



INDIA WORKPLACE HAPPINESS INDEX, 2024

How happy is India@Work?

OCTOBER 2024



MEASURE, IMPROVE, INSPIRE

Key insights from the National Study on Workplace Wellbeing for India@Work

Independent poll of 334 anonymous respondents working in India



#1

Indian employees report moderate levels of workplace happiness



16% Unhappy

64% Moderately happy

20% Extremely happy

Q: Rate how happy you are at your work on a scale of 1-10 (where 1 is 'not happy at all' and 10 is 'extremely happy')

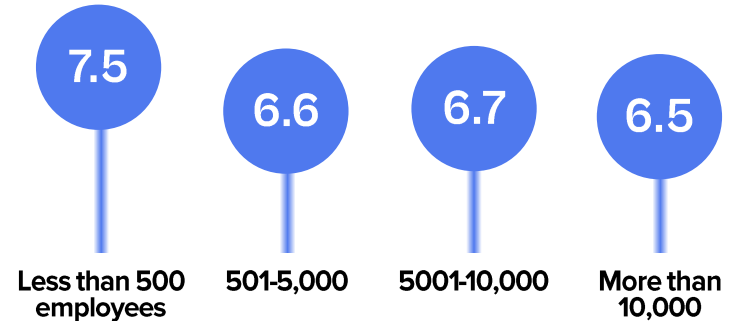
#2

Workplace Happiness Index varies by industry & organisation size

INDUSTRY



SIZE OF ORGANIZATION



Q: Rate how happy you are at your work on a scale of 1-10 (where 1 is 'not happy at all' and 10 is 'extremely happy')

#3

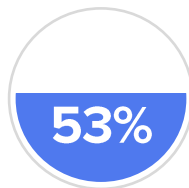
Contributors to workplace happiness are both social and professional



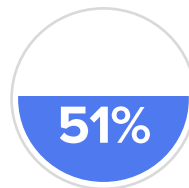
Supportive & appreciative colleagues



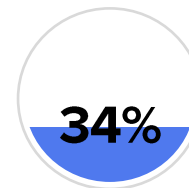
Upskilling & growth paths



Flexibility of work hours & location



Nature of work



Transparency in HR practices

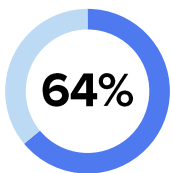
While colleagues play a significant role in workplace happiness, professional factors like career growth, flexibility, and the right job fit are equally important.

Q: In your opinion, what 3 aspects contribute most to making a workplace happy?

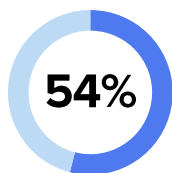
#4

76% of Indian employees have faced emotional/mental stress in the last 6 months

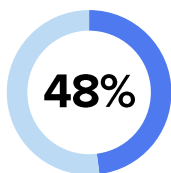
BIGGEST CONTRIBUTORS TO EMOTIONAL/MENTAL STRESS



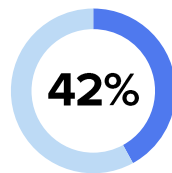
Leadership & management style



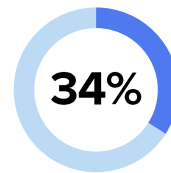
Organisational culture



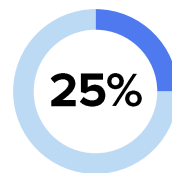
Workload and stress



Job insecurity



Long working hours



Lack of inclusion & diversity

Leadership style and organisational culture can have a significant negative impact on employee happiness.

Q: What 3 work aspects have the most negative impact on your emotional/mental state?

#5

Employees turn to personal support systems to weather workplace stress

65%



Spoke to a close friend/
family member

53%



Practiced self-healing

46%



Took leave to relax/
disassociate

37%



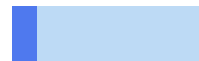
Spoke to a close colleague

20%



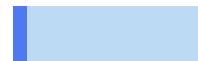
Spoke to manager/s

13%



Saw a doctor/
counsellor

7%



Did nothing

Employees frequently cope with workplace stress independently, often avoiding seeking support from company resources. Organisations may be unaware of the extent of employee stress.

Q: In your opinion, what 3 aspects contribute most to making a workplace happy?

#6

Emotional & mental stress impact employees as well as organisations



77%
Health Issues

Impacted physical health



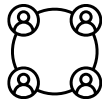
77%
Reduced Innovation

Felt it difficult to innovate



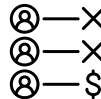
67%
Personal Issues

Impacted personal relationships



67%
Reduced Collaboration

Felt it difficult to collaborate



65%
Attrition

Have seriously considered quitting



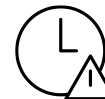
61%
Workplace Issues

Impacted relationship with colleagues



67%
Under-performance

Have under-performed at work



67%
Absenteeism

Missed work

Stress significantly impacts employees' physical and mental well-being, leading to reduced productivity, strained relationships, and even thoughts of quitting.

Q: What impact did the emotional/mental stress have on you?

#7

What Employees Want From their Workplaces

Open Communication

Counselling Stress Management Greater Employee Engagement

Employee Empowerment Better Organisational Design

Career Growth **Work-Life Balance**

Empathetic Leadership Right Employee Strength Role Clarity

Improved Team Dynamics Measurable Goals **Wellness Programs** Confidentiality

Diversity & Inclusion **Improved Workplace Culture**

360-Degree Feedback

Better Background Checks

GENERATIONAL DIFFERENCES

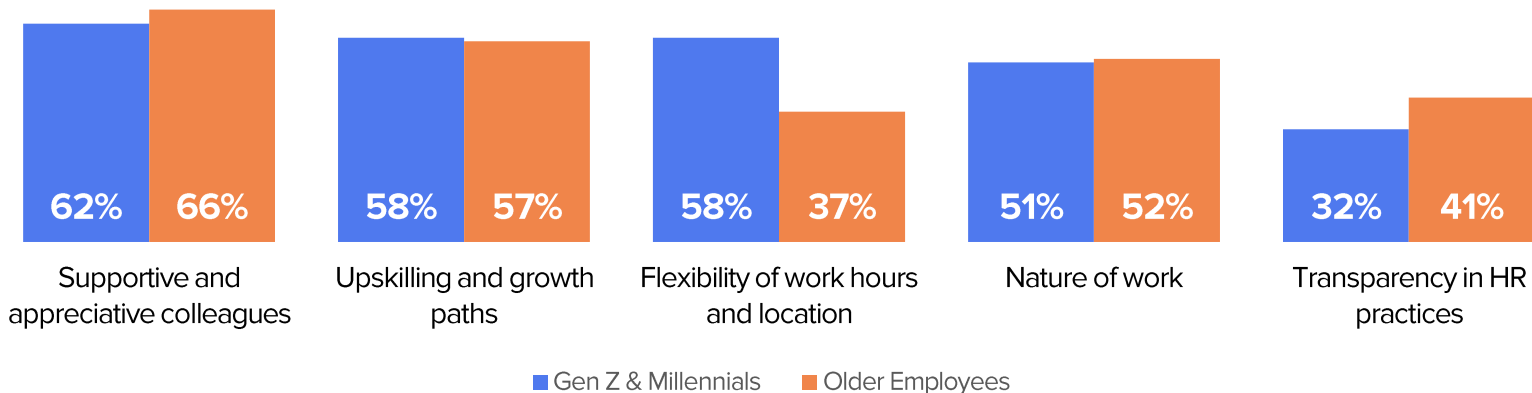
Organisations and HR leaders are increasingly faced with the challenge of managing a multi-generational workforce, each with distinct priorities and requirements.

75% of the respondents are Gen Z and Millennials



#1

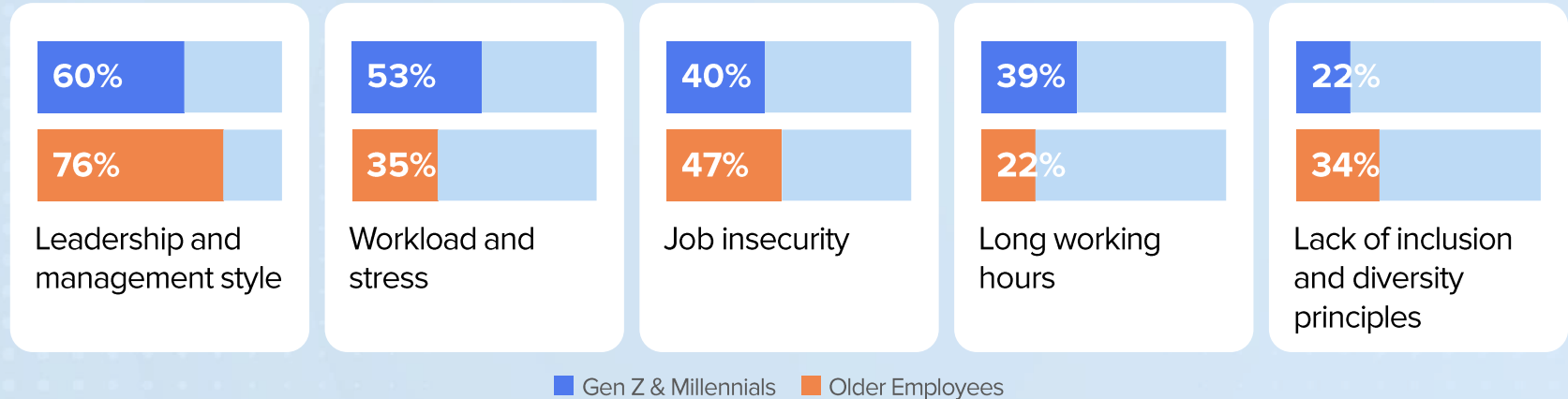
Contributors to workplace happiness



While all employees value supportive colleagues, upskilling opportunities, and meaningful work, Gen Z & millennials prioritise flexibility in work hours and location more, whereas older employees place higher value on transparency in HR practices.

#2

Biggest causes of employee stress

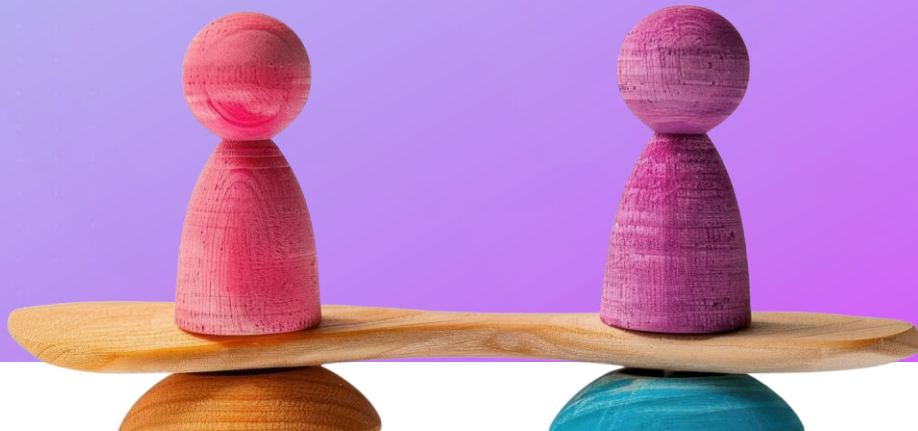


Older employees are more impacted by leadership and management styles and a lack of inclusion and diversity principles, while Gen Z & millennials are more likely to experience stress due to workload and long working hours.

GENDER DIFFERENCES

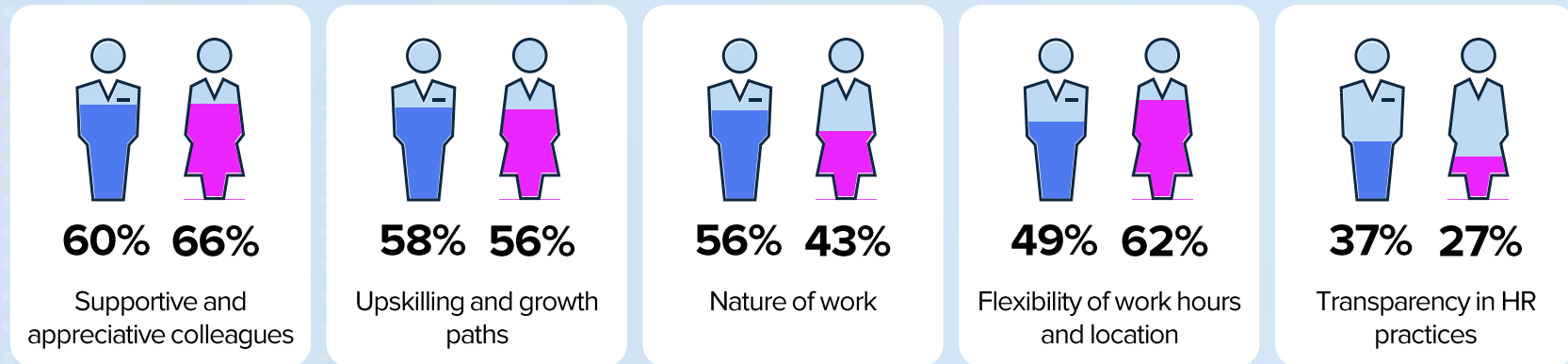
As organisations set diversity, equity, and inclusion (DE&I) goals, HR leaders should pay attention to the different ways men and women approach work and prioritise tasks.

61% of the respondents are men; 30% women, while the rest did not disclose their gender



#1

Contributors to workplace happiness

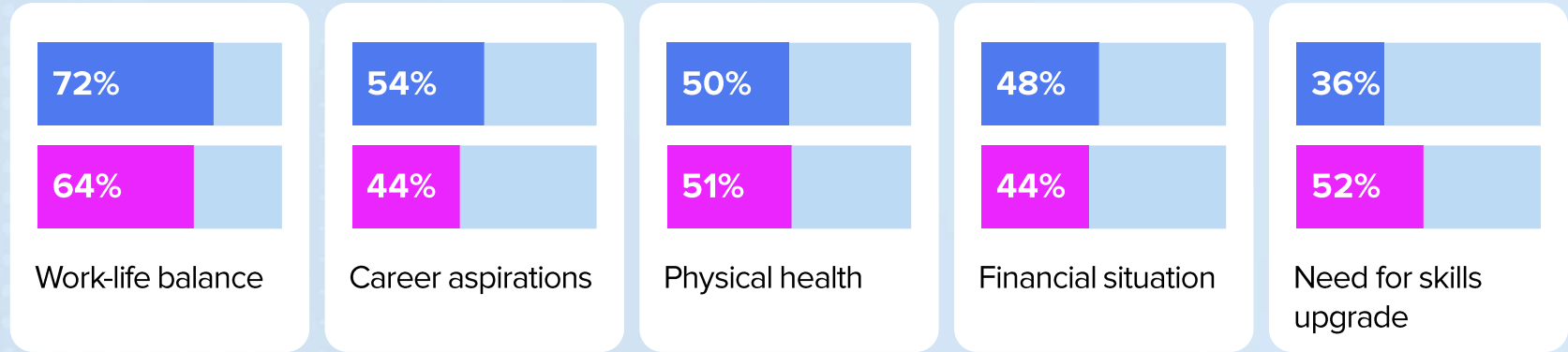


■ Men ■ Women

While employees of all genders value supportive colleagues and growth opportunities, women value flexibility, while men seek meaningful work and greater HT transparency.

#2

External factors influencing work performance



■ Men ■ Women

Work-life balance is a top concern for both genders, slightly more for men. Career aspirations impact men's performance more, while women feel greater pressure to improve skills to advance professionally.

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