

Private & Confidential

# Happiness Report (Part A)

of

## Dr Chooha

M - 2024 Years - INDIA

Report Generated on: 27-08-2024



# Happiness

## What Your Report Contains:

Items	Page Number
<b>Happiness Report Overview</b>	3
<b>Individual Happiness Factors</b>	4
Affiliation	4
Self-efficacy	5
Job-satisfaction	6
Adaptation	7
Work Conditions	8
Job-fit	9
Job-progression	10
Work Ambience	11
<b>Individual UnHappiness Factors</b>	12
Work Environment	12
Self-adequacy	13
Work-demands	14
Work Culture	15
Job Satisfaction	16
<b>Social/family Happiness Factors</b>	17
Home/social Environment	17
Family Support	18
Openness	19
Social Support	20
Networking	21
<b>Social/family UnHappiness Factors</b>	22
Home/social Environment	22
Family Support	23
Self-helplessness	24
<b>Organizational Happiness Factors</b>	25
Work Environment	25
Organizational Support	26
Self Growth	27
Organizational Policies	28
Employee Engagement	29
Job Role	30
Work Life Balance	31
<b>Organizational UnHappiness Factors</b>	32
Work Environment	32
Employee Orientation	33
Job Role & Demand	34
Organizational Support	35
Findings	36

## Happiness Report Overview

Individual Happiness	Score
Affiliation	26 / 28
Self-efficacy	26 / 28
Job-satisfaction	16 / 20
Adaptation	9 / 12
Work Conditions	11 / 12
Job-fit	12 / 12
Job-progression	15 / 16
Work Ambience	11 / 12

Social/family Happiness	Score
Home/social Environment	42 / 44
Family Support	15 / 16
Openness	9 / 12
Social Support	16 / 16
Networking	7 / 8

Organizational Happiness	Score
Work Environment	29 / 32
Organizational Support	19 / 20
Self Growth	11 / 16
Organizational Policies	15 / 16
Employee Engagement	15 / 20
Job Role	5 / 8
Work Life Balance	8 / 8

Individual UnHappiness	Score
Work Environment	5 / 24
Self-adequacy	2 / 24
Work-demands	0 / 16
Work Culture	1 / 24
Job Satisfaction	3 / 12

Social/family UnHappiness	Score
Home/social Environment	2 / 36
Family Support	1 / 24
Self-helplessness	2 / 20

Organizational UnHappiness	Score
Work Environment	2 / 40
Employee Orientation	2 / 36
Job Role & Demand	0 / 32
Organizational Support	2 / 12

# Happiness

## Individual Happiness

### AFFILIATION:

Extent to which I Feel connected to / with my work place.

Your Score: 26/28

(Low: 0-7, Average: 8-21, High: 22-28)

### AFFILIATION:

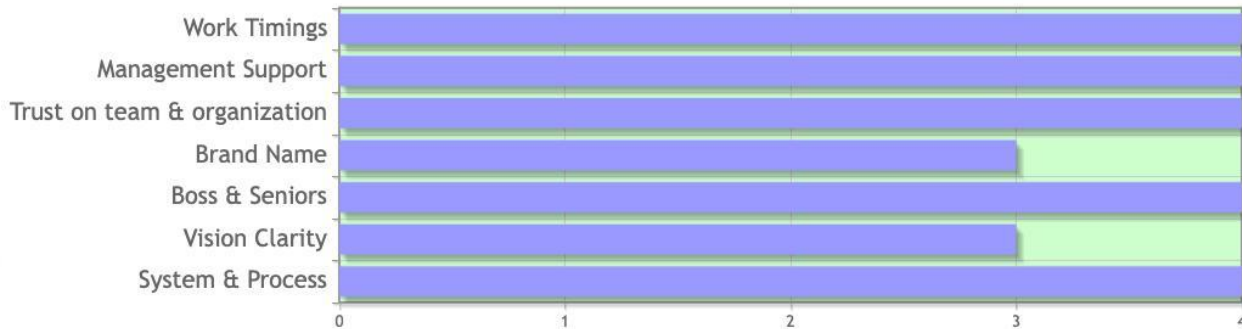
Affiliation indicates the extent to which you feel connection/association with your organization in which you work. Affiliation includes factors like your work culture including the system & its progress, the support you get from your boss & seniors, the brand name of your organization, your work timings, trust on team and organization and vision clarity.

#### Individual - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	16	17	17-20	18-21	21	22
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	17	15	18-22	16-22	23	21

#### AFFILIATION

Sub factor of Affiliation



# Happiness

# Individual Happiness

**SELF-EFFICACY:**

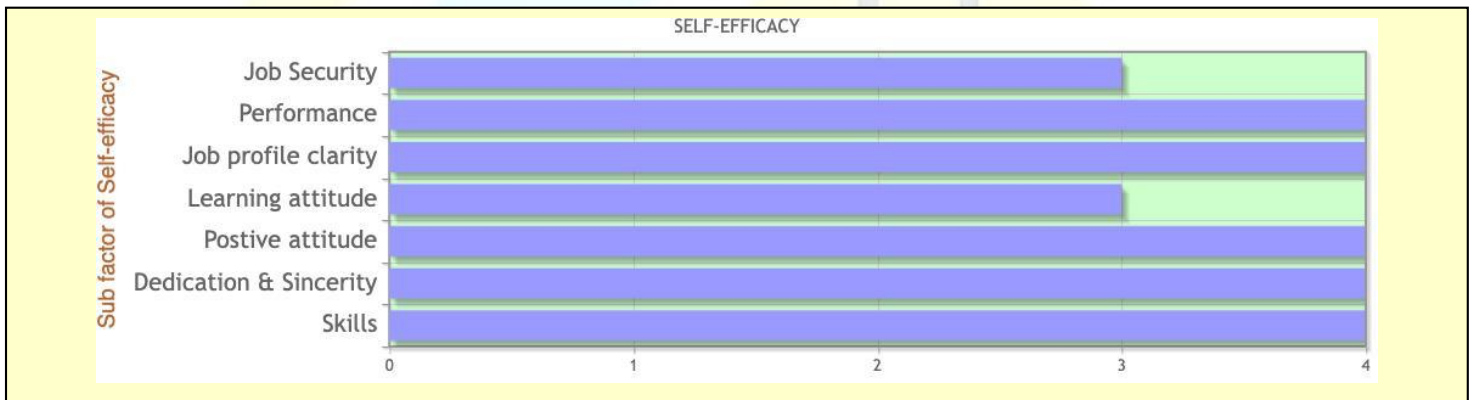
Extent of belief in my own ability to complete tasks and reach goals.

Your Score: 26/28 (Low: 0-7, Average: 8-21, High: 22-28)

**SELF-EFFICACY:**

Self efficacy explains your belief in your own ability to complete tasks and work allotted to you. It includes factors like your skills, dedication, sincerity, positive attitude, learning attitude, performance etc. It explains you job profile clarity too.

Individual - Gender and Age wise Norms (N=500, M=381 & F=119)						
Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	18	19	19-23	20-23	24	24
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	20	18	21-24	19-22	25	23



Happiness

## Individual Happiness

### JOB-SATISFACTION:

Feeling of contentment with different facets of my job.

Your Score: 16/20

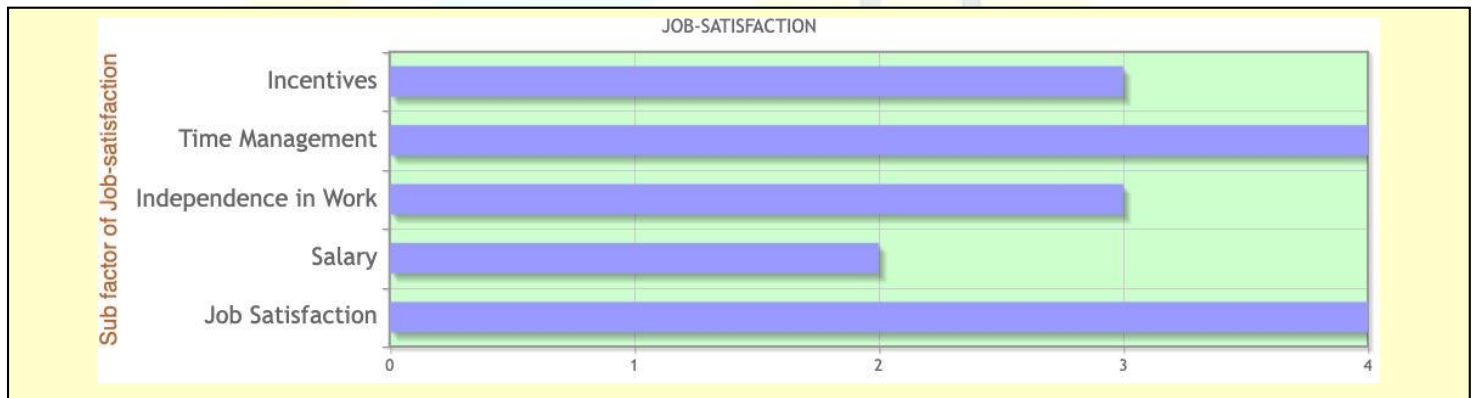
(Low: 0-5, Average: 6-15, High: 16-20)

### JOB-SATISFACTION:

Job satisfaction explains indicates your contentment with different facets of your job. Apart from salary and incentives, freedom, time management, independence in work, job profile etc explains job satisfaction.

#### Individual - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	11	12	12-15	13-14	16	15
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	12	11	13-15	12-14	16	15



# Happiness

## Individual Happiness

### ADAPTATION:

Ability to survive, accept, adjust & evolve at work.

Your Score: 9/12

(Low: 0-3, Average: 4-9, High: 10-12)

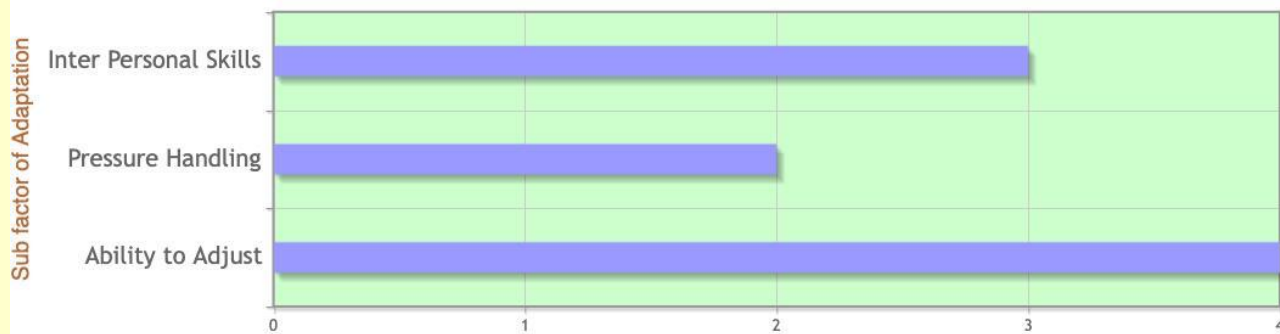
### ADAPTATION:

Adaptation explains your ability to adjust, accept, survive and evolve at work. It shows your ability to handle pressure and your inter-personal skills.

Individual - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	7	8	8-9	9-10	10	11
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	8	7	9-10	8-9	11	10

ADAPTATION



# Happiness

## Individual Happiness

### WORK CONDITIONS:

Positive things about my work place that motivate me to go to work.

Your Score: 11/12

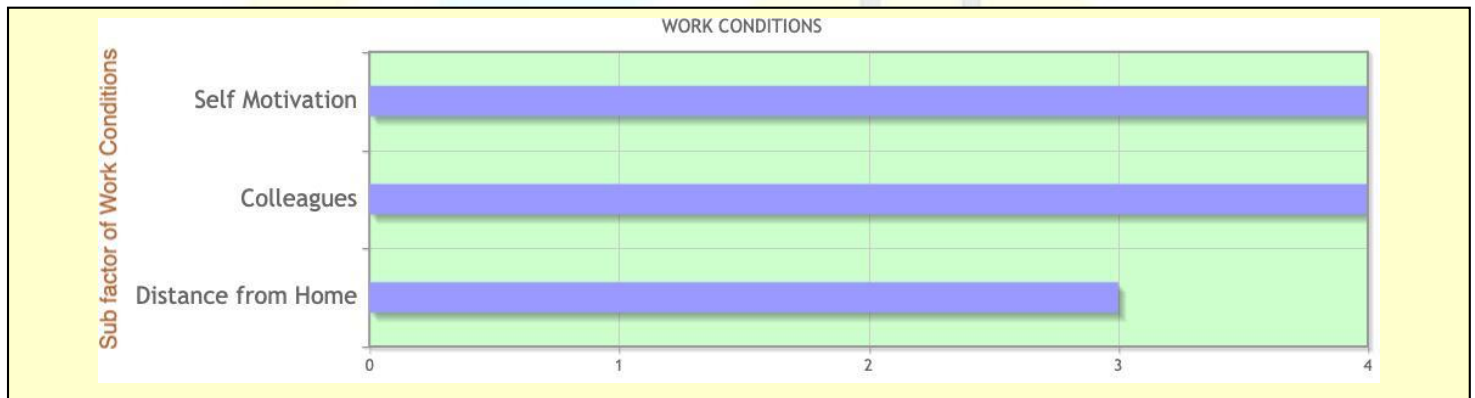
(Low: 0-3, Average: 4-9, High:10-12)

### WORK CONDITIONS:

Work condition signifies positive things about your workplace which motivates you to go to work. Location of office, distance from your home, support from your colleagues and self motivation plays a role determining your willingness to go to work.

#### Individual - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	7	7	8-9	8-10	10	11
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	7	7	8-9	8-9	10	10



# Happiness



## Individual Happiness

**JOB-FIT:**

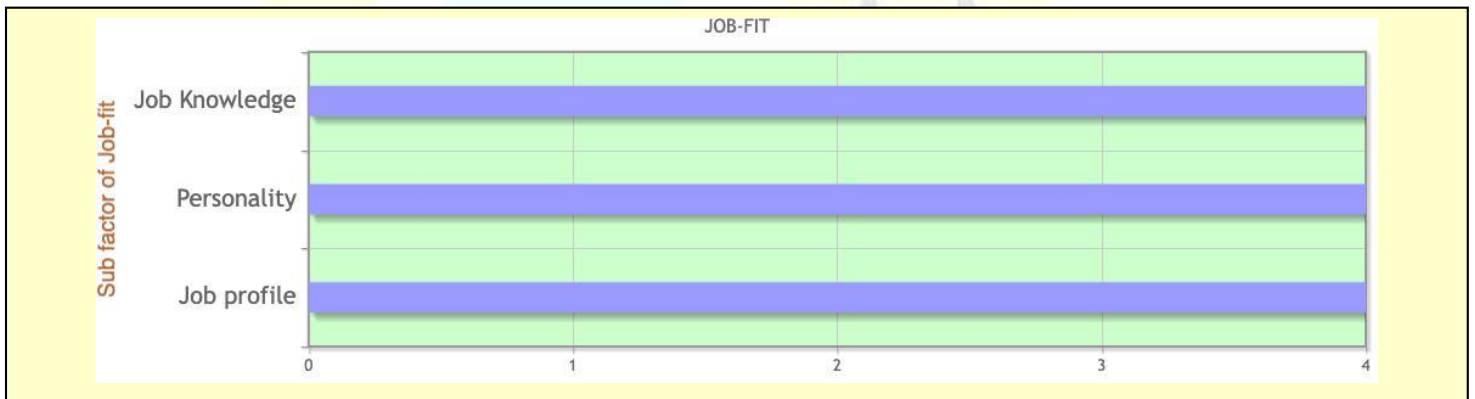
**My suitability to / for job.**

Your Score: 12/12 (Low: 0-3, Average: 4-9, High : 10-12)

**JOB-FIT:**

How suitable are you for the current job is determined by your job profile, your nature, your personality and job knowledge.

Individual - Gender and Age wise Norms (N=500, M=381 & F=119)						
Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	7	7	8-9	8-9	10	10
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	7	6	8-10	7-9	11	10



# Happiness

## Individual Happiness

### JOB-PROGRESSION:

The contribution of my job in building my career.

Your Score: 15/16

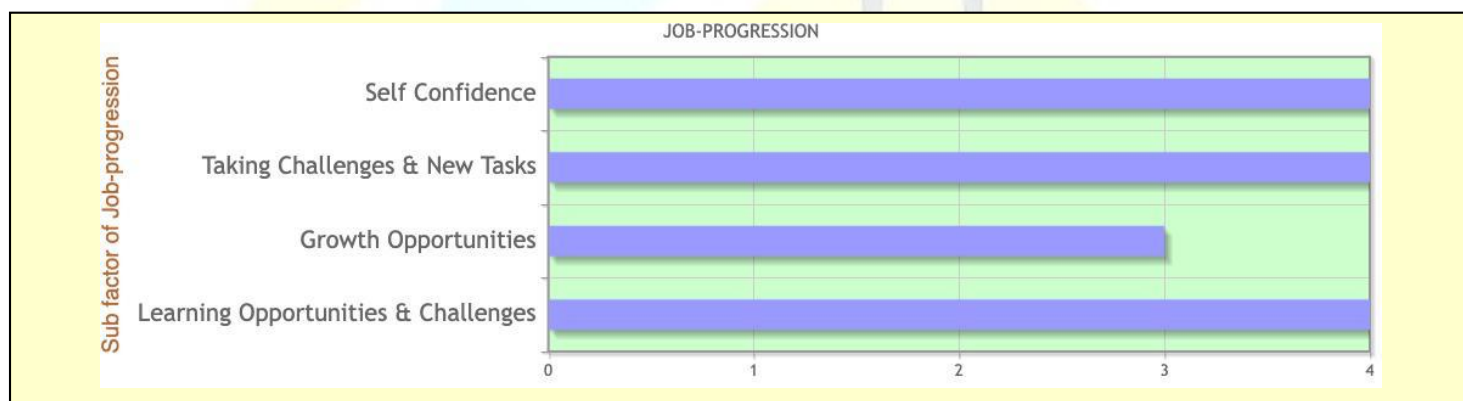
(Low: 0-4, Average: 5-12, High: 13-16)

### JOB-PROGRESSION:

What contributions your job is making in building your career is indicated through job progression. It includes factors like self confidence, learning attitudes, tasks and challenges at workplace and growth opportunities.

#### Individual - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	10	9	11-12	10-12	13	13
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	7	7	8-9	8-9	10	10



# Happiness

## Individual Happiness

### WORK AMBIENCE:

The work environment of my job.

Your Score: 11/12

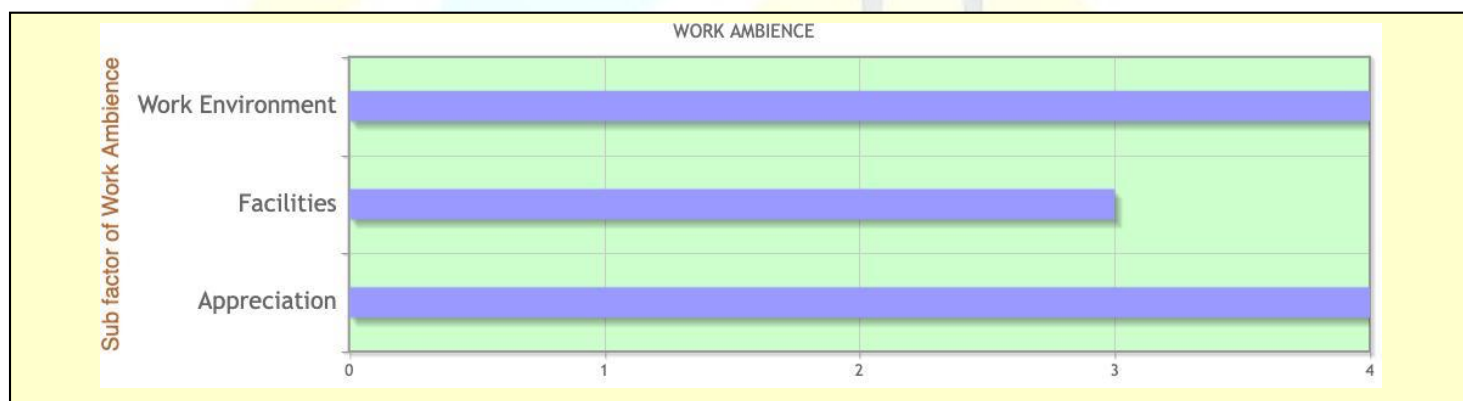
(Low: 0-3, Average: 4-6, High: 7-12)

### WORK AMBIENCE:

Work ambience suggests the work environment of your job. It includes not only infrastructure but also facilities and appreciation/reward you receive from your work environment.

#### Individual - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	7	7	8-9	8-9	10	10
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	7	7	8-9	8-9	10	10



# Happiness

## Individual UnHappiness

### WORK ENVIRONMENT:

Challenges I face at my work place.

Your Score: 5/24

(Low :0-6 Average :7-18 High :19-24 )

### WORK ENVIRONMENT:

Challenges faced by you at your work place are indicated here. It can include your skills, nature, computer illiteracy, and performance. Infrastructure, system and processes of place, colleagues, rewards and work culture also plays a major role.

#### Individual - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	7	6	8-12	7-11	13	12
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	7	7	8-11	8-12	12	13



# Happiness

## Individual UnHappiness

**SELF-ADEQUACY:**

Individual capability to perform at work.

Your Score: 2/24 (Low :0-6 Average :7-18 High :19-24)

**SELF-ADEQUACY:**

Self Adequacy indicates your ability to perform at work. It includes your nature being perfectionist/short-tempered overaggressive. It also includes your inadequate knowledge or skills of work.

Individual - Gender and Age wise Norms (N=500, M=381 & F=119)						
Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	7	6	8-11	7-12	12	13
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	6	6	7-10	7-11	11	12



# Happiness

## Individual UnHappiness

### WORK-DEMANDS:

Impact of the demanding nature of my job.

Your Score: 0/16

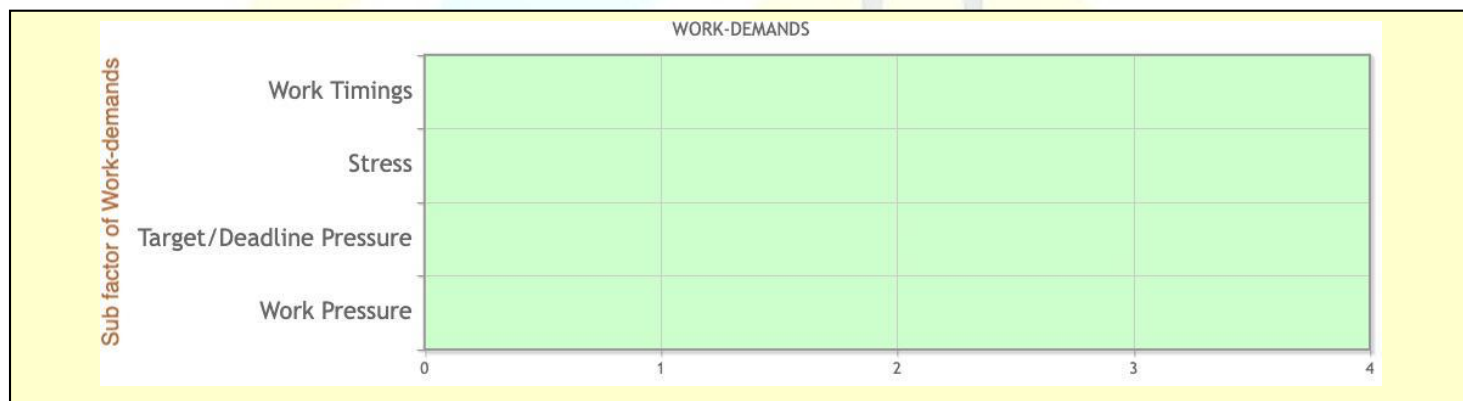
(Low: 0-4, Average: 5-12, High: 12-16)

### WORK-DEMANDS:

Work demand signifies demanding nature of your job. Workload, deadline pressures, work timings and stress due to work are included here.

#### Individual - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	6	5	7-10	6-9	11	10
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	6	6	7-9	7-10	10	11



# Happiness

## Individual UnHappiness

**WORK CULTURE:**

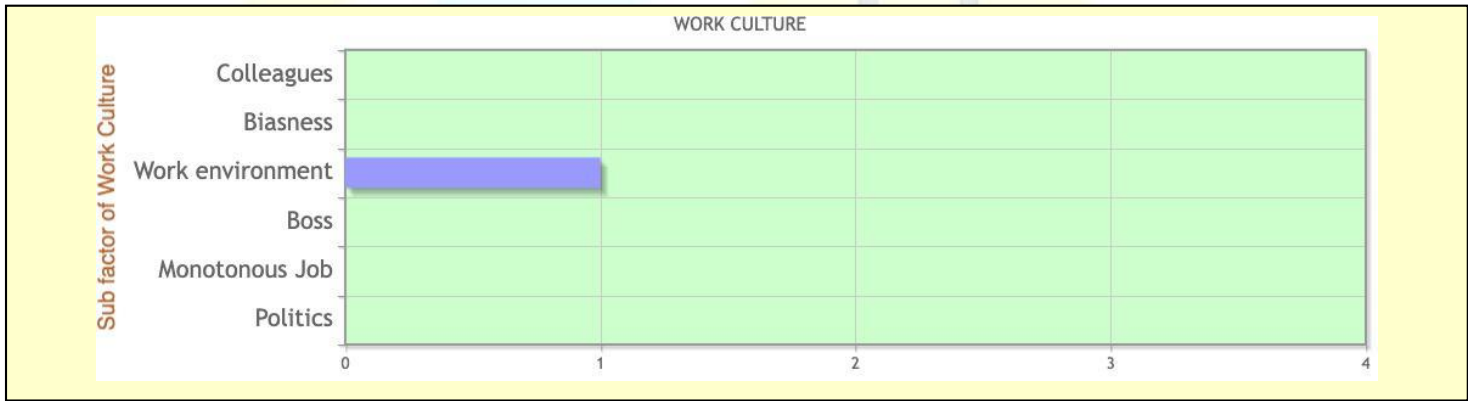
Internal working environment of my job.

Your Score: 1/24 (Low: 0- 6, Average: 7- 18, High: 19-24)

**WORK CULTURE:**

Work culture explains your internal working environment which can motivate/demotivate you to perform better. It includes factors like behavior of boss, biasness, colleagues, monotonous work, politics around, your job profile and work environment.

Individual - Gender and Age wise Norms (N=500, M=381 & F=119)						
Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	7	6	8-12	7-11	13	12
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	6	7	7-11	8-12	12	13



# Happiness

## Individual UnHappiness

**JOB SATISFACTION:**

My Contentment on different facets of my jobs.

Your Score: 3/12 (Low: 0-3, Average: 4-9, High: 10-12)

**JOB SATISFACTION:**  
Different facets of job like salary, work life balance, job profile and time for own self determines job satisfaction.

Individual - Gender and Age wise Norms (N=500, M=381 & F=119)						
Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	4	4	5-6	5-7	7	8
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	3	4	4-6	5-7	7	8



# Happiness



## Social/family Happiness

### HOME/SOCIAL ENVIRONMENT:

My family and social supports system that helps me to carry out my job effectively.

Your Score: 42/44

(Low: 0-11, Average: 12-33, High: 34-44)

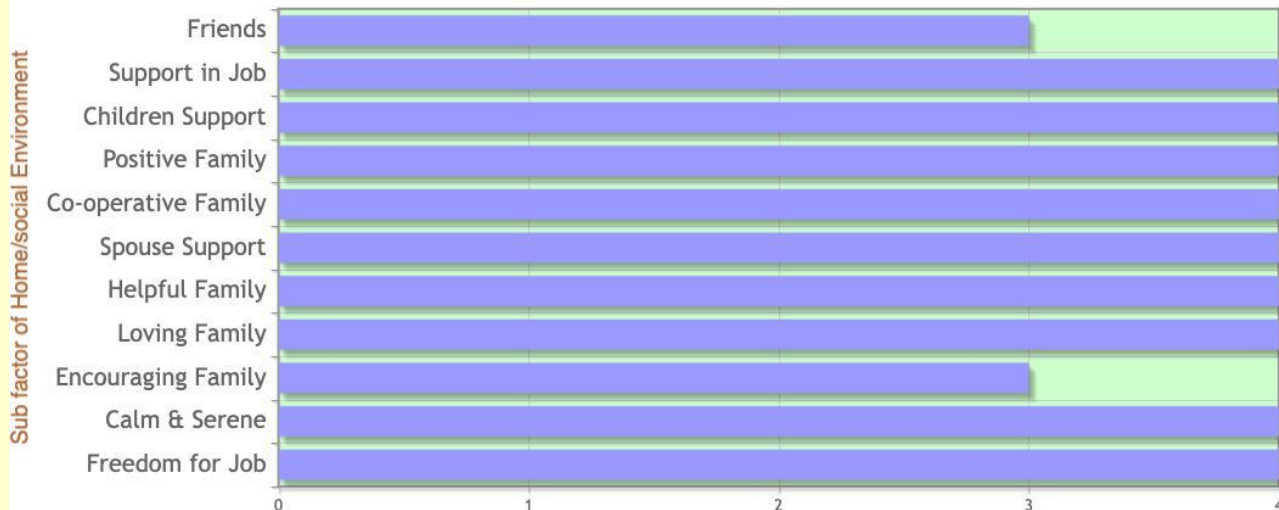
### HOME/SOCIAL ENVIRONMENT:

Home and social environment indicated family and social support system that helps you to carry out your job effectively. It includes factors like appreciation from helpful and loving family, spouse and children support, encouragement, cooperation of family and friends, freedom for job and positive home environment.

#### Social / Family - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	31	33	32-39	34-41	40	42
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	30	32	31-39	33-39	40	40

#### HOME/SOCIAL ENVIRONMENT



# Happiness

## Social/family Happiness

### FAMILY SUPPORT:

Support and encouragement received from my immediate family members towards my job.

Your Score: 15/16

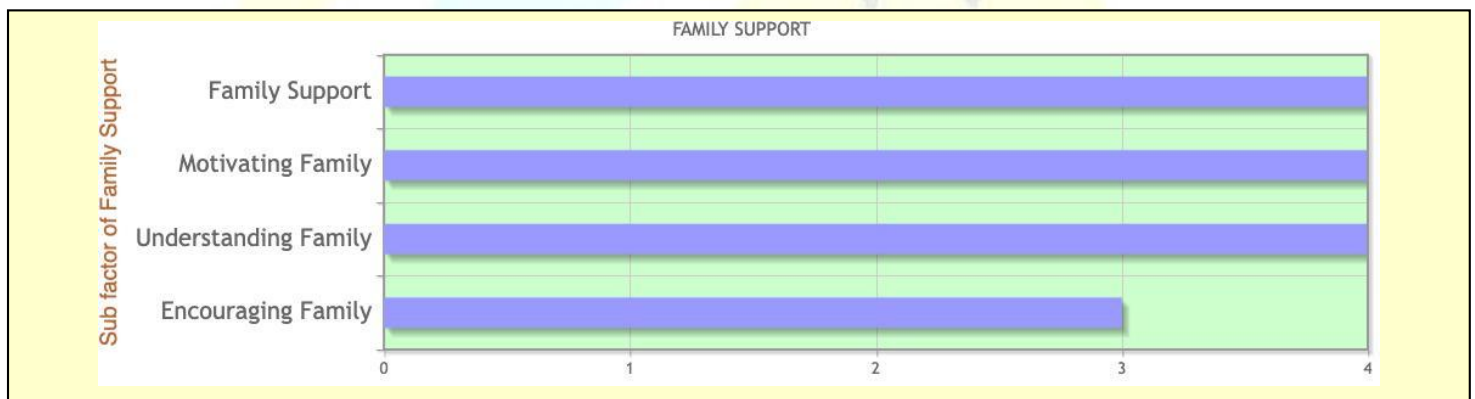
(Low: 0-4, Average: 5-12, High: 13-16)

### FAMILY SUPPORT:

Family support shows motivation and encouragement received from immediate family members towards your job. It includes support, understanding and encouragement from family.

#### Social / Family - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	11	12	12-14	13-15	15	16
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	11	12	12-14	13-14	15	15



# Happiness

## Social/family Happiness

### OPENNESS:

Extent to which I can share my work life with my family members.

Your Score: 9/12

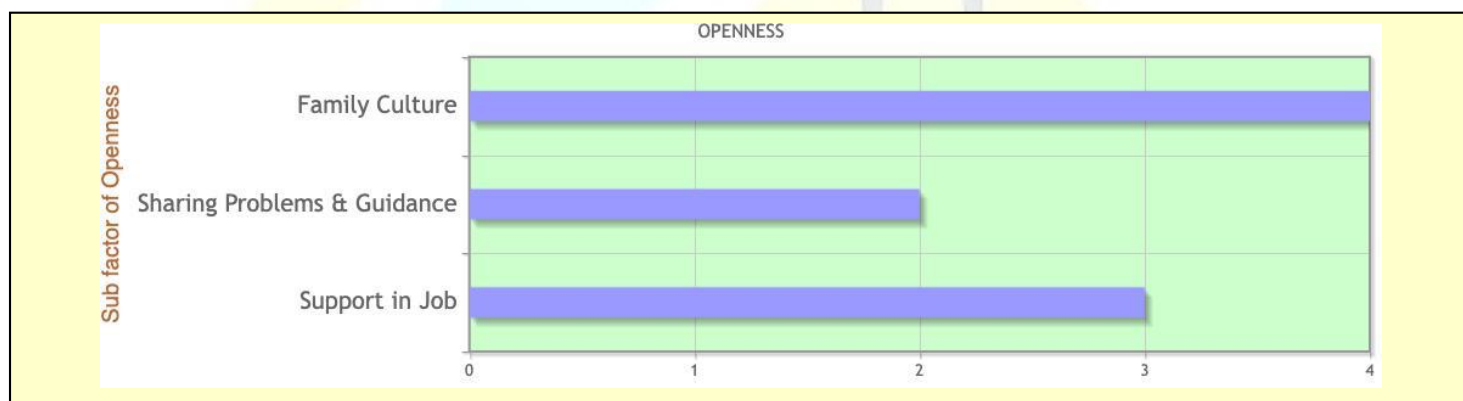
(Low: 0-3, Average: 4-9, High: 10-12)

### OPENNESS:

Openness suggests extent to which you can share your work life with your family members. It not only includes family support but also sharing of problems and receiving guidance. Family culture plays a major role here.

#### Social / Family - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	6	7	7-8	8-9	9	10
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	5	6	6-8	7-9	9	10



# Happiness

## Social/family Happiness

**SOCIAL SUPPORT:**

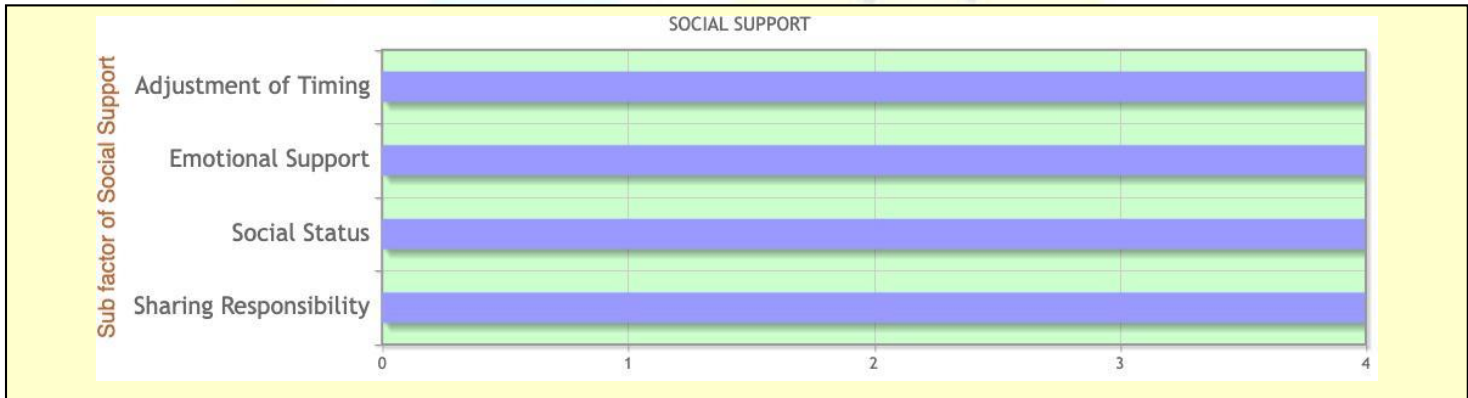
Family support received to maintain both my social commitments and job demands.

Your Score: 16/16 (Low: 0-4, Average: 5-12, High: 13-16 )

**SOCIAL SUPPORT:**

Social support explains family support received to maintain social commitments/status as well as work demands. It includes cooperation of family by adjusting timings, sharing responsibilities and supporting emotionally.

Social / Family - Gender and Age wise Norms (N=500, M=381 & F=119)						
Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	10	10	11-13	11-13	14	14
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	10	10	11-13	11-12	14	13



Happiness

## Social/family Happiness

### NETWORKING:

Extent to which I connect with people socially and at work place.

Your Score: 7/8

(Low: 0-2, Average: 3-6, High: 7-8)

### NETWORKING:

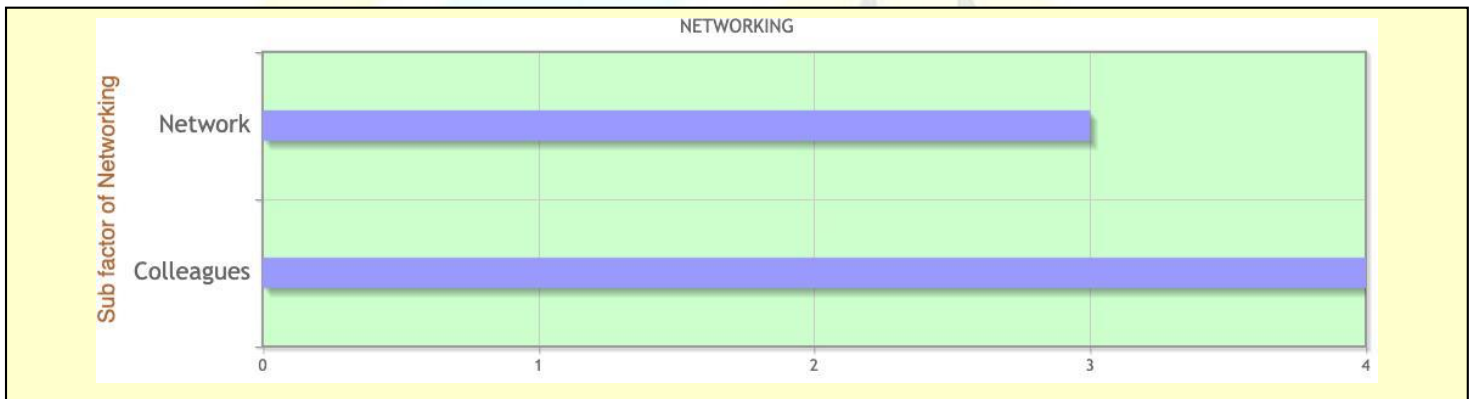
Networking indicates connection with people socially, connection with colleagues and a good network of people with you.

#### Social / Family - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	5	6	6-7	7-7	8	8

Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	5	6	6-7	7-7	8	8



Happiness

## Social/family UnHappiness

### HOME/SOCIAL ENVIRONMENT:

Family and Social challenges that impact my job.

Your Score: 2/36 (Low: 0-9, Average: 10-27, High: 28-36 )

### HOME/SOCIAL ENVIRONMENT:

It indicates family and social challenges that impact your job. Health, nature and demands of family members, disturbance at work, problems due to relatives and family commitments, impact your work life.

Social / Family - Gender and Age wise Norms (N=500, M=381 & F=119)						
Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	9	8	10-16	9-18	17	19
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	8	10	9-16	11-18	17	19



Happiness

## Social/family UnHappiness

**FAMILY SUPPORT:**

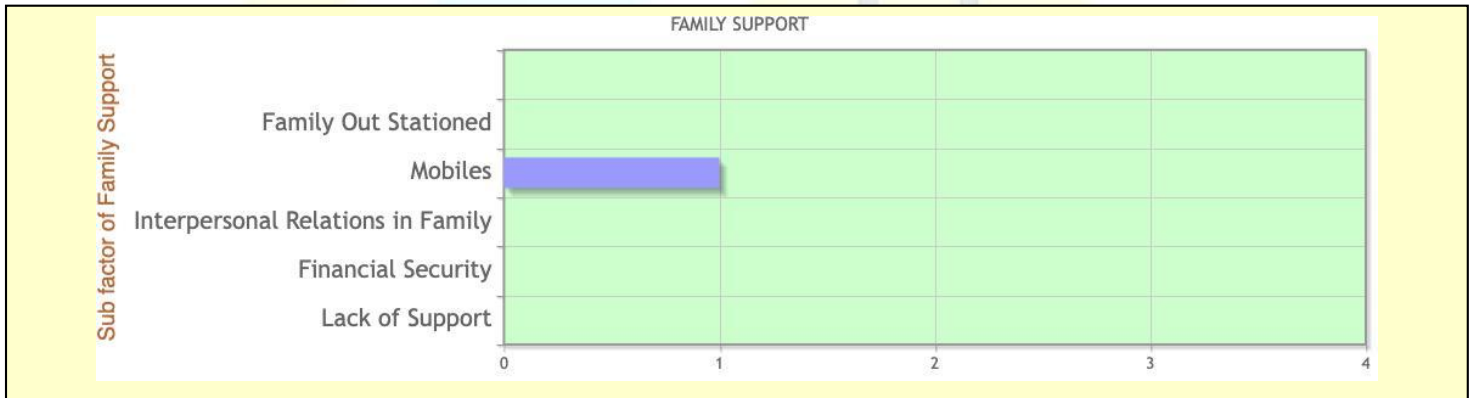
Challenges faced from my immediate family that impacts my job.

Your Score: 1/24 (Low: 0-6, Average: 7-18, High: 19-24)

**FAMILY SUPPORT:**

Family support explains challenges faced by your family which affects your job. It includes nature of family members, financial insecurity, out stationed family, non understanding family members and interpersonal relations with family members.

Social / Family - Gender and Age wise Norms (N=500, M=381 & F=119)						
Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	4	3	5-11	4-11	12	12
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	4	4	5-10	5-11	11	12



Happiness

## Social/family UnHappiness

**SELF-HELPLESSNESS:**

Extent to which I feel personality inadequate to meet my job social and family commitments.

Your Score: 2/20 (Low: 0-5, Average: 6-13, High: 14-20)

**SELF-HELPLESSNESS:**  
It shows your personal feeling of being inadequate to meet social and family commitments. It includes time for your children, friend, family and self. It also indicates your work load, stress and work life balance.

**Social / Family - Gender and Age wise Norms (N=500, M=381 & F=119)**

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	6	7	7-10	8-11	11	12
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	6	7	7-9	8-11	10	12



Happiness



# Organizational Happiness

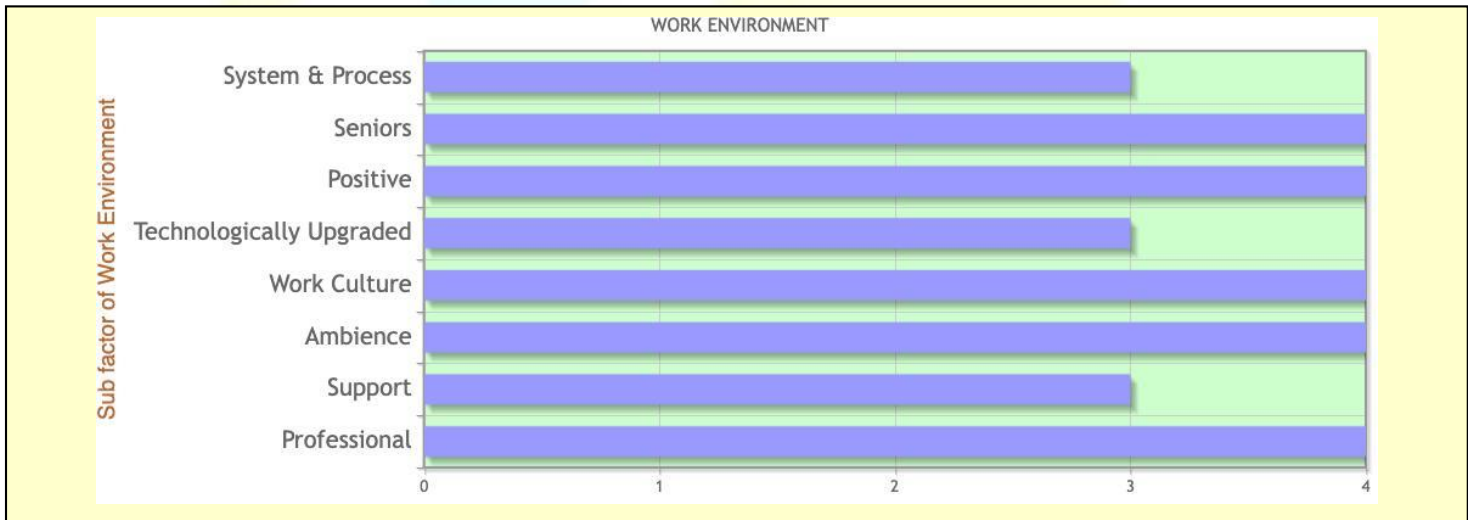
**WORK ENVIRONMENT:** Extent to which the Internal Work environment favours my performance on the job.

Your Score: 29/32 (Low: 0-8, Average: 9-24, High: 24-32)

**WORK ENVIRONMENT:**  
It shows extent to which internal work environment and work culture boosts your performance. It includes system and processes, growth opportunities, support from seniors, upgraded technologies, management, positive environment and ambience.

## Organizational - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	18	19	19-22	20-23	23	24
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	19	19	20-23	20-22	24	23



Happiness

# Organizational Happiness

## ORGANIZATIONAL SUPPORT:

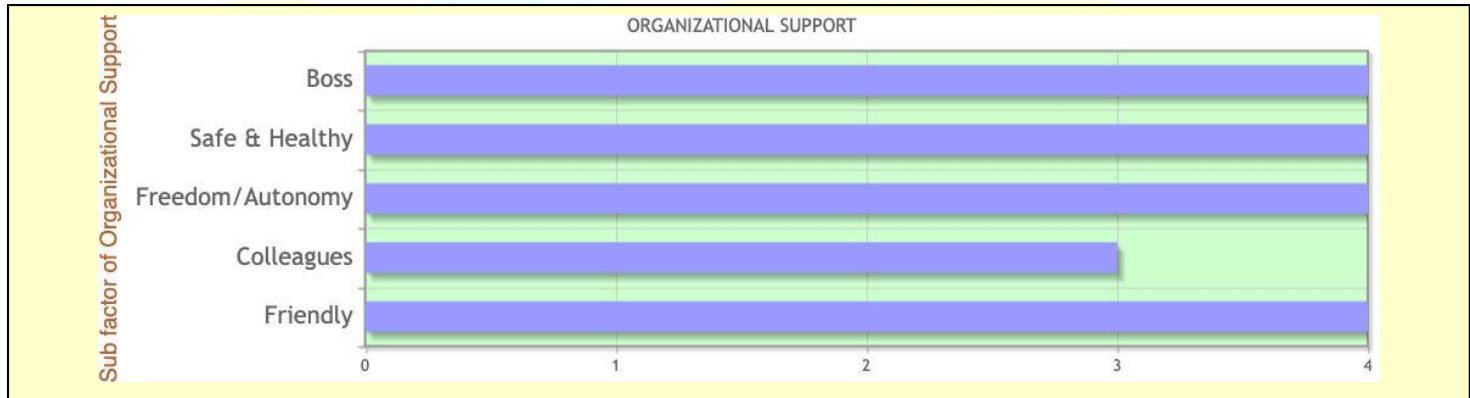
Extent to which the work culture of my company helps me on the job.

Your Score: 19/20 (Low: 0-5, Average: 6-15, High: 16-20)

### ORGANIZATIONAL SUPPORT:

It indicates the extent to which your work environment and support increase your performance. It includes friendly environment, support from boss and colleagues, freedom of work and safe and healthy environment.

Organizational - Gender and Age wise Norms (N=500, M=381 & F=119)						
Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	12	12	13-15	13-15	16	16
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	12	12	13-15	13-15	16	16



Happiness

# Organizational Happiness

**SELF GROWTH:**

Extent to which my company has contributed to my career and professional development

Your Score: 11/16 (Low: 0-4, Average: 5-12, High: 13-16)

**SELF GROWTH:**

It explains the extent to which your company has contributed to your personal and professional development. It includes training and development, learning and growth opportunities and exposure provided by your company. It includes your social status as well.

**Organizational - Gender and Age wise Norms (N=500, M=381 & F=119)**

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	9	9	10-11	10-11	12	12
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	8	9	9-12	10-11	13	12



Happiness

# Organizational Happiness

## ORGANIZATIONAL POLICIES:

Extent to which I find my companies HR policies favourable.

Your Score: 15/16 (Low: 0-4, Average: 5-12, High: 13-16)

### ORGANIZATIONAL POLICIES:

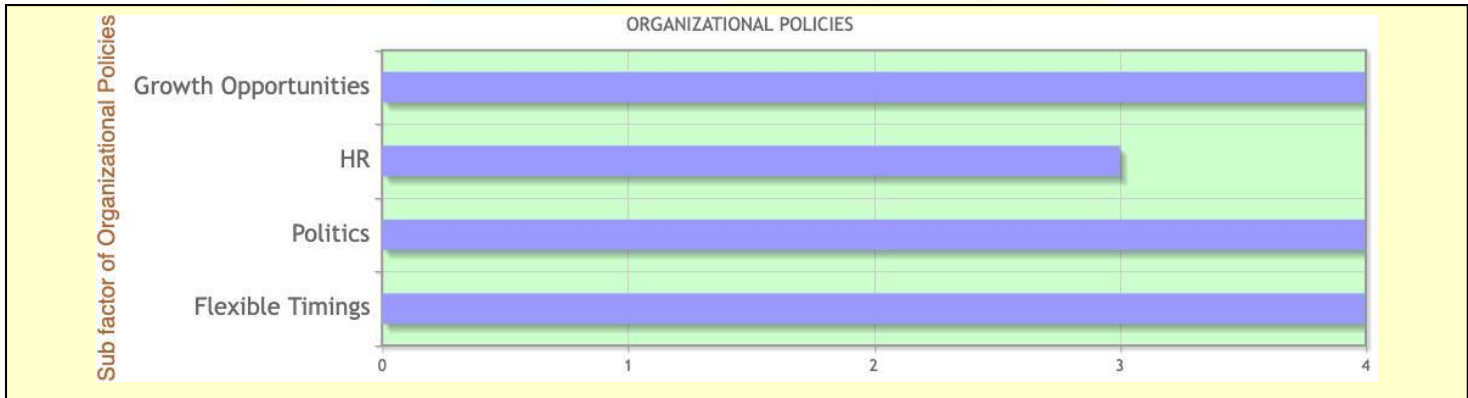
It includes extent to which you feel your company's HR policies favorable to you. It includes work culture, growth opportunities, flexible work timings and politics on job.

### Organizational - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	7	7	8-10	8-10	11	11

Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	7	7	8-10	8-10	11	11



Happiness

# Organizational Happiness

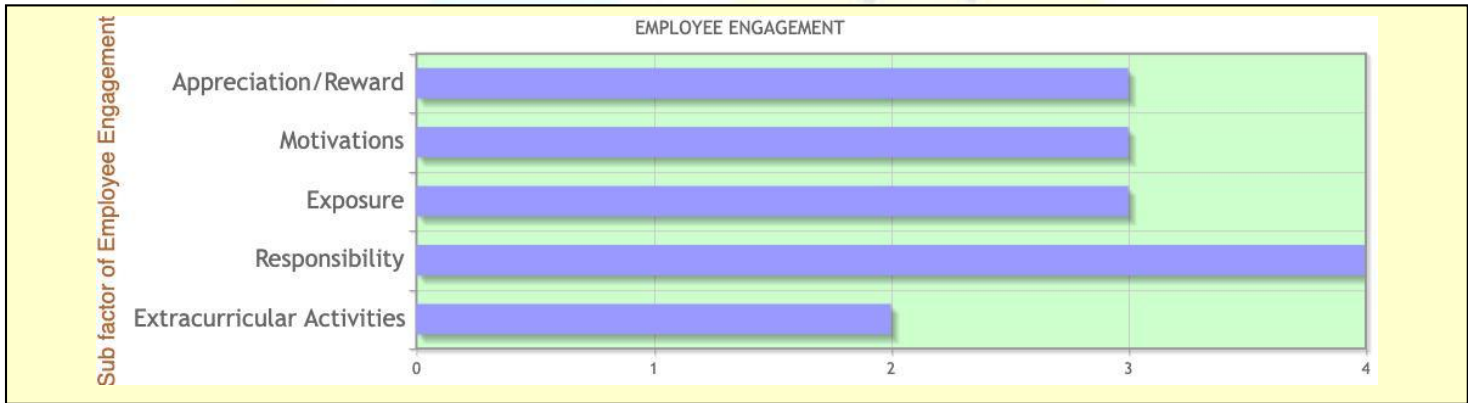
**EMPLOYEE ENGAGEMENT:** The focus my company maintains in keeping its employees motivated and aligned.

Your Score: 15/20 (Low: 0-5, Average: 6-15, High: 16-20)

**EMPLOYEE ENGAGEMENT:**  
It indicates the focus your company's maintenance to keep employees motivated and aligned. It includes extra activities, motivation, encouragement, growth opportunities and responsibilities.

## Organizational - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	11	11	12-14	12-14	15	15
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	11	11	12-13	12-14	14	15



Happiness

## Organizational Happiness

**JOB ROLE:**

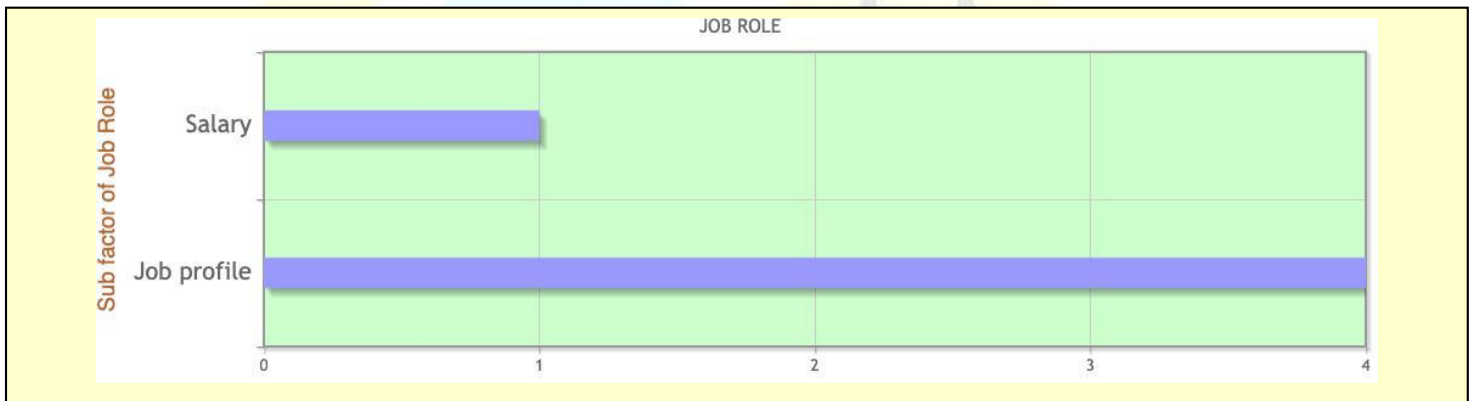
Extent to which my job duties and remuneration motivate me at work.

Your Score: 5/8 (Low: 0-2, Average: 3- 6, High: 7-8)

**JOB ROLE:**

It signifies the extent to which your job duties and remuneration motivates you at work.

Organizational - Gender and Age wise Norms (N=500, M=381 & F=119)						
Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	4	4	5-6	5-6	7	7
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	5	4	6-6	5-6	7	7



# Happiness

# Organizational Happiness

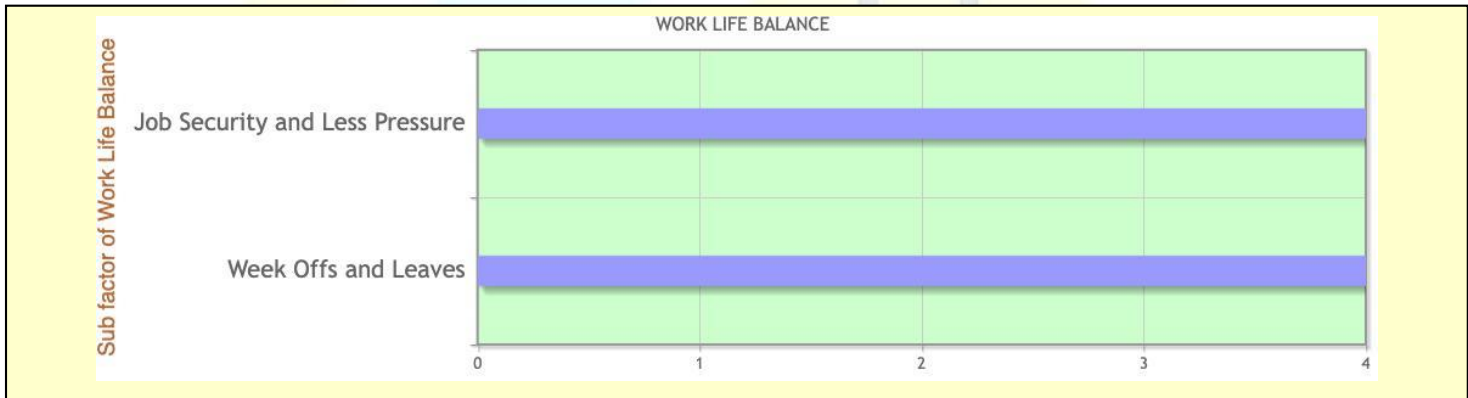
## WORK LIFE BALANCE:

Extent to which my company supports to maintain my work-life balance

Your Score: 8/8 (Low: 0-2, Average: 3-6, High: 7-8)

**WORK LIFE BALANCE:**  
 It indicates the extent to which your company supports you to maintain your work life balance. It includes factors like week offs and leaves, job security and less pressure.

Organizational - Gender and Age wise Norms (N=500, M=381 & F=119)						
Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	4	4	2-6	5-6	7	7
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	4	4	5-6	5-6	7	7



Happiness

# Organizational UnHappiness

## WORK ENVIRONMENT:

Challenges at my work place that impact my job performance.

Your Score: 2/40 (Low: 0-10, Average: 11-30, High: 31-40)

**WORK ENVIRONMENT:**  
It indicates the challenges at your work place that impact your job performance. It includes distance from home, salary cuts, domination, colleagues, support, unhealthy competition, freedom etc.

Organizational - Gender and Age wise Norms (N=500, M=381 & F=119)						
Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	11	9	12-19	10-18	20	19
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	9	11	10-19	12-19	20	20



Happiness



# Organizational UnHappiness

**EMPLOYEE ORIENTATION:**

Lack of concern for employee in organizations approach to work.

Your Score: 2/36 (Low: 0-9, Average: 10- 27, High: 28-36 )

**EMPLOYEE ORIENTATION:**

It indicates lack of concern for employee in organization’s approach to work. In includes performance parameters, work allocation, indecisiveness, work culture, system and process, facilities, management, interdepartmental co-ordination and HR.

Organizational - Gender and Age wise Norms (N=500, M=381 & F=119)						
Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	12	11	13-19	12-18	20	19
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	12	12	13-18	13-19	19	20



Happiness

# Organizational UnHappiness

**JOB ROLE & DEMAND:**

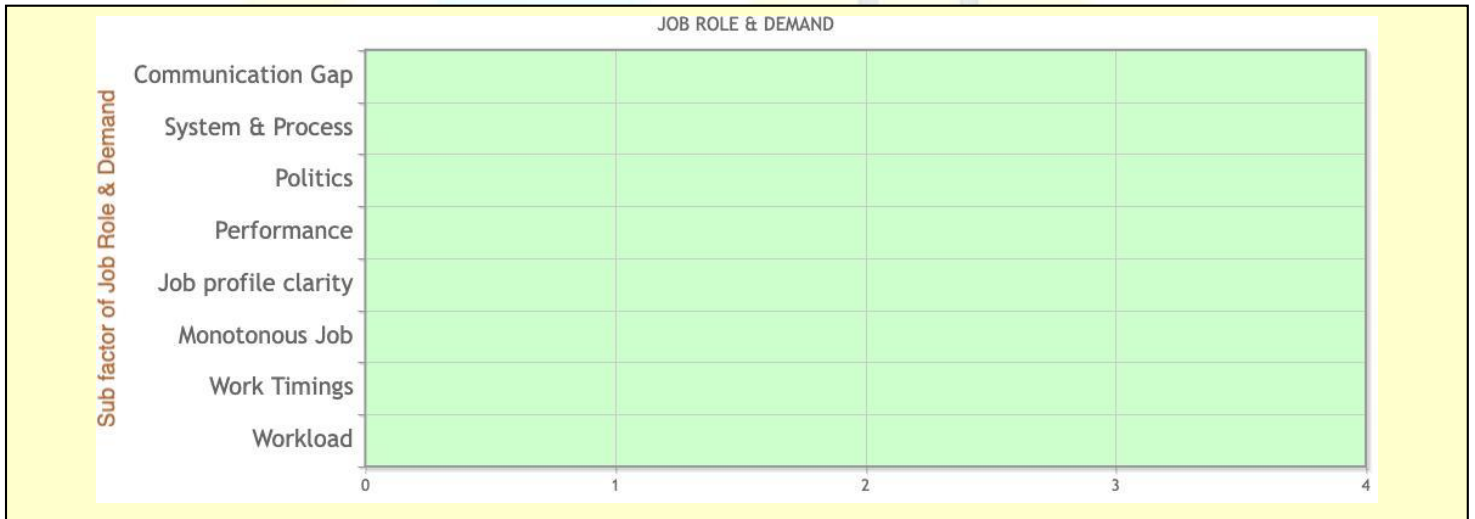
Impact of nature of job and job demands on job effectiveness.

Your Score: 0/32 (Low: 0-8, Average: 9-24, High: 25-32)

**JOB ROLE & DEMAND:**

It indicates the impact of nature of job demands on job effectiveness. It includes work load, work timings, job profile clarity, performance, politics, communication gap, monotonous job and system and process.

Organizational - Gender and Age wise Norms (N=500, M=381 & F=119)						
Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	11	11	12-17	12-17	18	18
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	10	12	11-16	13-18	17	19



Happiness

# Organizational UnHappiness

## ORGANIZATIONAL SUPPORT:

Organizational constraints that hinder employee performance.

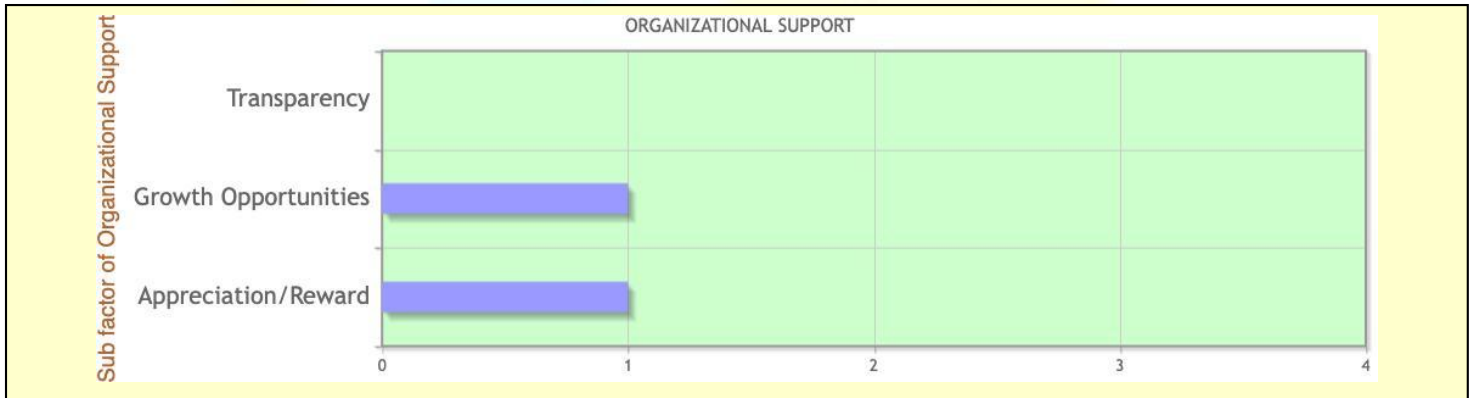
Your Score: 2/12 (Low: 0-8, Average: 9-24, High: 25-32)

### ORGANIZATIONAL SUPPORT:

It indicates organizational constraints that hinder employee performance. It includes appreciation/reward, growth opportunities and transparency in work culture.

#### Organizational - Gender and Age wise Norms (N=500, M=381 & F=119)

Range	Low		Average		High	
Gender	Male	Female	Male	Female	Male	Female
Norms	4	4	5-7	5-7	8	8
Range	Low		Average		High	
Age	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years	Greater than 35 years	Less than 35 years
Norms	4	5	5-7	6-7	8	8

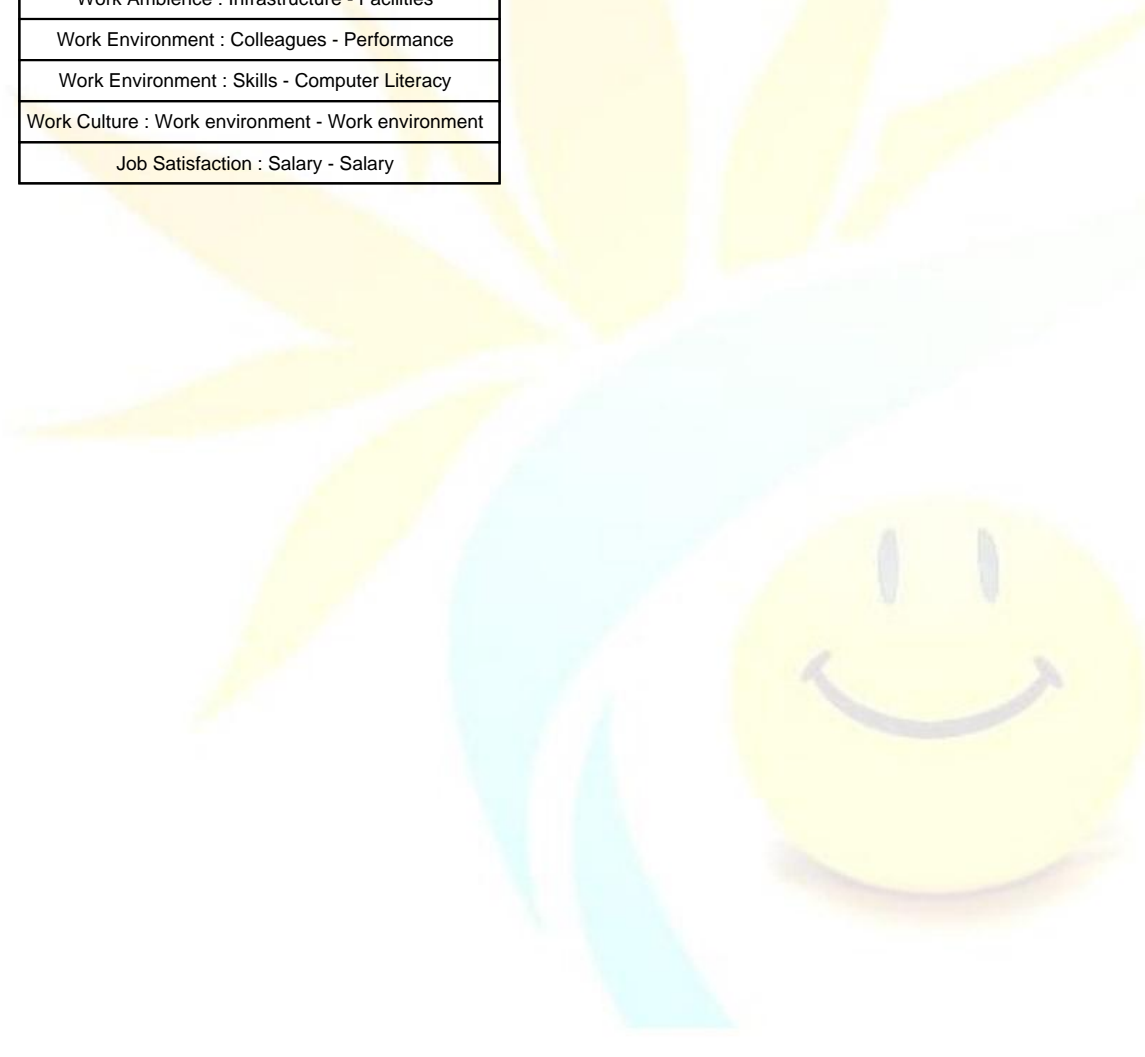


Happiness

## Findings:

### Factors to probe for cultivating happiness:

Individual	Family/Social	Organizational
Job-satisfaction : Salary - Salary	Family Support : Encouraging Family - Encouraging Family	Organizational Support : Support - Colleagues
Adaptation : Skills - Pressure Handling	Openness : Support in Job - Sharing Problems & Guidance	Self Growth : Organization - Brand Name
Work Conditions : Location of Office - Distance from Home	Networking : Network - Network	Organizational Policies : HR - HR
Job-progression : Growth Opportunities - Growth Opportunities	Family Support : Disturbance at Work - Mobiles	Employee Engagement : Work Culture - Extracurricular Activities
Work Ambience : Infrastructure - Facilities		Job Role : Salary - Salary
Work Environment : Colleagues - Performance		
Work Environment : Skills - Computer Literacy		
Work Culture : Work environment - Work environment		
Job Satisfaction : Salary - Salary		



# Happiness

**Caution:**

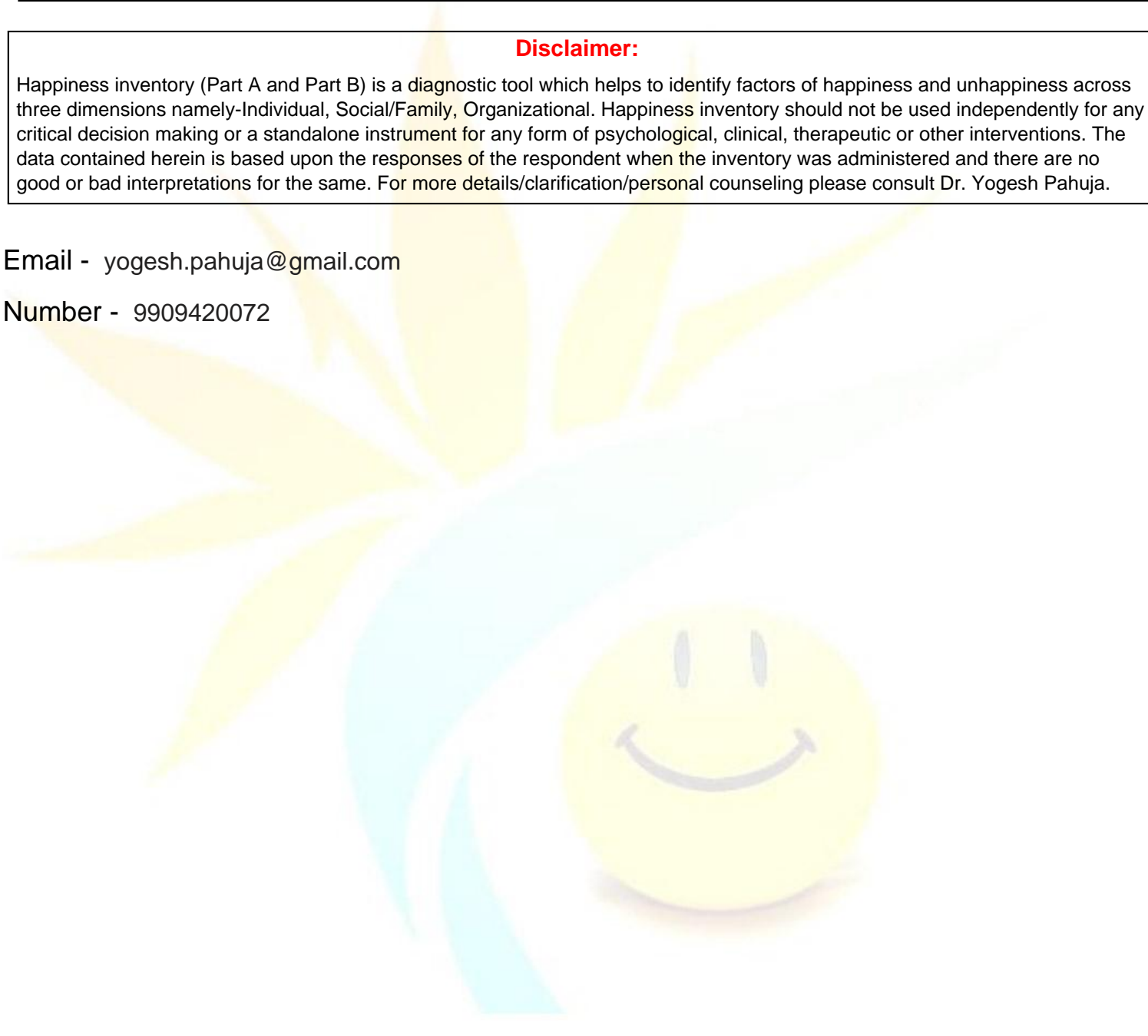
TIHC6 - Job-fit(4), TIUHC3 - Work-demands(0), TSHC4 - Social Support(4), TOHC7 - Work Life Balance(4), TOUHC3 - Job Role & Demand(0)

**Disclaimer:**

Happiness inventory (Part A and Part B) is a diagnostic tool which helps to identify factors of happiness and unhappiness across three dimensions namely-Individual, Social/Family, Organizational. Happiness inventory should not be used independently for any critical decision making or a standalone instrument for any form of psychological, clinical, therapeutic or other interventions. The data contained herein is based upon the responses of the respondent when the inventory was administered and there are no good or bad interpretations for the same. For more details/clarification/personal counseling please consult Dr. Yogesh Pahuja.

Email - [yogesh.pahuja@gmail.com](mailto:yogesh.pahuja@gmail.com)

Number - 9909420072



# Happiness