

## **A FUN WORKPLACE IS A FUN FUTURE! HERE ARE TEN BENEFITS OF WORKPLACE FUN!**

### **Abstract**

Human beings are the assets that helps organization to achieve organization mission hence keeping them happy can produce better result and attainment of the missions. Workplace fun is an essential factor for employees and organization. This chapter details the beneficial outcomes of workplace fun in detail. Workplace fun is a positive element of happy workplace and in this chapter, authors focused on listing the beneficial outcomes of workplace fun. Fun can create people more creative, productive enthusiastic and energetic. Then how these employees can contribute towards organization success? They perform well, they have better cohesion among team, they are relaxed and less stressed at work. Yes, fun is essential factor for happy workplace.

**Keywords:** Workplace, Employees, Training, Stress, Creativity

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## I. INTRODUCTION

'Workplace' refers to an environment where employees spend a large portion of their time earning their bread and butter. As organizations pay for employees, they expect more from them as well. In order to get the maximum productivity and performance from employees, a human resource manager as a liaison between the organization and the employee needs to manage them well. In the workplace, however, stress, depression, burnout, turnover, and psychological ill-health are common. The human resource manager can use workplace fun to provide relaxation to employees in such cases. According to Fluegge (2008, p. 15), workplace fun refers to any playful, humorous, or social activities that provide individuals with amusement, enjoyment, or pleasure. Workplace fun is a key to the success for any organization who applies fun among their employees. Relaxed employee can work more and he will become more creative. More surprisingly workplace fun benefits are actually for the employee as well as organization. As employee and organization are two interlinked concepts, workplace fun has both individual and organizational outcomes. There are push factors for the workplace fun from the organization side and pull factors from the employee side (Chan, 2019). Workplace fun can enhance people's energy level and all the task activities designed can make them feel comfortable through their enjoyment and pleasure (Tews et al., 2017). People are unaware about the benefits of workplace fun. Hence this research paper is highlighting ten important benefits that had empirical interconnection with research data.

Future workforce will be fun lovers and the generational difference in accepting fun is already explained by prior researchers (Lamm and Meeks, 2009) in literature. Employees are accepting fun because they are getting psychological happiness from workplace fun (Tews et al., 2023) Owler and Morrison (2020) opined that “a fun-loving employee is a remarkable employee who is actually ready to perform more due to workplace fun” Thus workplace fun is trend which is having lot of benefits in the workplace. The future workplace will definitely be going to make use of workplace fun in depth. The benefits of workplace fun are explained below

## II. CREATIVITY

Being creative is an important part of the workplace because it has a close connection with individual gaining as well as organizational success. Workplace fun gives opportunities for employees to be more creative through various fun activities. Pryor et al. (2010) explained that workplace fun can create creative employees in the organization. We argue that employees must create workplace fun through their fun committees where they can design a wide variety of fun activities such as birthday celebrations, games, outdoor activities, recognition of their own personal milestones etc. Backer (2016) presented various fun activities in their research and they found that those fun activities were closely connected to employees' fun committee and their designs. Hence employees should get their opportunity to have their fun, that intern can make them more creative. Bolton and Houlihan (2009) also talked about the relevance of workplace fun and they pointed out that fun can create employee creativity and be more open minded.

### **III. ENGAGEMENT**

Many researchers discussed that workplace fun is closely associated with employee engagement. Becker (2012) examined how workplace fun can influence work engagement and later on Plester and Hutchison (2016) highlighted how workplace fun is interlinked to employee engagement. Workplace fun can enhance employee engagement through their energy and enthusiasm that they receive from the fun activities (Fluegge, 2014). Hence engagement is an amazing benefit of workplace fun. Tetteh et al. (2021) found that workplace fun can enhance employee engagement and it is highly beneficial to the organizations. Recent researchers believed that the small steps of workplace fun can touch employee mind and that helps them to enhance the levels of engagement. (Chen et al., 2023).

### **IV. PRODUCTIVITY**

Productivity is an important area of organization which helps them to survive (Sheth and Sisodia, 2002). Researchers discussed the role of workplace fun in productivity enhancement (Michael et al, 2013). Fun in the workplace believed that service employee's productivity can be improved through workplace fun (Ford et al., 2010; Rockman 2003) and Fleming (2005) drew a picture on why workplace fun adds colors to employee productivity. Peluchette and Karl (2005) opined that workplace fun can produce employee productivity.

### **V. PERFORMANCE**

Performance is a key towards productivity (Frazier and Howell, 1983). Workplace fun can improve performance of employees (Tews et al., 2013). Han et al. (2016) empirically illustrated how workplace fun is connected with employee tasks and team performance. Hence employees can perform well in their workplace when they are able to get workplace fun from their organization. This is happening because mental relaxation is possible when they have fun.

### **VI. TEAM COHESION**

When an employee works in a team and designs various fun activities for him and his coworkers, that can help him to form group cohesion (Choi et al, 2013). Improved team cohesion is a mantra for better performance from the side of the employee. Therefore, when an organization can create workplace fun for their workers, it is a path for creating employee team cohesion.

### **VII. STRESS REDUCTION**

Employees are affected by work stress and that results in less productivity and functioning. Stress alleviation is possible through workplace fun (Tews et al., 2015). As stress is a huge threat for physical and mental health of workers, organizations must focus on workplace fun. An environment with stress relieving activities can keep employees cool and calm in their workplace. The results can be better production and performance.

## VIII. TURN OVER REDUCTION

Turnover is a negative event to the organization and it is a serious threat in any organization. Workplace fun can help the employee to reduce the stress of the employee and hence the psychological support can help them to stay in the workplace (Tews et al., 2014). Hence managers must support employees to have their fun which in turn can affect applicant attraction to the organization.

## IX. INFORMAL LEARNING

Workplace fun helps employees to explore their informal learning from the workplace (Tews et al, 2017) and Lee et al (2022) empirically found the fact that workplace fun is a source for informal learning. Taheri et al. (2022) examined how workplace fun helps employees in their informal learning process.

## X. TRAINING

Workplace fun helps the training more meaningful (Tews and Noe, 2019) opined workplace fun makes training easier and more meaningful. This can reduce the cost of employee training and speed learning will be possible through workplace fun. The reason may be that employees find psychological safety when they have a fun supported environment (Tews, 2017) and hence they learn fast.

## XI. JOB SATISFACTION

Workplace fun can increase employee job satisfaction (Karl and Peluchette, 2006). A satisfied employee can create a satisfied customer. Hence having fun means having satisfied customers in future!

## XII. CONCLUSION

Workplace fun has huge potential for creating employees more engaged and active through its beneficial features. Thus, organizations should pay attention in maintaining workplace fun for their employees. Managers must support employees to have fun in the workplace, then only they will actively participate in workplace fun activities. A proper work environment with fun culture is a need of the hour which can create employee engagement, creativity, team effectiveness, job satisfaction, proper training outcome delivery, informal learning, reduced turnover, stress alleviation, performance and productivity in the organization. Every organization can take the advantages of workplace fun if it can design and implement fun through the proper way. The human resource department needs to take an active role in this for getting better results.

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