

A STUDY ON IMPACT OF WORKPLACE ENVIRONMENT TOWARDS EMPLOYEES PERFORMANCE AT TOYAMA CONTROLS AND SYSTEMS PRIVATE LIMITED IN HOSKOTE

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I. ABSTRACT: This study investigates the multifaceted relationship between workplace environments and employee performance. Through a thorough analysis of various workplace factors such as physical design, organizational culture, and social dynamics, we aim to discern the significant influence of these elements on employee productivity, job satisfaction, and overall well-being. Our findings offer valuable insights for employers and managers seeking to enhance workplace conditions to optimize employee performance and promote a healthier, more productive workforce. By comprehensively analyzing factors such as office design, workplace culture, ergonomic considerations, and work-life balance initiatives, this research seeks to provide valuable insights for employers and policymakers aiming to enhance workplace environments, foster employee engagement, and ultimately optimize organizational performance in an ever-evolving professional landscape.

Keywords: Workplace environment, Employees performance, Employee well-being, Well- life balance, Ergonomics, Physical workspace.

II. Introduction

The workplace environment significantly impacts employee performance and well-being. Factors like office layout, organizational culture, lighting, temperature, noise levels, and ergonomic furniture can influence concentration, collaboration, and motivation. This study explores the interplay between workplace environments and employee performance, focusing on the dimensions that contribute to a productive and harmonious environment. As the modern workplace evolves, organizations recognize the importance of the workplace environment in shaping employee performance, as employees spend a significant portion of their lives at work.

Importance of workplace environment:

- **Employee well-being:** Supportive work environment promotes physical, social, and psychological well-being.
- **Job satisfaction:** A great work atmosphere can develop job satisfaction, resulting in loyalty, retention, and promotion.
- **Motivation:** Employee motivation increases when they feel appreciated and supported.
- **Productivity:** A favourable office setting can boost output and contribute to success.
- **Reputation:** Having a good workplace can help an organization's reputation and attract new clients.

Factors affecting workplace environment:

- **Physical environment:** Provide employees with a comfortable and secure physical environment to enhance productivity.
- **Social environment:** Employees' job satisfaction, motivation, and performance can be improved by creating a positive social environment.
- **Organizational culture:** Organizational culture promotes employee engagement, dedication, and performance through purpose, fairness, and trust.
- **Tasks and demands at work:** Reduce stress and provide clear job descriptions, workloads, and deadlines to increase motivation.
- **Career development opportunities:** Opportunities for advancing one's career increase motivation, satisfaction of job, and loyalty.

III. Literature review

1. Impact of work environment on the professional development. Author - Badji Ouyi

Publication - Copyright © 2019 the Author(s). Published by Scientific & Academic Publishing.

Year - (2019)

The goal of that study is to figure out the connection between a staff member's office setup and his professional growth. To do this, we hypothesized that the labor environment has a hold and impacts workers' professional growth. We employed multiple logistic regression and Pearson's correlation to confirm the association in the middle of the workplace environment and professional growth.

2. Influence of work environment on employee performance: a critical review. Author - Bilal

Ahmad and Farooq Ahmad Khan

Publication – The Business Review, Vol. 23, No. 2, July-Dec 2019

Year - (2019)

The work environment significantly impacts employee morale, productivity, and engagement, negatively impacting performance. Management must understand and address changing work preferences to maintain and develop appropriate conditions. Offering favorable work conditions can reduce work unhappiness, staff turnover, and absenteeism, ultimately improving employee performance and increasing revenues for the organization.

3. The effect of the working environment on employee satisfaction and productivity. Author -

Nita Sukdeo

Publication – Proceedings of the International Conference on Industrial Engineering and Operations Management, Bogota, Colombia

Year - (2019)

A working environment that allows workers to accomplish their task at an optimal level in a favourable and comfortable atmosphere is a vital criterion for employee happiness. Employee happiness and the impact of employee satisfaction on productivity are both influenced by the working environment. The survey took into account five workplace detriments: working conditions, salary, training and professional growth, fairness of treatment, and job security. The study's findings revealed a very high causal influence of the place of work on employee satisfaction, which leads to greater productivity.

4. The impact of working environment on employees' performance. Author - Christabella P.

Bushiri

Publication – Corpus ID: 112988275, Published 2020

Year - (2020)

The study also found that if the problems highlighted during the research are tackled by management, employees' performance will improve. The issues are workplace flexibility, work noise distraction, the supervisor's interpersonal contact with subordinates, the existence of job assistance, the usage of

performance feedback, and the improvement of work incentives in the organisation to inspire people to accomplish their job.

5. Work environment & employee performance. Author - Mehrsa Bakhtiyari

Publication – Tehran Markaz Azad University, Tehran, Iran. Correspondence: mehrsa.bakhtiari@yahoo.com

Year - (2020)

The work atmosphere may be either beneficial or harmful. They have a variety of consequences for staff productivity. Staff performance is highly influenced by the effort environment, both favourably and adversely. A pleasant working environment provides employees with a rewarding experience and allows them to realize their strengths and potential. Furthermore, it reinforces self-actualizing behavior. Managers should use the many aspects impacting employees' behavior in the workplace mentioned in the present study to increase work performance.

Research gap

Research on the workplace and employment outcomes is growing, but there is a lack of understanding about the specific environmental factors that significantly impact worker performance. Further research is needed to identify critical variables in the corporate environment affecting employee performance and optimize them for productivity and well-being. Additionally, more research is needed on the properties of various work environments, such as office-based, remote, and hybrid, and how they affect performance across different industries and organizational contexts.

Objectives of the study:

1. To understand the concept of workplace environment at Toyama Controls & Systems Private Limited, Hoskote.
2. To identify the factors effect on employees' performance at workplace.
3. To examine the relationship between employees' performance with workplace environment.
4. To assess the strategies for best workplace environment with enhancement of employees performance

IV. Research design:

This study utilized the descriptive research methodology to collect the data.

Descriptive research

Descriptive research is a prominent research approach for determining what, when, who, where, and how. In my study, descriptive research is used because we are neither doing tests nor offering new meaning.

Data collection

To obtain information, sources of both primary & secondary data are utilised. The following is a more detailed list of them:

1. Primary sources

The primary resources of information collecting are structured, undisguised surveys, questionnaires and observation techniques. The questionnaires include demographic information such as age, gender, and experience, over and above experience and satisfaction levels.

2. Secondary sources

Secondary data collected sources include journals, company websites, and many other websites relating to Human Resource Management, books on the subject of education, newspapers, magazines, preceding year's report and so on.

Tools for analysis

The data collected is analysed through the following tools:

- A. Charts
- B. Tables

Sampling

For collecting samplings we used the Simple Random Technique, 114 employees are picked as sample units from a total of 195 population.

Questionnaires

In the Total 42 questions were asked for the survey questionnaires, in that there are 6 demographic questions (Ordinal questions), one satisfaction level (Ratio) based question and other 35 questions are nominal questions based on objectives were asked to the respondents.

Types of hypothesis

1. Null Hypothesis
2. Alternative Hypothesis

For this study we requires these hypothesis,

- **H1:** There is a significant impact of workplace environment on employee performance.
- **H0:** There is no significant impact of workplace environment on employee performance.

V. Analysis

Data analysis and interpretation were done using SPSS software.

1. Chi – square analysis:

Table 5.1

Gender * The workplace environment can influence employee engagement and commitment to the organization.

| Chi-Square Tests | | | |
|---|--------------------|----|----------------------------------|
| | Value | df | Asymptotic Significance(2-sided) |
| Pearson chi-Square. | 5.639 ^a | 3 | .131 |
| Likelihood ratio | 3.853 | 3 | .278 |
| Linear-by-Linear Association | .154 | 1 | .695 |
| N of Valid Case | 114 | | |
| a. 6 cells (75.0%) have projected count less than 5. The min expected count is .06. | | | |

Interpretation:

The null hypothesis is accepted due to a P-value of 0.131, which is above the significant level of 0.05. The Chi-Square tests reveal no significant relationship between gender and the perception of the workplace environment's impact on employee engagement and commitment.

2. One way anova:

Table 5.2

| ANOVA | | | | | | |
|---|----------------|----------------|-----|-------------|------|------|
| | | Sum of Squares | df | Mean Square | F | Sig. |
| The workplace environment includes factors such as the availability of necessary equipment and resources. | Between Groups | .025 | 1 | .025 | .107 | .745 |
| | Within Groups | 26.045 | 112 | .233 | | |
| | Total | 26.070 | 113 | | | |
| It also includes factors such as the level of social interaction and collaboration among employees. | Between Groups | .034 | 1 | .034 | .098 | .754 |
| | Within Groups | 38.913 | 112 | .347 | | |
| | Total | 38.947 | 113 | | | |

Interpretation:

The study found no significant differences between groups in workplace environment factors, equipment availability, and social interaction and collaboration among employees. The one-way ANOVA analysis revealed no significant differences between the groups, indicating no statistically significant differences in these factors. Therefore, the null hypothesis was not rejected.

3. T – test analysis:

Table 5.3

| Paired samples correlations | | | | | |
|-----------------------------|---|-----|-------------|--------------|-------------|
| | | N | Correlation | Significance | |
| | | | | One-Sided p | Two-Sided p |
| Pair 1 | The workplace environment includes factors such as the availability of necessary equipment and resources. & It also includes factors such as the level of social interaction and collaboration among employees. | 114 | .142 | .066 | .132 |

| | | | | | |
|--------|---|-----|------|------|------|
| Pair 2 | The cleanliness and tidiness of the workplace environment is important. & The organization provides the necessary technology and tools to perform tasks efficiently. | 114 | .022 | .408 | .816 |
| Pair 3 | Employees feel motivated to perform at their best in the workplace. & The workplace recognizes and rewards employee achievements. | 114 | .149 | .056 | .113 |
| Pair 4 | Encouraging breaks and time off can improve employee performance and well-being. & Involving employees in decision-making processes can improve their engagement and, in turn, performance. | 114 | .131 | .083 | .165 |

Interpretation:

The study found no significant differences between workplace environment factors, cleanliness and tidiness importance, employee motivation and recognition, and encouraging breaks versus involving employees in decision-making. Therefore, the null hypothesis was not rejected for all four combos, indicating no statistically significant differences between the paired variables.

VI. Limitations:

- Confidential problems are not exposed in the problem's course.
- There is greater tendency for the respondents' behaviors and responses to fluctuate.
- The sample doesn't cover every employee in the organisation. As a result, it might not reflect exact viewpoints of all the company's personnel. As a result, generalizations might not be truly representative.
- Analyzing the psychological issues that individuals have in relative to their employment environments is equally challenging.
- The approach procedure/time was difficult. for the reason that of their hecticwork schedule

VII. Findings

- Around 97.1% of employees either agree or strongly agree that social & cultural factors within the workplace impact the overall work environment positively.
- About 86.8% of employees believe that the workplace environment can indeed influence their motivation & productivity, with only 3.5% expressing disagreement.
- High noise levels within the work environment negatively impact employees' performance causing challenges in achieving goals.
- Workplace collaboration & teamwork promotes employee performance through knowledge sharing and problem-solving.
- Employees who have clear & achievable performance expectations set by the organization are more likely to exhibit higher levels of productivity & job satisfaction.

VIII. Suggestions:

- Organizations should have to invest in maintaining a clean, organized, and attractive workspace with ergonomic furniture and sufficient natural light.
- Should have to implement noise reduction strategies, such as designated quiet areas and noise-cancelling headphones, to enhance employees' ability to focus and concentrate.
- They need to ensure the workplace has a comfortable temperature and proper lighting to promote productivity and well-being.
- Regularly they have to upgrade technology and provide employees with the necessary tools to streamline tasks and enhance productivity.
- Need to introduce wellness initiatives that address physical, mental, and emotional well-being to support employees' overall health and performance.

IX. CONCLUSION:

The study at Toyama Controls and Systems Private Limited reveals that a positive work environment, including equipment, resources, cleanliness, and ergonomic layout, significantly enhances employee performance. However, noise levels, temperature, and humidity levels also impact performance. Clear performance expectations, access to technology, recognition of employees' contributions, and promoting work-life balance also contribute to better performance.

The study suggests that Toyama Controls and Systems can increase operational efficiency and success by addressing these issues. Implementing strategies to optimize the work environment can lead to increased productivity, increased employee satisfaction, and a positive impact on the bottomline.

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