

## **PREFACE**

Most of the individuals spend a majority of their time, often atleast five days in a week, in an organizational setting or framework. People work for an organization to earn a living – questions of joy and happiness rarely figure in their thinking at the workplace without noticing the fact that in its purest form, competitive forces individuals to focus on trying to beat others at work rather than do their best and live up to their potential. All such employees are the part of organizations which continuously focuses and monitors its environment to incorporate competition. Such an organization is unhealthy.

On the other hand, Joy is a reward. Joy is rarely part of our image of work. Work and Joy may appear antagonistic on the surface, but they are not contradictory at all. By becoming joyful, an organization can also become the most effective in pursuing its vision and in enduring

While working in organizations, people forget that it is they who form and manage the organizations; wherein they spend most of their lives. So work should become a source of joy. Also; experiencing joy should not be the privilege of select few, rather all employees should derive joy out of their work. Such an organization is termed as a 'Joyful Organization'.

Whereas; in an 'unhealthy' organization, there is prevalence of organizational diseases. This in turn affects the Job Satisfaction level of employees on one hand and Organizational Effectiveness on the other

In the present study, the researcher has made an attempt to ascribe the state of health of organization. Organizational Health and its association with Job Satisfaction, Organizational Effectiveness and Organizational Commitment are also studied.