LIVING TO BE HAPPY

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Abstract

Happy personnel are the most valuable asset and the most important key to the success of any enterprise.

This article employs a positive psychology approach. "Positive psychology is the scientific study of what goes right in life, from birth to death and at all stops in between". "It is a newly cherished approach within psychology that takes seriously the examination of that which makes life worth living".

The article is based on the belief that:

* We are **born to be happy**

* We are l**iving to be happy**

* It is **our right to be happy**

* We have all the means, including our **Jobs,** in order to secure, sustain and maximize **our long-range happiness.**

It is believed that all people thrive to be happy, and all their efforts, except for the minimum amount needed for food, clothing, shelter, etc., are to increase their happiness. However, great majority of people in the world believe that wealth, fame, and power are the major factors for achieving, sustaining and increasing one's happiness.

We know this is not the case and that this belief is wrong. A great deal of harm has been done throughout history on people and the environment because of this belief.

True causes of long-range happiness, that we can secure at home, and work are examined in detail.

Keywords: Happiness, Living to be Happy

Discussion

If wealth, fame and power do not bring happiness, what factors do contribute to happiness?

We combine all factors contributing to happiness into an equation, called Happinometry Equation [1]

$$H = J - F - E \qquad\qquad (1)$$

In this equation, **J** (for Joy) is for all factors which directly contribute to Joy and happiness; the most important of which are:

- Unconditional **Love** and Unselfish **Service.**

That is, rendering of the most effective and unselfish service to those who need it most, along with exuding unconditional Love to them. Other elements of J (in alphabetical order) are:

- Accomplishment

- Contentment

- Forgiveness

- Gratitude

- Hope

- Optimism

- Recognition

- Wishing Well.

   In equation: **H = J − F −E, F** is for physical miseries, which includes

- Hunger and Malnutrition

- Disease and Physical Discomfort

In that equation, **E** stands for emotional miseries. There are many such qualities in life. We consider the following 25 miseries (in alphabetical order) to be the most important ones [1]:

Anger	Anxiety	Arrogance
Attachment	Desire	Expectation
Fear	Gossip	Greed
Grief	Guilt	Hate

Other emotional miseries are:

Hypocrisy	Impatience	Indignation
Jealousy	Judgment	Lust
Malice	Oppression	Resentment
Vengeance	Violence	Worry
Worthlessness		

Evaluation of One's Happiness

Happiness is a quality of life, and cannot be quantified. However, we propose a procedure to somehow evaluate our happiness for several days, and find out what physical or emotional miseries are we suffering from.

We can then try to eliminate the physical miseries, and try to foster or cultivate human values in ourselves in order to reduce, and eventually eliminate, the emotional miseries. To do so, we arbitrary assign numbers to **J, F** and **E,** as follows [1]:

100 points for **J**

200 points for **F** (100 points for hunger, and 100 points for disease)

100 points for **E**

We can then complete a table, based on this equation and the maximum values proposed for each term in the equation. We call it a Happinometry Table. After completing this table for ourself for several nights, before going to bed, we can find out what emotional miseries we are suffering from. We can then consider the following ***human values*** to cultivate in ourselves in order to reduce, and finally eliminate, these emotional miseries:

Desire to exude Unconditional Love and Render the Most Effective and Unselfish Service to those who need it most

Acceptance	Ceiling on desires	Compassion
Contentment	Conservation	Courage
Dedication	Detachment	Devotion
Enthusiasm	Forgiveness	Gratitude

Humility	Hope	Integrity
Linkage w. a Master	Moderation	Optimism
Patience	Peace	Persistence
Reverence for Nature	Sacrifice	Self-confidence
Surrender	Tolerance	Trust
Truth	Unity	Wishing Well

Concept of a Holistic Approach to Management

The holistic approach to management is based on the following principle [2]:

1. For whatever we are doing, there is always a better way of doing it. We need to find it out.

2. The people involved in any work place perform their duties best, they are more motivated, and have a higher degree of innovation and creativity, if they possess work ethics and are content and happy.

Being happy ensures a more healthy life. "Forget about apple. Happiness is the thing which keeps the doctors away".

3. Possession of human values, particularly appreciation of- and respect for- colleagues, the natural environment and all beings, lead to happiness

4. It is possible to teach and cultivate human values in people working in any enterprise.

5. One can change, or modify, his/her attitudes in life, believing that **we are living to be happy**, and all of our activities should be aimed at increasing our long-range, or life-time happiness.

6. Wealth, fame and power do not bring about happiness. They can only secure conveniences in life, not necessarily any happiness.

7. **Rendering of the most effective and unselfish service to those who need it most** can bring about the greatest long- range or life– time happiness

8. Desire and motivation for rendering such a service can be cultivated in people everywhere.

9. A higher degree of innovation and creativity is needed to solve the problems the world is facing today, particularly, with respect to: global warming and the rapid depletion of natural resources.

Higher degree of innovation and creativity is also needed in any entrepreneurial and development problems**.**

Managers at different levels in an enterprise can increase the innovation and productivity of their personnel by, treating the men and women working directly under their supervision as their brothers and sisters, honoring and respecting them as such, and *encouraging the personnel* to have the same treatment of each other.

They can then transform the enterprise to a ***family enterprise***, where a sense of loyalty and belonging to the corporation prevails everywhere.

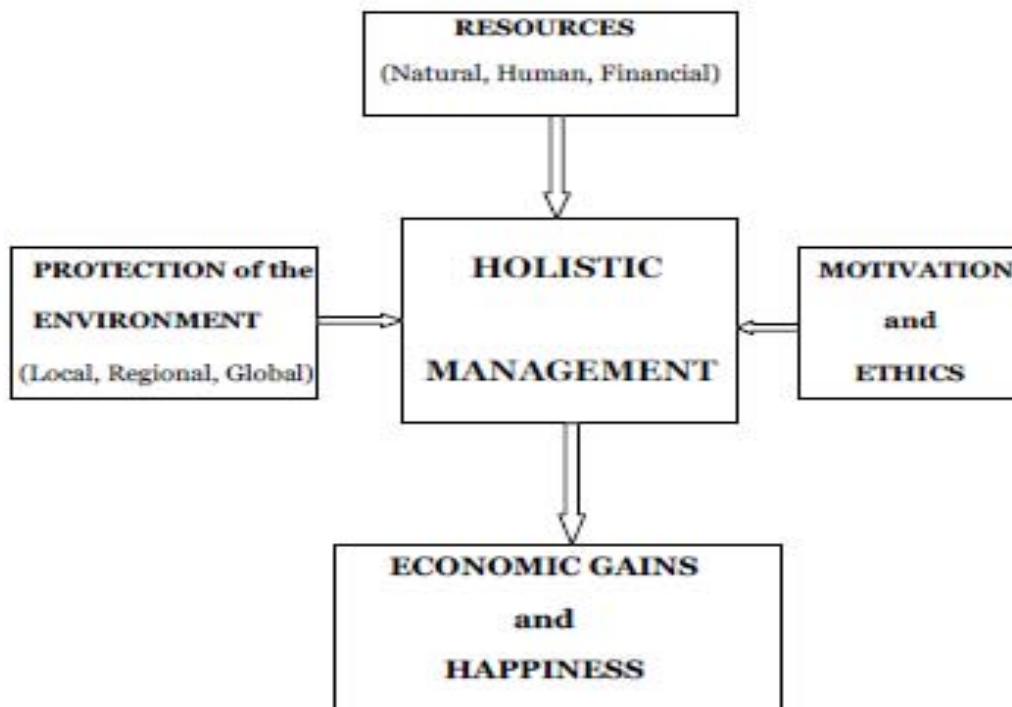And all people involved take pride in their quality workmanship, and are Happy.

Points about happy personnel

Happy personnel are healthier, more ethical and perform their duties best. Therefore the economic performance and the well-being of the enterprise improve, and its profits increase.

The management should first ensure that the following necessities of life are secured for the personnel and their families under all circumstances.

- Clean air,

- Clean water,

- Healthy food,

- Health care,

- Education for the personnel's children, both to teach the children how to make a living, and also how to live. This includes (a) to develop skills in students so that they can secure good jobs, (b) develop a stewardship for the natural environment, and (c) teach and cultivate human values in them, i.e., to employ a holistic education for them.

The following figure schematically shows a holistic approach to management.

RESOURCES
(Natural, Human, Financial)

PROTECTION of the ENVIRONMENT (Local, Regional, Global) → HOLISTIC MANAGEMENT ← MOTIVATION and ETHICS

ECONOMIC GAINS and HAPPINESS

How to help personnel to increase their happiness?

The first step toward increasing **H** is to reduce, and eventually eliminate, the elements constituting physical miseries, or **F**. Management should encourage personnel to get together and form human-value- cultivating circles to cultivate the human values which eradicate the emotional miseries identified by majority of individuals who have been evaluating their happiness. The personnel should continue evaluating their happiness throughout this exercise.

They should keep a record of changes made in their degree of happiness through cultivation of these human values.

They should keep a record of changes made in their degree of happiness through cultivation of these human values. They can then determine the effect that cultivation and possession of each of the human values has had on their degree of happiness

Management should monitor the productivity of its personnel during and after the human value cultivation exercise, and compare it with what it was before.

Progress of an Enterprise

The rate of accomplishment or the progress or the profit made by any enterprise can be expressed by the following equation, called Progressometry Equation

$$\textbf{A}r = \textbf{C}_1\,\textbf{M}\,\textbf{E}\,\textbf{R}\,\textbf{K}\,\textbf{S} \qquad\qquad (2)$$

In this equation **A**r is the rate of accomplishment, **M** the motivation, **E** the ethics possessed by the personnel and **R** the resources -- such as material and financial resources. In this equation, **K** represents the knowledge or the know-how needed to produce what is needed, or to accomplish the objective set forth for the management, **S** is the social or the societal support of the activity, and finally $\textbf{C}_1$ is a conversion factor.

Management is interested to have a high value for **A**r**.** In addition to hiring personnel with high K values, they should make every effort to have the personnel working for the enterprise to be happy.

When the personnel is happy and content, then values of **M** and **E** in the equation $\textbf{A}r = \textbf{C}_1\,\textbf{M}\,\textbf{E}\,\textbf{R}\,\textbf{K}\,\textbf{S}$ are high, and **A**r will be high.

References

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