

## PRESS SUMMARY

# The World's Happiest Workplaces of 2025 Have Been Announced: A New Era of Business Built on Happiness

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Happy Place to Work® has published the Happiest Workplaces Around the Globe 2025 report—a landmark global study that identifies 964 organizations across 23 countries that exemplify excellence in workplace happiness. The report represents the most scientifically grounded and comprehensive global evaluation of employee well-being to date.

At the core of this initiative lies a compelling conviction: happiness is not merely an emotional state—it is a strategic asset that drives performance, loyalty, and organizational resilience. As the global business environment continues to face volatility, from geopolitical disruption to labor market shifts, workplace happiness has emerged as a defining competitive advantage.

### Methodology Grounded in Science and Scale

Unlike traditional workplace rankings that rely on isolated satisfaction or engagement indicators, this report utilizes an advanced meta-analysis of 236 national and international rankings, covering 18,325 companies across all major industries. These rankings were evaluated using the PERMA model of well-being, which assesses five key pillars of happiness at work: Positive Emotion, Engagement, Relationships, Meaning, and Accomplishment.

Each company's score was calculated based on the number and quality of lists in which it appeared, weighted by scientifically derived happiness coefficients. In countries with limited or inconsistent data, HPW implemented direct measurement through its proprietary Wellbeing Index and HR-Check, ensuring comprehensive and culturally relevant assessments across regions.

Only the top company from each sector in each country was selected, resulting in a carefully curated list that not only reflects diversity of geography but also diversity of economic and organizational contexts.

### Key Findings: What the World's Happiest Companies Have in Common

- Human-Centered Experience as Core Strategy: High-performing organizations are moving beyond compensation and prioritizing flexibility, trust, and purpose. Employee experience is no longer a support function—it is a strategic imperative.

- Well-Being as Infrastructure: The most successful companies have embedded mental health and wellness into their day-to-day operations through AI-powered platforms, personalized care ecosystems, and psychological safety protocols.
- Leadership and Learning: Firms that invest in adaptive leadership and continuous learning are better equipped to navigate complexity. These companies are building future-ready cultures grounded in empathy, inclusion, and resilience.
- Financial Impact of Happiness: Companies recognized in the HPW list outperformed their national stock market indices by an average of 12%, confirming that emotional well-being and economic performance go hand in hand.
- Retention through Emotional Climate: Happier workplaces report lower turnover, stronger internal mobility, and higher employee referral rates. In these organizations, people don't just stay—they thrive and advocate.
- Setbacks in DE&I: Despite years of progress, diversity, equity, and inclusion efforts declined globally in 2025, driven by political polarization and cultural fatigue. The report warns that neglecting inclusion poses a long-term risk to innovation and internal trust.

### **A Global Benchmark for the Future of Work**

Happiest Workplaces Around the Globe 2025 is more than a recognition platform—it is a strategic blueprint for organizations that want to evolve. In an age where talent is mobile, work is hybrid, and values matter more than ever, companies must look beyond productivity metrics and foster environments where people can do meaningful, fulfilling, and emotionally rich work.

This report stands alone in its scientific depth, sectoral breadth, and commitment to both emotional insight and analytical rigor. It offers not just a snapshot of today's leading organizations, but a roadmap for any company seeking to build a truly great place to work—anchored in trust, purpose, and happiness.

To explore the full report, access detailed country and industry insights, or learn more about HPW's methodology, visit:  
[www.happyplacetowork.com](http://www.happyplacetowork.com)