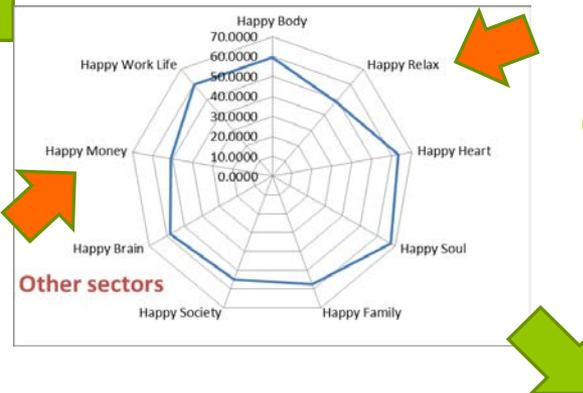# Implementing Happiness program in organizations

Assit. Prof. Dr. Charamporn Holumyong

HAPPINOMETER PROCESS

⊙ Measure happiness
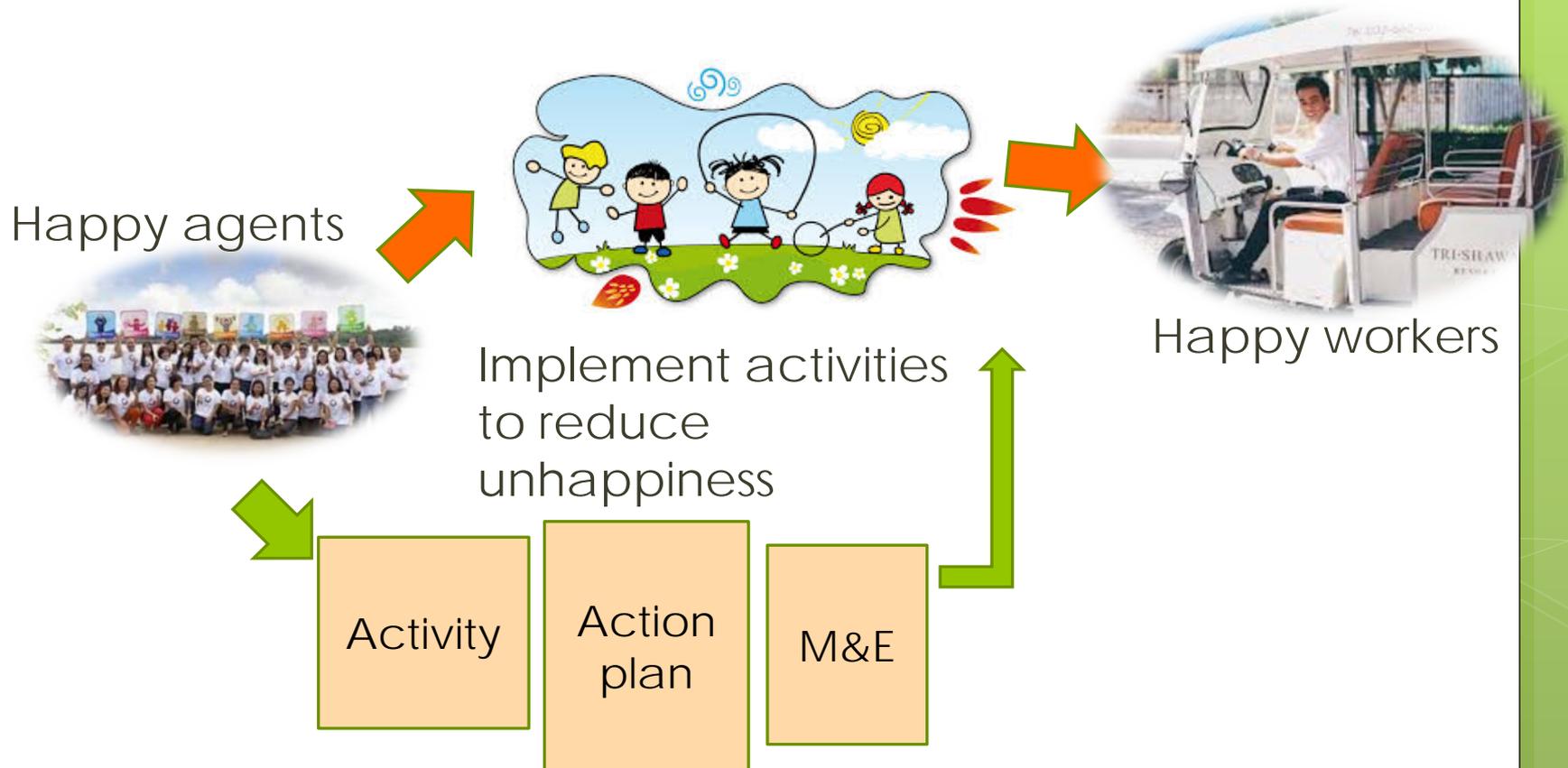

⊙ Indicate unhappy dimensions

Implement activities to reduce unhappiness

R2H: routine to happiness
The training workshop for Happy agents

Happy agents

Implement activities to reduce unhappiness

Happy workers

Activity

Action plan

M&E

Interactive part 1
Measuring Happiness and indicate unhappy indicators

1. Each group is assigned to work on **one happiness dimension**. [Check out the green table card.]

2. Only on your happiness dimension: **Check out the survey questions.** Define unhappy indicator and concerning situations.

[5 minutes]

Interactive part 2
Selecting the happiness program

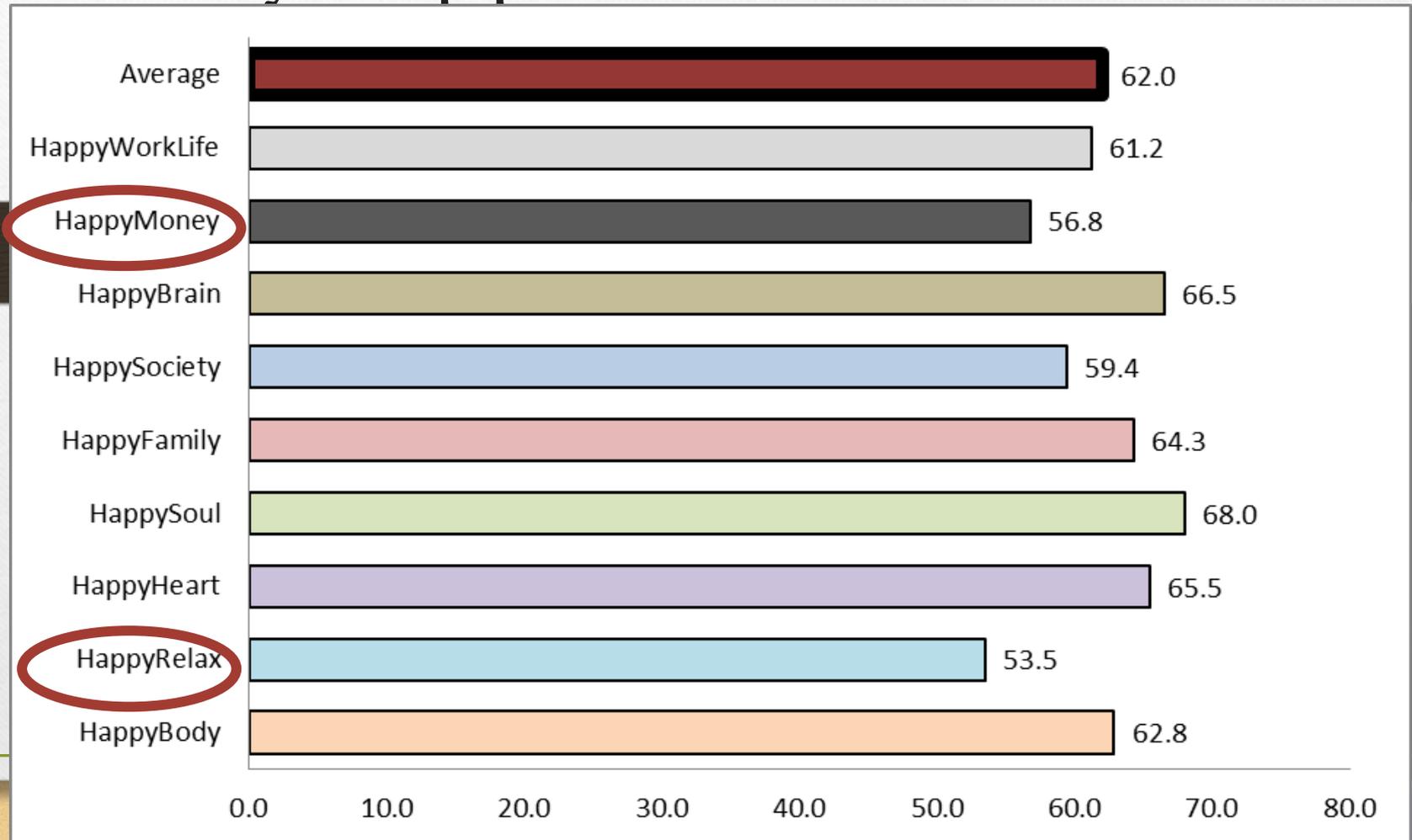1. What would be the effective **happiness program** for your organization based on the survey data?

- **Design an activity.**
(Name the activity and design the implementation process, place, time, and budget.)   [5 minutes]

REPORT YOUR ACTIVITY.

Happiness score,
by happiness dimension

7. Overall, do you feel you are getting enough rest?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not enough/ Minimum	66	6.3	6.3	6.3
	A little	181	17.3	17.3	23.6
	Moderately	551	52.7	52.7	76.4
	Very	202	19.3	19.3	95.7
	Maximum	45	4.3	4.3	100.0
	Total	1045	100.0	100.0	

8. Overall, in a week, how often do you get to participate in any relaxing activities? (Reading, Watching a movie, Listening to music, Shopping, Playing games, Gardening)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None/ Minimum	34	3.3	3.3	3.3
	Rarely	225	21.5	21.5	24.8
	Moderately	550	52.6	52.6	77.4
	Frequently	183	17.5	17.5	94.9
	Everyday	53	5.1	5.1	100.0
	Total	1045	100.0	100.0	

9. Overall, are you stressed with life?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very stressful	29	2.8	2.8	2.8
	Stressed	129	12.3	12.3	15.1
	Moderately stressed	549	52.5	52.5	67.7
	A little stressed	264	25.3	25.3	92.9
	Rarely	74	7.1	7.1	100.0
	Total	1045	100.0	100.0	

10. Overall, has your life gone the way you planned?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Minimum	50	4.8	4.8	4.8
	A little	196	18.8	18.8	23.5
	Moderately	597	57.1	57.1	80.7
	Very	176	16.8	16.8	97.5
	Maximum	26	2.5	2.5	100.0
	Total	1045	100.0	100.0	

11. When you encounter a problem in life, are you able to deal with it?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Minimum	6	.6	.6	.6
	A little	41	3.9	3.9	4.5
	Moderately	428	41.0	41.0	45.5
	Very	485	46.4	46.4	91.9
	Maximum	85	8.1	8.1	100.0
	Total	1045	100.0	100.0	

Stress, disappointed, restless, No relaxing activities

Activities: Formatting Soul; Eradicate irritability

Detail :   Buddhism moral lecture by the respectful monks

Schedule :   The first Wednesday of every month : time: 9 am to 11 a.ml.

place :   at the garden of office building

activity :   Listen to the Dharma, Practice meditation, pray

Output: Personnel adheres to the principles of decent work, Create a
                positive attitude and improve workplace relationship.

Round ๑

Topic "Reading to create the new man"

How to set up and assess evidence-based organizational happiness

Assit. Prof. Dr. Charamporn Holumyong

A Systems Approach to Alleviating Work-induced Stress and Improving Health, Well-being, and Resilience of Health Professionals Within and Beyond Education: A Workshop
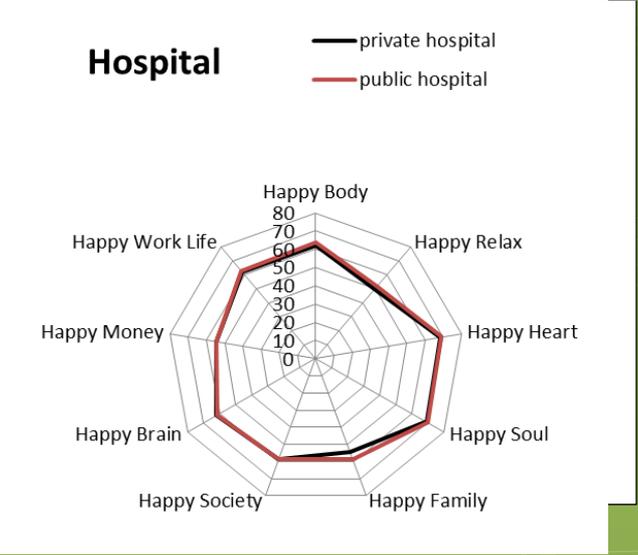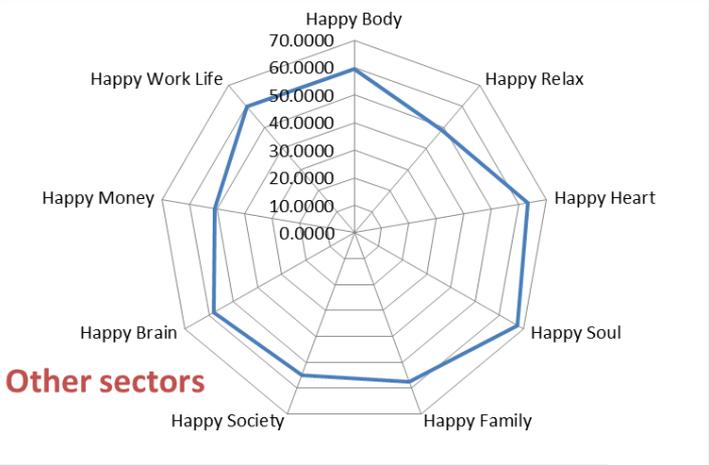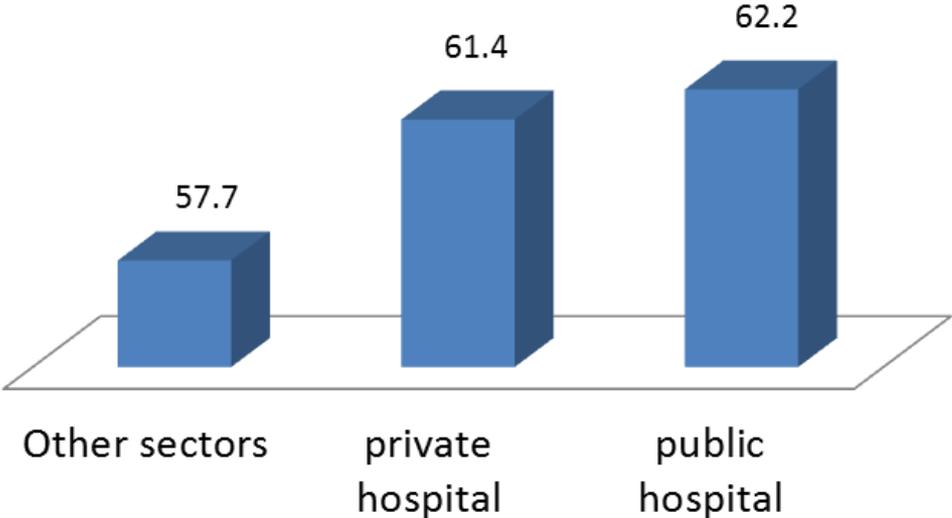
April 26-27, 2018
Keck Center of the National Academies

Level of Happiness in 2017
(National Survey)

Happiness 2017

- Other sectors: 57.7
- private hospital: 61.4
- public hospital: 62.2

Other sectors

Radar chart with axes: Happy Body, Happy Relax, Happy Heart, Happy Soul, Happy Family, Happy Society, Happy Brain, Happy Money, Happy Work Life (scale 0.0000 to 70.0000)

Hospital

— private hospital
— public hospital

Radar chart with axes: Happy Body, Happy Relax, Happy Heart, Happy Soul, Happy Family, Happy Society, Happy Brain, Happy Money, Happy Work Life (scale 0 to 80)

Stress and burnout, 2017

	Exhaustion	Cynicism	Inefficacy
Other sectors	17	25.1	25.3
private hospital	28	31.1	11.7
public hospital	42.5	34.0	53.8

Policy made happiness possible

MOU with 8 presidents of research universities.

MOU with Permanent Secretary for Science / Department of Social Development and Welfare
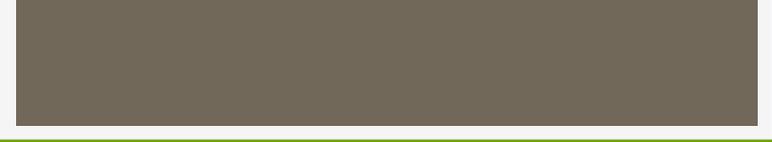
Policy made happiness possible
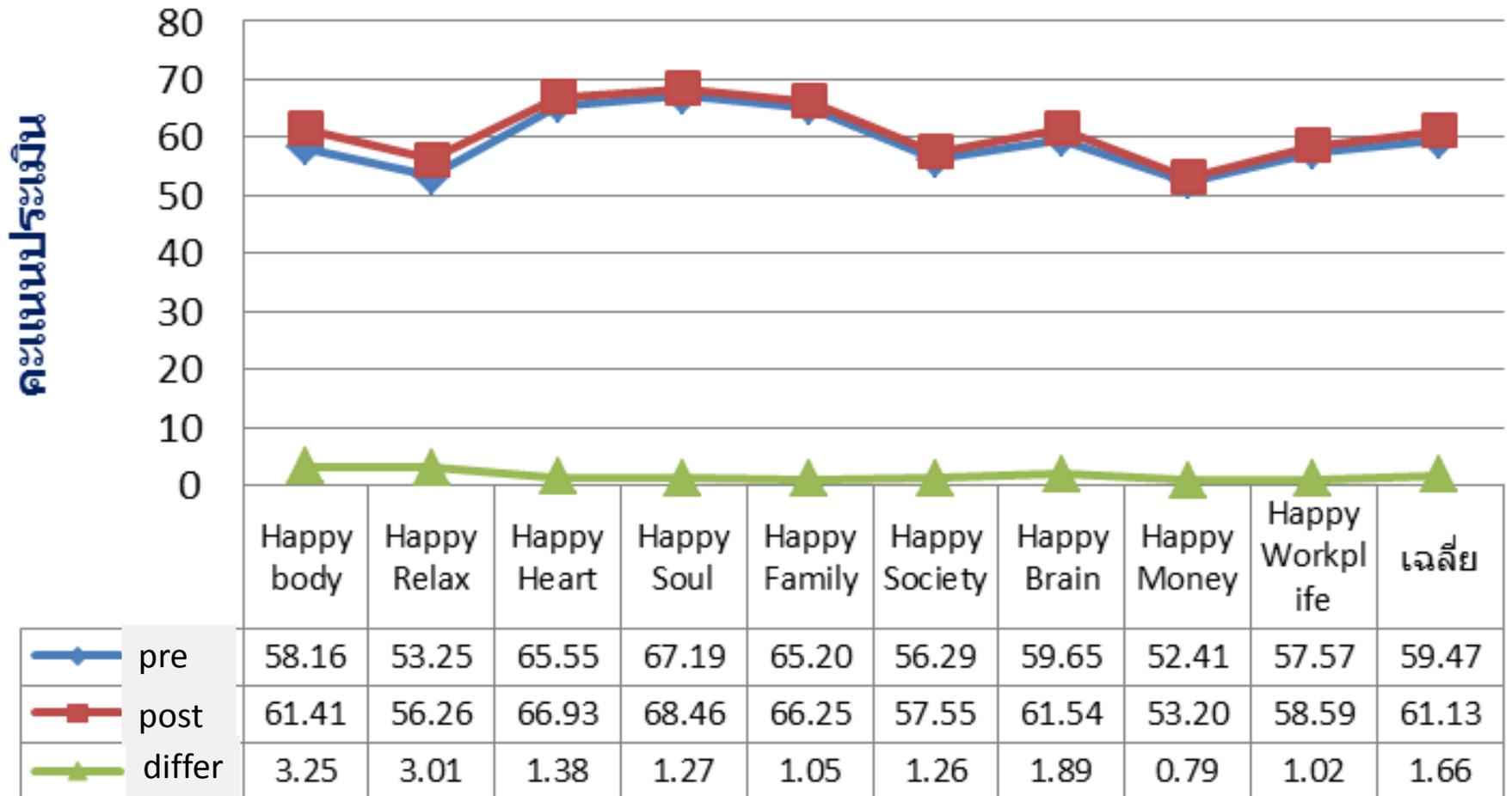
Happy Agents are the key success.

training workshop: R2H

- Aim to create the node of happy agents.
- Goals: Happy agents can share the concept of Happy workplace and can effectively implement the happiness activities in their organization.
- Content structures:
  - Data management
  - Action plan
  - Monitoring and Evaluation

Outcome and impacts of the program
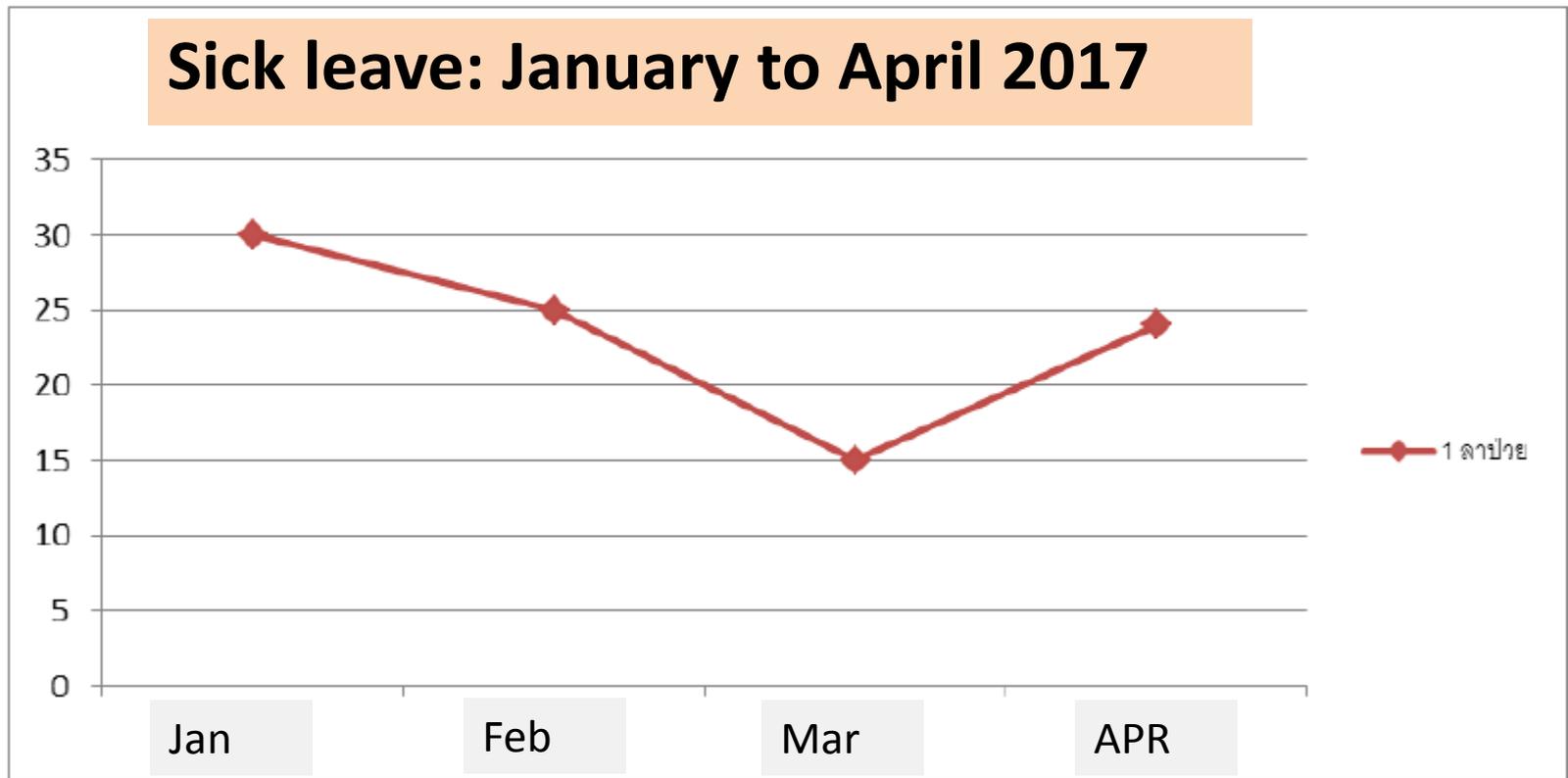
Happiness scores [pre and post happiness activities]

	Happy body	Happy Relax	Happy Heart	Happy Soul	Happy Family	Happy Society	Happy Brain	Happy Money	Happy Workpl ife	เฉลี่ย
pre	58.16	53.25	65.55	67.19	65.20	56.29	59.65	52.41	57.57	59.47
post	61.41	56.26	66.93	68.46	66.25	57.55	61.54	53.20	58.59	61.13
differ	3.25	3.01	1.38	1.27	1.05	1.26	1.89	0.79	1.02	1.66

3. (Morale) score

Lower turnover rate

Number of employee resignation; March – August 2017

■ resign   ■ All employees

| Month	resign	All employees (%)
Jan	0	227 (0.00)
Feb	14	237 (5.91)
Mar	10	238 (4.20)
APR	8	235 (3.40)
May	8	238 (3.36)
June	2	256 (0.78)
July	0	256 (0.00)
Aug	1	255 (0.39)

Number of Sick leave declines.

Sick leave: January to April 2017

โดยจะเห็นได้ว่าสถิติในการลาป่วยของพนักงานสูงที่สุดในเดือน มกราคม 2560 จำนวน 30 ครั้ง

Number of Sick leave declines.

Sick leave: May to August, 2017
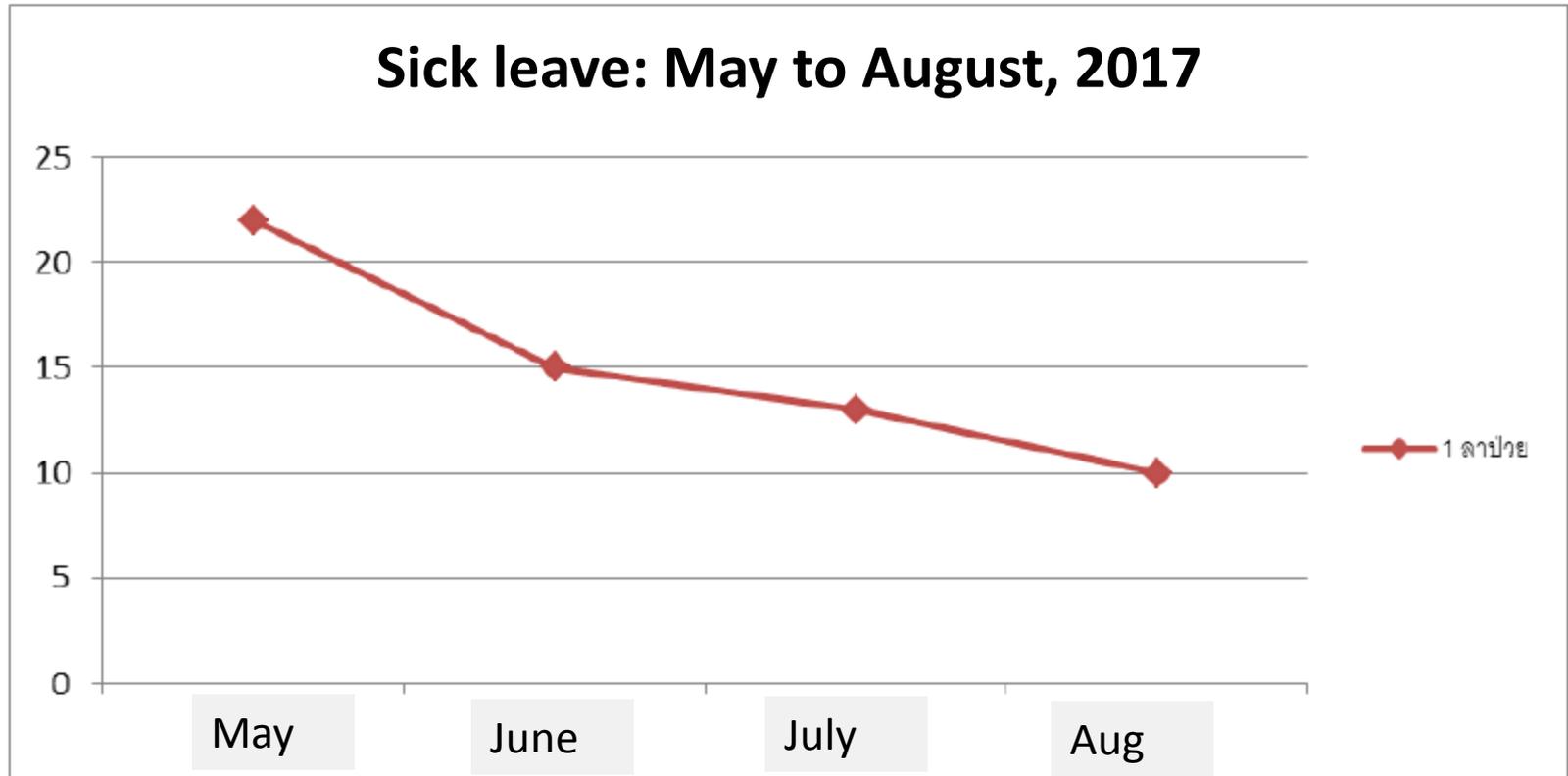
โดยจะเห็นได้ว่าสถิติในการลาป่วยของพนักงานเริ่มลดลงตั้งแต่เดือน พ.ค.ลงไป โดยต่ำสุดเดือน ส.ค.2560 จำนวน 10 ครั้ง

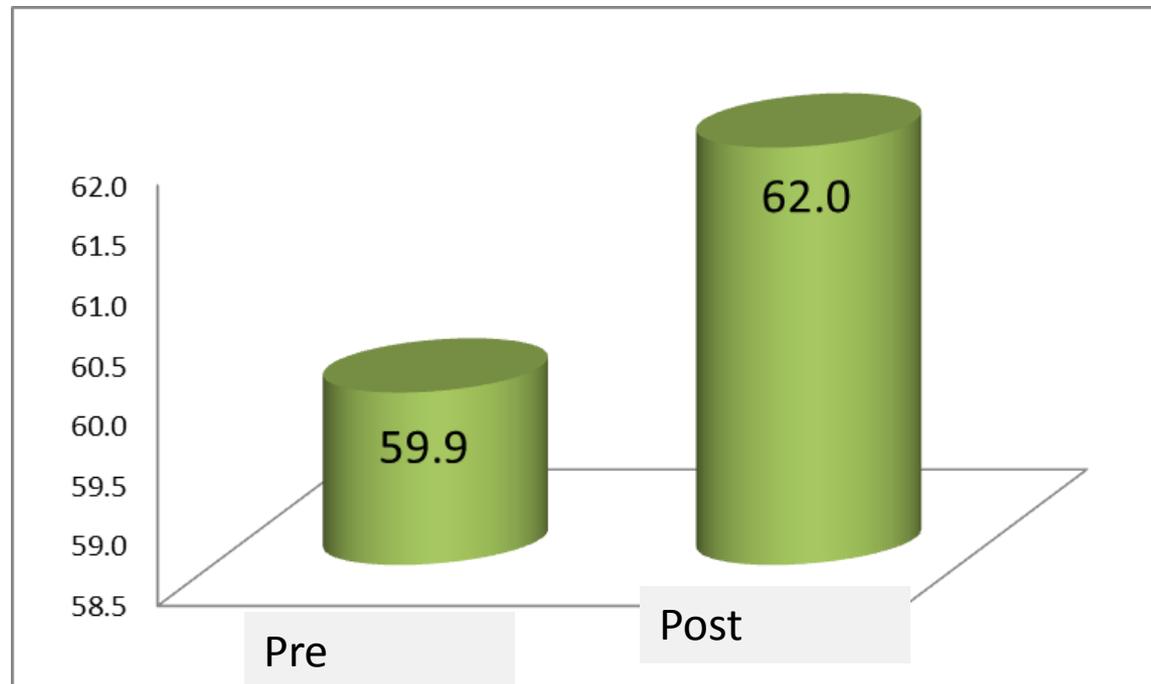Comparing sick leave and being late at work (Before and After)
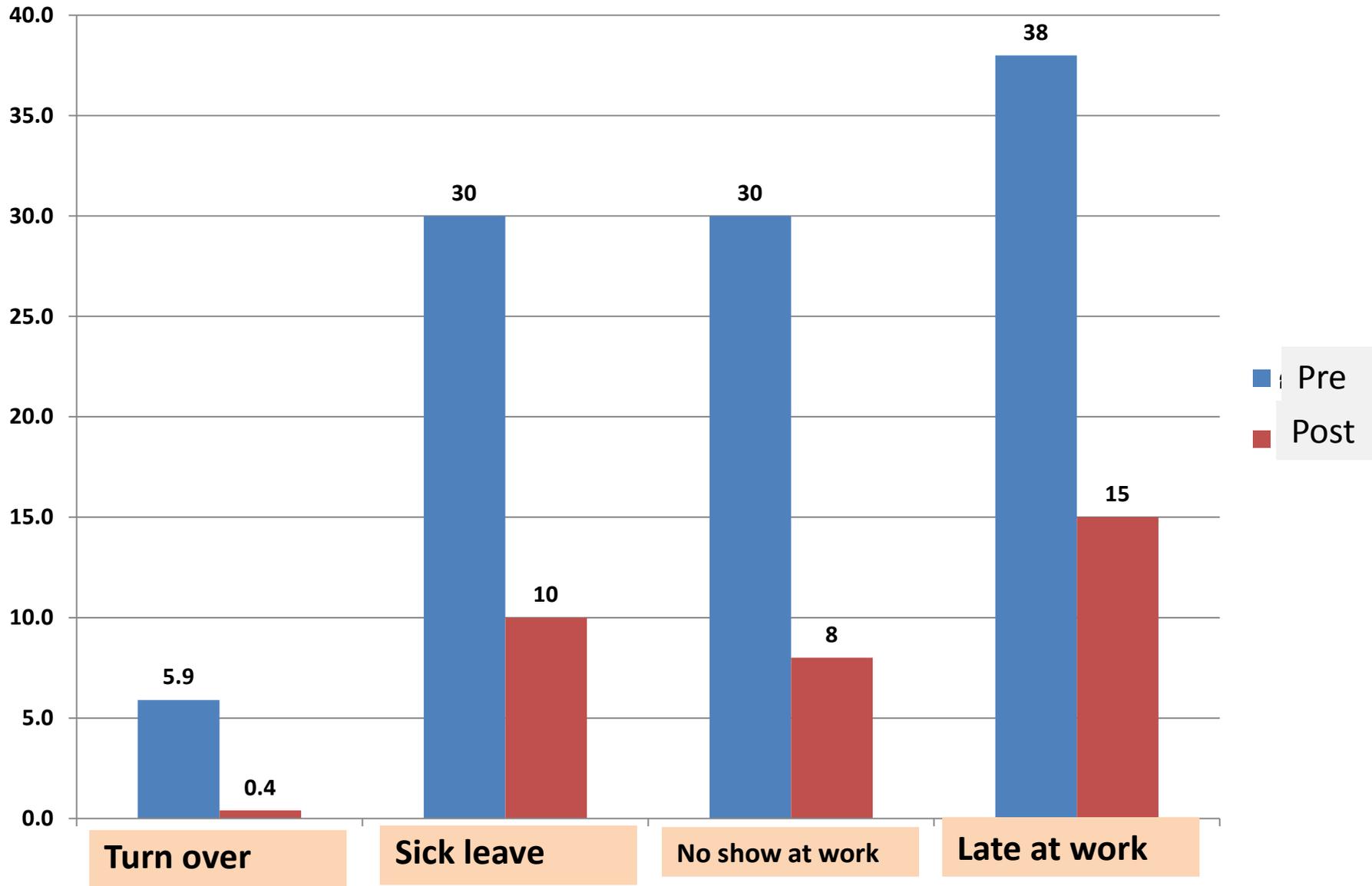
Macro outcomes

- Happy Workplace Program among SMEs (Small and Medium Enterprises).

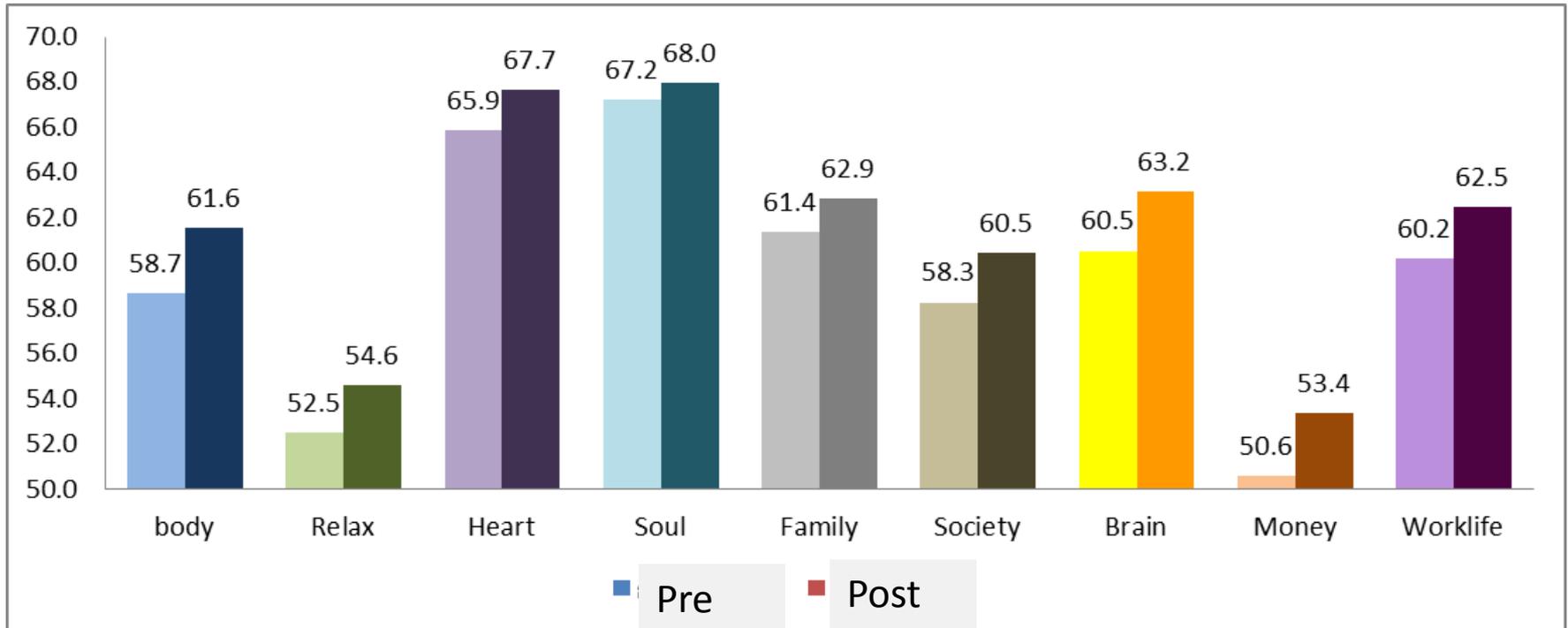- Program run by Bureau of Supporting Industries Development [BSID].

Pre and Post: Happiness scores
(N =118)

Pre and Post: Happiness scores
(N =118)

Productivity and environment at work

rise 7.7%

99.2%
Better working Atmosphere

100%
Better relationship among workers

100%
Improve Unity

Survey Options

1. HAPPINOMETER paper-based questionnaire
2. Web-based

   www.enterprises.happy.mahidol.ac.th

   click "National Academies" password: **happy**
3. Mobile Application

   at mobile application download, just type
   "**HAPPINOMETER**"
4. Excel Program (for HR of organization)