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Why happiness is the key to success

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Munroe Sutton's Jeremy Hedrick explains why **happy employees** matter most

As clichéd as it may sound, happiness really is the key to success. Studies have shown that happy employees with high job satisfaction are generally more productive, engaged and loyal to the companies they work for [1]. It is much easier for workers to get out of bed in the morning if they know they are cared for and appreciated by their employer – which is why companies must offer more substantial benefits, beyond a regular paycheck, in order to retain happy employees [2].

While money is a driving factor of employment satisfaction, there are many other ways to show appreciation for a job well done. A good employer is one that takes the time to listen to employees' concerns, feedback or other commentary, even if it is only for a few minutes – this not only demonstrates the employer cares, but offers them the chance to fully address problems that can be resolved. Remembering to acknowledge the achievements of an employee is also important, especially as positive attention can increase business morale.

Employees are also more likely to excel when they can see an established, upward career path, with the opportunity to earn a higher wage and take on greater responsibilities. By offering developmental support such as training opportunities and career mentoring, workers will be able to attain the necessary skills and knowledge to be successful, giving employers the confidence to rely on their abilities.

In the next decade, 1 in 3 British workers expect that they will have greater flexibility in their work schedule [3]. By offering benefits such as flexi-time schemes or the ability to work from home, employees can make the most out of their workdays while maintaining an adequate work-life balance. Rewarding the highest performing employees with incremental time off can further encourage productive work, as well as provide them with the opportunity to enjoy a few well-deserved days off with family and friends.

More and more businesses are also recognising the impact that sickness absence is having on the bottom line. Last year, the Chartered Institute of Personnel and Development (CIPD) found that almost a week's worth of days taken off sick equated to an average cost of £522 per employee [4]. Preventive care, therefore, is of utmost importance to avoid the loss of productivity. As a result, many employers across Britain are providing employee healthcare benefits, such as the Munroe Sutton Healthy Discounts scheme. Patients can acquire quality dental treatment at a discount of as much as 20 percent, whilst practices offering this healthcare plan can take advantage of free specialist marketing advice and membership of a referral network.

Knowing that they matter can encourage many employees to work harder. They feel respected and trusted, while working in a safe environment with good pay and opportunities to advance. By developing ways to deliver on these essential factors, companies can retain happy and productive employees for a more profitable future.

For more information, call 0808 234 3558 or visit www.munroesutton.co.uk.

References:

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