

Happiness Research for Working Life



Happiness for the New Year! This wish is a matter of course at the turn of a new year. But what is happiness and what makes us happy? Prof. Dr. Karlheinz Ruckriegel, Professor at the Georg-Simon-Ohm-University Nuremberg, has been studying this for years. His speech inspired us to write this newsletter about happiness and work.

Studies reveal that the increasing wealth of our society definitely hasn't lead to a rise in happiness. Money can't buy you happiness. It's more the attitude towards work which has a big influence on the satisfaction in work and therefore also in happiness.

Work, a **job**, a duty in order to earn money, doesn't make you happy. Also work, which is only focussed on **career** and restricted to a certain social status, won't make you happy. In fact, work must be understood as a personal **mission** in order to act as a factor for happiness. It should bring fulfilment, pride and a **'flowing experience'** – creating moments in which you are completely consumed and where you will find complete satisfaction.

What can a company do to create the precondition for work to be considered a mission?

- The work must utilize the **talent** and **skills** of your employee extensively. Avoid excessive demands as well as under-challenges.
- The employee must feel that his/her work is **important** to other people.
- The opportunity for personal **training** for employees ensures personal growth and self-affirmation.
- Offer maximum **freedom of decision-making** within their areas of work.
- **Teamwork** and a **positive working climate** make work fun.
- Work requires **family-friendly conditions** because, besides work, social relationships also bring happiness.
- Good people management is characterised by **mentoring, being a good role model** and **positive feedback**.

Find more information about Prof. Dr. Ruckriegel and the topic of happiness research using the following link: <http://www.ruckriegel.org/>

What makes us happy? – Happiness Factors for Work and Private Life

1. Healthy/Sound family relations
2. Good/Healthy social environment
3. Realistic goals and expectations
4. 'Flow experiences' at work and/or during leisure time
5. A coping strategy for stress and frustration (sport, relaxation)
6. Avoidance of social comparison and pondering
7. Ability to be thankful and to be forgiving
8. Inspiring philosophy of life (ethic, religion)
9. Good health and basic security

Quotation of the Month:

"The secret of happiness is not in doing what one likes, but in liking what one does."

(Sir James Matthew Barrie)

BEITRAINING[®] Now New in Russia

The first Russian Regional Training Centre of the international training company **BEITRAINING[®]** has now opened in Moscow, Russia.



Anja Pabst moved from Germany when she signed the franchise licence for the region of Moscow City. Having a background in personnel development and training, she will help SMEs in Moscow to achieve more success.

Ms. Pabst has worked for many years in Moscow. She considers training a factor for success for every company: "In order to cope with competition, SMEs need motivated and good employees. Products can be copied, but employees must be developed."



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