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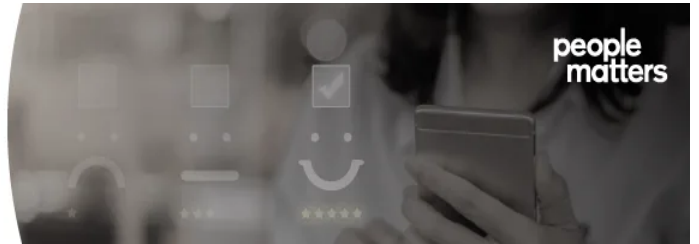
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Increased productivity at workplace can add to ec

A study by the Employee Motivation & Performance Assessment, Inc. (EMPA), Michigan, USA, says that highly engaged employees were more like



A few years ago, an interesting experiment was conducted in Britain by the Social Market Foundation and the University of Warwick's Centre for Competitive Advantage. Participants were shown a one-minute comedy clip or provided with snacks and drinks. Then they were quizzed on their state of mind, and thereafter they were given tasks to measure their productivity. Productivity reached as high as 20%. Dr. Daniel Sgroi, the author of the report, noted that even a rise of 3% in employee productivity could have a significant effect on the GDP.

Yet another study by the Employee Motivation & Performance Assessment, Inc. (EMPA), Michigan, USA, says that highly engaged employees were more likely to demon

More interestingly, there are researches around the world which relate employee satisfaction and happiness with a direct impact on sales activities. Happier employees mean more sales. While employee happiness is not measurable in exact indices, the fact that they can add to sales certainly indicates an increased economic activity. Happy teams generate more sales. Happy employees stand to be the drivers of productivity and hence, economic growth.

But what makes the employees happy? Is it merely a rise in salary or promises? Or the carrot and stick method which entails negative reviews and a critical boss?

Some issues that make an employee happy are - being a part of the bigger picture, having a productive leader, getting recognition and appreciation, and of course getting a well designed working spaces that add value to the employees' experience of working as well as the resources objective of the enterprise.

Conducive workspaces take the lead in the happiness quotient of employees. With a higher productivity, more interest in the well-being of the company and definitely more employees tend to perform better. This has been the stand that HR professionals have known for years, but with these studies, now there is a number to the satisfaction and hence it is more measurable.

The co-working trend at the workplace is now seen as a vibrant space that could drive a dynamic culture of team productivity. The resultant positive vibes impact the final culture is a tremendous value add for enterprises to provide a more than conducive work environment for its employees. And, to that end, enterprises recognize that their employees are more productive in such spaces.

Co-working spaces with scientifically designed layouts add to the mental well-being of employees. Working in collaboration, without the burden of a traditional office environment, adds to the productivity.

And when on collaboration, shared workspaces give more opportunity to work with horizontal allies- maybe even learn newer skills, and of course, network better. The fact is that shared spaces add to the baseline performance. Coupled with opportunities for more business, shared spaces and shared business objectives- the ways to grow together are wide and varied.

There would not be an obvious benefit upfront but employee satisfaction, happiness and hence productivity, stems largely from being considered an asset rather than a liability. Companies that offer amenities and facilities that bely a traditional, walled-in office, are more likely to attract and retain top talent.

There is ample scope for a much higher productivity in a co-working space. There on, it is obvious that higher productivity for even small teams, adds to a faster growth rate. And faster growth of companies will ultimately be a collective step forward for the economy as a whole. This is how a conducive work space adds value to the economic growth.

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