

Impact of Workplace Happiness on Employee Productivity: A Study of Sales Executives of Automobile Industry in Sri Lanka

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This study attempts to identify the impact of workplace Happiness on employee productivity of sales executives of automobile industry in Sri Lanka. Although the direct effect of workplace Happiness on employee productivity is well documented, previous theoretical explanations and empirical findings of the relationship have been different from context to context. Thereby, drawing on Theory Y, the current study attempts to examine the effect of workplace Happiness on employee productivity by exploring the dimensions of workplace happiness effect of employee engagement, job satisfaction and affective organizational commitment. This study was quantitative and followed cross-sectional survey design. Data was collected through a structured questionnaire. Convenience sampling technique was applied to select the sample, and the final sample consisted of 172 sales executive level employees of automobile industry in Sri Lanka. The data was analyzed using descriptive statistics, correlation and regression with the aid of SPSS 20. It was found that workplace happiness is significantly impact on employee productivity. Further, employee engagement, job satisfaction and affective organizational commitment are found positive significant relationship with employee productivity. Moreover it is concluded that among the dimensions of workplace happiness, employee engagement, job satisfaction and affective organizational commitment are identified as dimensions which have significant impact on employee productivity of sales executives of automobile industry in Sri Lanka. The study makes a major theoretical contribution by addressing the inadequacy of Theory Y by supporting the argument workplace happiness directly effect on employee productivity, and concluded that companies should considered constructs of workplace happiness in order to enhance employee productivity. It is suggested that managers and practitioners establish culture which encourage workplace happiness constructs to enhance employee productivity. The findings of the cross validation in the study to be done in diverse industries and diversified cultures comparatively among a larger sample in subsequent works is suggested, which will enhance more insights to the content of the present study.

Keywords: *Affective Organizational Commitment, Employee Engagement, Employee Productivity, Job Satisfaction, Theory Y, Workplace Happiness*