MORE PAY MAY NOT MAKE YOU HAPPIER

Can money buy happiness? Perhaps so, but if higher salaries are the only incentive, it could backfire on employers.

They should also consider employees’ long-term aspirations and look to improve relationships in the workplace, Singapore Management University professor David Chan said at the New Science of Happiness and Well-Being conference yesterday.

An employee who sees a lazier colleague earn a bigger pay raise than he does could end up unhappier than before, for example.

And while the notion of happiness is subjective and multi-dimensional, humans naturally respond more strongly to negative than positive things.

So, employers should reconsider the way they treat employees. “Scolding an employee, then taking her out for lunch, doesn’t necessarily balance things out,” he said.

He also suggested that organisations could form better policies if they considered employee well-being at individual, group and organisational levels. — NEO CHAI CHIN