

Press release
March 2017

What drives happiness in Hong Kong's workplaces?

Hong Kong, 14 March 2017 – With the longest working hours in the world¹, few holidays compared to most countries and rising cost of living, it can be a challenge for employers in Hong Kong to make sure that their employees are happy. A new report [*It's time we all work happy™: The secrets of the happiest companies and employees*](#), commissioned by specialised recruitment company [Robert Half](#), reveals the drivers behind employee happiness and how businesses can nurture a positive work culture.

According to the research, having pride in the organisation, being treated with respect and feeling appreciated are the three global key drivers of workplace happiness.

Adam Johnston, Managing Director at Robert Half Hong Kong said: *“It is clear from the research that the key ingredients essential to workplace happiness directly apply to the Hong Kong workplace. Hong Kong professionals have among the longest working hours around the world, and companies can only benefit from having a happier workplace whilst also increasing productivity.”*

The report reveals six key factors that contribute to workplace happiness – including:

1. **Right fit for the job and company:** When companies hire people who fit well with their workplace culture, they acclimatise with greater ease and begin making substantive contributions quickly.
2. **A sense of empowerment:** Empowering staff to make decisions on their own, or with minimal direction from superiors, improves employee happiness.
3. **Feeling appreciated:** Establishing a positive working environment where employees feel appreciated for the work they do will make employees happier.
4. **Interesting and meaningful work:** Gaining a sense of meaningful progress and achievement and being proud of the organisation are crucial elements for employee happiness.
5. **A sense of fairness:** Being treated with fairness and respect – whether it's about remuneration, decision-making or workplace behaviour - is one of the key drivers of workplace happiness.
6. **Positive workplace relationships:** Maintaining healthy, supportive workplace relationships is an important source of happiness for employees.

“Employee happiness is pivotal to an organisation's success as happy employees are not only more engaged and motivated, they are also more productive and innovative which in turn leads to business success. With Hong Kong companies having a global reputation for ambition and success, employee happiness is – and should be - a top business priority for companies seeking a competitive edge.”

“Hong Kong businesses should take a proactive approach towards ensuring workplace happiness by not only promoting staff empowerment and a positive company culture, but also by creating a culture of staff appreciation and fairness and respect for the entire workforce.”

“Workplace happiness starts with finding candidates who are the right fit for the role and the company. The foundations for building a happy workforce lie in sourcing the right professionals, who have a genuine interest in the job, the proper skills and temperament. This allows employees to build satisfying and

¹ http://www.chinadailyasia.com/hknews/2016-05/25/content_15439024.html

fulfilling careers in the long-term while adding significant value to their organisation's success," concluded Adam Johnston.

If you would like to receive further comments or set up an interview with Adam, then we would be happy to help.

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Download Robert Half's report, [It's time we all work happy™: The secrets of the happiest companies and employees](#)

Notes to editors

About the research

This study was developed by Robert Half and conducted by an independent research firm. The study is based on the results of an online survey of 24,000 working professionals from companies across Australia, Belgium, Canada, France, Germany, Luxembourg, Netherlands, UK and US with the results segmented by size, sector and geographic location. Robert Half partnered with [Happiness Works](#) to conduct the research study.

About Robert Half

Robert Half is the world's first and largest specialised recruitment consultancy. Founded in 1948, the company has over 325 offices worldwide providing interim management, temporary and permanent recruitment solutions for accounting and finance, financial services and technology professionals in Hong Kong. More information on roberthalf.com.hk.

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[Does staff morale affect your company's success?](#)

Staff morale can affect employees' attitudes towards their job, colleagues, managers and the organisation. The root causes of low employee morale can vary. They can include stress, unchallenged, or a lack of voice in the company. It can also stem from business practices that are viewed by staff as threatening their future financial security, such as excessive outsourcing. Low staff morale can, however, be turned around – read more here.



Happiness at work – is it natural or necessary?

Few people would claim that they are happy in their job every moment of every day. The daily stresses of work can all test our emotions. But an employee who is frustrated can also be happy in their job, provided that this dissatisfaction doesn't become overwhelming. So is happiness at work simply an emotion that occurs naturally while employees are juggling the responsibilities of daily life? Read more here.

For more information

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