

Vol 4 Issue 7 Jan 2015

ISSN No :2231-5063

International Multidisciplinary
Research Journal

Golden Research
Thoughts

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RNI MAHMUL/2011/38595

ISSN No.2231-5063

Golden Research Thoughts Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial board. Readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

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SHAPING ENVIRONMENT TOWARDS EMPLOYEE EFFECTIVE PERFORMANCE

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Abstract:-An emerging challenge is forced upon HR executives in considering new strategies for recruiting and retaining best fit employees for their organization. Since the number of job opportunities available for employees has been increasing in a growing worldwide economy, not just employees but also employers need to readjust themselves in order to cope up with the dynamics of business life. On an overview higher salaries and compensation benefits may seem to be the most likely way to attract employees. However, quality of the physical workplace environment may also have a strong influence on a company's ability to recruit and retain talented people. Some factors in workplace environment may as employee's engagement, productivity, morale, comfort level etc. can be considered as key aspects resulting both positively and negatively. Even though convenient workplace conditions are predominant requirement for improving productivity and quality of outcomes, working conditions in many organizations may present lack of safety, health and comfort issues such as improper lighting and ventilation, excessive noise etc.,. It is found from various researches that people working under inconvenient condition may end up with low performance and face occupational health diseases causing high absenteeism thereby affecting overall turnover of the organization. Also found that the prime reasons are due to distraction, lack of interest, poor decisions. The working environment is perhaps a key root cause of employee's engagement or disengagement. With this if we try to improve the work environment it would reduce complaints and absenteeism and have a positive impact on increasing productivity. In recent years, many industries with computer terminal have come and the previous ambience of a typical Indian company have changed by giving way for better designs and aesthetic of office including plant installations, this could also be a better solution.

Keywords: Shaping Environment , Employee Effective Performance , organization.

INTRODUCTION

Today's workplace is different, diverse, and constantly changing. The typical employer/employee relationship of old has been turned upside down. Workers are living in a growing economy and have almost limitless job opportunities. This combination of factors has created an environment where the business needs its employees more than the employees need the business. This research study is to analyze paper presents the analysis of the working environment of a private foreign bank in Turkey. The objective of this research is to investigate if there exists any relation between workplace conditions and employee's performance. A survey study is implemented on the employees of the bank. The paper is divided into five sections as follows. The next section explains the related literature. The methodology of the research is explained in the third part. The next section illustrates the findings. The final sections presents the conclusions.

Management's new challenge is to create a work environment that attracts, keeps, and motivates its workforce. The responsibility lies with managers and supervisors at all levels of the organization. Businesses must

step outside their traditional roles and comfort zones to look at new ways of working. They have to create a work environment where people enjoy what they do, feel like they have a purpose, have pride in what they do, and can reach their potential.

LITERATURE REVIEW

The research is done referring various research journals, articles and books and this study can bring out prompt rectification of hazards in the workplace, prevent employees meeting with accidents or suffering illness, stress or other negative consequences of work. To provide it provides good working conditions, which can mean less sickness absence, enhance job satisfaction and dedication, help to improve the firm's financial standing. A widely accepted assumption is that better workplace environment motivates employees and produces better results. Office environment can be described in terms of physical and behavioral components. These components can further be divided in the form of different independent variables. An organization's physical environment and its design and layout can affect employee behavior in the workplace. Stallworth and Kleiner (1996) argue that increasingly an organization's physical layout is designed around employee needs in order to maximize productivity and satisfaction. They argue that innovative workplaces can be developed to encourage the sharing of information and networking regardless to job boundaries by allowing communication freely across departmental groups. Statt (1994) argues that the modern work physical environment is characterized by technology; computers and machines as well as general furniture and furnishings. To achieve high levels of employee productivity, organizations must ensure that the physical environment is conducive to organizational needs facilitating interaction and privacy, formality and informality, functionality and cross-disciplinarily. Consequently, the physical environment is a tool that can be leveraged both to improve business results (Mohr, 1996) and employee well-being (Huang, Robertson and Chang, 2004). Ensuring adequate facilities are provided to employees, is critical to generating greater employee commitment and productivity. The provision of inadequate equipment and adverse working conditions has been shown to affect employee commitment and intention to stay with the organization.

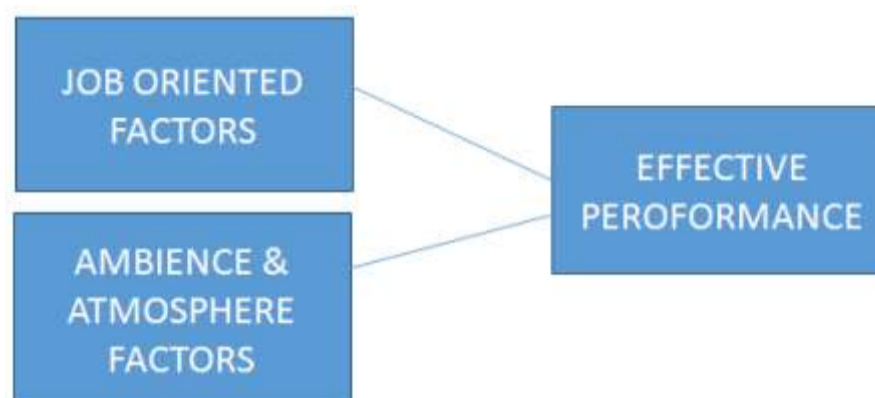
The environment is man's immediate surrounding which he manipulates for his existence. Wrongful manipulation introduces hazards that make the environments unsafe and impede the productivity rate of the worker. Therefore, the workplace entails an environment in which the worker performs his work (Chapins, 1995) while an effective workplace is an environment where results can be achieved as expected by management (Mike, 2010; Shikdar, 2002). Physical environment affect how employees in an organization interact, perform tasks, and are led. Physical environment as an aspect of the work environment have directly affected the human sense and subtly changed interpersonal interactions and thus productivity. This is so because the characteristics of a room or a place of meeting for a group have consequences regarding productivity and satisfaction level. The workplace environment is the most critical factor in keeping an employee satisfied in today's business world. Today's workplace is different, diverse, and constantly changing. The typical employer/employee relationship of old has been turned upside down. Workers are living in a growing economy and have almost limitless job opportunities. This combination of factors has created an environment where the business needs its employees more than the employees need the business (Smith, 2011).

HYPOTHESIS :

Researcher have used Null Hypothesis and the results are as follows :

There is a significant relationship between office environment and productivity of employees.

There is a significant relationship between comfort level has the significant impact on the performance level of employees than office layout.



FINDINGS:

Ambient features in office environments, such as lighting, temperature, existence of windows, free air movement etc, suggest that these elements of the physical environment influence employee's attitudes, behaviours, satisfaction, performance and productivity (Larsen, Adams, Deal, Kweon& Tyler, 1998; Veitch& Gifford, 1996). Closed office floor plan, whether each employee has a separate office of their own or there are a few people in each closed office, allows staff a greater amount of privacy than an open plan office layout. They have the chance to work in peace and quiet, keeping them focused on the tasks in hand without getting overtly distracted by what their colleagues are doing. It offers employees a thinking fame or be creative without much interruption (Mwbex, 2010). In the open office plan, noise existence is stressful and demotivating, posses' high level of distraction and disturbance coupled with low privacy level (Evans & Johnson, 2000).

With technological development, innovative communication methods, virtual reality; e-market improvement and alternative work patterns, workplace continues to change rapidly (Challenger, 2000). To accommodate these rapid changes while maintaining or improving outcomes, organisations have increasingly turned to some version of environment such as open office space (Terricone and Luca, 2002). This type of work environment supports new styles of working and flexible workplaces which offers interpersonal access and ease of communication compared to fully enclosed private offices. Noise is one of the leading causes of employees' distraction, leading to reduced productivity, serious inaccuracies, and increased job-related stress. The survey questionnaire resulted as follows :

RESEARCH METHODOLOGY

The study adopted the descriptive survey research design of the ex-post facto type to investigate the influence of workplace environment (workspace and communication) on workers welfare, performance and productivity. The populations for the study are employees of German Organization operating with its premises in India. The sampling is done based on random sampling. A total of one hundred and eighty respondents (management, middle and junior cadres) were randomly selected from each establishment to give a total of three hundred and twenty respondents from various branch offices in India. One hundred and thirty respondents returned properly filled questionnaires for data analysis. The ages of the respondents ranged between 24 and 55 years. Their academic attainment ranges from Higher Secondary School Certificate to Master Degree holders. Demographic variables are considered as age, educational qualifications, cadre in which they work and marital status.

ANALYSIS OF RESULTS :

- It is observed that employees ranked highest Lighting as the most motivating factor under workspace that will affect their performance.
- This is because good lighting will promote employee's health, reduction of workplace accidents and increased productivity.
- High noise level leads to distractions and lack of full concentration on assigned duties.
- Respondent's answers confirmed that closed office space workplan are more effective and space for privacy is ensured.
- Clean and decorative office with tolerable room temperature/ ventilation improves their work efficiency.
- These findings show that adequate ventilation in any workplace is essential for good health and productivity.
- A well-designed and efficient ventilation system reduces exposure to airborne hazardous substances thereby preventing work-related illness, absenteeism and turnover.

- The meaningful recognition for work well done got the highest significance Many of respondents approximately 79.0% agreed that giving them recognition for a job well done motivate them for greater productivity and increased performance.
- Essential information flows effectively from senior leadership staff ranked second to motivational factors.
- Having a feedback by workers from their managers or/and supervisor and taking suggestions from workers by managers or supervisors on ways to improve things is shown more importance.

CONCLUSION :

- ❖ From the above findings it is found that at instance, workspace decisions should be made to create an investment in employees' quality of life.
- ❖ The organization must always ensure in providing the workers good lighting at the workplace because investment in lighting is to enhance safety.
- ❖ Support should be extended by the management to ensure good inter personal relationship, problem solving, collaboration mentoring, problem solving, routine communication and information sharing. The open environment is social, spontaneous and productive.
- ❖ Employees should advocate with management to see to the need to create a work environment that attracts, keeps, and motivate its workforce.
- ❖ Poor and unsafe workplace environment, result in significant losses for workers, their families, and national economy. A conducive workplace environment that aid the performance of work automatically improves productivity improved or adequate lighting improves productivity, fewer rejects, enhanced safety, lower insurance premiums, better morale and increased customer satisfaction. A good workplace communication will involve employees in the development and implementation of healthy workplace practices, virile employees, enthusiastic employers and sustenance of the organization.

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