
Workplace Environment for Employee's Development: A Prospective Study in Consumer Goods Industry

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Abstract

The term "environment" refers to a person's immediate surroundings that he can control to survive. The physical space that surrounds and affects an employee while at work is referred to as the workplace environment. It can refer to both internal and environmental factors that have a direct impact on one's operating aura and spirit. Positive work environments are essential factors that have a significant impact on employee morale and performance. Most businesses are now discovering that a terrible office environment is to blame for their low productivity and slow growth. The efficacy, health, safety, comfort, morale, and performance of an employee and an organization as a whole are all influenced by the working environment. Employee morale can be boosted and work-related stress can be reduced by creating a positive work environment. As a result, the purpose of this research is to look into the impact of a healthy work environment on employee development in the consumer products business in Chennai.

Keywords: *Workplace Environment, Performance, Employee Development.*

Introduction

The physical structure, culture, profile, and circumstances in which individuals work are all part of the work environment. Every facet of the work environment is interconnected, and it has an impact on an employee's total performance and productivity. The degree of performance has a direct impact on the motivation of succeeding performances. The work environment also covers broader notions like the labour market, industrial sector, and work-life balance that are within the purview of external organizational settings. It's critical to make employees feel that they're an integral part of the company. The definition of the work atmosphere in which workers work determines the success of a firm. The type of setting in which employees work has a significant impact on their productivity and engagement. Employee performance and morale are boosted by a better physical environment, which also results in greater benefits. A healthy office

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environment helps to maintain a sound business sense in the face of increased competition and market requirements. Executives are now concentrating on the overall procedure of the job market and taking into account the emerging styles that are started demanding by the market. Remember the old days when performance and pay packages were the primary determinants of the job market; instead, managers are focusing on the larger aspects and taking into consideration the new trends that are demanded by the market. The physical setup, non-faulty equipment, and performance feedback are only a few of the key components that contribute to an organization's success. He also discovered that to attain standard performance, businesses must streamline their employees' talents for better results. As a result, the physical environment of a workplace cannot be discounted or overlooked, as it plays a significant role in defining the quality of work-life that employees will experience. In today's world, no savvy firm would compromise on quality when there are so many options for a single problem. Instead, businesses invest in their employees so that they may achieve better results and bring honour to the company as a whole. Greater performance may pay off in the long run, and every firm looks forward to individuals that go above and beyond in their attempts to achieve better results. As a result, physical setup at work should not be overlooked, and special attention should be paid to workplace ergonomics.

Workplace Environment and Employee Performance

An institution's backbone is made up of contented and happy employees. They are a company's most valuable asset; a reputable company will make it a priority to satisfy its employees and offer them a pleasant working environment. Employees spend a large portion of their time at work, and the environment in which they are put has an impact on their cognitive and emotional states, as well as their concentration, talents, and behaviors. It is critical to have a tranquil and secure work atmosphere to increase productivity and performance. As a result, total organizational productivity may increase. This has been discovered that providing a pleasant and attractive work environment can improve an employee's mobility, attentiveness, sensory, and physically demanding work connection. Workers' creativity will be boosted, and their overall well-being will increase. In contrast to badly constructed physical settings that contribute to employee disenchantment and organizational stress, having a sound mind and a positive attitude boosts and strengthens working capacity. Too much noise is one of the key variables that have an impact on the office environment. Interruptions abound at a job that is constantly accompanied

by excessive noise and conversation. It really can result in serious inaccuracies as well as job-related stress. The overall majority of reputable business offices are constructed such that there is no noise and employees can concentrate only on their tasks. Another essential consideration is the availability of enough ventilation and lighting at the workplace. Ventilation systems or claustrophobic areas can cause suffocation, resulting in employee time waste.

Another element that businesses should consider is workplace communication. Organizations that allow employees to express themselves freely are more open and effective than those that repress employee feelings. Employees who are unable to communicate their feelings may become frustrated as a result of their hushed voices and bottled-up emotions. It has an impact on performance because grievances are not addressed, and it might result in turnover or absence. Positive workplace communication is a critical component of enhancing employee efficiency and enhancing the office environment. The workplace environment has a significant impact on an employee's performance and productivity. The majority of industries have a dangerous working environment and are frequently unhealthy. The focus of this research is on how the workplace environment in a health facility influences health workers. Inadequate furniture, badly designed workstations, lack of ventilation, excessive noise, inappropriate lighting, poor supervisor support, poor workspace, poor communication, poor fire safety measures for emergencies, and a lack of personal protective equipment can all harm employee productivity. Heat stress, deafness, ergonomic abnormalities, and suffocation are among the occupational ailments that workers in such environments are subjected to. Workers' productivity and performance can suffer as a result of a poorly planned workplace environment, which harms their morale and can lead to low motivation and job satisfaction. As a result, it becomes a challenge for management to provide a safe working environment for workers to ensure their health, efficiency, productivity, and good performance. Individual employee motivation and the architecture of the work environment should be the focus of management efforts in ensuring an engaged workforce. The working environment has a significant impact on productivity. They should create policies that result in good changes in the organization. This should result in a shift in culture, morality, interpersonal connections, and professionalism. The quality of work in organizations is determined by management style. More time should be spent developing plans that are in line with an organization's efficient operation. This can be accomplished by

implementing workplace-improvement methods. In order to make meaningful improvements in these areas, today's managers must modify their working style.

Physical settings, delegation, accountability, and esprit de corps are all examples of this. Employees will be more loyal and trusting as a result of this. They also create a sense of belonging and ownership in the organisation. Smooth workplace communication is a stepping stone to success; a firm that values great communication is better able to deal with challenges. Communication aids in the prevention of problems and the improvement of an organization's overall performance. Effective communication aids in the detection of difficulties early on and the resolution of these issues. It will aid in the spread of positivism throughout the organisation and contend with larger challenges that arise. Improved communication in the workplace leads to fewer fears, fewer disagreements, more cooperation, and increased productivity. Economic performance is used to gauge the country's progress, prompting the government to concentrate on critical areas and overall development. However, this approach ignores the most essential features of society, one of which is the people's collective health. Employees can be affected by an inefficient and sluggish work environment. How can people receive quality healthcare services from an unhealthy healthcare work environment if the environment is afflicted in any way? As a result, important stakeholders must work together to promote a productive and healthy work environment in hospitals.

Reviews

Tekingündüz and Kurtuldu (2015) discovered a link between cognitive expression and a person's decision to quit their employment. They were looking for reasons why people wanted to quit their jobs, and they discovered that one of the most common reasons was unhappiness with one's current employment. They also claimed that while there are a few instances where individuals leave a company for better prospects outside of it, the majority of the time it is the discontent they experience at work that drives them to leave. According to Assad Hafeez (2013), job satisfaction is particularly important at work since it influences not only employees' motivation levels but also their career selections, which in turn affects their relationships with others and personal health. Stress, according to S. Chitra and Dr. R. Arasu (2014), is the main source of employees' negative perceptions of their organisations, and organisations should take positive actions to make their employees feel stress-free so that they may perform with

maximum performance and quality. Employees endure less burnout and job discontent in a healthy work environment, and they also give better services, according to Oxford academic (2011) who studied the effect of hospital work environments on hospital outcomes across several countries. Employees working in a terrible work environment are more likely to have unfavourable outcomes and have lower levels of job satisfaction.

Research Methodology

The investigation is mostly based on primary data acquired through structured questionnaires from the survey participants, who are professionals of various firms in the consumer products industry in Chennai. The study's sampling procedure is stratified random sampling, with a total sample size of 100 individuals.

Analysis and discussion

Table 1: Demographic Profile of the Respondents

Classification	No of Respondents	Percentage
Gender		
Male	61	61
Female	39	39
Age (Years)		
16 – 25	16	16
26 – 35	36	36
36 – 45	23	23
Above 45	25	25
Marital Status		
Married	81	81
Unmarried	19	19
Others	0	0
Educational qualification		
School Level	11	11
UG	35	35
PG	34	34
Diploma and others	20	20
Employment		
Top level	23	23
Middle level	56	56
Low level	21	21
Annual Income		
Less than 5 lakhs	34	34

Between 5 and 8 lakhs	31	31
Between 8 and 10 lakhs	20	20
More than 10 lakhs	15	15
Total	100	100.0

Source: Primary data

The demographic profile of the respondents, who work for various consumer goods companies in Chennai, is shown in the table above. Out of the 100 people interviewed, 61 are men, 36 are between the ages of 26 and 35, 81 are married, 35 have a bachelor's degree, 56 work in middle management, and 34 earn less than 5 lakhs per year.

Table 2: Work place environment for development

S. No	Statements	N	Mean	SD
1	My organization gives an opportunity for professional growth.	100	1.26	1.52
2	My organization uses various methods to develop employees.	100	1.34	1.62
3	My Organization builds competency Mapping for various bands/designations	100	1.62	0.99
4	My organization assesses competency levels of employees.	100	1.25	0.87
5	My organization helps in career development	100	0.98	0.77
6	My organization has custom made learning models for employees.	100	1.11	0.98
7	My organization has individual learning plans for employees.	100	0.99	1.05
8	My organization aims at skill development of employees.	100	1.95	0.55
9	My organization intends to change attitude of	100	0.89	1.08

	employees.			
10	My organization gives importance to knowledge development.	100	1.16	0.87
11	My organization checks on action learning.	100	1.77	0.96
12	The appraisal form also gives weightage to quality of work.	100	1.87	0.61

Source: Primary data

The responses to several statements reflecting the work environment for development are represented in the table above. My organisation focuses on employee skill development has the highest mean value, indicating that the statement was chosen by the majority of respondents. As a result, it can be inferred that the majority of consumer products companies want to improve their employees' skills.

Differences between survey respondents' perceptions of their work environment and their demographic characteristics were examined.

H01: There is no statistically significant relationship between respondents' perceptions of their workplace environment and their demographic features.

Variables	<i>f</i>	P-value	S/ NS
Gender	145.62	0.02	S
Age	56.81	0.56	NS
Marital status	26.14	0.08	S
Education	123.65	0.14	S
Employment	19.11	0.36	S
Annual Income	312.87	0.44	S

Source: Primary data

The disparity between respondents' perceptions of their work environment and their demographic profile is analysed in the table above. All demographic features, except age, are determined to be significant at 5% and 1%, respectively, as shown in the table. As a result, the null hypothesis is

rejected, and it is found that the gender, marital status, education, employment, and annual income differences between respondents' perceptions of work place environment and their demographic profile are significant.

Suggestions and Conclusion

The quality of one's work-life has several dimensions. That is an user's sense of wellbeing, which is based on his or her pleasure with the work environment, rather than the type of job he or she is doing or how happy he or she is with his or her current job. Everything which is part of an employee's participation with their work, such as their relationships with co-workers and supervisors, organisational culture, personal development opportunities, and so on, is referred to as the workplace environment. Employees who work in a positive workplace enjoy coming to work, which offers incentive to keep them going throughout the day. Employees in the health-care industry make up the largest group of professional caregivers. It is critical to understand how satisfied healthcare personnel are with their jobs and what factors influence their job satisfaction in order to ensure the quality of treatment provided and improved patient.

Development should never come to an end. Up-skilling oneself should be a continual process, and once employees are hired, they should endeavour to acquire as many techniques and procedures as possible to make their jobs easier. Employees must understand their jobs and duties. They should be well-versed in their responsibilities. Its aims and goals should be aligned with those of the corporation. Motivating employees to perform on their areas of improvement after obtaining feedback in order to improve their productivity. Workers should adhere to their employers' feedback to the letter. Employees should respect and care for one another. They should not be made to feel bad about their work by their co-workers. Employees must ensure that they have each other's trust and loyalty. Employees should contribute to their organisations and make suggestions to their bosses for organisational improvement. They must discuss the system's flaws in an open and transparent manner so that organisations can address them.

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