



**“Effect of Fun at workplace on Employee
Performance and Productivity”**

BUS 400: INTERNSHIP PROJECT



“Effect of Fun at workplace on Employee Performance and Productivity”

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Subject: Submission of internship report on effect of fun at workplace on employee performance and productivity

Dear Sir,

It is a great pleasure for me to submit the report on “Effect of Fun at the workplace on Employee Performance and Productivity”. I am submitting this research report as the part of my internship in Edotco Bangladesh company ltd. This report aims to analyze the importance of fun activities at an organization and proves that maintaining appropriate fun activities can be able to improve and increase employee’s performance and productivity. It was a great opportunity for me to work on this report where I have implemented the knowledge and concepts that I have gained working for this firm.

I appreciate you will assess my report considering the limitations of the study. Your kind advice will encourage me to do further research in future.

We hope that this internship report will be of great value to you.

Sincerely yours,

Mohammad Bin Khalid

ID: 13304094

BRAC Business School (BBS)

Acknowledgement

At the beginning, I have started to giving thanks to the Almighty Allah, the ultimate savior of the world. This project would not have been possible without them, motivated me in every step and help me to enhance my thinking power for preparing this report successfully.

I am grateful to my entire team member at Edotco Bangladesh Co. Ltd. and each of them has provided me extensive professional guidance and taught me a great deal about both organizational culture and importance of fun existence among employees at the firm. However, I like to give my earnest thanks to Rawshan Ara Akhter who is the specialist, Financial Accounting at Finance division of Edotco Bangladesh Company Limited., and had been supportive at my entire internship timeline and provides all kind of related information, which helps me to pursue the goal of this project.

In addition, I am especially indebted to my academic supervisor Mr. Saif Hossain Sir for providing me the best support, and maximum convenient guideline for completing this project and supervise me in every best possible way. I am very much grateful for getting all the cooperation from him.

At the end of this acknowledgment, I like to devote my gratitude to my parents for all time their help and support.

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Executive Summary

This internship project is the reflection of the completion of BBA Graduation from BRAC University. The topic chosen for this project is “the effect of fun at workplace on employee’s performance and productivity”. Fun at workplace has become an essential utilization to maintain a relationship with employee’s performance and productivity within an organization. The effectiveness of fun activities might ensure to make a positive work atmosphere for an organization. Moreover, People who work at corporate office have a lot of stress in their daily assignment. Sometimes the work pressure makes them feel suffocating at their workplace decrease their interest towards work. There are many research and study on the effect of fun. It is mentioned in those studies that the more an organization will be injecting fun time will help an organization to boost up their employee’s productivity and motivation. The result of a primary survey on this topic also indicates that fun plays an important role in employee’s productivity management. The frequency analysis test-3 of this project supports with the recent research of San Francisco State University about the fun is highly dependent on the employee’s age. By another survey of this project, also find that the employees of an organization with fun activities can be more energetic and deal with many tasks and customer whereas the employees of an organization without fun activities. Through the investigation, it is demonstrated that the capacity to demonstrate that representatives trust a similar thing. They need a working environment where there are fun initiatives identified with the work so they can have a fabulous time and are encouraged to have expanded efficiency too.

PART-1

1. Company Profile

1.2 Overview of Organization

The Edotco Bangladesh Co. Ltd. is one of the renowned Multi National Company and has the highest rating for its services in Bangladesh. It established a subsidiary of Edotco group Ltd. and this mother company situated in Malaysia. A good number of popular telecommunication companies like Robi Axiata Ltd, Grameenphone, Tele talk, Amara are taking services from this organization. Edotco mainly serves in that country, which is, belong Asian region, the services it mostly provides are relate to towers, which use maintain the mobile network. The leasing tower, co-locations, build-to-suit, energy, transmission, and operations maintenance and so on are the part of its service. The Edotco Bangladesh Co. Ltd. placed its business around six countries; they are Bangladesh, Sri Lanka, Pakistan, Malaysia, Cambodia, and Myanmar. This organization established more than 25000 towers over their home country Malaysia, Sri Lanka, and Bangladesh Also Cambodia and installed fiber about 12,000 km in Pakistan. Edotco performs outstandingly in telecommunication solutions and services.

In Bangladesh, Edotco meets the expectations with the need of our country and establish more than 8200 BTS tower sites with continuous development all around this country. Each operation of this organization focuses on BTS areas so they can offer the enormous improvement in framework performance. They want to set their trust among their customer that the connectivity is away to build a successful business communication and that is why, they targeted those countries which status are drive by business development and has the advantage to renovate the recourses of those countries. The aim of fulfilling their vision the Edotco Bangladesh company ltd. offers evolving, branding and redesigning to each firm into our country. Edotco Bangladesh Co. Ltd. is earning a good amount of profit all over the region because of the manner of this organization held by industry in our country as their best practices.

1.3 Historical Background

In 2012, Edotco group ltd. established as the first regional and integrated telecommunications infrastructure services company in Asia and deal with the Axiata for gathering the resources of remote system foundation of an organization. In 2014, the organization had gained dramatic change for developing its tower portfolio, the number of towers increased from 12,113 in 2013 to 13,071 in the end 2014.

At first, Edotco Bangladesh work for Edotco Malaysia as a completely supplementary and the mother company acquired forty-nine percent share of edotco Bangladesh Co. Ltd. It similarly has a managed organization declaration set up to run and work on the channel of communication. Then, in 2013 at 1 June, the Edotco Bangladesh co. ltd. became an independent business and working as a part of Malaysian Axiata group with mobile network and network infrastructure operations in six countries. In Bangladesh, it is the market leader and severing the following clients: Robi Axiata Limited., Teletalk Bangladesh Ltd, Grameenphone Ltd (GP), Banglalink Digital Communications Ltd (BL), Ollo Bangladesh Ltd, Qubee, Amara Technology, Ranks Telecom (Ranks Tel), Tomato Web (Pvt.) Ltd. (Unknown)

1.4 Product or Types of Service

The principal objective of Edotco is guaranteeing availability inside the entire country by giving a total answer for media transmission framework. In Bangladesh Edotco fundamentally gives tower building and support administrations to the clients. In 2013, they presented themselves as first medium transmission bolster supplier in Bangladesh. They began their journey giving administrations to ROBI Axiata limited. The few products of Edotco Bangladesh given below-

1.4.1 Cellular-on-Wheel

The Cell on Wheels (COW) is one kind of portable mobile cellular site that provides temporary networks and wireless coverage location where existing base stations wind up plainly out of administration, or towers are being hampered by cataclysmic events. For example, forest fire and floods. It also used for over the crowded area where fixed towers are unable to provide the sufficient network such as the area where world cup held, the area of trade fare and so on.



Figure 1: Cell on Wheels

1.4.2 In-Building Solution

In Building Solution is a system that distributes cellular radio frequencies to a network of antennas within a building to provide improved network coverage and help to expand and balance network coverage in busy traffic areas. IBS gives inside scope by a progression of centers/equipment dispersing the flag to a number of receiving wires. The IBS gives extra use to reinforce the nature of remote Signals. In-building Solution of Edotco Bangladesh offers the administrators with the best indoor scope and quality. Edotco has composed the indoor system in the ideal approach to maintaining a strategic distance from call drops.

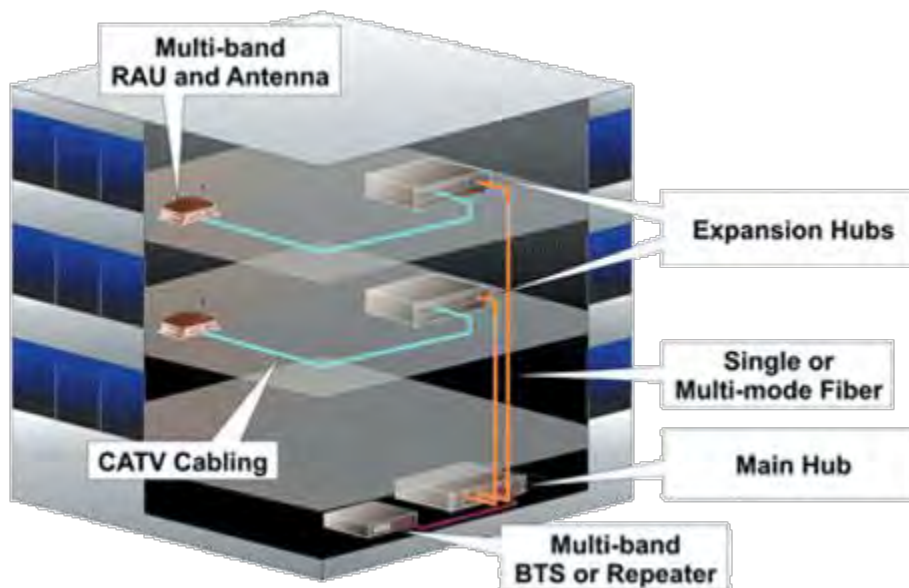


Figure 2: In-Building Solution (IBS)

1.4.3 Co-location & Built-to-Suit

Edotco built-to-suit is a customized solution that focuses on designing telecoms infrastructure facilities that are cost-effective and innovative to meet customers' requirements. They establish network infrastructures according to co-location resources and efficient co-location management for delivering direct benefit to customers of that country. They have a complete study on the prerequisite of the client before constructing, any new tower in any new site in the country. Therefore, the constructing tower site focus on procurement, development, control association and support of areas with generator and sun controlled office. BTS benefit essentially gave to connect the entire system of a mobile administrator. The use eco-friendly bamboo in construction is also one kind of example of built-to-suit of this organization.



Figure 3: BTS

Tower Types:

Edotco has four types of tower. This listed in bellow:

- GF (Ground floor tower)
- GFRT (Ground floor rooftop)
- RTT (Rooftop tower)
- RTP (Rooftop poll)

1.5 Organogram of Accounts and Finance Department

There are five sub-different departments consisted of Account and Finance department of Edotco Bangladesh Co. Ltd. and Director of Finance is responsible for monitoring the actions of these five departments. Each sub-office comprises an administrator who is in charge of working and observing different representatives of that division.

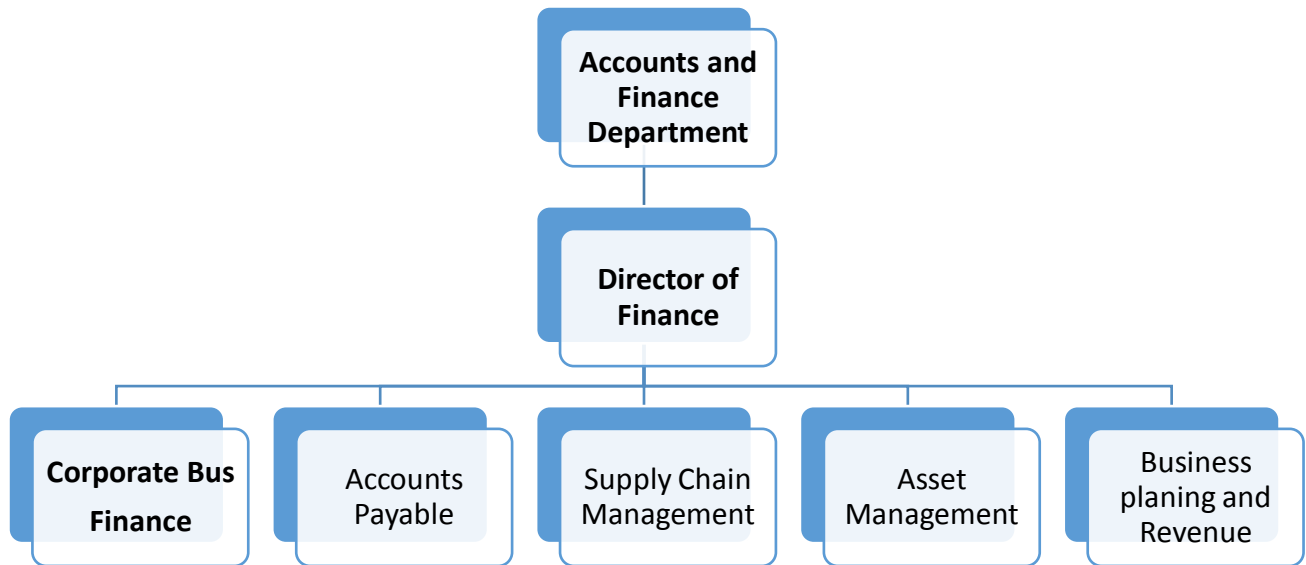


Figure 4: Organogram of Finance Department

PART-2

2. Job Description:

At the beginning of my internship program, I had been designated as an understudy in the department of financial accounting, which is a subdivision of the finance division. They additionally had a few groups working under finance accounting. Among them, I had the chance to work into their account payable group who are essentially allocated for execution payments and recording the payment history in their system which called **Edotcoims**.

My responsibility in the team was checking, sorting and processing five types of bill and update the correction data in IMS (Infra Management System) they are-

1. IMS data Update
2. Non-Purchase Order bill
3. Petty Cash
4. Electricity bill
5. Purchase Order bill

2.1 IMS Data Update

IMS (Infra Management System) is an internally developed data management system of Edotco Finance. Account Payable department is the primary user of this system. This framework has been creating to screen fuel, power and lease bills. It said sooner than Edotco has 16 local workplaces in Bangladesh and a provincial supervisor works every district. Every one of them accesses on IMS. They refresh their month-to-month electricity, fuel and lease charge through IMS. After cross-checking those bills Accounts payable group goes for payment procedure.

In addition, this is the specific data server of Edotco where the meter number, amount, power authority ID need to change according to the bill.

SL#	Reference Number	Identifier	Status	Amount	Last Payment Date	User Name	Document	Created	Updated	Action
1	2017Aug10019346	Agrabad PDB Pre_Paid Pmt. Req. Aug'17_EFTN	unpaid		2017-08-06	Chittagong Region Chittagong Region		2017-08-01 15:53:10	2017-08-01 15:53:10	Action
2	2017Aug12089345	Stadium PDB Prepaid Req. Aug'17	unpaid		2017-08-03	Chittagong Region Chittagong Region		2017-08-01 15:22:44	2017-08-01 15:22:44	Action
3	2017Aug11049344	Khulshi PDB Prepaid Pmt Req-Aug'17	unpaid		2017-08-03	Chittagong Region Chittagong Region		2017-08-01 14:29:34	2017-08-01 14:29:34	Action
4	2017Aug10489343	DESCO cheque 2	unpaid		2017-08-07	Dhaka Region Dhaka Region	Document	2017-08-01 11:24:24	2017-08-01 11:29:50	Action
5	2017Aug12289342	Karimullah IBS	unpaid		2017-08-10	Sylhet Region Sylhet Region	Document	2017-08-01 11:20:56	2017-08-01 11:24:41	Action
6	2017Jul10489341	DESCO cheque 1	unpaid		2017-08-07	Dhaka Region Dhaka Region	Document	2017-08-01 11:13:00	2017-08-01 11:15:17	Action
7	2017Aug10499340	REB Prepaid Aug'17	unpaid		2017-08-07	Dhaka Region Dhaka Region	Document	2017-08-01 11:00:18	2017-08-01 11:00:50	Action
8	2017Aug10599339	DPDC Prepaid Aug'17	unpaid		2017-08-07	Dhaka Region Dhaka Region	Document	2017-08-01 10:51:05	2017-08-01 10:51:05	Action

Figure 7: Home page of IMS electricity payment

2.2 Non- Purchase Order Bill:

The Non-Po bill additionally works practically same as Po bill. In any case, in the event of Po bill, there does not comprise of any acquisition arrange. The Non-Po bills are essentially creating fora couple of particular administrations like fuel supply, security charge, lease, transport charge additional.

Process and workflow of Non-PO bill

Non-Po bills are creating for over one year. Under a Non-Po bill, an agreement is managing between the association and the provider. Like Po charges installment assert type of Non-Po bills is conveying to OSS office. Then OSS forwards those documents to Accounts Payable Department and those claim payment bills should crosscheck with their contracts.

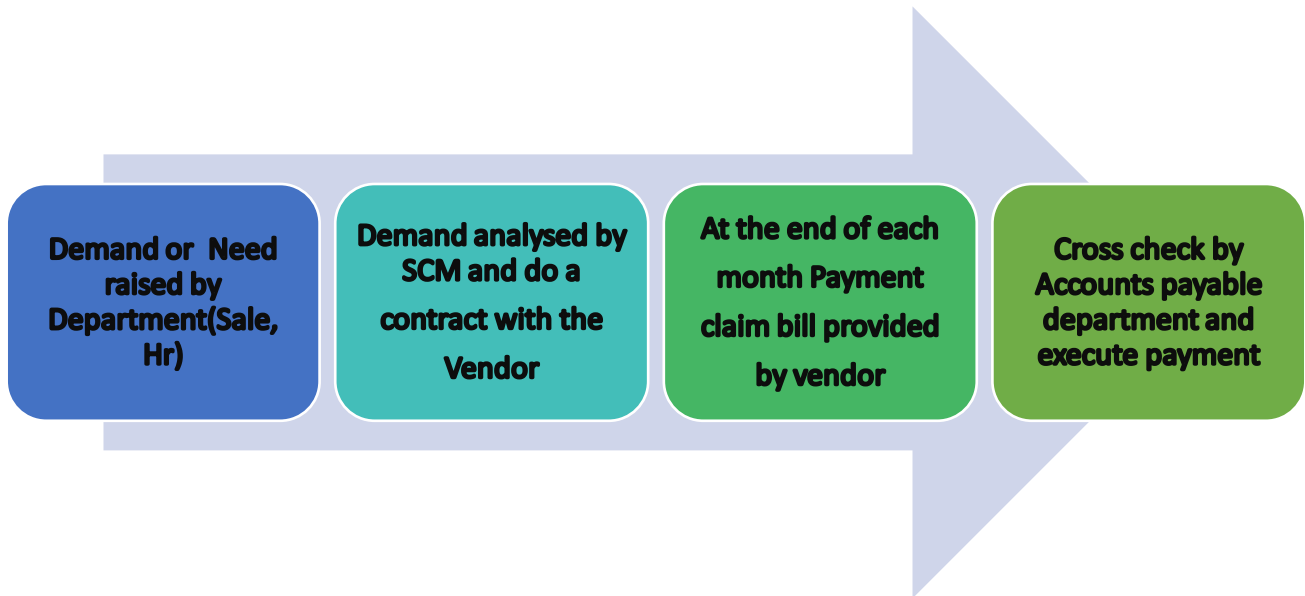


Figure 6: Workflow of Non-Po bills

2.2 Petty Cash

Petty cash is a small amount of cash on hand that used for paying small amounts owed, rather than writing a check. It refers that a manager are pay limited amount of cash for the small business purpose. In this organization, they follow the certain way to check petty cash, which is submitting by the department. That way narrates here; expenses need to be made through petty cash that is insignificant in nature in terms of value that is less than or equal to 5000 BDT and not sensible to carry out standard procurement or payment through bank check. The general category of petty cash expenses is local Conveyance, Refreshment, Minor Repair and Maintenance, Stationary, Meeting lunch, Monthly Cable bill, Newspaper bill Photocopy and so on. Each territorial supervisor is in charge of sending their frivolous money to assert shape to Accounts Payable Department. During petty cash bill, checking we needed to follow these following terms and conditions.

- All significant cost charge is accessible with the claim frame
- Total insignificant money cost isn't surpassing than planned cash
- Signature of every important specialist like territorial administrator
- Each cost charge should not surpass more than 5000 takas

2.3 Electricity Bill

At Edotco Bangladesh Co. Ltd., the payment of electricity bill has given the most priority. Edotco has 8,200 towers in Bangladesh and each tower has a different electricity association. There is two type of meter number in the bill of electricity, one is a personal meter of Edotco and another one is sub-meter, which is one kind rental meter of Edotco and Edotco pay a partial amount of the bill on the amount of electricity, which is used, for maintaining tower of Edotco. Edotco has to pay a huge amount of money for electricity bill at each month. The date of 12th to 20th of each month has high pressure to sanction the electricity bill in on this account payable department. There were four sorts of power charge like PDB, PBS, DPDC, and SUB Meter. Each bill has diverse installment strategy like EFTN (Electronic Fund Transfer) Check, Robi Digital administration additional. The different region electricity bill received by OSS Department and they upload the scanned PDF copy of those bills at the IMS system and send the combined and printed copy of total bills of one region to Account Payable Department for sanction. The team of AP department checks all those bills and updates those data in the information system.

2.4 Purchase Order bill:

It is a bill of the purchase order. This kind of bills has been generating for some providing services such as Site Acquisition, Civil Construction, Diesel Generator repair, and BTS construction and so on. When any department of that company wants to purchase any official materials and monthly bill payment of SAP, system or internet, the PO bill is generating that purchase request.

Process and workflow of PO bill

After completing that service that Vendor, send a payment claim bill to the OSS department (one stop service). Then, OSS created a tracking number for that specific bill and sends that bill to account payable department for claiming the payment. The PO bill involves with payment order, Certificate of work completed, Invoice, and other supportive document of completion of that work.

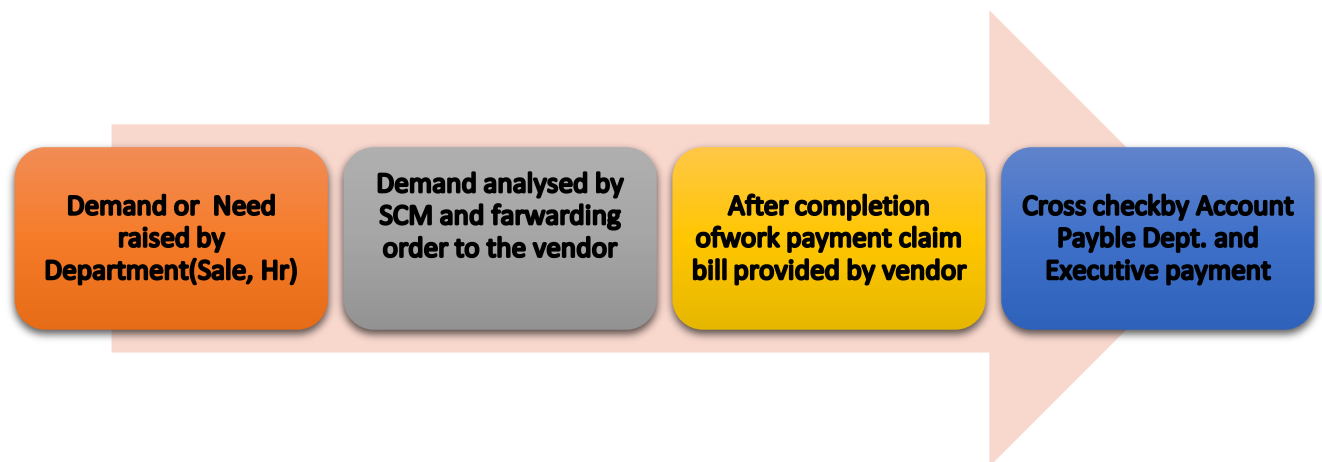


Figure 5: Workflow of Po bills

How to check Purchase Order Bill

The responsibility of account payable department is verifying invoice. There are three things (amount, date, vat calculation) are to cross-match between purchase order document paper, invoice sheet, and well-received document paper.

Part 3

3. Introduction

When an employee says that, his or her workplace is suffocating, that does not necessarily mean that there is default in organization's physical facilities. It probably means that things are overwrought and unnecessarily stressful due to the lack of fun and positivity around the office. Generally, employees feel demotivated due to the gloomy work environment. Because of this, the manager probably also gets frustrated all the time. In that case, only the aspect of fun in the workplace could be combining with work. This does not mean that the employees should stop taking work seriously. It is just a way of relaxing them up and at the same time, lightening their mood so that they feel energetic which can result in increased productivity.(Walters).

As my personal experience during three months internship at Edotco corporate office, where I notice that employees there let to take a little break like team lunch, or short tour or snacks refreshment for taking overtime work pressure. Since I had done internship from Financial Accounting department, there was lot of pressure from 12th date to the 22nd date of each month for checking bill and entry those bills data into SAP system. During that time for reducing the pressure and increase the productivity, the manager arranges snacks refreshment for the team and it worked for that day as all of us finished the given target with energetic in that certain time. Therefore, I come up this idea that I do my project on fun effect at workplace on employee's performance and productivity.

3.1 Background Study

The internship is a part of the academic curriculum, which reflects both academic knowledge and professional knowledge. I had been completed my internship form Edotco Bangladesh Co, Ltd. which is one of the biggest telecommunication facility provider in Bangladesh. I am going to complete my internship report base on three months' work experience in this company. Any corporate business firm has huge work pressure on that firm's employees for rising competition and challenges, that is why big corporate like Edotco Bangladesh co. Ltd is and practicing a and maintain few fun activities for reducing the pressure and increase their employee's performance and productivity. Doing an internship at this kind of corporates is a big platform to acquire practical knowledge about corporate fun culture and the way in which they practice. This report will be a short summary of that work experience.

3.2 Research Objective

The principal objective this project is to identify fun activities, which regards at the workplace. The manager of an organization is arranging a good number of fun activities for converting the stressful work environment to productive work environment. Moreover, another important objective is to find out the relation between fun activities of the work place and employees performance and productivity. Here, the influences of fun at workplace have been showing how it increases employee engagement towards work and their productivity. At the end, the opinion of employees at Edotco Bangladesh co. Ltd and others employees of corporate offices about the effect of fun at workplace is going to be analyzed.

3.3 Scope of this project

The study of this project is conducted in Edotco Bangladesh Co. Ltd, consisting of corporate employees. The respondents in our research were the employees of Edotco Bangladesh Ltd. and other corporate organizations who are working the whole day long at the office and feeling stress for a lot of work pressure at the same lack of fun activities at their organization. As those employees help us to provide an authentic survey, it was easier to gather the necessary primary information. Initially, the employees in the different department of an organization and in different corporate offices had been requesting for conducting this survey by filling the questionnaire. It was an efficient face-to-face and online interview with 60 people where face-to-face interview of 30 people taken from Edotco Bangladesh Ltd. and the remaining are an online survey of 30 people from other corporate offices. On the other hand, the managers also supported this project to ensure their employee's performance and productivity improvement.

3.4 Limitation

The undertaking organized deliberately thinking about various factors; nevertheless, the review still comprised of a couple of constraints and disadvantage. Nevertheless, it endeavored to limit however much restrictions as could reasonably be expected inside a couple of constrained capacities. In any case, the shortcoming in this undertaking comprises of the confined period for social occasion adequate and applicable information and investigates the data. In addition, this task did not have the chance to convey a pre-test, because of which the poll could not have been confirmation checked. This might emerge question towards the legitimacy and precision of the survey, which is the essential data source from the representatives. Likewise, the example taken from the populace was nearly little. It is conceivable to take reaction from close around 60 corporate workers, who cannot speak to most of the representative in such a tremendous corporate division. Hence, these were a portion of the restrictions of this undertaking had confronted while directing the examination.

4. Literature Review

4.1 Study of Prior Findings

According to “301 way to have fun at work”, the fun at work may be the single most important trait of a highly effective and successful organization. The book of research showed the direct link between fun at work and employee creativity, productivity, morale, satisfaction, and retention, as well as customer service and many other factors that determine business success(Yerkes, 2005).

Author Dave Hemsath additionally goes ahead to state that he trusts fun might be the absolute most imperative attribute of a very compelling and effective association. In fact, companies that adopt a fun-orientated culture have:

- Lower levels of absenteeism
- Greater job satisfaction
- Less downtime
- Increased employee loyalty

Although, these broadly favorable circumstances, a few people will not be as open to a fun workplace as others may. Late research from San Francisco State University noticed that enjoyment in the work environment is conditional on employee’s age range.

Those conceived between the mid-1980s and mid-200s, also called millennial, tend to like work environment fun more than more seasoned ages. One overview from PGI went so far as to state 88 for each penny of millennial need a fun and social workplace, contrasted with only 60 for each penny of boomers (individuals conceived between roughly 1946 and 1964).

Despite the fact that this hesitance among boomers may put a few associations off, a similar overview additionally put twenty to thirty-year-olds at the highest point of the workforce populace in the US with 80 million individuals. Along these lines, with boomers making up 76.1 million specialists, any move towards fun could at present be well justified, despite all the trouble. (Unknown, 2015)

There is evidence that people who have fun at work are healthier, happier, motivated, and more productive than their stressed-out corresponding item are.

Moreover, The Bradenton Herald utilizes cases from vast organizations, for example, Google, LinkedIn, and Zappos to make the argument that enjoyment at work expands representative efficiency. One of Zappos' center esteems is to "make fun and a little abnormality." The fun, senseless environment is at the core of their corporate culture, and they trust that the fun is the only thing that has made them so uncontrollably fruitful.

Google and LinkedIn have arranged such activities to make having amusements an influence of the workday. Google has a stone divider in their California office, and they urge workers to utilize it on organization time. Other Google-affirmed exercises incorporate shoreline volleyball and knocking down some pins. LinkedIn has comparable arrangements, with Ping-Pong and foosball games accessible amid the day.

It is sensible to believe that time invested playing recreations would diminish energy spent working and, along these lines, diminish profitability. Nevertheless, in these organizations, the polar opposite is valid. (Taylor, 2015)

4.2 Problem Statement

"Fun" may strike fear into the hearts of many supervisors, as it could seem as a challenge to give messing around more prominent priority than really doing work(Unknown, 2015). However, it also true that stress can deplete innovativeness, and influence coming up with answers for issues more troublesome. Fun reductions push.

An excessive amount of diligent work and stress additionallyeffectson physical well-being. Representatives who wiped out are less enthusiastic and less beneficial. They will be most likely be unable to come into work, or on the off chance that they do, get every other person drained, which additionally diminishes office profitability(Taylor, 2015).

Around the whole world, each organization wants productive employees but if any organization skipsmaking their organization withthe enjoyable environment, it will bring disaster for an organization, they unable to retain employee's productiveness. The basis on this important issue of fun existence at workplace, this project is select.

4.3 Hypotheses Development

From the previous studies in the studies, it is clear that people get bored and lose their productivity by working hard all day long. At that, time fun can upraise their energy to work and productivity increased. From that assumption, the first hypothesis stated as

H1: Fun at work has positive influence on work productivity.

Furthermore, Study also suggests that fun is an excellent tool for motivation. To enhance employee motivation fun is used which leads to improvement of productivity. Following that second hypothesis stated that,

H2: Fun in the workplace has a positive influence on employee motivation.

The studies have pointed out that, fun is an inexpensive tool for stress release, which leads to reenergize employees, which should lead to an increment of productivity. Studying the fact the next hypothesis says

H3: Fun has a positive influence on stress release in an inexpensive way.

It has been mentioned in some studies that, building up the mutual informal relationship between employees like going tours, celebrating parties, having team lunch has an influence on employee behavior. Therefore, staying on that thought the next hypothesis is

H4: Informal mutual bonding between employees has a positive impact on increments on productivity.

5. Research Methodology

5.1 Method of Analysis

In this project, the first method is going to use for fulfilling the first objective to identify the general fun activities of employees. The method is studied on work place's fun culture and online articles about the measurement of fun activities such as "Office Games and Activities That Make Work Awesome", "Ideas for Building Fun into Your Work Setting", "Articles of team bonding", "Top 10 Fun Office Activities" and so on.

Moreover, the next method is to study on expert's opinion, the benefit and challenges of fun at workplace to find out the relation between fun activities and performance and productivity of employees

However, a survey questioner is making by taking interview from employees of Edotco (Primary data) and other corporate people at Facebook and LinkedIn.(another primary data) and be using all this collecting primary data together in SPSS system and reach in the certain result of my hypothesis. This is able to complete my objective of analysis the employee's opinion in my survey.

Here, it has shown comparative frequencies analysis text with graphs on the face-to-face and online survey of 60 people. In the survey of 60 people is consisting of 34 male and 26 Female.

5.2 Research Tools

As a research, instrument Google from used for making online survey questioner. In the project there are different type of questioner created, they are-

- Simple Attitude scale
- Likert scale
- Numerical scale

SPSS is Software, which is widely used as a Statistical Analytic Tool in the Field of Social Science, Such as Market research, Surveys, Competitor Analysis, and others(Shethna, 2016). SPSS statistical tool used for analysis the respondent data from survey of this project.

6. Findings and Analysis

The Cronbach's alpha value of the data set is 0.918, which represents nearly absolute reliability of the research. The score indicates that the questioner is reliable.

Table 1: Reliability Statistics	
Cronbach's Alpha	N of Items
.918	5

6.1 Descriptive Overview

This project built on giving an expected extent of respondent's base on our gathered statistic data by SPSS programming. Here, it has shown several fun activities and employees work engagement for increasing performance and productivity level statistic by using split file option to compare between male and female. The statistic does on 34 male employees and 26 female employees.

Test 1: Find the percentage of several fun activities base on male and female preference

Here in this frequency text, It seems that both male and female agree to have fun activities for making their working environment monotonous free. Theychoose some fun activities which can be appropriate for them in their organization such as Holiday party, Games break, Mid-day walk breaks, Lunching with Coworkers, Social Activities, Tour (Short / Long), Create a Smoking zone, Create a humor break room, Gift exchanges.

Choose which fun activities can be more appropriate in ur organization for making the work place from monotonous free environment.

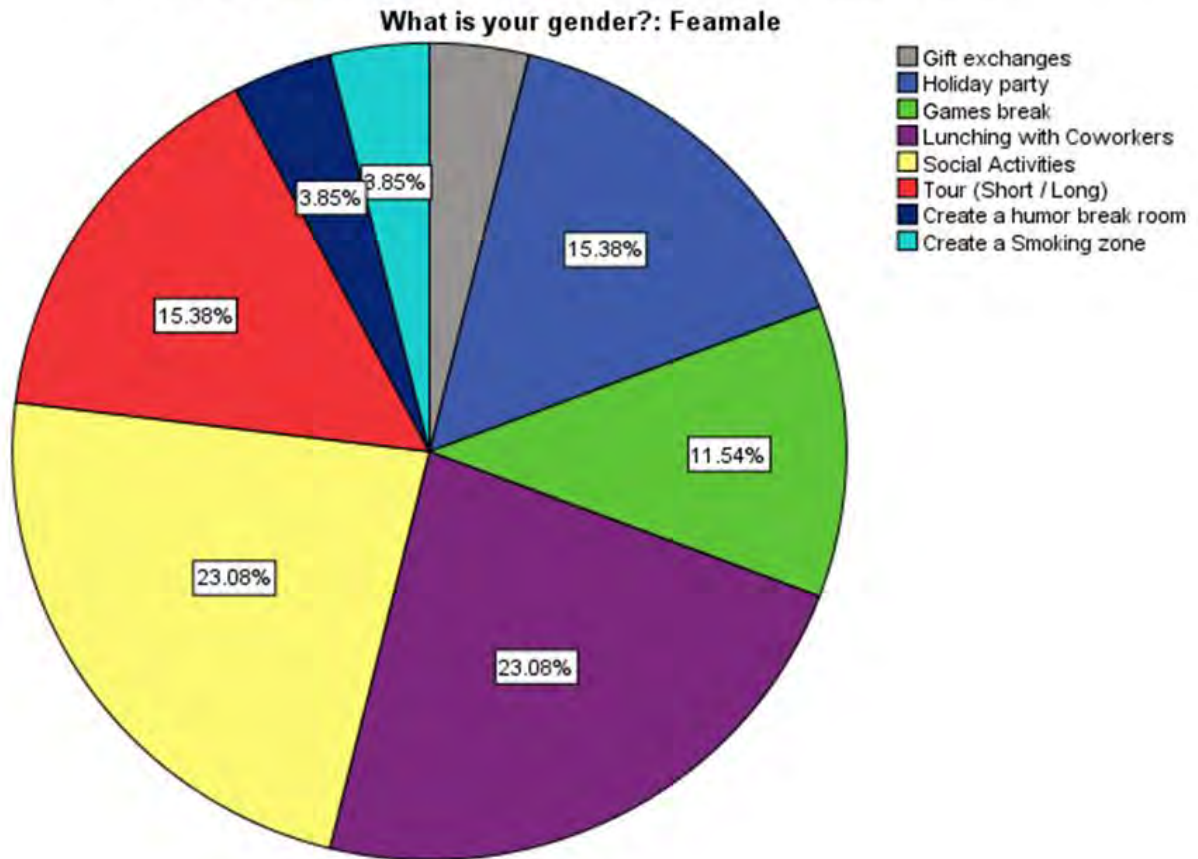


Fig 1: Test 1

It is easy to figure out that many employees prefer games break and create a smoking zone for them as a fun activity than female employees. On the other hand, female employees like to have social activity, lunching with co-workers, and go on tour more than male employees.

Choose which fun activities can be more appropriate in ur organization for making the work place from monotonous free environment.

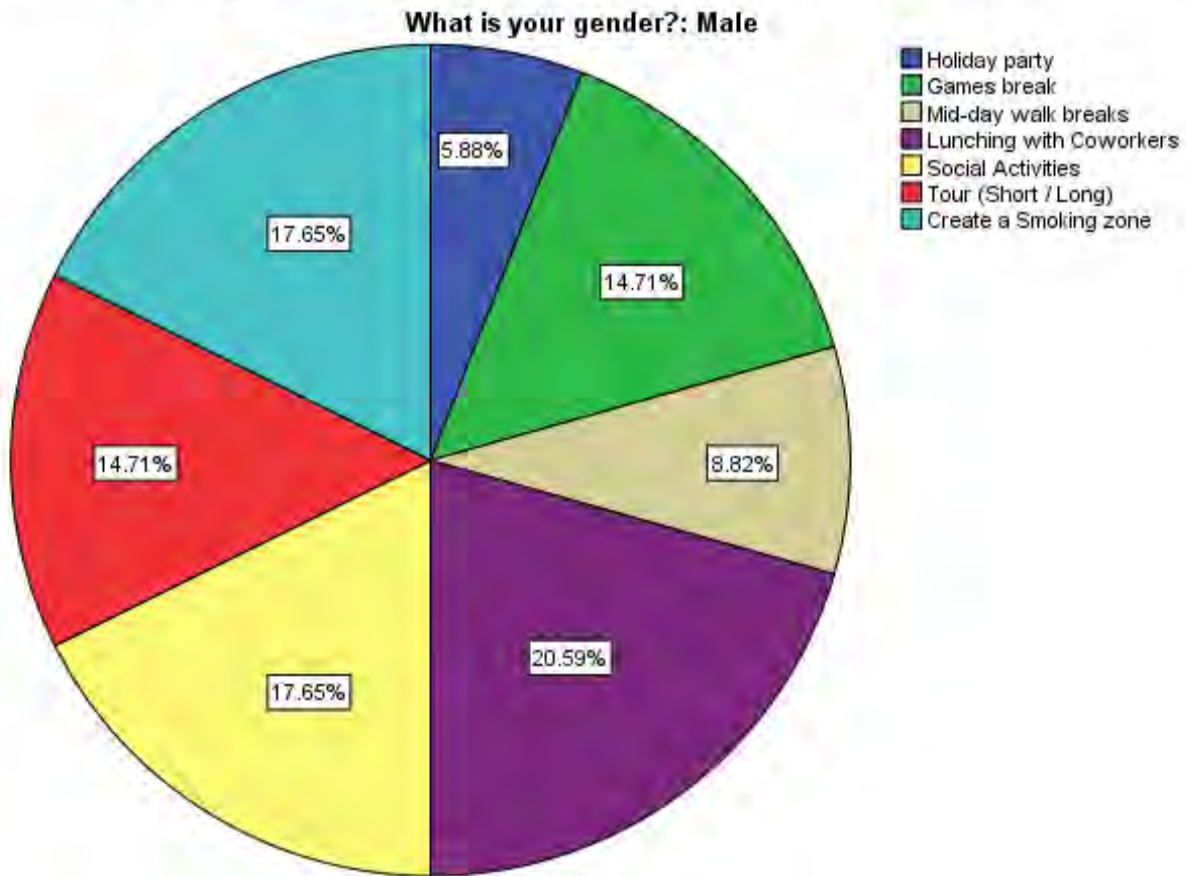


Fig 2: Test 1

Analysis: In this comparative frequency analysis test it seems that male preference of fun activities and female performance fun activities are almost same except male wantssmoking zone as fun activities.

Test 2: To find out age really influence to experience fun

In this text, it seems that employees who are belonging to “15-24” age range can able to experience fun with high percentage in three scale, they are frequently, often and infrequently and the percentage of this 3 scale of fun are more than other three age ranges “25-35”, “36-45”, and “46-55”.

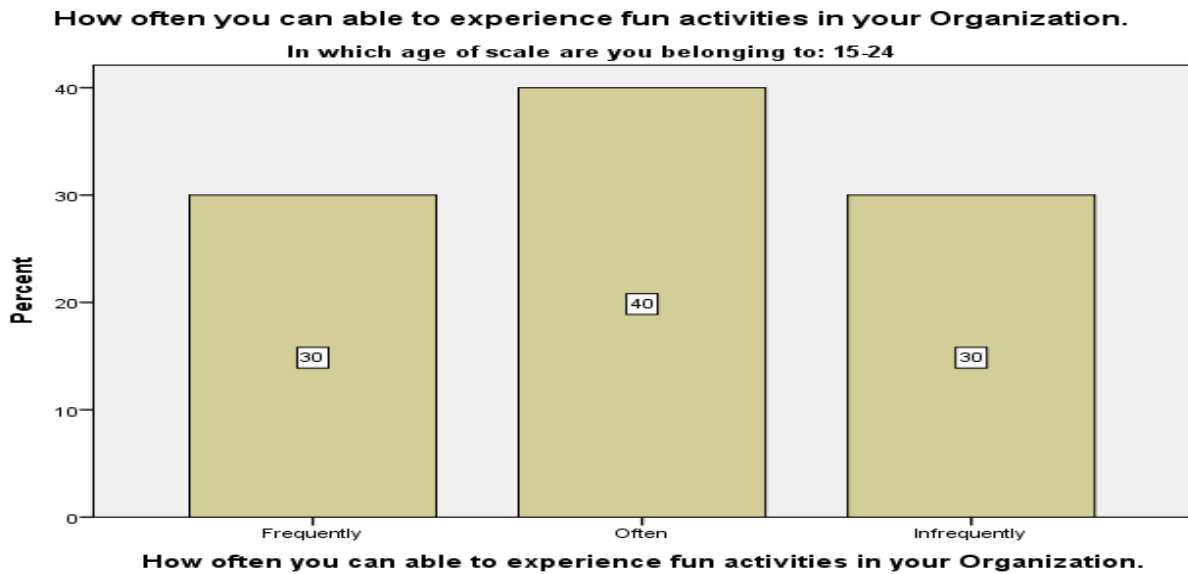


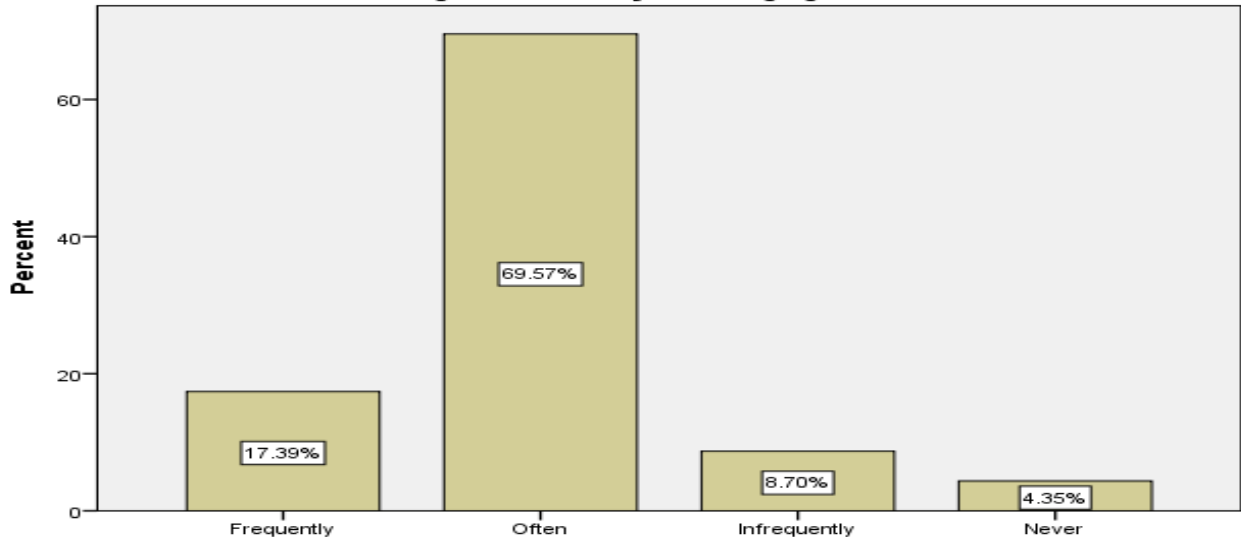
Fig 1: Test 2



Fig 2: Test 2

How often you can able to experience fun activities in your Organization.

In which age of scale are you belonging to: 36-45

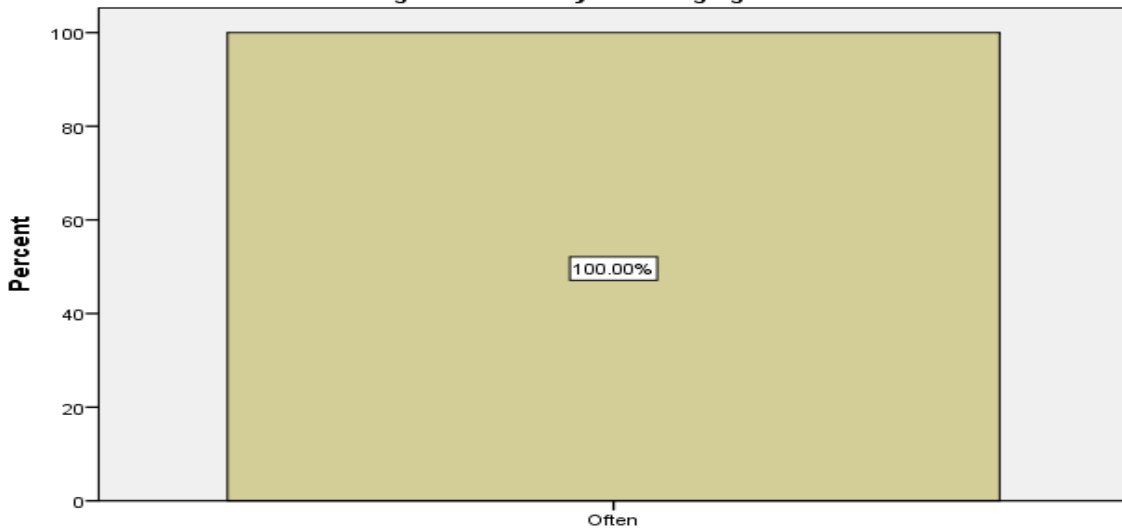


How often you can able to experience fun activities in your Organization.

Fig3: Test 2

How often you can able to experience fun activities in your Organization.

In which age of scale are you belonging to: 46-55



How often you can able to experience fun activities in your Organization.

Fig4: Test 2

Analysis: In this test, the percentage of often rate increases linearly with increasing the age range. Which supports the claim of San Francisco State University that is the age influences productivity experience.

Test 3: To identify employee's productivity in an organization without fun activities

Here, in this test the first pie chart shows that an employee of an organization who works less than 8 hours without fun in a day can deal with maximum 6-8 customer or vendor.

Suppose you work in a corporate office "without fun activities", as an employee how many customer and vendor you can deal in a day?



Fig1: Test 3

Moreover, the second pie chart shows that an employee of an organization who works 8 hours without fun in a day can deal with maximum 9-11 customers or vendors.

Suppose you work in a corporate office "without fun activities", as an employee how many customer and vendor you can deal in a day?

How many hours are you spend at your work place in a day?: 8 hours

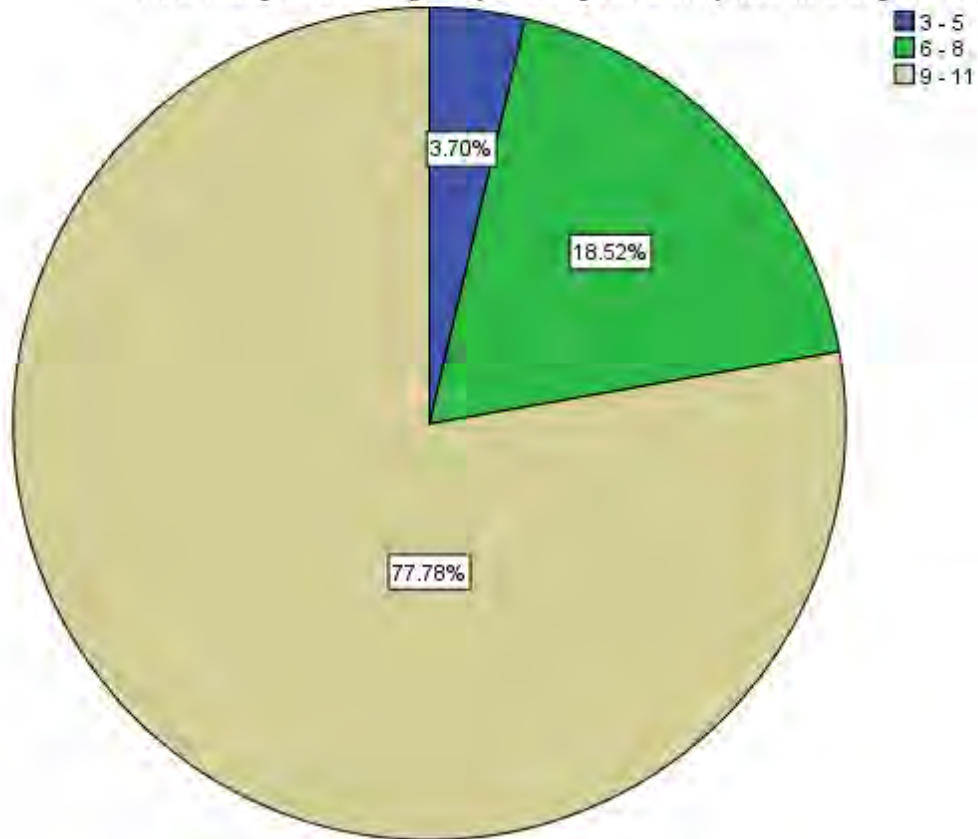


Fig 2: Test 3

In addition, the third pie chart shows that an employee of an organization who works more than 8 hours without fun in a day can deal with maximum 9-11 customers or vendors.

Suppose you work in a corporate office "without fun activities", as an employee how many customer and vendor you can deal in a day?

How many hours are you spend at your work place in a day?: More than 8 hours

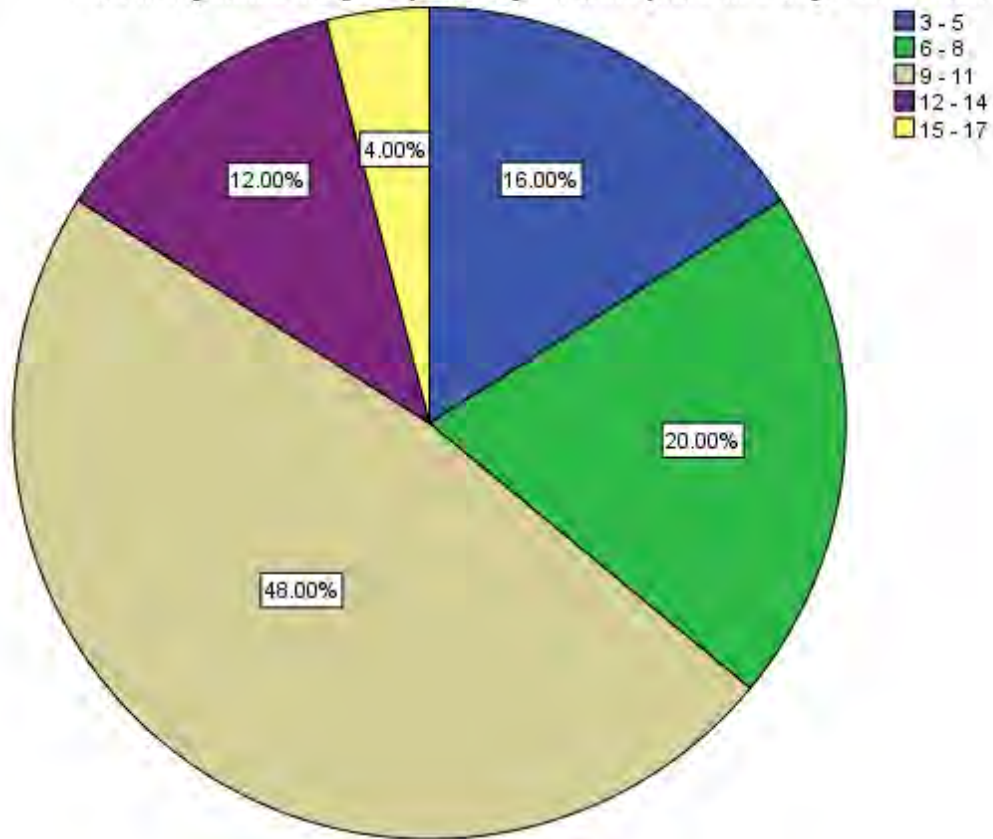


Fig 4: Test 3

Test 4: To identify employee's productivity in an organization with fun activities

Here, in this test, the first pie chart shows that an employee of an organization who works less than 8 hours with fun in a day, some of them can deal with maximum 9-11 customers or vendors and some of them can deal with maximum 12-14 customers or vendors.

Suppose you work in a corporate office "with fun activities", as an employee how many customer and vendor you can deal in a day?



Fig1: Test 4

Moreover, the second pie chart shows that an employee of an organization who works 8 hours with fun in a day, most of them can deal with maximum 12-14 customers or vendors.

Suppose you work in a corporate office "with fun activities", as an employee how many customer and vendor you can deal in a day?

How many hours are you spend at your work place in a day?: 8 hours

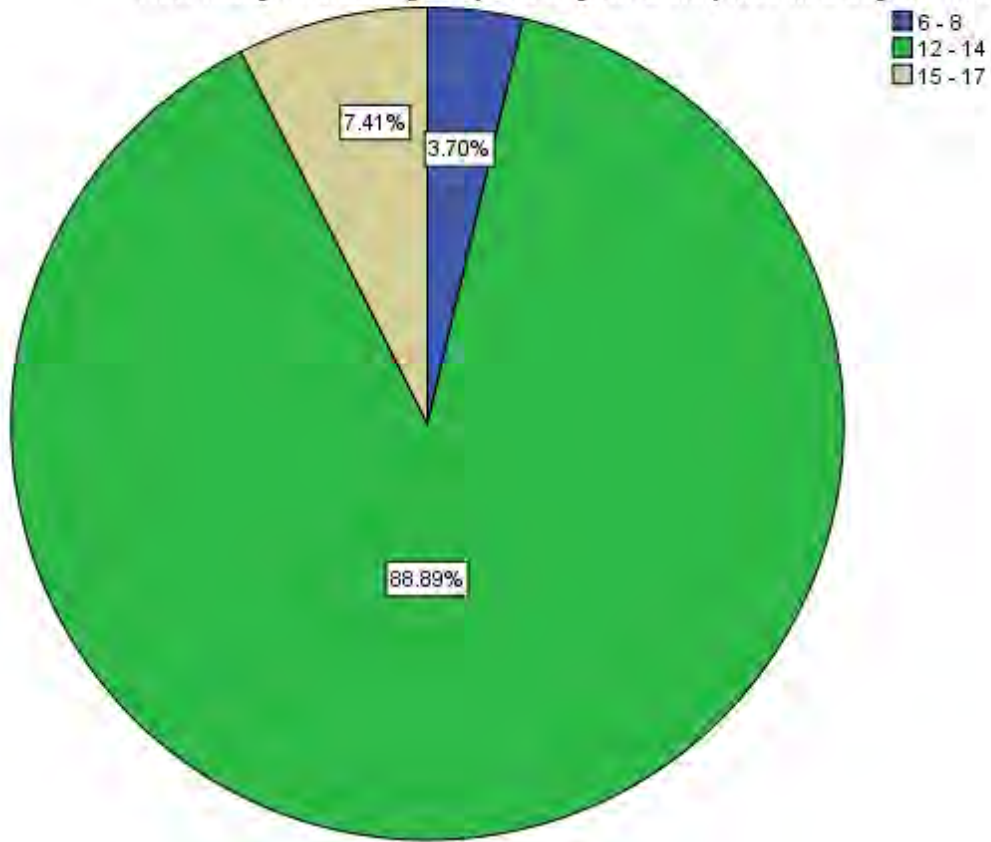


Fig 2: Test 4

Moreover, the third pie chart shows that employees of an organization who works more than 8 hours with fun in a day, most of them can deal with maximum 12-14 customers or vendors and few of them can deal with maximum 15-17 customers or vendors,

Suppose you work in a corporate office "with fun activities", as an employee how many customer and vendor you can deal in a day?

How many hours are you spend at your work place in a day?: More than 8 hours

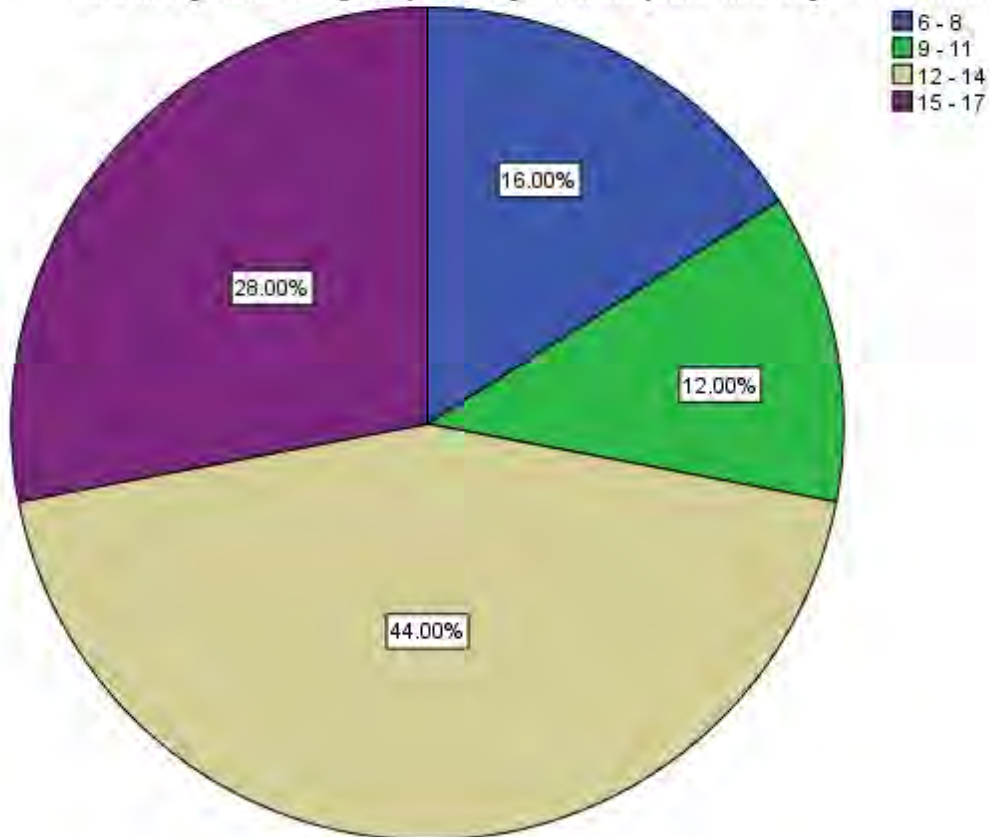


Fig 3: Test 4

Analysis: This test 3 and test 4 shows that an employee's motivation influenced by fun, not by the time he passes at workplace. After comparing between these two tests is easy, find that employee's performance at workplace with fun is more productive than employee's performance at workplace without fun.

Test 5: To find out the reason for an employee avoids fun activities at workplace

Here, the test does comparative analysis on a gender basis. Where the highest rate 47.06% male agree with the reason of time constraints to avoid fun activities at workplace and the lowest rate 2.94% male think to avoid fun activities at workplace because they have fear of looking silly in front of other co-workers and they do not take fun as their part of the job. However, 23.53% male think that fun can create interpersonal conflict.

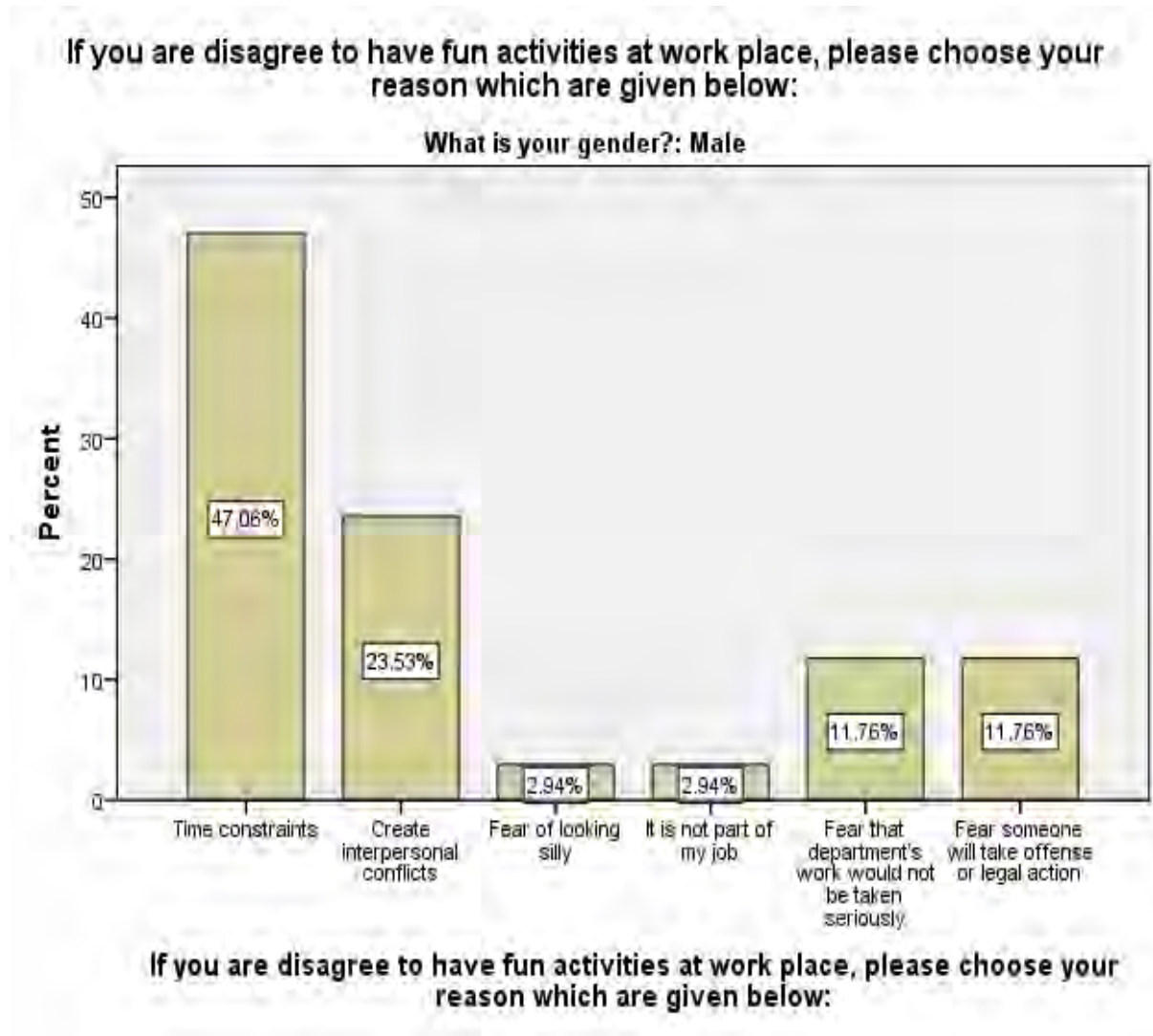
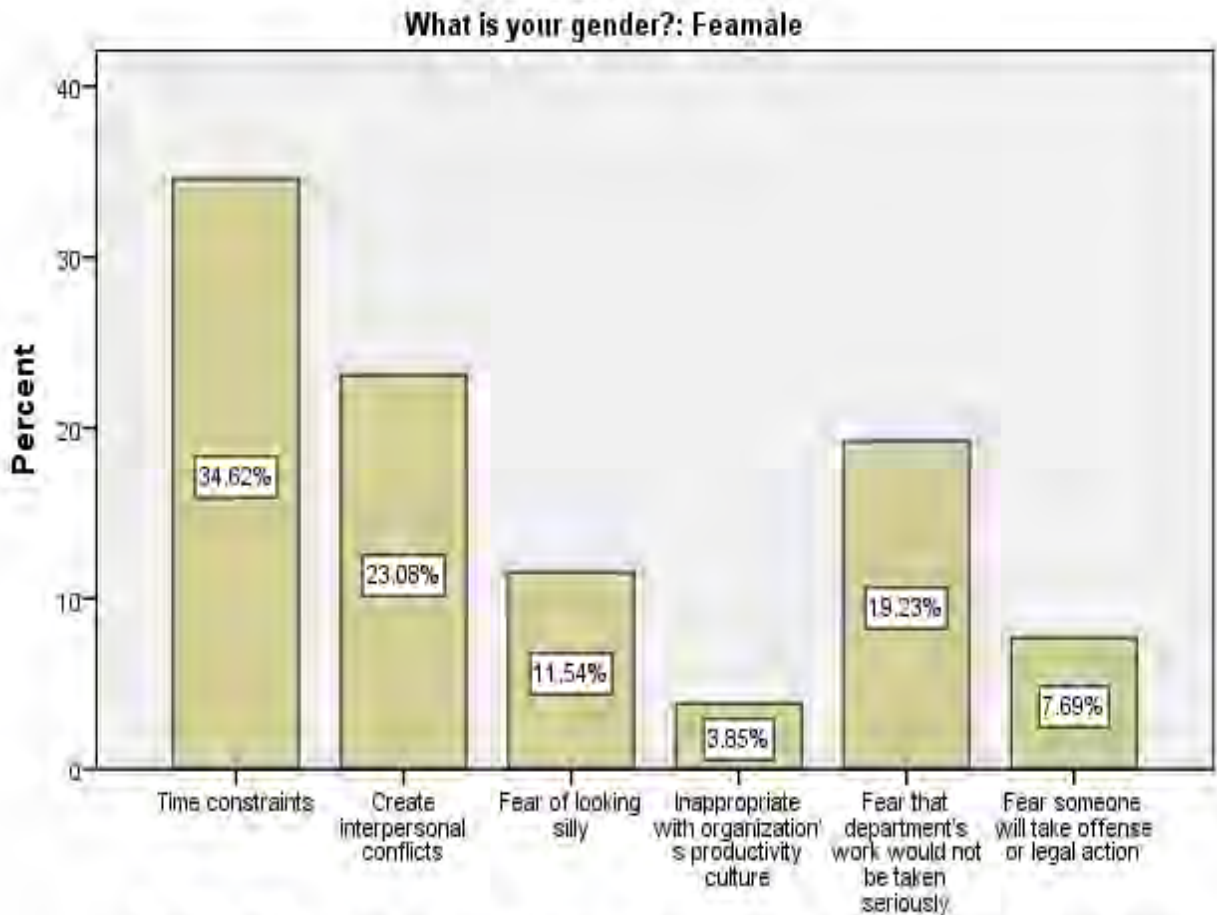


Fig 1: Test 5

On the other hand, the highest rate 34.62% female agree with the reason of time constraints to avoid fun activities at workplace and the lowest rate 3.85% female think to avoid fun activities at workplace because of their opinion about the fun that it is inappropriate with organization productivity culture. The Bar chart also shows that 11.54% female has fear of looking silly in front of other co-workers and 23.08% female think that fun can create interpersonal conflict.

If you are disagree to have fun activities at work place, please choose your reason which are given below:



If you are disagree to have fun activities at work place, please choose your reason which are given below:

Fig 2: Test 5

Analysis: The time constraint is the common reason between male and female for avoiding fun activities at workplace.

6.2 Relative Analysis

Multiple linear regression analysis with $R^2 = 0.316$ represents that that 31.6% respondents are actually representing the whole data.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.602 ^a	0.362	0.316	0.538

Regression results value shows that only for hypothesis H1 shows the significance of 0.01 that fails to reject the hypothesis that fun is allowed to during work time it will influence productivity. It is clear that in workplace fun at the time of work leads to workplace enjoyment that influence productivity. On the other hand, it cannot be used a motivational tool every time as it may not be fit in every firm. The especially authoritarian organization does not allow this type of motivation as well as they do not allow the informal close relationship between employees. Therefore, this may be the cause for rejecting other hypotheses.

Model	Beta	t	Sig.
(Constant)	1.045	6.209	0.000
H1	0.812	2.685	0.010
H2	0.059	0.156	0.877
H3	-0.030	-0.141	0.888
H4	-0.314	-1.477	0.145

Therefore, mathematical model for the fun and productivity is

$$\begin{aligned}
 f(\text{Productivity}) &= f(\text{Fun in Worktime}) \\
 &= 1.045 + 0.812 \text{ Fun in Workplace}
 \end{aligned}$$

7. Recommendation and Suggestion

As every organization culture and subculture is very different from other, it is not possible to give any fix decision or solution to take. However, according to the result of my project analysis, I could give some recommendation on that.

- If it is possible to bring recreation to workplace can increase profitability and reduce employee turnover rate.
- According to fifth test analysis, it finds that the employees are afraid to have fun for fear of appearance their silliness in front of others. In that case, if a management of an organization shows their silly side to the employee then employee also feels open to emulating. That behavior of an employee makes fun positive, saves among employee, and strengthens the relationship.
- Robots only take the order but a productive employee brings innovation make a profit to their organization. Therefore, an organization could be concern about their employees fun therapy by arranging fun activities.
- If it is possible, a manager needs to discuss personally with their employees for set fun activities for their organization. Because each of the employee's psychology cannot be same with others, so a personal individual discussion can help to set an appropriate plan of fun activities.

8. Conclusion

A person in his life spends approximately 2,112 hours in a year at his working place and if the employees of an organization pass 30 years on the job, that means they spend more than 65000 hours at his working place without have fun, the result of economy of that organization must turn down. The actual reason is that the work environment employee works at sometimes becomes are very stressful and suffocating because there are no fun activities in a workplace. There are much organization could not be successful for avoiding this issue of creating fun activities at the workplace for enriching employees performance and productivity. Having fun on the job enhances employee motivation for good performance and increasing productivity and at the same reducing the stress. The reliability test on respondent dataset shows that the result of hypothesis 1 that fun in the workplace has a positive influence on employee motivation is supporting affirmatively with the title of this project. There is one critical thing to mention in this project that not all employees equally like to have fun at workplace, especially it differs with employee belong to which age range. A young and beginner employee can work a lot and spend more time at workplace and that is why they like to have avariance of fun activities whereas a senior older employee does not like to spend more time at workplace so they want less time to spend for fun activities. At the end of this project, all of the finding indicates at the one point that there is a positive influence of fun activities on employee performance and productivity.

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Appendix

Survey questioner for both Edotco Bangladesh Co.
Ltd. and online interview (Facebook)

Effect of Fun at workplace on Employee Performance and Productivity

What is your gender?

- Male
- Female

In which age of scale are you belonging?

- 15 -24
- 25 - 35
- 36-45
- 46-55
- 56-65

How many hours are you spend at your workplace in a day?

- less than 8 hours
- 8 hours
- More than 8 hours

An organization has to organize fun activities lead to higher performance and productivity

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

How often you can able to experience fun activities in your Organization.

- Frequently
- Often
- Infrequently
- Never

How you rate your organization with regard to its fun in work environment?

- 20 out of 100
- 40 out of 100
- 60 out of 100
- 80 out of 100
- 100 out of 100

Choose which fun activities can be more appropriate in your organization for making the workplace from monotonous environment

- Gift exchanges
- Holiday party
- Games break
- Mid-day walk breaks
- Lunching with Coworkers
- Social Activities
- Tour (Short/ Long)
- Create a humor break room
- Create a Smoking zone

“Too much hard work and stress also have ill effects on physical health and also drain creativity of an employee, fun can decrease the stress and make them energize and productive.”

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Organizing fun activities is one of the ways of motivating company's employees to increase their productivity.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

A healthy sense of humor is an inexpensive and healthy way to increase fun and decrease stress in the workplace.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Going to tour and celebrating a party or having team lunch with co-workers can help to build up communication among co-workers and decrease the conflict between them.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
-

Suppose you work in a corporate office "without fun activities", as an employee, how many customer and vendor you can deal with a day?

- 3 - 5
- 6 - 8
- 9 - 11
- 12 - 14
- 15 - 17

Suppose you work in a corporate office "with fun activities", as an employee, how many customer and vendor you can deal with a day?

- 3 - 5
- 6 - 8
- 9 - 11
- 12 - 14
- 15 - 17

If you disagree to have fun activities at workplace, please choose your reason, which given below-

- Time constraints
- Create interpersonal conflicts
- Fear of looking silly
- It is not part of my job
- Inappropriate with organization's productivity culture
- Fear that department's work would not be taken seriously
- Fear someone will take offense or legal action