

A STUDY ON IMPACT OF WORKING CONDITION ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO YUVARANI TRADERS, TIRUPUR

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ABSTRACT

Ensuring employee performance and preventing excessive stress, which can have a detrimental impact on job performance, require a decent work environment. Employee performance and job happiness are influenced by a number of workplace factors.

Thus, the primary goals of this research are to ascertain the influence of the work environment on employees' performance at work and to explore the relationship between employee performance and work environment. For this study, Yuvarani Traders, a garments company, was selected based on feasibility and accessibility. The target population of the study was found to be 350, sample size was found to be 123 which were the respondents of the study and will be tested with Chi-square, correlation and Anova. To collect data a structured quantitative questionnaire was adapted from the prior research with permission and referenced. A mixed methodology was selected for this study. To test the data each of the questions were separately first analysed and interpreted and to see the contribution of each variable and contribution to the impact of working conditions on employee performance of employees, Pearson's Correlation Analysis was used to see relationship of variables.

Keywords: Work Environment, Employees' Performance, support from managers and coworkers, and the actual physical workspace.

1. INTRODUCTION

The working environment has a significant impact on employee performance within the firm. It refers to the physical geographical location of a workplace, which includes elements such as air quality, noise level, employee wellness, and even enough parking.

It is argued to have a significant impact on employee performance, either negatively or positively. Employee rights are debated by international organizations around the world. Better physical environment of office will boost the employees and ultimately improve their productivity. Various literature pertains to the study of multiple offices and office buildings indicated that the factors such as dissatisfaction, cluttered workplaces and the physical environment are playing a major role in the loss of employees' productivity.

A better physical atmosphere in the office will promote employee morale and, ultimately, increase productivity. Various studies on different offices and office buildings have found that issues such as discontent, congested workplaces, and the physical environment all play a significant part in the loss of employee productivity.

IMPACT OF WORKING CONDITIONS ON EMPLOYEE PERFORMANCE

Significance: The relationship between working conditions and employee performance is crucial in organizational settings.

Focus: This study explores how different aspects of working conditions influence employee performance metrics.

Objectives: It aims to identify specific factors within working conditions that significantly affect employee productivity, satisfaction, and overall performance.

Methodology: Utilizes a combination of quantitative surveys and qualitative interviews to gather comprehensive insights.

Expected Outcomes: Provides actionable insights for organizations to optimize working conditions, enhance productivity, and improve employee well-being and retention.

STATEMENT OF THE PROBLEM

Working Environment has a bid contribution for the organization in maintaining high level of employees' productivity. Therefore, employee performance can be increased by developing a favorable working condition, so the study reveals the impact of working conditions on employee performance in the organization.

2. OBJECTIVES OF THE STUDY

- To analyse the working conditions and its impact on performance of the employees in the organization.
- To find the employees' level of satisfaction in the organization.
- To know the factors that influence the employee's performance in the organization.

LIMITATIONS OF THE STUDY

- Accuracy of the figures and data depends on the respondents' view.
- The interaction with the employees is mainly during their work hours and so it can also influence the process.

3. RESEARCH METHODOLOGY

This study is systematically and scientifically organized. The validity of any study depends on the systematic method of data collection and analyzing the same in a logical sequential order. The study describes the impact of working conditions on employee performance and hence it is descriptive in nature.

RESEARCH DESIGN

The plan that outlines the strategy for a study and how it will be implemented is called a research design. It outlines the steps and techniques for gathering, and analysing data. When gathering information from respondents, the researcher employed a descriptive study.

DESCRIPTIVE RESEARCH DESIGN:

The goal of the descriptive research approach is to characterize the features of a population or a phenomenon. It seeks to give a thorough accurate picture of the topic being studied without altering or changing any of the variables. The research is completely based on the description of the factors that impact the working conditions on employee performance.

DATA COLLECTION METHOD:

- Primary Data
- Secondary Data

SAMPLE SIZE

The sample size is 123

STATISTICAL TOOLS USED

- Chi – square test
- Correlation
- Anova

4. REVIEW OF LITERATURE

Parker and Grote (2023) examined how redesigned office spaces affect employee performance. They found that flexible workspaces that support both collaborative and individual work improve employee engagement and productivity.

Maslach and Leiter (2023) emphasized the importance of resilience training and organizational support in mitigating burnout and enhancing performance.

The role of leadership in remote settings has been a critical area of study. A 2023 study by Nguyen and Habibi found that transformational leadership styles are particularly effective in remote environments, fostering higher levels of trust, motivation, and performance among employees.

With the increase in remote work, studies such as that by Smith et al. (2022) have looked at virtual team dynamics. They found that teams with strong virtual collaboration tools and clear communication protocols perform better than those without.

Research by Anderson and Brown (2022) highlighted the increasing popularity of performance-based compensation models. They found that these models can lead to higher productivity but also stress the need for fair and transparent evaluation processes.

5. ANALYSIS AND INTERPRETATION

CHI-SQUARE TEST

Null hypothesis H0: There is no significant relationship between the Work Experience of the respondent and the opinion of the respondent about the company's organizational culture.

Alternative hypothesis H1: There is a significant relationship between Work Experience of the respondent and the opinion of the respondent about the company's organizational culture.

ACTUAL VALUE						
	A	B	C	D	E	TOTAL
EDUCATION QUALIFICATION	49	19	17	15	0	100
SATISFACTION ON ORGANIZATION'S SUPPORT FOR WORKLIFE BALANCE	37	32	22	7	2	100
TOTAL	86	51	39	22	2	200
EXPECTED VALUE						
	A	B	C	D	E	TOTAL
EDUCATION QUALIFICATION	43	25.5	19.5	11	1	100
SATISFACTION ON ORGANIZATION'S SUPPORT FOR WORKLIFE BALANCE	43	25.5	19.5	11	1	100
TOTAL	86	51	39	22	2	200
	CHI.SQ	0.03				

CHI SQUARE TEST = 0.03

INTERPRETATION:

The chi-squared statistic (0.03) is much smaller than the critical value (9.488) for 4 degrees of freedom at the 0.05 significance level. This indicates that there is no significant difference between the observed and expected frequencies. There is no statistically significant association between education qualification and satisfaction on the organization's support for work-life balance. The observed frequencies are very close to what would be expected if there were no relationship between these two variables.

CORRELATION

The variables are said to be correlated if the changes in one variable results in a corresponding change in the other variable. That is, when two variables move together, we say they are correlated.

PHYSICAL ENVIRONMENT	ORGANIZATION SUPPORT	
29	37	
56	32	
15	22	
0	7	
0	2	
	PHYSICAL ENVIRONMENT	ORGANIZATION SUPPORT
PHYSICAL ENVIRONMENT	1	0.83506
ORGANIZATION SUPPORT	0.83506	1

INTERPRETATION:

The high correlation coefficient (0.83506) suggests that there is a significant positive relationship between the physical environment and organizational support. Improvements or satisfaction in one are likely associated with improvements or satisfaction in the other.

ANOVA

ANOVA test for educational qualification of the respondent and organization's support for work life balance.

H₀=There is no significant relationship between relationship between the Educational Qualification of the respondent and organization's support for work life balance positively impacts my work performance.

H₁=There is significant relationship between the Educational Qualification of the respondent and organization's support for work life balance positively impacts my work performance

Annova: Single Factor						
SUMMARY						
Groups	Count	Sum	Average	Variance		
EDUCATIONAL QUALIFICATION	4	51	12.75	74.91667		
SUPPORT FOR WORK-LIFE BALANCE	4	63	15.75	189.5833		
ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	18	1	18	0.136106	0.724852	5.987378
Within Groups	793.5	6	132.25			
Total	811.5	7				

INTERPRETATION

As the p value is greater than sig. value (0.01 and 0.05) all the 2-case, Educational Qualification of the respondent and organization's support for work life balance positively impacts my work performance the Null hypothesis are accepted. Hence, it is concluded that there is a statically no significant difference among the Educational Qualification of the respondent and organization's support for work life balance positively impacts my work performance.

6. CONCLUSION

Employee motivation to complete their given tasks is greatly influenced by their working conditions. Employee job satisfaction is positively impacted by it. This study also showed that if management addresses the issues found during the investigation, employees' performance will increase. By giving the workplace environment in their firms more consideration, this study has an impact on future performance by raising employee commitment and motivation. Their workforce can provide better results in this way. Additionally, it guarantees that the organization's staff will be able to work with ease in a stress-free, laid-back atmosphere free from obligations or pressures that could impair their performance. Upon completion of the study, it became evident that an employee's workplace had a significant influence on their productivity. Thus, it is the organization's duty to provide a welcoming workplace that will encourage staff members to work comfortably and do their jobs.

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