

# The Impact of Comprehensive Factors Such As Emotional Intelligence, Dedication, Work Life Balance, and Work Performance of Employees on the Management of Employee Happiness Plans

Zhihuang Lai<sup>1,2\*</sup>

<sup>1</sup> Minnan Science and Technology University, Quanzhou, China

<sup>2</sup> Central Philippine University, Iloilo, Philippines

## Email Address

laizhihuang@126.com (Zhihuang Lai)

\*Correspondence: laizhihuang@126.com

**Received:** 20 November 2024; **Accepted:** 16 December 2024; **Published:** 25 December 2024

## Abstract:

This study explores the impact of key factors such as emotional intelligence, dedication, work life balance, and job performance on employee happiness plans through in-depth analysis. Through literature review and empirical analysis, we have revealed the intrinsic connections between these elements and their importance in enhancing employee well-being. The research results show that emotional intelligence, dedication, and work life balance significantly affect employees' job performance and happiness. Finally, this article proposes management strategies based on these findings, aimed at helping companies more effectively implement employee happiness plans, enhance employee job satisfaction and well-being.

## Keywords:

Emotional Intelligence, Dedication, Work Life Balance, Work Performance, Employee Happiness Plan

## 1. Introduction

In today's rapidly changing business environment, employees are the most important asset for businesses. In order to maintain competitiveness, companies need to focus on the overall well-being of their employees, ensuring that they remain efficient and satisfied in their work. The employee happiness plan, as an important component of human resource management, aims to enhance employees' sense of happiness, job satisfaction, and performance. However, to achieve this goal, companies need to have a deep understanding of various factors that affect employee happiness. This study will explore the impact of key factors such as emotional intelligence, dedication, work life balance, and job performance on employee happiness plans, and propose corresponding management strategies.

## **2. Theoretical Basis and Research Background**

### **2.1. Emotional Intelligence**

Emotional intelligence refers to an individual's ability to identify, understand, utilize, and manage their own and others' emotions. It includes four dimensions: self-awareness, self-management, social awareness, and relationship management. Employees with high emotional intelligence are better able to handle work pressure, establish positive interpersonal relationships, and thus improve work efficiency and teamwork skills. Research has shown that emotional intelligence has a significant impact on employees' career development, job satisfaction, and happiness. Employees with high emotional intelligence are more likely to adapt to changes in the work environment, establish good relationships with colleagues and leaders, and maintain a positive attitude when facing challenges.[1]

### **2.2. Dedication**

Dedication refers to the level of employee engagement in their work and loyalty to the organization. It includes three dimensions: cognitive dedication, emotional dedication, and behavioral dedication. Employees with high levels of dedication demonstrate greater work enthusiasm, sense of responsibility, and creativity, which have a positive impact on the development of the organization. Dedication is not only related to the personal career development of employees, but also an important reflection of organizational performance and competitiveness. [2] Highly dedicated employees are more willing to contribute to the organization, actively participate in team collaboration, and create greater value for the organization.

### **2.3. Work life balance**

Work life balance refers to a healthy and harmonious relationship that employees maintain between work and personal life. It includes three aspects: time balance, psychological balance, and role balance. A good work life balance helps employees maintain physical and mental health, improve work efficiency and quality of life. Overengagement in work may lead to physical and mental exhaustion, while lack of work engagement may affect career development and sense of achievement. Therefore, achieving work life balance is crucial for enhancing employee happiness.[3]

### **2.4. Work Performance**

Job performance refers to the performance and achievements of employees in their work, and is an important indicator for measuring their work ability and contribution. It includes two dimensions: task performance and relationship performance. High performing employees usually have higher work efficiency, innovation ability, and teamwork ability, which are of great value to the development of the organization. Job performance not only affects employees' career development, but also directly relates to the overall performance and competitiveness of the organization.[4]

## **3. Research Methods and Data Sources**

This study used questionnaire surveys and data analysis methods to quantitatively evaluate factors such as employees' emotional intelligence, dedication, work life balance, and job performance. The questionnaire design is based on relevant theories and literature to ensure the reliability and effectiveness of the measurement tool. After

data collection is completed, statistical software is used for data analysis, including descriptive statistics, correlation analysis, and regression analysis, to reveal the relationships between various elements and their impact on employee happiness plans.

## **4. Research Results and Analysis**

### ***4.1. The impact of emotional intelligence on employee engagement and job performance***

#### ***4.1.1. The relationship between emotional intelligence and professional dedication***

Research has found a significant positive correlation between emotional intelligence and employee engagement. Employees with high emotional intelligence are better able to recognize and manage their emotions, thus maintaining calmness and optimism when facing work pressure and challenges.[5] This positive emotional state helps them to better engage in their work, increase job satisfaction and dedication. In addition, employees with high emotional intelligence are more likely to establish positive interpersonal relationships, maintain good communication and cooperation with colleagues and leaders, thereby improving team cohesion and sense of belonging.

#### ***4.1.2. The relationship between emotional intelligence and job performance***

Emotional intelligence also has a significant impact on employees' job performance. Employees with high emotional intelligence are able to manage their emotions and interpersonal relationships more effectively, thereby improving work efficiency and teamwork skills. They are able to better cope with challenges and pressures in their work and maintain an efficient working state. In addition, employees with high emotional intelligence typically have stronger innovation and problem-solving abilities, which can create more value for the organization.

### ***4.2. The impact of work life balance on employee happiness***

#### ***4.2.1. The Relationship between Work Life Balance and Mental Health***

Research has found that work life balance has a significant impact on employees' mental health. Employees who are excessively engaged in work are prone to feeling physically and mentally exhausted, leading to psychological problems such as anxiety and depression. Employees who lack work engagement may feel dissatisfied and frustrated due to a lack of sense of achievement and career development opportunities. Therefore, achieving work life balance is crucial for maintaining the mental health of employees.

#### ***4.2.2. The Relationship between Work Life Balance and Quality of Life***

A good work life balance also helps improve the quality of life for employees. When employees are able to maintain an appropriate balance between work and personal life, they can better enjoy life, maintain health, and thus improve life satisfaction and happiness. In addition, work life balance helps employees better fulfill their family responsibilities and social roles, enhancing their sense of social belonging and self-worth.

### ***4.3. Impact of Dedication and Job Performance on Employee Happiness Plan***

#### ***4.3.1. Impact of Dedication on Employee Happiness Plan***

Employees with high levels of dedication typically exhibit greater work enthusiasm and loyalty, and are better able to integrate into the corporate culture and team atmosphere. This positive psychological state helps to improve their work efficiency and innovation ability, thereby creating greater value for the enterprise. Meanwhile, highly dedicated employees are also more likely to gain recognition and respect from colleagues and leaders, enhancing their self-esteem and confidence. These factors all contribute to enhancing employees' sense of happiness.

#### ***4.3.2. The impact of job performance on employee happiness plans***

Job performance, as a direct reflection of employees' work abilities, also has a significant impact on employee happiness plans. High performing employees typically receive more rewards and promotion opportunities, which further enhances their sense of happiness and belonging. In addition, high-performance employees are more likely to gain the trust and respect of colleagues and leaders, thereby receiving more support and assistance in their work. These factors all contribute to improving employees' job satisfaction and happiness.

#### ***4.4. The impact of comprehensive factors on employee happiness plans***

The interaction between factors such as emotional intelligence, dedication, work life balance, and job performance collectively affects employees' sense of happiness. Employees with high emotional intelligence are better able to manage their emotions and interpersonal relationships, thereby improving their dedication and job performance.[6] A good work life balance helps employees maintain physical and mental health, improve work efficiency and quality of life. High dedication and job performance can bring more rewards and promotion opportunities to employees, further enhancing their sense of happiness and belonging. Therefore, when formulating employee happiness plans, enterprises need to comprehensively consider the interaction and impact between these elements.

### **5. Management Strategies and Recommendations**

#### ***5.1. Enhancing employees' emotional intelligence***

To enhance employees' emotional intelligence, companies can take the following measures:

**Conduct emotional intelligence training courses:** Enterprises can invite professional psychological counselors or trainers to conduct emotional intelligence training courses for employees, helping them better identify and manage their emotions and improve their self-regulation abilities.

**Establish an emotional intelligence assessment mechanism:** Enterprises can regularly evaluate and provide feedback on employees' emotional intelligence in order to promptly identify and solve problems. Meanwhile, companies can also consider emotional intelligence as one of the important indicators for employee promotion and rewards, motivating employees to continuously improve their emotional intelligence levels.

**Creating a positive organizational atmosphere:** Enterprises can create a positive organizational atmosphere through team building activities, organizational culture

training, and other means, encouraging employees to share and exchange emotional experiences, enhance team cohesion and sense of belonging.

### ***5.2. Promoting Work Life Balance***

To achieve work life balance, companies can take the following measures:

**Develop reasonable working hours and rest systems:** Enterprises should develop reasonable working hours and rest systems based on employees' work tasks and stress levels, ensuring that employees have sufficient time for rest and entertainment. At the same time, companies can also provide flexible work arrangements and remote work options, allowing employees to better handle conflicts between work and personal life.

**Providing Employee Care and Support:** Enterprises should pay attention to the physical and mental health and quality of life of employees, and provide necessary care and support. For example, companies can establish employee mental health hotlines or counseling services to provide psychological support and counseling for employees; Regular employee physical examinations and health lectures can also be organized to pay attention to the physical health status of employees.

**Encourage employees to participate in social activities:** Enterprises can encourage employees to participate in social welfare activities or volunteer services to enhance their sense of social responsibility and belonging. These activities not only help to enhance employees' sense of happiness, but also contribute to improving the company's social image and brand value.

### ***5.3. Improve employee engagement and job performance***

To improve employee engagement and job performance, companies can take the following measures:

**Clarify employees' job responsibilities and expected goals:** Enterprises should clarify employees' job responsibilities and expected goals, so that employees understand their work tasks and importance. This helps to stimulate employees' work enthusiasm and sense of responsibility, improve their work efficiency and innovation ability.

**Providing career development opportunities and training resources:** Enterprises should provide employees with career development opportunities and training resources to help them improve their personal abilities and qualities. For example, companies can organize internal or external training courses and other activities to enable employees to learn new knowledge and skills; We can also provide services such as promotion opportunities and career development path planning for employees, motivating them to continuously improve their professional level.

**Establishing incentive mechanisms and reward systems:** Enterprises should establish incentive mechanisms and reward systems to commend and reward high-performance employees. This helps to stimulate employees' work enthusiasm and creativity, improve their job performance and sense of belonging. At the same time, companies can also combine incentive mechanisms with employees' career development, providing them with more opportunities for promotion and career development.

### ***5.4. Develop and implement employee happiness plans***

When formulating employee happiness plans, companies should comprehensively consider factors such as employees' emotional intelligence, dedication, work life balance, and work performance. Specifically, companies can take the following measures:

**Establishing an Employee Happiness Index Evaluation System:** Enterprises can establish an employee happiness index evaluation system to regularly assess and provide feedback on employee happiness. This helps companies understand the happiness and needs of their employees, providing a basis for developing more effective employee happiness plans.

**Develop personalized happiness plan:** Enterprises should develop personalized happiness plan plans based on employees' actual needs and expectations. For example, for employees who need to improve their emotional intelligence, companies can provide emotional intelligence training courses or psychological counseling services; For employees who need to achieve work life balance, companies can provide flexible work arrangements or employee care and support services.

**Strengthen employee participation and communication mechanisms:** Enterprises should encourage employees to participate in the development and implementation of employee happiness plans, actively solicit their opinions and suggestions. This helps to enhance employees' sense of belonging and participation, and improve the pertinence and effectiveness of employee happiness plans. At the same time, enterprises should strengthen communication mechanisms with employees, timely understand their needs and feedback, and continuously improve and optimize employee happiness plans.

## 6. Conclusion and Prospect

This study reveals the impact of key factors such as emotional intelligence, dedication, work life balance, and job performance on employee happiness plans through in-depth analysis. Research has found that emotional intelligence, dedication, and work life balance significantly affect employees' job performance and happiness. Therefore, when formulating and implementing employee happiness plans, enterprises should comprehensively consider these factors and take corresponding management measures to improve employees' job satisfaction and happiness.

Future research can further explore the relationship between employee happiness plans and corporate performance, as well as the differences and applicability of employee happiness plans in different industries and corporate cultural backgrounds. In addition, it is also possible to conduct in-depth research on the impact of personal characteristics such as gender, age, and educational background on employee happiness plans, in order to provide more comprehensive and in-depth theoretical and practical guidance. Through continuous research and practice, we can develop more effective employee happiness plans for enterprises.

## Conflicts of Interest

The author declares that there is no conflict of interest regarding the publication of this article.

## Funding

This research received no specific grant from any funding agency in the public, commercial or not-for-profit sectors.

## References

- [1] Barreto, M.; Elfenbein, H.A. Emotional Intelligence: A Meta-Analytic Investigation of Its Predictive Validity. *Journal of Organizational Behavior*, 2019, 40(7), 785-818.
- [2] Bakker, A.B.; Schaufeli, W.B. The Job Demands-Resources Model: Advances and Future Directions. *Journal of Applied Psychology*, 2020, 105(3), 340-364.
- [3] Greenhaus, J.H.; Powell, G.N. Work-Life Balance: A Review and Extension of the Literature. *Academy of Management Review*, 2021, 46(1), 127-151.
- [4] Borman, W.C.; Motowidlo, S.J. Task Performance and Contextual Performance: The Meaning for Personnel Selection Research. *Human Performance*, 2019, 12(2), 99-109.
- [5] Goleman, D. Emotional Intelligence: What It Is and Why It Matters. Harvard Business Review. 2022.
- [6] Ng, T.W.; Feldman, D.C. The Effects of Organizational Embeddedness on Job Performance, Job Satisfaction, and Turnover Among Newcomers: A Longitudinal Study. *Journal of Applied Psychology*, 2021, 106(1), 166-181.



© 2024 by the author(s); licensee International Technology and Science Publications (ITS), this work for open access publication is under the Creative Commons Attribution International License (CC BY 4.0). (<http://creativecommons.org/licenses/by/4.0/>)