industry in the 1990s and its phenomenal growth ever since had been driven mainly by economic reforms based on privatization and liberalization, especially the 1994 telecoms sector. Today, India has been one

of the driving forces for the outsourcing of robust world class IT services. Throughout the years with data innovation driving the main business modules over the globe, the importance of redistributing has accepted a totally different significance inside and out. Zeroing in on their center skills, today Indian organizations are likewise ready to redistribute different non-center capacities which was impractical before. The significant parts in the present BPO industry are outsider specialist organizations and the hostage units. In India, the BPO sector is second only in scale, growth and degree to the IT / ITES industry. Although Customer Care Services are the biggest supporters of the BPO sector, KPO or Information Process Outsourcing also has enormous development potential.

1.2 COMPANYPROFILE

eNoah is a reputable global pioneer in the industry, providing cutting-edge BPO and IT solutions worldwide. They provide Fortune 500 companies in the Integrated Health, Banking, Manufacturing and Automotive areas with best-in - class support services. With a solid space core, interestingly designed arrangements are integrated vertically and transmitted via a worldwide transport model based on a client's escalated relationship.

ISO 27001 is assured by eNoah and HIPAA is appropriate. Because of our inflexible spotlight on full customer fulfilment, they love rehashing business from all our clients. They achieve this by thoroughly elevated group mastery standards, accentuation on standardized consistency and strict adherence to punctual delivery schedules. The mature and developed service delivery setup of eNoah allows customers to pilot and steady state-of-the-art business and IT processes with a focus on metrics-driven outcomes that go beyond customer SLAs.

eNoah's culture mirrors the strong morals and standards of the most settled, regarded IT and BPO organizations around the world. They are focused on precision, trustworthiness, clear vision, unrivaled arrangement driven results, conveying on our guarantees and offering quality support with a grin.

What separates the business from the crowd is that, through our trustworthy work ethic, we actively aim to establish true relationships with our clients. You see, our identity isn't all about sand. Every step of the way it's about you- our Valued Customer. This customer-centric approach propels us to priorities and appreciate your needs, execute them effectively and meet your standards on every project. This intrinsic culture of the positioning of the Customer 'first and forever' sets us apart from self-driven companies trying to 'win more

business for themselves, rather than investing in improving the entire transactional experience.

The assured value proposition of eNoah to our clients is:

- Deep knowledge and experience with offshore and outsourced tasks, with mature skills for transformation.
- Capability to make incorporated consumer contributions in both technology and BPO.
- Experience managing activities in a Joint Service environment spanning many countries.
- People-centric practices for HR.
- Ability to develop and execute processes that satisfy SOX and ISO requirements.
- A nimble association dependable and versatile foundation and quality philosophy.

eNoah's Worldwide Performed Business Process Improvement Services and IT Change Solutions placed us squarely at the forefront as a trendsetter in the industry. We have a notoriety of uniting divided organizations into strong, expanded income producing, smoothed out, proficient associations for our list of fulfilled customers. We achieve this by settling each customer challenge utilizing remarkable and completely altered techniques upheld by our demonstrated aptitude.

To use economies of scale, eNoah is enormous enough, but little enough to ensure that our clients get the focus and personalized attention they need. We provide end-to - end solutions from consultancy to execution with a business partner approach that emphasizes continuous process improvement and cost containment.

VISION

- To retain our motto "eNhancing Customer service" as the ultimate driving force behind all business activities.
- To continually set the bar high for ourselves as a comprehensive customer-driven IT Solutions and supplier of business measurement improvement that exceeds efficiency, reliability, and conveyance standards.
- To support our client base to make wonderful business improvements by using each of our assets to set time and resources aside for them.
- To have a rousing situation by setting benchmarks in representative consideration and corporate

administration for all eNoah employees.

- Having each of our employees in network management expands the spirit of constructive team building and at the same time represents the communities we are based in.

MISSION

- Building on our role as the chosen global IT & BPO service provider.
- To compel the entire expansiveness and spectrum of each customer's prerequisite, constantly seeking to outperform preferences in quality and conveyance.
- Growing business motivation for our customers by reducing costs, enhancing deceivability and improving performance.

QUALITY POLICY

- To fulfil the customer's negotiated requirements in a timely and consistent manner, by continuously investing in employee growth and process improvement.
- To be a pioneer in the industry by raising customer loyalty.
- Develop the skills of workers by regular training in their fields of employment.
- Adopt new procedures in all the facilities provided to Consumers with the least wastage.

PRODUCT & SERVICES PROFILE:

By combining technological innovation with domain knowledge, eNoah has developed a wide range of products that ease the challenges and pains of the industry.

• eXtract Plustm – Medical Underwriting Tool

The clinical guaranteeing measure is dull and tedious, expecting financiers to physically filter through tremendous measures of data. There is a persistent danger of a small error leading to a wrong decision, requiring intensive cross-referencing to track the error back to its source.

• eXtract+tm

Empowers financiers to rapidly see significant information and appropriate clinical records and to check the fulfillment of the outcomes. It makes life of the underwriter significantly easier by simplifying the underwriting process dramatically, minimizing human labor and error, and enabling greater efficiency and accuracy.

- **eAnalyzer™ Loan Prediction**

A predictive tool powered by data science that helps save time and minimize risks, eAnalyzertm leverages the power of machine learning to reliably predict loan approval while providing recommendations to help improve the probability of securing a loan. In view of data gathered from a great many past advances, it breaks down key information components from different sources (counting advance application structures, bank proclamations, and credit reports) and contrasts them and essential variables (counting normal deals, normal equalization, and long periods of business activity).

The eCCMS Operation

The eCCMS of eNoah is a prescient programming tool for the auto dialer built to rearrange your call to take care of and change the capabilities. Call eCCMS focus the executives programming conveys expanded business adaptability and ensures improved specialist productivity.

- **eAPS – Medical Records Summarization Tool**

The medical record summarization process plays a crucial role in the insurance industry. As a troublesome, information based work, it must be performed via prepared assets. Besides, it is a tedious cycle in any event, for those with long periods of experience, who despite everything risk being stumbled by regular blunders that lead to extra quality control. When managing complex phrasing and monstrous measures of clinical information, it is anything but difficult to commit little errors that have enormous repercussions.

- **eAPS**

It is designed to minimize human error by using poka-yoke error-proofing methods. Instead of free content passage fields, where errors can be effortlessly made, eAPS offers drop down menus at whatever point conceivable. eAPS was created by individuals acquainted with the synopsis cycle. Its careful information archive depends on experience amassed longer than 10 years in the business.

• **ETest Selenium**

eNoah's Selenium eTest mechanization system is a series of expectations, ideas and devices that offer help for computerized programming testing. The principle preferred position of such a system is the ease of support. The testing system gives quicker ROI through reusable usefulness that can be actualized over a variety of testing devices. eTest guidelines can be tailor-made to explicit prerequisites in any area, innovation or a particular sort of testing. eTest is adaptable to brisk test ace that can be actualized on a non-electronic arrangement.

Business Support Services

Today organizations overall are managing complex monetary market vacillations, expanding rivalry, advancing advances and quickly changing high client desires. To address these difficulties, they look for esteemed key organizations with solid business re-appropriating suppliers who are clever and dynamic. Suppliers who can help them keep pace as well as envision industry patterns and offer visionary, long haul, solid help arrangements. They need cutting edge business measure redistributing (BPO) suppliers, for example, eNoah.

Policy Administration and Policy Owner Services (PHS)

The experienced eNoah group has an abundance of ability in the field of Policy Holder Services (PHS) or Policy Owner Services (POS). We work intimately with you to create smoothed out cycles that meet your interesting needs without upsetting corporate culture. We will likely open an incentive through quicker time administration, better client experience, and the appropriation of industry best practices. Normally, eNoah will make all the progressions mentioned by strategy proprietors by calling the transporter and mentioning the particular change from the pertinent assistance office. The administrations we most usually perform are:

- Change in strategy and method of installment (for example month to month, every year, bank draft, account, and so forth.).
- Change in strategy proprietor individual data (for example address, telephone number, and so on.), just as recipient data.
- Change in free look retraction, advance intrigue computation, strategy charge status, transformation choices, credit reimbursement quote, restorations, profit, full and halfway

acquiescence's and riders.

- Commission Management Services.
- Our specialists work intimately with you to create smoothed out, viable cycles that meet your one of a kind needs. We will likely assist you with opening an incentive through the selection of industry best practices without disturbing your corporate culture.

eNoah offers a full suite of Commission Management Services, including:

- eNoah has an accomplished group of all-around qualified budgetary experts giving business uphold administrations to monetary establishments, subsidizing organizations Community banks and private banks that offer small and medium companies advances in business.
- ENoah is a specialist co-op established with a clear emphasis on budgetary assistance benefits and has been satisfying to customers for over 10 years.
- The credit analysts of eNoah are good at analyzing loan requests, bank statements, additional details, and all other elements needed to make a credit decision. We guarantee that all applications accepted comply with company and lender guidelines.

Services IT

The information technology experts at eNoah agree that IT solutions are as special as the businesses that use them. We combine broad technical knowledge with deep industry-specific insights into how technology affects individuals and business processes.

Data Science Services

eNoah's data science administrations originate from our productive joint effort with driving Ivy League schools, for example, IIT, a devoted exploration office where we conceptualize with researchers and educators, driving specialists in their fields, to quickly create inventive new arrangements.

Help Programs for Database

eNoah provides a robust, high-quality database service that puts the customer first. We go beyond routine maintenance to increase performance and reduce costs.

Enterprise Application Services

eNoah reliably conveys the financial advantages, hazard alleviation and absolute quality administration you look for in Enterprise Resource Planning for your organization. Our total arrangement observing and upkeep apparatuses guarantee far reaching preventive measures.

INFRASTRUCTURE FACILITIES

Whether it is fast response communication, data protection, security, access to expertise or availability for troubleshooting needs, eNoah's Infrastructure Setup covers all of your concerns. Few organizations go to the phenomenal lengths that we do to give the breadth of reliable and ready-made assistance administrations that we offer our creation of upbeat global customers.

- Force from two autonomous feeders at the territorial open utility to guarantee continuous force flexibly.
- 100% guaranteed every minute of every day back up help from our backup the hostage power plant continues to run efficiently and is completed on schedule.
- Versatile Internet availability – High-speed information / Voice Communications through a variety of specialized organizations.
- Optical Fiber Cable Support to oversee massive quantities of details.
- ISDN and video conferencing arrangements of unrestricted bandwidth.
- A secure network of best-in - class business processes that have been rehearsed internationally.

COMPETITOR'S INFORMATION

The main 10 rivals in eNoah's serious set are Josoft, Amrut Software, GKCM, NextAce, Tcognition Consultancy, Daniel Barlow Computer Services, Billing Bureau, Agraj Technocrats, Laser App and Conflux Technologies. Together they have raised more than 0 between their assessed 717 workers. ENoah's income is ranked first among its 10 major rivals. The top 10 standard 9.6 M contenders. ENoah has 1,200 delegates and is ranked first by its 10 best competitors. The best 10 usual contestant is 191.



Josoft is the greatest adversary of eNoah. Josoft was established in 2008, and its central command is in Lucknow, Uttar Pradesh. Josoft works in the IT Services industry. Josoft has 1,150 less representatives than eNoah.



Amrut Software has been one of eNoah's top rivals. Amrut Software is a Private organization that was established in Mumbai, Maharashtra in 2001. Amrut Software is in the IT Services industry. Amrut Software has 950 less workers versus eNoah.



GKCM is eNoah's #3 rival. GKCM was established in 1985 in New Delhi, Delhi. GKCM is in the IT Services field. GKCM creates \$24M less income than eNoah.

SWOT ANALYSIS

ENoah Solutions SWOT Review:

STRENGTHS

- Customer Relationship Management.
- Business campaign for CM BPO.
- Length and length of the CM BPO capability.
- A strong relationship with a committed client base.
- Ability to communicate calculation, operating capacity, properties and apparatus.
- Ability to sell standardization and mechanization.

WEAKNESS

- Elevated vertical emphasis stage.

- Limited marketing and market presence outside of North America.
- Limited growth of new and emerging business sectors.
- A perceived difficulty that threatens smaller buyers.

OPPORTUNITIES

- New leadership aims at development and debt reduction.
- Inorganic development and non-traditional markets.
- Develop and create existing client base.
- Packaged contributions across BPO spaces.
- Put resources into vertical industry and practical cycles.
- Industry combination target serious records.

THREATS

- Acquisition target.
- Nontraditional competitors entering the market.
- Slow or dropping growth in sales.
- Loss of a main customer in North America.
- The exposure to risk and inflation from foreign exchange.

FUTURE GROWTH AND PROSPECTS

- The single most important asset of eNoah is its human resources, which includes exceptional trained, inspired, hard-working, dedicated and diverse workers worldwide.
- In the competent, friendly and welcoming setting their offices provide, eNoah employees excel.
- The progressive style of eNoah Management enables ample creative freedom and opportunities for development. This gives full productivity. Team eNoah excels, thrives and works hard to reach and surpass all of the standards of its customers in an environment of healthy rivalry and creativity.
- An unmistakably characterized authority ability model is utilized in recruiting, execution the executive's advancement, and progression arranging at any stage.
- There is no stone that is left unturned in guaranteeing worker fulfillment. Consequently, workers consider themselves exceptionally responsible to their tough principles of specialized and expert greatness.
- They continually offer equivalent open door development motivators and they make a point to compensate evident accomplishments and out of the case believing that produces shrewd time and cash sparing answers for their important customers.
- Their exciting, dynamic, superior work culture gives the business' best learning and profession improvement assets for all of their representatives.
- They emphatically underscore the significance of significant worth expansion in their training.

CAREER GROWTH

- Passion and completeness.
- Showing and practicing attitudes and habits unique to the community of eNoah.
- Imbibing the DNA of eNoah in its daily life at eNoah.
- Excellence in day-to-day work.

ANALYSIS OF FINANCIAL STATEMENTS

PARTICULARS	AMOUNT (RS.)	AMOUNT (RS.)
Revenue		
Sales		264522
Discounts and Returns		61031
Net Revenue		203491
Cost of goods sold		892712
Operating expenses		
Salary and wages	29000	
Suppliers	3522	
Dues	1595	
Repairs and maintenance	2862	
Telephone	3854	
Bad debts	3209	
Miscellaneous	181	
Warranty expenses	1750	
Total Operating expenses		48327
Operating Income		155164
Other Income and expenses		
Other income		4431
Other expenses		2035
Total		2396
NET INCOME		152768

CHAPTER-2

REVIEW OF LITERATURE

2.1. Physical aspects

- 1) Joy at Work is differentiated similarly by describing and in conducive to satisfaction sees at work. Bliss may be described as an experience with daily positive influence, unusual unfavorable impact and a general sense of satisfaction with life as a whole (Myers and Diener, 1995) and Work is one of the fundamental parts of the lives of individuals (Dulk, Groeneveld, Ollier-Malaterre, and Valcour, 2013).
- 2) (Saenghiran, 2013) led an examination to ability an Organization Development
- 3) Mediation (ODI) can upgrade Happiness at Work concerning Feelings at Work, Job Satisfaction, and Subjective Happiness of regulatory staff individuals at Assumption University.
- 4) (Jones and Lindsay, 2014) clarified the study of Happiness at Work conveys the quantifiable profit and key results when accurately actualized.
- 5) (Wesarat, Sharif, and Majid, 2015) introduced A potential theoretical framework of workplace satisfaction which gave substantial commitment to the future exploration here. Such an extensive amount your life is spent grinding away; an enormous integral factor in your prosperity is whether you are happy at work.
- 6) (Valentine) Furthermore, it is accepted that "it is a temper which engages activity to take advantage of the exhibition and achieve tentatively." Happiness at Work in actuality generally relies upon the person. For an individual being glad at the working environment is similarly fundamental with respect to him/her to inhale, eat and drink.
- 7) Joy at Work is an overarching term that encompasses an immense number of innovations from intermittent moods and emotions to relatively stable behaviours and extremely stable individual structures at the individual level to unit-level total mentalities (Fisher C. 2010).
- 8) Job activities are the activities or duties that employees conduct (Siccama, 2006).
- 9) Some experts are satisfied with their job exercises and some workers have unpleasant work-related experiences (Siegall and McDonald, 2004).
- 10) During different work activities individuals might have different levels of satisfaction (Tadić et al., 2013).

- 11) Individual could have various degrees of bliss during various work exercises (Tadić et al., 2013).
- 12) They may happy to perform express work exercises (Tadić et al., 2013; Waryszak and King, 2001).
- 13) In case agents see giganticness and significance of work, they may be happy to accomplish their work (Dimitrov, 2012; MacMillan, 2009).

2.2. Reliability

- 1) Cooperation is portrayed as an agreeable accomplice relationship (Huang, 2008). Individuals convey their cooperation through sentiments and conduct (Huang, 2008; Spencer, 2012). Workplace partnership alludes to the connection among individuals and their associates, subordinates and directors (Austin, 2009; Lee, 2005; Mao and Hsieh, 2012). Association in the workplace positively affects their situations regarding legitimate productivity and the work perspective of individuals (Song, 2005). Various assessments show the connation among connection and delight (Demir and Davidson, 2013; Søraker, 2012; Westaway, Olorunju and Rai, 2007). Positive cooperations influence the fulfillment of the delegates just as their productivity (Bader et al., 2013). Packs in friendship are more dedicated to their positions and add to more noteworthy efficiency (Dotan, 2007). Staff who have an enormous partnership are more joyful than individuals who are confined from every other person (Snow, 2013). Wright (2005) precisely takes note of that miserable individuals are less upbeat. People with essential connections can be bright in light of the fact that old amigos are eager to act immovably with one another (Simon, Judge, and Halvorsen-Ganepola, 2010).
- 2) The 1997 monetary emergency was an exertion by the Thai government to change the circumstance and one of the methods of empowering little and medium-sized endeavors or little and medium-sized ventures. In Thailand, work in the modern segment represents 73% and this has expanded the estimation of the item to 47%. Little and medium-sized organizations have likewise become a field of government center (Sevilla and Soonthornthada, 2000). In any case, the restricted scale and impediments of little and medium-sized organizations don't make it conceivable to contend with huge organizations (Ha Brookshire 2009). Little and medium-sized organizations can't have satisfactory

market openings because of confined admittance to innovation and preparing (Prater and Chang, 2005) and absence of ability to produce advancement (Mosey, 2005; Laforet and Tann, 2006); Therrien and Chang, 2003) because of absence of assets, able staff and present day improvement techniques (Verhees and Meulenberg, 2004). Indeed, even with the downsides recorded over, the legislature may uphold little and medium-sized ventures with assets or help find monetary assets. Another test looked by little and medium-sized organizations is the absence of the board abilities, arrangement and consistent preparing of laborers in the organization (Freel, 2005; Nooteboom, 1994) just as the absence of specialists, albeit huge associations can uphold them (Freel, 2000).

- 3) Past examinations (for example Quick&Quick, 2004; Rego and Cunha, 2008) have demonstrated that fulfilled specialists are effective laborers. Then again, misery at work diminishes productivity (Fereidouni, Najdi, and Amiri, 2013). Joy issues have been broadly investigated in regions, for example, reasoning, religion, brain research, human science, and financial matters (Aydin, 2012). Numerous researchers have tended to "satisfaction" (Björke, 2012; Johnston, Luciano, Maggiori, Ruch, and Rossier, 2013). "Joy" is basic to all individuals in each general public since everybody is looking for joy (Aydin, 2012; Fisher, 2010).

- 4) Hullett, and Allison, 2011; Jiang, Lu, and Sato, 2012) or fulfillment with life (Van Praag, Romanov, and Ferrer-I-Carbonell, 2010). There is a cozy connection between work fulfillment and life fulfillment (Saari and Judge, 2004). Employment fulfillment influences life fulfillment, while work fulfillment likewise influences work fulfillment (Saari and Judge, 2004). Consequently, work joy alludes to the satisfaction of the individual or to the emotional prosperity of the person at work (Bhattacharjee and Bhattacharjee, 2010; Carleton, 2009). The two ideas "joy" and "abstract prosperity" are utilized conversely in this paper (Frey and Stutzer, 2000). Though work environment joy is fundamental for the two people and associations (Fisher, 2010; Simmons, 2014), there is negligible examination on representative satisfaction in associations (Fisher, 2010; Hosie, Willemyns, and Sevastos, 2012; Sloan, 2005).

2.3. Responsiveness

- 1) Murthy M. moreover, Shastri S.(2015) watched different issues in Work Life Balance of Parents in the paper named "A Qualitative Study on Work Life Balance of Employees working in a private area", like child raising issues: Need more prominent open entryway for kids, Showing work frustration on teenagers. Close issues: Need additional time of companion, not set up to offer opportunity to life accessory. Business difficulty/Role shortcoming: Doubtful about how uncommon they are in the places that they play at home. For example As a mother or as a youngster in law.
- 2) It ought to be researched further so as to give adequate information to scholastics, experts, and the individuals who are keen on the thought of joy at the work environment (Hosieet al., 2012; Sloan, 2005).
- 3) Singh S. (2013) alluded to Role stress hypothesis in his paper Titled "Work-Life Balance: A Literature Review" wherein the negative side of the work-family correspondence has been put under the spotlight. Beginning late, the accentuation has moved towards the evaluation of the positive relationship among work and family part comparatively as limits outside work and family lives, and researchers have begun to consider on the exemplification of work-life balance.
- 4) Jang (2008), considered "The relationship between work-life balance assets and the flourishing of working guards" which expected to think how working gatekeepers acclimate to function life requests. The appraisal utilized 27 working watchmen with either incapacitated or handicapped teenagers in New Jersey. It was blended examination in with both dynamic and quantitative outcomes. The result talks about the effect of formal and casual working environment uphold in upgrading the prosperity of representatives with the kids when all is said in done and those with a constantly sick or crippled kid specifically.
- 5) Borghans et al. (2008, p.1020) stated: "in outline, the response to the subject of whether the adjustment in character is conceivable must be a positive indeed, both as far as mean-level and rank-request change. Be that as it may, change might be more troublesome later in the existence cycle, change might be additionally suffering for some (such as more sincerely stable people) than others, change may require diligent and steady ecological weight (instead of transient weight from momentary intercessions), and there are ground-breaking powers for soundness, (for example, qualities and propensity) which make change troublesome."

- 6) Erez and Iseni (2002) doesn't analyze the since quite a while ago run impact of stuns (it depends on stuns produced inside the research center); second, the creators don't gather longitudinal joy information; third, the focal point of their paper is on inspiration and tirelessness. In later work, Isen and Reeve (2005) show that positive prosperity initiates subjects to change their distribution of time towards all the more fascinating errands, and that, notwithstanding this, the subjects hold comparative degrees of execution in the less intriguing assignments. All the more by and large, it is currently realized that positive prosperity can impact the limits of decision and creative substance.
- 7) Coleman claims that individuals who are upset at their work environment will in general call it a "job," though the individuals who are upbeat in their expert condition like to depict it as a "Calling" (Coleman, 2015:1).
- 8) Kjerulf portrayed bliss in the workplace as the accompanying: Kjerulf contended that lone 10% of joy at work relies upon the activity itself, while 90% relies upon the individual (Kjerulf, 2014:28).
- 9) Chiumento upheld the discoveries of different analysts and established that the individuals who are most joyful at work are 180% more empowered, 180% more joyful with life, 155% more joyful in their activity, 108% more drew in grinding away, and love their activity 79% more. As indicated by Chiumento, half of the most joyful individuals at work are additionally more inspired than others. Their certainty is 40% higher, and they arrive at their objectives 30% more often (Chiumento, 2007). The activity itself isn't the main determinant off joy at work. Or maybe, satisfaction is additionally dictated by people themselves. Laborers could never be as glad as they accept they would be if their work environment were liberated from all issues. Actually, such a work environment may appear staggeringly boring (Kjerulf, 2014:28).

CHAPTER-3

RESEARCH DESIGN

We employed a Descriptive research approach. This technique portrays the qualities of the populace or marvel that is being considered. This technique zeros in additional on the "what" instead of the "why" of the exploration subject. This research focuses on how employees manage their work and personal life. Therefore a descriptive research design is appropriate.

STATEMENT OF THE PROBLEM

This study has been undergone by many authors to understand the contributing factors towards Workplace happiness. In order to make a good organization it is important to have a check on employ happiness. Perceiving the employee happiness has many challenges involved in it but the happy employees are more productive. When an employee is happy with the organization's treatment, services, supervisors and proper pay are provided to employee, the employee in turn works in achieving the goals of the organization ultimately satisfying the consumers. So, it is crucial that employers work on gaining employees happiness in the first hand.

NEED FOR THE STUDY

- To find out whether job experience and working condition affect workplace happiness.
- To analyze the factors that influence the employee happiness.
- To discover how the work life balance influence the satisfaction of the representatives.
- To identify how to improve the happiness of the employees.
- To analyze how working and supportive culture affect the happiness.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To study the happiness among the employees in the organization.

SECONDARY OBJECTIVE

- To examine whether the employees are happy with the work conditions and culture in the organization.
- To gauge the effect of Work Life Balance on Happiness of the Employees.

SCOPE OF THE STUDY

The examination expects to comprehend the worker joy in Enoah Isolution. The study is conducted covering 127 employees and the data is prepared based on the questionnaire prepares. It is useful to distinguish the worker level of satisfaction in the working environment. The investigation is useful to the association for distinguishing the region of progress which influences representative's satisfaction. Through this study the researcher will find out how the variables like work life balance, job content, company policies, working and supportive culture affect the happiness.

RESEARCH METHODOLOGY

INTRODUCTION

This research aims at studying the linkage between work life and personal life for which the four constructs employment status, Income, friendship, Work activity have been used. This chapter discussed the research design, sampling design and data collection design in detail. The Chapter ends with a note of the choice and use of tools and techniques for accomplishment of the objectives of the study.

PRIMARY DATA

The essential information was gathered through an organized survey which was administrated to employees at Enoah Isolution. The data was collected through a personal interview method. The choice of a communicative method was to ensure there is higher response rate than compared to an e mail or an online questionnaire administration. The participants were briefed about the study, a rapport was built with them and the questionnaire was administered. Most of the questions were addressed dependent on a 5 point Likert scale (5-solidly agree, 4-agree, 3-fair-minded, 2-deviate, 1-earnestly contradict this thought).

SECONDARY DATA

Optional information is gathered from different sources like Articles, magazines, research papers for each construct such as on job experience and working condition, job content, Working and supportive culture, company policies and activities, work life balance, workplace happiness.

UNIVERSE

Universe talks about the population of the study. It was the study about the employees working in Enoah Isolution Company. There are around 470 employees working in the company and it has two departments IT & BPO. The total number of employees in BPO is 220 employees. Out of which the researcher could collect data from 127 respondents. Simple Random Sampling method was used for data collection.

SAMPLING METHOD

The data collection is done through straightforward irregular testing technique. Fundamental unpredictable testing is a strategy used to isolate a smaller model size from a greater people and use it to research and make hypotheses about the greater social affair. The advantages of an essential sporadic model fuse its effortlessness of usage and its exact depiction of the greater people. The population has been considered on the basis of Age, gender, qualification, marital status, Designation and work experience.

The sample size of data = 127

TOOLS FOR ANALYSIS:

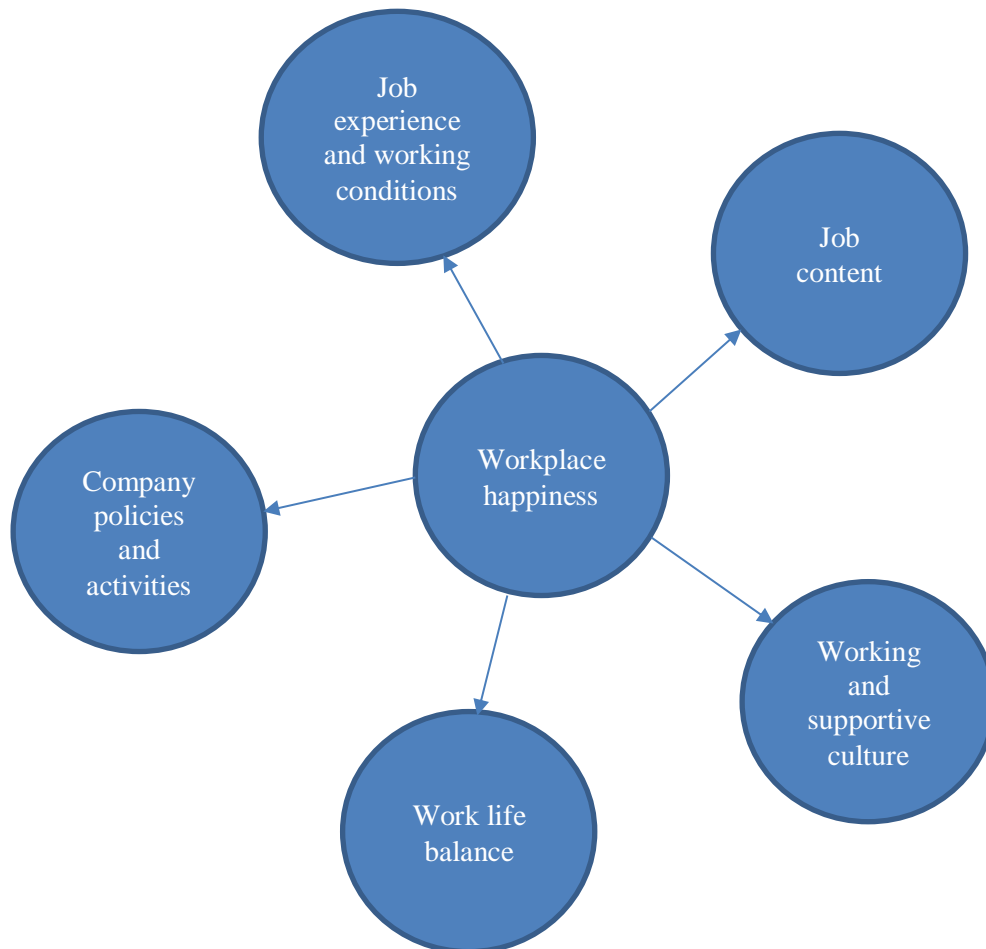
For this study analysis like Mean, Standard Deviation, Anova, T-Test and correlation are done.

The following chapter will have a brief content on the above mentioned analysis.

HYPOTHESIS:

The hypothesis relevant to the study is considered by the nature of the relationship between variables of job experience and working condition, job content, working and supportive culture, company policy and activities, work life balance and work place happiness.

HYPOTHETICAL DESIGN:



CONSTRAINTS OF THE STUDY

No exploration study can be done without specific impediments because of spot, individuals, conditions and time imperatives are those conditions outside the capacity to control of the operator that may put constraints on the completions of the examination and their application to various conditions. The current exploration has following constraints. With a restricted timeframe, it is preposterous to expect to direct the examination concentrate in an enormous scope. So the investigation was restricted to 127 respondents only.

It is limited to Chennai branch the researcher could not cover the entire branches of Enoah Isolution. Because of occupied with their work, co-activity of the respondent were less to gather the survey from night move representatives was troublesome. The investigation is certainly not a delegate of the whole state. Not many inquiries just have been decided for the current investigation.

CHAPTER SCHEME

Keeping taking into account the goals referenced before, the current investigation is contained five sections alongside the tables and annexure.

CHAPTER 1:

Presentation, Promoters, vision, Mission and Quality Policy. Items or administrations profile zones of activity, foundation offices, contenders' data, SWOT Analysis, Future development and possibilities and Financial Statement.

CHAPTER 2:

Reasonable foundation and Literature survey Theoretical foundation of the examination, Literature audit with research hole (with least 20 writing audits).

CHAPTER 3:

Exploration Design Statement of the issue, Need for the investigation, Objectives, Scope of the examination, Research procedure, Hypotheses, Limitations, Chapter plot.

CHAPTER 4:

Investigation and Interpretation Analysis and understanding of the information gathered with applicable tables and diagrams. Results got by the using quantifiable instruments must be joined.

CHAPTER 5:

Discoveries, Conclusion and Suggestions Summary of discoveries, Conclusion and Suggestions or Recommendations.

CHAPTER 4

ANALYSIS AND INTERPRETATION

INTRODUCTION

This section plans to achieve the targets of the examination by comprehensively researching the variables affecting employee towards their work environment, various aspects towards company policies and work life balance. It helps in better understanding the employee feeling and perception towards the work environment. This investigation is quantitative, as solid polls were utilized to gather information from the members (i.e., representative working in enoah arrangement Pvt. ltd). The information was gathered just a single time from the respondents and is broke down with the assistance of SPSS 16.0

MEASURE OF THE STUDY

The accompanying area clarifies the estimation scales and the quantity of things utilized in estimating the developed utilized in this investigation. Total of 127 samples were collected using the questionnaire. The scale has seven dimensions: (I) Job experience and working condition, (II) Job Content, (III) Working and Supportive Culture (IV) Company Policies and Activities (V) Work life Balance (VI) Workplace Happiness. This questionnaire has 24 items capturing all six dimensions. All 24 items are both positively and negatively keyed.

4.1 RELIABILITY ANALYSIS

Unwavering quality investigation alludes to the way that a scale ought to reliably mirror the build it is estimating. There are sure occasions and circumstances where it tends to be valuable.

Reliability Analysis Table

NAME OF CONSTRUCT	CRONBACH'S ALPHA	NO. OF ITEMS
JOB EXPERIENCE AND WORKING CONDITION	0.766	6
JOB CONTENT	0.759	4
WORKING AND SUPPORTIVE CULTURE	0.762	5
COMPANY POLICIES AND ACTIVITIES	0.759	4
WORK LIFE BALANCE	0.760	3
WORKPLACE HAPPINESS	0.760	3

4.2 PERCENTAGE ANALYSIS

The percentage analysis displays the information that determines the level of perceptions that exists for every information point and gathering of information focuses. In the first place, the individual profile of the respondents was determined. The discoveries are examined in the accompanying with the help of tables and graphical representations.

Table 4.1: Demographic Profile of respondents (N=127)

Attributes	Frequency(n)	Percent
Age gathering		
21-23 years	46	36.2
24-26 years	42	33.1
27-29 years	25	19.7
30-32 years	14	11

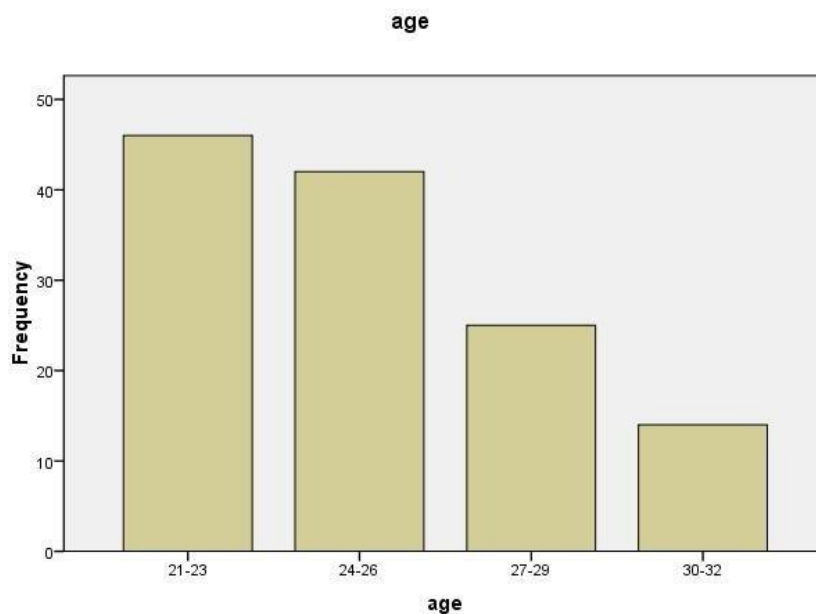
Gender		
Male	87	68.5
Female	40	31.5
Conjugal status		
Hitched	45	35.4
Unmarried	82	64.6
Shift Timing		
Morning	63	49.6
Night	64	50.4

4.2.1 Age

Interpretation

The respondent's age was grouped into 4 groups as, 21-23 years, 24-26 years, 27-29 years, 30-32 Years. Out of the 127 respondents, 46 were in 21-23 years, 42 were in 24-26 years, 25 were in 27-29 years and 14 was in 30-32 years.

Figure 4.1: Graphical representation of respondents' age distribution

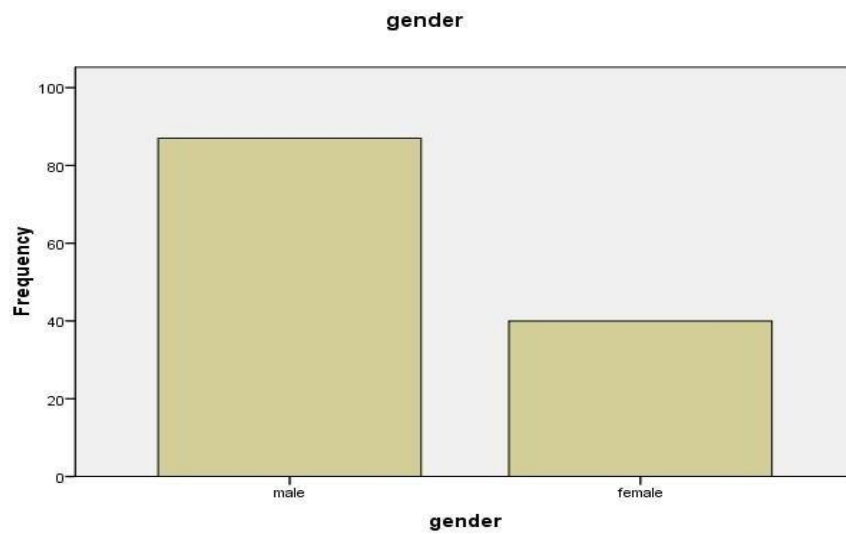


4.2.2 GENDER

Interpretation

Gender was grouped into two categories as male and female where out of 127 respondent 68.5% are male candidate and 31.5% are female candidate responded to the project survey.

Figure 4.2: Graphical representation of respondents' gender distribution



4.2.3 MARITAL STATUS

The respondents were grouped as two groups as per the marital status, Married and unmarried. From the 113 respondents, 72 were married (56.7%) and 55 were unmarried (43.3%).

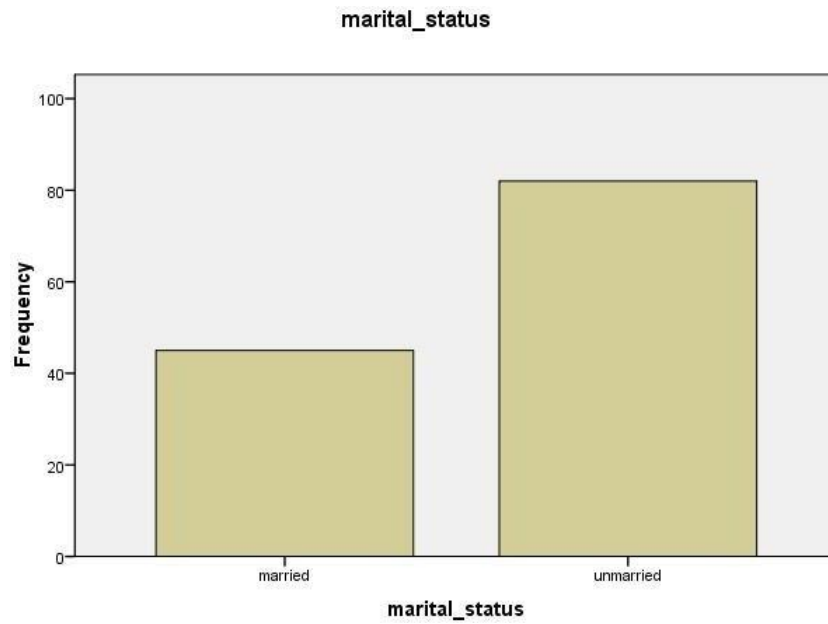
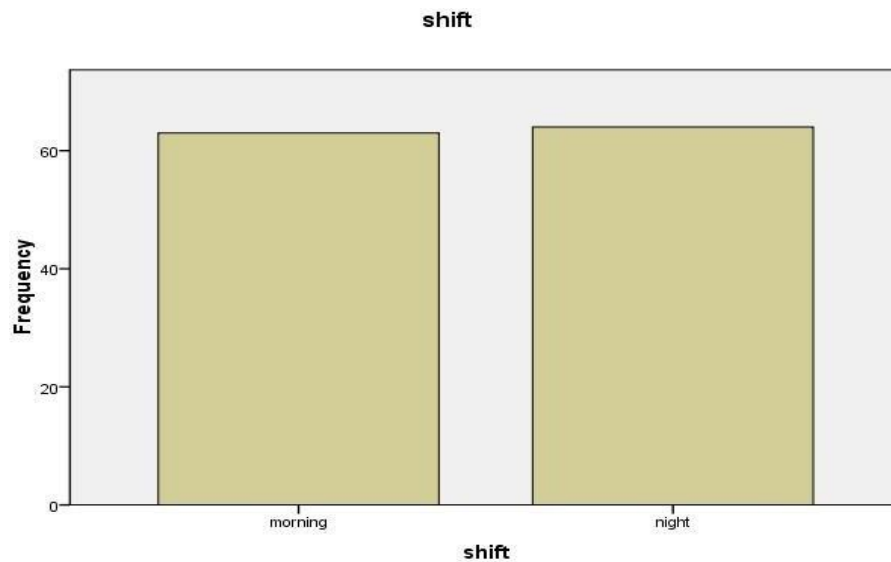


Figure4.3: Graphical representation of respondents' Marital Status

4.3.4 SHIFT TIMING

The respondents were grouped as two groups as per the shift timing, Morning and Night shift. From the 127 respondents, 63 were in morning shift (49.6%) and 64 were in night shift (50.4%).

Figure 4.3: Graphical representation of respondents' Shift Timing



4.2.3 MEAN, MEDIAN, MODE AND SD

The mean, median, mode and SD are normally taken for all the parameters. There are totally 5 parameters (job experience and working condition, job content, working and supportive culture, company policies and activities, work life balance, workplace happiness) along with Demographic profiling of the respondent.

Table 4.2: Mean, median, mode, standard deviation Table (N=127)

Variables	Mean	SD
Job Experience and Working Conditions		
I'm content with the working conditions.	3.56	1.35
Is the lighting and the space in your work place comfortable?	3.69	0.92

Do you have enough training to perform your job adequately	3.99	1.05
There are satisfactory open doors for future development (in productivity).	4.17	0.97
My job provides fair pay	4.25	0.89
Job Content.		
I'm content with the organization's strategies.	3.15	0.92

I'm content with the sort and measure of obligations relegated to me	1.60	0.66
Do you feel safe in your work environment?	2.74	1.29
My activity gives satisfactory chances to progression on this activity.	1.62	0.93
Working and Supportive Culture		
My chief is very equipped in deciding.	3.37	0.61
My activity gives satisfactory chances to accomplish something that utilizes my capacities.	4.23	0.82
I'm content with the way my collaborators coexist with one another.	4.37	0.94
My activity accommodates stable work in reasonable manners	3.92	0.94
Are you able to express our thoughts, moods to your reporting senior?	4.11	0.89

Company Policies & Activities		
Are you satisfied with the dress code of the company?	2.76	0.88
Do you feel that policies and procedures, including disciplinary action, are applied equally to all employees?	3.77	0.95
Are you satisfied with the recreational activities (fun & Sports activities) arranged by the company?	3.88	0.91
Have far do you realize the value of community service activity (EBC, Supporting Voluntary Organizations etc.)	4.48	0.92
Work life balance		
How would you rate your work-life balance?	2.65	0.71
There is a decent harmony among individual and work life	1.98	0.74
Workplace is acceptable, safe, and advances both physical and mental well -creatures	1.33	0.67
Workplace happiness		
In general, I consider myself very happy at work	3.58	0.83
I am happy and satisfied with my life	4.05	0.73
Major happiness of my life is derived from my job	4.59	0.91

4.4 ANOVA Test

The single direction examination of change (ANOVA) is utilized to decide if there are any measurably critical contrasts between the methods for at least two free (inconsequential) gatherings. Here ANOVA is calculated for the age as independent variable and job experience and working condition, job content, working and supportive culture, company policies and activities, work life balance, workplace happiness.

- H0- There is no noteworthy distinction in the opinion by two category gender groups about the shift timing.
- H1- There is significant difference in the opinion by two category gender group with the shift timing.

Table 4.3: Test for homogeneity across Age of Respondents

ANOVA						
Construct		Sum of Squares	df	Mean Square	F	Sig.
Job experience	Between Groups	2.43	3	0.81	2.25	0.08
	Inside Groups	44.35	123	0.361		
	Absolute	46.79	126			
Job content	Between Groups	0.545	3	0.18	1.39	0.24
	Inside Groups	16.04	123	0.13		
	Absolute	16.59	126			
Working and supportive culture	Between Groups	0.96	3	0.32	1.19	0.31
	Inside Groups	32.87	123	0.26		
	Absolute	33.83	126			
Company policies and activities	Between Groups	0.87	3	0.29	0.85	0.46
	Inside Groups	41.88	123	0.34		
	Absolute	42.75	126			
Work life balance	Between Groups	0.11	3	0.03	0.510	0.676
	Inside Groups	9.20	123	0.075		
	Absolute	9.31	126			

Workplace happiness	Between Groups	1.17	3	0.39	1.20	0.31
	Inside Groups	39.82	123	0.32		
	Absolute	40.99	126			

Inference

Table 4.4 shows that the significance value for job experience and working culture is (sig =0.08), job content (sig=0.24), working and supportive culture (sig=0.31) , company policies and activities (sig= 0.46), work life balance (sig=0.67), workplace happiness (sig=0.31) is more noteworthy than 0.05, demonstrating that the invalid speculation is acknowledged. Hence there exists a homogeneity and there is no significant difference in employees' job (job content, work life, company policies, work life happiness, and job experience).

4.5 Correlation

Connection is a factual method that can show whether and how unequivocally matches of factors are connected. The Pearson item second connection coefficient (Pearson's relationship, for short) is a proportion of the quality and course of affiliation that exists between two factors estimated on in any event a span scale.

4.5.1 Job Experience and Workplace Happiness

Correlation is done between the mean of job experience and workplace happiness using the responses given by the enoah Isolution respondent.

H0- There is no significant difference in the opinion by two category job experience with work place happiness.

H1- There is significant difference in the opinion by two category job experience with workplace happiness.

Table 4.4: Correlation table between job experience and workplace happiness

Groups		Experience Mean	workplace Mean
Job Experience	Pearson Correlation	1	** .815
	Sig. (2-tailed)		0
	N	127	127
Workplace happiness	Pearson Correlation	** .815	1
	Sig. (2-tailed)	0	
	N	127	127

Inference

The correlation value was found from the above table as 0.815 which is a positive correlation. This is higher than 0.5 and hence it is also called as perfect positive correlation. There is a high correlation between the job experience and workplace happiness by the respondents working in the enoah isolution.

4.5.2 Job Content and Workplace Happiness

Correlation is done between the mean of job content and workplace happiness using the responses given by the enoah isolution respondent.

H0- There is no significant difference in the opinion by two category job content with the workplace happiness.

H1- There is significant difference in the opinion by two category job content with the workplace happiness.

Table 4.5: Correlation table between job content and workplace happiness

Gs,rops		Experience	workplace
		Mean	Mean
Job content	Pearson Correlation	1	** .568
	Sig. (2-tailed)		0
	N	127	127
Workplace happiness	Pearson Correlation	** .568	1
	Sig. (2-tailed)	0	
	N	127	127

Inference

The correlation value was found from the above table as 0.568 which is a positive correlation. This is higher than 0.5 and hence it is also called as perfect positive correlation. There is a moderate correlation between the job content and workplace happiness by the respondents working in the enoah isolation. Hence there is no significant difference between job content and work place happiness.

4.5.3 Working and supportive culture and Workplace Happiness

Correlation is done between the mean of working and supportive culture and workplace happiness using the responses given by the enoah isolation respondent.

H0- There is no significant difference in the opinion by two categories working and supportive culture with the workplace happiness.

H1- There is significant difference in the opinion by two category working and supportive culture with the workplace happiness

Table 4.6: Correlation table between working and supportive culture and workplace happiness

Groups		Experience	workplace
		Mean	Mean
Working and supportive culture	Pearson Correlation	1	** .880
	Sig. (2-tailed)		0
	N	127	127
Workplace happiness	Pearson Correlation	** .880	1
	Sig. (2-tailed)	0	
	N	127	127

Inference

The correlation value was found from the above table as 0.880 which is a positive correlation. This is higher than 0.5 and hence it is also called as perfect positive correlation. There is a high correlation between the working and supportive culture and workplace happiness by the respondents working in the enoah isolation. Hence there is no significant difference between job content and work place happiness.

4.5.4 Company Policies & Activities and Workplace Happiness

Correlation is done between the mean of company policies & activities and workplace happiness using the responses given by the enoah isolation respondent

H0- There is no significant difference in the opinion by two categories company policies and activities with the workplace happiness.

H1- There is significant difference in the opinion by two category company policies and activities with the workplace happiness.

Table 4.7: Correlation table between company policies and activities and workplace happiness

Groups		Experience	workplace
		Mean	Mean
Company policies and activities	Pearson Correlation	1	** .782
	Sig. (2-tailed)		0
	N	127	127
Workplace happiness	Pearson Correlation	** .782	1
	Sig. (2-tailed)	0	
	N	127	127

Inference

The correlation value was found from the above table as 0.782 which is a positive correlation. This is higher than 0.5 and hence it is also called as perfect positive correlation. There is a high correlation between the company policies and activities and workplace happiness by the respondents working in the enoah isolution. Hence there is no significant difference between job content and work place happiness.

4.5.5 Work life balance and Workplace Happiness

Correlation is done between the mean of work life equalization and working environment satisfaction using the responses given by the enoah isolution respondent.

H0- There is no significant difference in the opinion by two categories work life balance with the workplace happiness.

H1- There is significant difference in the opinion by two category work life balance with the workplace happiness.

Table 4.8: Correlation table between work life balance and workplace happiness

Groups		Experience Mean	workplace Mean
Work life balance	Pearson Correlation	1	** .415
	Sig. (2-tailed)		0
	N	127	127
Workplace happiness	Pearson Correlation	** .415	1
	Sig. (2-tailed)	0	
	N	127	127

Inference

The correlation value was found from the above table as 0.415 which is a positive correlation. This is higher than 0.5 and hence it is also called as perfect positive correlation. There is a high correlation between the work life balance and workplace happiness by the respondents working in the enoah isolation. Hence there is no significant difference between job content and work place happiness.

4.6 T-test Analysis

The free examples t-test analyzes the methods between two inconsequential gatherings on a similar nonstop, subordinate variable.

4.6.1 Marital Status and work place happiness

Here we use t-test to compare the means between the construct's marital status and workplace happiness where the parameter workplace joy is the needy variable and conjugal status is the free factor.

H0- There is no significant difference in the opinion by two categories marital status and workplace happiness.

H1- There is significant difference in the opinion by two category marital status and with the workplace happiness.

Table 4.9: T-test to compare the means between workplace happiness and marital status.

Construct	Marital status	Mean	F	Sig	T	Sig (2 tailed)	H0(1)
Workplace happiness	Married	4.05	0.21	0.64	-	0.532	Accepted
	Unmarried	4.11			-	0.526	
					0.63		

4.6.2 Gender group of male and female

The significance value is 0.532 and 0.526 which is >0.05 (95% confidence level). So, accept the null hypothesis and there is no significant difference between the workplace happiness with marital status. So, there is no homogeneity between the workplace happiness with marital status.

4.6.3 Gender and work place happiness

Here we use t-test to compare the means between the construct's gender and workplace happiness where the parameter workplace happiness is the dependent variable and gender is the independent variable.

H0- There is no significant difference in the opinion by two categories gender and workplace happiness.

H1- There is significant difference in the opinion by two category gender and with the workplace happiness.

Table 4.10: T-test to compare the means between workplace happiness and gender

Construct	Gender	Mean	F	Sig	T	Sig (2 tailed)	H0(1) ACCEPTED/ REJECTED
Workplace happiness	male	4.18	0.58	0.44	3.17	0.002	Rejected
	female	3.85			-0.63	0.006	

4.6.4 Shift Timing and work place happiness

Here we use t-test to compare the means between the construct's shift timing and workplace happiness where the parameter workplace happiness is the dependent variable and shift timing is the independent variable

H0- There is no significant difference in the opinion by two categories shift timing and workplace happiness.

H1- There is significant difference in the opinion by two category shift timing with the workplace happiness.

Table 4.11: T-test to compare the means between workplace happiness and shift timing

Construct	Shift timing	Mean	F	Sig	T	Sig (2 tailed)	H0(1) ACCEPTED/ REJECTED
Workplace happiness	Day	4.15	0.089	0.766	1.57	0.11	Accepted
	Night	4.00			1.58	0.11	

Shift timing of male and female:

The significance value is 0.11 and 0.11 which is >0.05 (95% confidence level). So, accept the null hypothesis and there is no significant difference between the workplace happiness with shift timing. So, there is no homogeneity between the workplace happiness with shift timing.

CHAPTER-5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

- Larger part (68.5% of the respondents are male).
- Majority (50% of respondents are in day shift).
- 36.2% employees are between the age group of 21-23.
- The employees are provided with fair pay but the working condition is not satisfactory.
- The employees are not happy amount of responsibility and opportunities provided to them.
- They are content with the way colleagues' coexist with them.
- The employees are not feeling safe in working environment and they are not satisfied with the dress code of the company.
- Night shift employees feel more problem in work life balance.
- They don't have good balance between personal and work life.

5.2 SUGGESTION

- By making a organization of Happiest Minds, an organization where they have a notion of having a spot, a tendency that people matter to one another and to the social affair and a typical certainty that part needs will be met through their guarantee to be together.
- By trying to consolidate effective work with a healthy lifestyle.
- By urging individuals to interface, convey and commend the embodiment of life alongside work.
- The executives should take appropriate consideration to keep up utilize relationship.
- The executives ought to give legitimate wellbeing measures in the association so the representatives will be made sure about in the activity.

- The board ought to give more chances to the representatives so as to partake in dynamic.
- By treating all the employees equally and avoiding dominance.
- By grasping and regarding decent variety while cooperating as one.
- Toss Fun Events that Allow People to Interact and Bond - It's a reality: having companions at work just makes going into the workplace more fun. It makes a feeling that you and your associates are all "in this thing together."
- Having a great time occasions at a set rhythm, allows your group to associate with their colleagues on a more close to home level.
- Offsite are one of my undisputed top choice approaches to get individuals blending, however you can likewise do things like Happy Hour once per month or half-day Fridays in the mid-year to hang out together. The enchantment of a midyear sea shore day with the group couldn't be more important!
- Boost Wellness (and Make it Fun) - While a wellbeing talk may seem like a fair plan to assist individuals with improving health, it's not something that will get your group energized. For health to work, they need to get purchase in and make it something that is agreeable for your group.
- Yoga, solid potluck snacks, steps/wellness challenges with Jawbone GPS beacons, or amazing sound tidbits have all been a hit all things considered organizations we work with.
- Fabricate Trust - Your group needs to be trusted. They need to be given obligation since it shows that you're certain about their capacities. Trust implies micromanaging less, yet in addition making responsibility to guarantee things are completing.

5.3 CONCLUSION

Euphoria at the working environment recommends how fulfilled individuals are with their work and lives. Satisfaction at the working environment is essential for improving profitability in any association. Upbeat individuals are valuable individuals while those individuals who are dismal may not give full idea to any endeavor. A couple of specialists acknowledge that affiliations which can keep up long stretch fulfillment at the workplace could undoubtedly augmentation and proceed with productivity. As such, they ought to

perceive what variables could affect worker satisfaction so as to appropriately update delight at the work environment. Notwithstanding, research on expert delight was now and again discovered already. The issue of joy at the working environment should be appropriately conceptualized so valuable examination on it could be led. It is seen intelligence that glad workers are probably going to be more roused, connected with, submitted, and faithful to their managers. They additionally will in general go the additional mile for clients and are great about their association – they are advocates for their manager. This would positively affect efficiency and consequently gainfulness. In the event that this insight is borne out, at that point keeping representatives cheerful while they are grinding away is a basic test for managers.

Bosses make establishments and networks and change the nature of connections inside associations. Our calling, our organizations and our world hysterically need individuals with vitality, warmth, control, sympathy, and humility. Our affiliations need pioneers who make satisfied and perky agents who can help make flexible associations – ones that can withstand the challenges of a really changing, logically genuine business community. Managers need to handle the force of happiness. On the off chance that the workers are glad, odds are they will remain — truly and mentally — with the activity and with the association, prompting improved execution and administration, and more faithful clients.

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