



TenStep Supplemental Paper

21 April 2009

Say Yes to Fun

In the past, fun was taboo at workplaces. The belief was that an informal atmosphere would reduce productivity. Contrary to these notions most firms today are striving hard to create congenial workplaces.

Fun and frolic!

The demand for a relaxed, fun filled work environment seems justified considering the long hours that employees are at work. In today's competitive environment employers are facing heavy challenges in their endeavor to retain their employees. A survey conducted by the Society for Human Resource Management proves that many HR professionals believe that a fun filled work environment boosts employee satisfaction and productivity.

Survey reports reveal that good humored employees perform far better than their staid counterparts.

What attracts new employees? What motivates existing employees? These and many such questions persistently haunt employers. Employees today look into various factors before accepting a job offer. If the job or the company fails to meet their expectations, they quit without the bat of an eyelid. Hiring and retaining talent has thus become a challenging task for most employers.

Routine work leads to tedium. Fun filled activities help enhance creativity and the capacity to think. According to a trainer in Oregon, people working in such places are more successful and are clear and creative. Their positive attitude makes them relaxed and spontaneous.

Most employers do not feel the need to make life interesting for the people who work for them. The reason is simple. Increased productivity and the resultant business gains are their priority. Happy employees enjoy their work and their workplace.

Adopting fun

Tips to promote fun in workplaces

- Allow flexi timings – Employees would be able to plan out their work life and personal affairs
- Allow frequent breaks – Mini breaks during the day act as good refreshers
- Celebrate birthdays and anniversaries
- Hold contests
- Plan excursions
- Add humor in negative situations especially during official meetings
- Encourage surprises- -A surprise lunch party would enthuse employees
- Promote music



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- Build a wall of fame to announce a best employee of the month, best team and the like
- Create a clipboard where employees can paste jokes and cartoons and also job related updates

The cost involved in making room for fun in workplaces is negligible. However, it adds value to the corporate culture, enhances employee loyalty and employee motivation.