

Robert Half reveals the happiest countries for workers

- Two-thirds of employees surveyed in North America, Europe and Australia are generally happy in their jobs.
- Employees in the United States, Germany and the Netherlands rank highest in terms of on-the-job happiness.
- The most tenured employees are found in Germany, Belgium, and the Netherlands.

Sydney, 27 June 2017 – Australia ranks fourth in an international study of employee happiness, according to research released by global recruitment consultancy Robert Half. The results are published in a new report, [*It's Time We All Work Happy®. The Secrets of the Happiest Companies and Employees.*](#)

For the study, Robert Half worked with leading happiness and wellbeing expert Nic Marks of [Happiness Works](#). Marks' team evaluated the levels of employee happiness among more than 23,000 working professionals across Europe, North America and Australia.

The report shows the United States, Germany and the Netherlands have the happiest employees among the countries included in the research, ranking 71.8, 71.2 and 69.9, respectively, on a scale of 0-100, with 100 being the happiest. The countries studied with the lowest levels of employee happiness are France (63.8), Belgium (65.2) and the United Kingdom (67.2).

Employee happiness by country

(Scores are based on an index from 0 to 100, where 0 is the worst possible outcome and 100 the most favourable.)

Country	Happiness ranking
Average	68.1
United States	71.8
Germany	71.2
Netherlands	69.9
Australia	67.9
Canada	67.8
United Kingdom	67.2
Belgium	65.2
France	63.8

The research shows the top drivers of employee happiness vary by country. In Australia the highest-ranking factors are being treated with fairness and respect, having a sense of pride in their organisation and achieving a sense of accomplishment from their work.

“Employee happiness is closely connected to organisational productivity and innovation. Happy employees are typically more engaged and driven to succeed, creating a positive and high performing work environment,” explained **David Jones, Senior Managing Director at Robert Half Asia Pacific**. *“By taking the time to offer feedback and show sincere signs of appreciation, employers can increase employee engagement and satisfaction, leading to higher levels of happiness in the workplace.”*

Employee stress levels and interest by country

The research also examined how average stress and interest levels at work vary across geographies. Among employees surveyed, Germans rate the level of interest they have in their work highest, followed by Dutch and Americans. Professionals in the Netherlands report the least stress on the job, with Australians ranking second and the United Kingdom coming in third.

Employee interest and stress level by country

Ranking	Level of interest in work	Low stress level
1	Germany	Netherlands
2	Netherlands	Australia
3	United States	United Kingdom
4	Belgium	United States
5	France	Belgium
6	Canada	Canada
7	United Kingdom	France
8	Australia	Germany

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Download Robert Half’s report, [*It’s Time We All Work Happy®. The Secrets of the Happiest Companies and Employees.*](#)

About the research

This study was developed by Robert Half and Happiness Works and conducted by an independent research firm. The research is based on survey results of more than 23,000 working professionals who are currently employed on a full or part-time basis across eight countries with the results segmented by geographic location.

About Robert Half

Founded in 1948, Robert Half is the world’s first and largest specialised recruitment consultancy with more than 325 offices worldwide providing temporary, interim and permanent recruitment solutions for accounting and finance, financial services, technology and administrative professionals. We believe working happy is the only way to work, and we have made it our mission to help people find fulfilling jobs and help companies build happy, productive teams. Find out more at <https://www.roberthalf.com.au/its-time-we-all-work-happy>

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