



Happy Body

Enjoy good health in one's body and in one's mind



Happy Heart

Show kindness and sympathy for oneself and for others, be generous



Happy Relax

Know how to relieve stress from work and life



Happy Brain

Improve one's knowledge through learning



Happy Soul

Have good sense of moral and faith



Happy Money

Manage personal finances well



Happy Family

Create understanding and stable environment in one's family



Happy Society

Support one's community at work and at home. promote social harmony and sustainable environment

Happy workplace

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Healthy Organization



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HAPPY 8



Change



The well-being of an organization, a measure of a "healthy organization," not only refers its productivity and profitability, but also includes the health and the quality of work and life of its workers. To create a sustainable "healthy organization," a novel methodology from which develops its human resources is needed.

The "Happy 8" conceptual methodology is proposed here to help create and monitor a work and life balance for workers at three distinctive levels: self, family, and society; the adoption of which can transform any organization into sustainable and healthy one. To be a healthy organization, an organization must focus on developing its human resources (HR). To do so, a team effort among the executives, HR manager and the employees needs to be established.

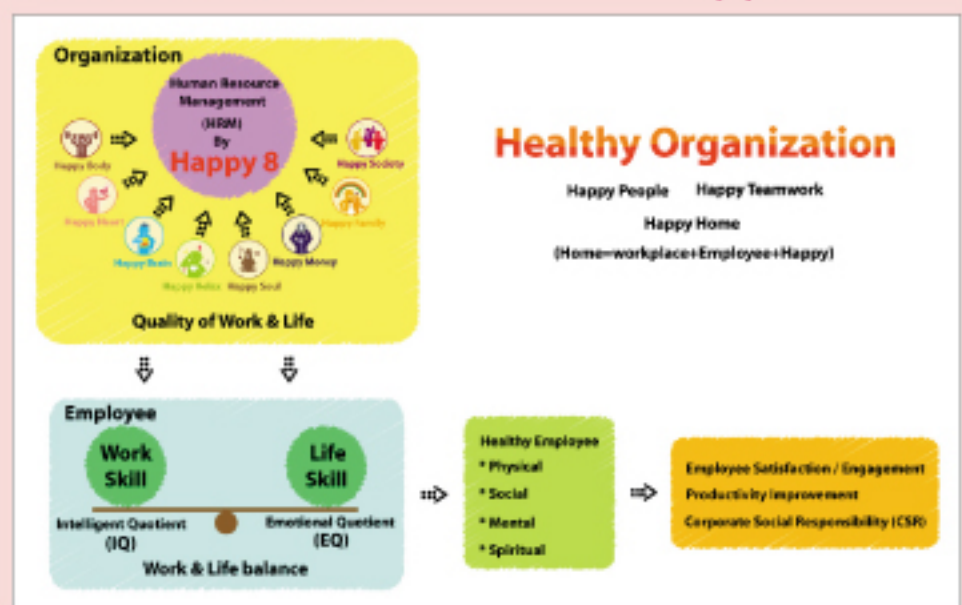
Today, it is no longer adequate to just find the right people for the right jobs, but it is necessary to enhance the quality and balance of their work and life. That can be achieved through "Happy 8" concept, which describes eight principles of human happiness that are essential for creating and monitoring a balance between working and living (Work and life balance)

and a balance between intelligent quotient (IQ) and emotional quotient (EQ). They are classified into three distinct levels: happiness for oneself (Happy Body, Happy Heart (Loving to give and being generous), Happy Soul, Happy Relax, Happy Brain and Happy Money), happiness in one's family (Happy Family), and happiness in one's society (Happy Society).

This concept can also be viewed in the frame of WHO definition of health dimensions, which comprises of physical health, mental health, social health, and spiritual health.

The outcome of the adoption of the Happy8 concept and methodology is the increase of employee satisfaction/ engagement, leading to Happy people (self), Happy home (family) and Happy teamwork (community), all of which are the key indicators of a Healthy organization (Happy Workplace). To adopt Happy 8, an organization must first communicate to its workers a clear corporate policy/goal of becoming a "healthy organization." Next it must prioritize and design activities along the eight clearly defined principles of Happy 8, which are aligned with its own vision, cultures, and context. Upon a successful adoption of Happy 8, individual workers will be able to manage their work-life balance with the support

of their organization. They will become happy workers, who not only are effective and efficient in their work, but also possess good morals and judgments, constantly improve themselves, and are able to take care of



themselves, their family, and their community. The organization itself becomes healthy (Healthy Organization), which produces Happy People (self), Happy Home (family), and Happy Teamwork (community). The creative and content workers can generate a more sustainable value and enhance the competitiveness of the organization as a whole. A sustainable "healthy organization" can be

realized if an organization places an importance on the human resource development, with a goal that is clear and aligned with its corporate vision. It will be able to adapt and thrive when facing with rapid changes amidst local and global challenges. One way to achieve that is through the proposed Happy 8 conceptual methodology, which promotes workers' management of work-life balance in eight dimensions of happiness. +++