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## A STUDY ON PRESENT GENERATION EMPLOYEE EXPECTATIONS AT WORK: FUN CULTURE AT WORKPLACE AMONG SOFTWARE PROFESSIONALS

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### ABSTRACT

*The Traditional generation is the oldest generation in the workplace, although most are now retired. Also known as the veterans, the Silent's, the Silent generation, the matures, the greatest generation. Members of this generation were influenced by the great depression and World War II among other events and have been described as being conservative and disciplined, as having a sense of obligation, and as observing fiscal restraint (Niemic, 2002). Creating a fun culture is about opening up lines of communication so that people can get to know each other better.*

*Fun culture is about encouraging a competitive spirit, volunteering for a good cause, or even watching a movie together. So researcher thought about what would be a work activity already does that could be done better from the perspective of wanting a better company culture. When your employees are having fun, they are happy and when they are happy, they are productive, and when they are productive, your company grows. If you don't encourage your employees to have some fun at work, there's a good chance that you might find yourself with a riot on your hands or just a whole bunch of grumpy people and who wants to wake up to that, all know this as humans, Present generation employee expectations at work people are inherently social, and that spills into all aspects of our lives even the workplace. Sure, nobody needs to shoot the shit all day, but if you give your employees room to connect with their co-workers, they will be more willing to go above and beyond with their workplace responsibilities.*

**KEYWORDS:** *Fun culture, generation of employee, workplace, software professionals*

## INTRODUCTION

Present generation employee expectations at work employees feel a greater sense of control and ownership over their own lives; they tend to have better relationships with management and are able to leave work issues at work and home issues at home. Balanced employees tend to feel more motivated and less stressed out at work, which thereby increases company productivity and reduces the number of conflicts among co-workers and management. Companies who gain a reputation for encouraging work-life balance have become very attractive to workers and will draw a valuable pool of candidates for new job openings. These companies also tend to enjoy higher employee retention rates, which results in less time-consuming training, more loyalty, and a higher degree of in-house expertise. Studies have shown that employees who have a positive work-life balance do a better job at work, so promoting this balance is beneficial to individuals and the company. This article guide for employers who want to promote a healthy work-life balance for their teams.

## REVIEW OF LITERATURE

**Karl et al., 2005** revealed fun at work was positively related to job satisfaction, although other outcomes were also explored. Karl et al. (2007) examined fun culture at work using graduate students employed in a health care setting. Results revealed that individuals with greater levels of experienced workplace fun culture reported significantly lower emotional exhaustion and emotional dissonance.

**Dave Hemsath 2007** believed fun may be the single most important trait of a highly effective and successful organisation. In fact, companies that adopt a fun-orientated culture have Lower levels of absenteeism, Greater job satisfaction, less down time, increased employee loyalty but in spite of these extensive advantages, some people might not be as receptive to a fun culture working environment as others. Recent research from San Francisco State University notes that fun culture in the workplace is heavily dependent on the ages of employees. Those born between the early 1980s and early 200s, otherwise known as millennial, tend to like workplace fun culture more than older generations. One survey from PGI went so far as to say 88 per cent of millennial want a fun culture and social work environment, compared to just 60 per cent of boomers (people born between approximately 1946 and 1964). Even though this reluctance among boomers may put some organisations off, the same survey also put millennial at the top of the workforce population in the US with 80 million people. So, with boomers making up 76.1 million workers, any shift towards fun culture could still be well worth it.

## Benefits of Fun in the Workplace

Prioritizing fun culture in the workplace will have a direct impact throughout your company in a myriad of ways, but there are a few specific areas that can be highlighted.

**Organizational Health:** Everyone would agree that a healthy and happy employee is a more productive employee. Fun culture can be an important component of emotional wellness. Often, fun is used to encourage participation or bolster existing wellness programs. The attention on emotional intelligence in the workplace and its impact on the bottom line are rapidly gaining momentum. For most organizations human capital is the largest asset and the single largest expense. It seems like a natural place to focus considering it will have the largest impact on the bottom line. Researcher have already seen the biggest advances in technology and those investments today are producing marginal returns and impact on productivity. The next revolution in the workplace is fun culture.

**Productivity:** Secondly, let's explore productivity. Fun culture can offer great breaks and distractions (not wasting time), but true valuable break time. Most popular and largest company Google they give their employees 20 percent of any given work day to simply take to do "what they want to do" and no, that time does not have to be work related. One reason is for the sake of productivity of their work force. They realize that their people are working hard. The breaks are meant to enhance productivity of employee on-time.

**Relationships & Loyalty:** Relationships and loyalty go hand in hand. A staggering 79 percent of companies believe they have a significant retention and engagement problem. The average cost of losing an employee ranges from 1 1/2 times salary to 4-times their salary, depending on the position. Attracting the next generation of great talent. The tides are shifting and given the choice most people especially millennial will choose culture over pay. Culture and fun is a differentiator that will give you the competitive advantage.

**Engagement:** In human resources, one very popular metric is employee engagement an employee's emotional and active commitment to the success of the company. Engaged workers are enthusiastic about their jobs and disengaged workers are not. According to a Gallup survey a company loses dollar 2,246 per disengaged employee per year. Disengaged employees take more sick days. They arrive late, miss deadlines, and are more likely to instigate customer complaints. In all, they drag people and business down. Fun culture can help. Fun culture has a 68 percent correlation to employee engagement scores. In other words, if someone perceives their work environment is 'fun culture' on a survey, their individual engagement score will be affected positively by 68 percent. In other studies, 75

percent of companies observed incorporate fun culture into their culture and operation also currently measure engagement report increased or maintained scores over time. Fun culture at work is building solidarity, connection, and an outlet for workplace stress.

#### Why having fun culture at work is important?

Present generation employee expectations, the vast majority of adults had to decide what we wanted to do for a career. But choosing certain subjects at school and opting for a specific degree at university is quite a difficult undertaking for most teenagers and young adults. Unless you always wanted to be something like a doctor or lawyer, this conundrum had the potential to create a great deal of stress and concern at an age where having fun culture was meant to be your number one priority. However in many respects, the easy-going and high-spirited attitude of youth can do wonders in the workplace too, of course you do not have the kind of freedom you once did, but by adopting a more laid-back approach towards your career or profession, some excellent benefits can be enjoyed from both a personal and business perspective. For numerous organisations, the idea of having fun culture at work is never entertained. Some companies are in industries where a serious straight face is required at all times, while others require the utmost focus at all times in order to maintain prosperous profit margins. Nonetheless, even the most formal or uptight environment can reap various rewards by allowing its members of staff to take pleasure and merriment from their working day. The facts about

#### RESULTS AND DISCUSSION

**Table 1: Measuring Fun Culture experienced by the software professionals based on Demographic variables**

Variable	No of Respondents	Percentage
1.Age		
a) 21-30	29	58
b) 31-40	10	20
c) 41-50	6	12
d) Above 50	5	10
2.Educational Qualification		
a) Diploma	12	24
b) UG (Arts &Science)	14	28
c) PG (Arts &Science)	11	22
d) BE & ME	13	26
3.Gender		
a) Male	28	56
b) Female	22	44
4.Designation		
a) software engineer	09	18
b) Senior Software Engineer	10	20
c) System Analyst	11	22
d) Project Leader	05	10
e) Others	15	30

Table 1 show that distribution of respondents based on age, educational qualification, gender, designation and marital status. It is found that 58 percent of the respondents

having fun at work According to research published in the book '301 Ways to have fun at work' there is a direct link between the extent to which employees have fun culture and: Work productively, Deliver good customer service, Exercise their creativity, Provide innovation within their job role.

#### RESEARCH METHODOLOGY

Research is an art of systematic information. It is defined as a careful investigation or inquiry especially through search for new facts in any branch of knowledge. A Survey was conducted among software professionals with the help of a questionnaire. The study was conducted in Chennai. Chennai is the software gateway for India .So the researcher finds Chennai as the most suitable place to conduct this research. The primary data collected Hard copy circulation. The researcher personally circulated the questionnaire among the respondents and they were informed to answer the questions according to the instructions given in the questionnaire. The completed questionnaire was collected personally by the researcher. Only 58 respondents received on time. Among the 58 responses, the elimination of cases with missing data resulted in 50 completed questionnaires. So 50 were taken for the research The collected data were analysed by using SPSS package version 16.The statistical tools used are Descriptive statistics such as Mean, Standard Deviation and Correlation.

are in the age group of 21-30 years, 20 percent of them are in the age group of 31-40 years, 12 percent of the respondents are in the age group of

41-50 years and only 10 percent of the respondents are in the age group of above 50 years

Regarding the educational qualification 26 percent of the respondents are BE & ME degree holders 22 per cent of them are PG degree holders, 28 percent of them are UG degree holders, and 24 per cent of the respondents are diploma degree holders.

In the gender category 56 per cent of the respondents are male and the remaining 44 per cent are female.

Regarding the Designation 18 per cent of the respondents are software engineers, 20 per cent of the respondents are senior software

engineer, 22 per cent of the respondents are system analyst and 10 per cent of the respondents are project leaders. Others in the designation category are to software consultant, technical trainee, software test engineer, operation engineer, programmer, software engineer trainee, programmer trainee, assistant system engineer and associate consultant.

As per marital Status shows to 66 per cent of the respondents are unmarried, 24 per cent of the respondents are married. They are only few respondents in the separated and widowed categories.

**Table 2: Measuring Fun Culture experienced by the software professionals based on Descriptive statistics such as Mean, Standard Deviation**

Variable	Mean	SD	F value	P value	LSD
1.Age					21-30,31-10 < 41-50
a) 21-30	14.74	4.566	3.677	0.012**	
b) 31-40	12.20	3.397			
c) 41-50	10.18	2.702			
d) Above 50	10.60	2.930			
2.Educational qualification					Diploma, BE < UG(arts & science)
a) Diploma	15.09	3.443	2.200	0.058**	
b) UG(arts & Science)	13.42	3.413			
c) PG(arts & Science)	10.14	3.020			
d) BE & ME	18.45	3.766			
3.Gender					-
a) Male	11.70	3.455	0.925	0.337 (NS)	
b) Female	12.04	3.920			
4.Designation					PM, PL,SA < SE,SSE
a) Software Engineer	11.98	3.514	2.292	0.045**	
b) Senior software eng	11.80	3.904			
c) System Analyst	10.48	3.599			
d) Project Leader	11.00	3.484			
e) Others	10.94	3.541			
5.Marital Status					Married < Single
a) Single	14.13	3.704	3.646	0.013**	
b) Married	13.71	3.323			
c) Widow	10.70	3.683			
d) Separated	11.92	2.193			

Source: Primary data \*1 percent level \*\*5 Percent Level

NS-Not Significant

Table 2 shows Measuring Fun culture experienced by the software professionals based on Descriptive statistics such as Mean, Standard Deviation

Observation of the mean value shows that fun culture is high among the employees in the age group of 21-30 years with a mean value of 14.74 and least among the employees in the age group of 41-50 with a mean value of 10.18 and also with least standard deviation. This also indicates the consistency of fun culture among this group.

H0:4.6.1: There is no significant variation in the fun culture experienced by employees based on age.

In order to verify the hypothesis, the ANOVA test has been applied. The F value is found to be 3.677 and the p- value is 0.012. Hence the hypothesis gets rejected at 5 percent level. The result reveals that there is significant variation in the fun culture experienced by employees based on age .To identify which age group differs, LSD test is performed. The LSD test shows that there is variation in the fun culture level between the employees in the age of below 21-30, 31-40 and

above 41-50. It is concluded based on the age that the fun culture is higher among the employees in the age group of 21-40. Fun culture is found to be higher among the young aged people. It may be due to responsibility personally, as well as in the organisation due to positional change.

The high fun culture among young employees may be due to more responsibility and accountability compared with new entrants. The new entrants due to enthusiasm and responsibility do not experience the role stress at the beginning. And above all they are immediately not allowed to take up individual projects. They assist team they do maintenance of the existing projects, so they experienced high fun culture.

The findings of this study relate well with the study conducted earlier by Karl and Harland (2005) found the significant effect of age effect in that age was inversely related to the ratings of activities, indicating that younger respondents rated activities higher than did older ones.

Regarding educational qualification fun culture is high among graduate's engineers with a mean value of 18.45 and low among diploma PG degree holders with a mean value of 10.14 and also with the least standard deviation. The deviation indicates that there is consistency in the fun culture within the group.

H0:4.7.2: There is no significant variation in the fun culture experienced by employees based on qualification.

ANOVA test was applied to find out whether there is variation in the fun culture experienced by employees. The F value is found to be 2.200 and the p-value is 0.001. Hence the hypothesis gets rejected at 1 percent level. The result reveals that there is significant variation in the fun culture experienced by employees based on qualification. To find out the difference between the groups, LSD test was performed. The LSD indicates that there is variation between the diplomas, graduate engineers and under graduate arts and science degree holders.

The fun culture is high among engineers as they understand routine activities, plan to make a career transition and focus on positive activities rather than on their own problems.

Regarding Gender, females have a slightly higher mean score of 12.04 than the male respondents with a mean score of 11.70.

H0:4.6.2: There is no significant variation in the fun culture experienced by employees based on gender.

In order to verify the hypothesis, the ANOVA test was applied. The F value is found to be 0.925 and the p-value is 0.0337. There is no significant variation in the gender experienced by employees since p value is non-significant so the hypothesis is accepted.

Karl and Harland (2005) demonstrate the gender related ratings of fun culture. They found that women rate activities significantly higher than do men.

The fun culture experienced by the employees based on their designation. It is observed from the mean value that the fun culture is high among the software engineers with a mean of 11.98, and low among the system analyst with a mean of 10.48 and with least standard deviation. The least standard deviation shows that there is not much difference in the fun culture experienced within the group.

H0:4.7.1: There is no significant variation in the fun culture experienced by employees based on designation

In order to verify the hypothesis, the ANOVA test was applied. The F value is found to be 2.292 and the p-value is 0.045. Hence the hypothesis gets rejected at 5 percent level. The result reveals that there is significant variation in the fun culture experienced by employees based on designation. To find out the difference between the groups, LSD test was performed. The LSD indicates that there is variation between the software engineers, others system analyst, and project leader.

The high fun culture among software engineers are due to responsibility in the organisation. They are entrusted with responsibilities in the organisation like specification, development, validation, evolution. Their work load is low when compared with other designations. As a result they are interested to do fun culture

As far as marital status is concerned, fun culture is high among single with a mean value of 14.13 and also with high standard deviation and low among the widow with a mean of 10.70. This lead in deviation among the widow indicates that there is consistency in the fun culture among this group

H0:4.6.3: There is no significant variation in the fun culture experienced by employees based on marital status.

In order to test the hypothesis, ANOVA test was applied. It is inferred from the result that there is significant variation in the fun culture among the employees based on marital status. It is found that the F-value is 3.646 and the p-value is 0.013. Hence the hypothesis gets rejected at 5 percent level. The result reveals that there is significant variation in the fun culture experienced by employees based on marital status. To identify which group differs, LSD test is performed. The LSD test shows that there is variation between single and married.

The high fun culture among the widow may due to the social system in India. The social reality of India is such that married women are not freed from their homely duties (Moshin Aziz,

2004) they continue to shoulder these responsibilities.

**Table: 3 Relationship between fun culture variables**

Variable	Fun Activities	Individual fun	Co-worker Fun	Experienced Fun
Fun activities	1.0	0.444**	0.157**	0.306**
Individual fun		1.0	0.278**	0.302**
Co-worker Fun			1.0	0.316**
Experienced fun				1.0

Table 3 reveals that relationship between the fun Culture variables

H0:11.2:1: There was no relationship between fun Culture variables

To test the stated hypothesis Pearson's coefficient correlation was applied. The r-value 0.174 shows that there was a negative relationship between co-worker fun and individual fun and it's significant at 1 percent level. It was also inferred from the relationship result that there was no significant relationship between co-worker fun, individual fun and experienced fun

The findings of this study are in concordance with the early research (Andrews, 1991), indicating that the capacity to have fun is an important component of a quality life. It is argued here that fun culture may provide a vehicle to elicit positive affect and, therefore, contribute to perceived happiness. Positive affect has been found to be strongly positively correlated with both job satisfactions, organisational commitment (Thorensen et al., 2003)

## CONCLUSION

In conclusion, creating a motivating organization can pose an incredible challenge for every leader or organisation. We know that motivation leads to greater work performance in our organizations. Researcher also knows that managing or motivating people is an art. There is simply no magic formula or silver bullet for it. The next big revolution in the working world is focusing in on culture. Enlightened leaders recognize that the old hierarchal ways of doing business and treating employees like numbers, not people, are no longer effective. You will be glad you considered fun culture, so will your employees and your business. In 21st century there is no other route or detour to creating a high-performance organization. Organizational transformation from effectiveness to greatness starts with the recognition that the people are indeed your most important asset and deserve to be managed every day as such.

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