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# What makes a happy workplace?

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## **A new study of workplaces has found that being appreciated is significantly more important to employees than money.**

The Happy Office Survey 2019

(<http://www.peldonrose.com/insights/features/international-day-of-happiness-what-makes-a-happy-office/>), conducted by Peldon Rose (<https://www.peldonrose.com/>), has been published to coincide with International Day of Happiness (<https://www.dayofhappiness.net/#join>) on 20 March.

The findings of the survey show that appreciation is key to the happiness of UK employees with 80% saying that feeling appreciated is important to their happiness at work - ahead of salary (58%) and feeling trusted (55%).

However, the survey also reveals there is work to be done to boost workplace happiness, as only 45% of employees say they actually feel appreciated and just two-thirds (67%) say they are happy at work. Employers should take note, says the report, as a recent study from The University of Warwick (<https://warwick.ac.uk/#study>) has shown that a happy worker is 12% more productive than an unhappy worker.

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The Peldon Rose survey has investigated other factors at work that contribute to happiness. The workplace environment is important to half (49%) of respondents but only a quarter (25%) say their current work environment is a good one. Other workplace factors valued by employees are:

- Technology and having the right tools for the job (79%);
- Having friendships at work (63%);
- Good company culture (48%);
- Flexible working (43%);
- Doing rewarding work (36%).

However, the survey finds that many of these aspects of the workplace are not meeting expectations. Only 55% of respondents say they currently have the right tools and technology to do the job properly and only 22% of those polled say they have a good company culture.

Happiness levels differ significantly between sectors, according to the Happy Office Survey. Construction and manufacturing are the happiest sectors with 78% of employees in these sectors saying they are happy at work. This is followed by media and communications (72%) and hospitality and leisure (72%).

At the bottom of the league table is retail, where only 54% of retail workers say they are happy at work, below IT and telecoms (66%) and education (67%).

*Written by Rachel Miller.*

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