

## **A STUDY ON THE EFFECTIVENESS OF WORK CULTURE AMONG THE EMPLOYEES OF SAKTHI SUGARS LIMITED, ERODE**

Dr. M R VANITHAMANI , Mr. M MYTHREYAN,

DEPARTMENT OF MANAGAMENT STUDIES

KARPAGAM COLLEGE OF ENGINEERING

COIMBATORE – 641032

### **ABSTRACT**

The working environment means those processes, systems, structures, tools or conditions in the workplace that impact favorably or unfavorably individual productivity. The working environment also includes policies, rules, culture, resources, working relationships, work location, internal and external environmental factors, all of which influence the ways that employee perform their job functions. Work culture is the norms and values shared by members of an organization that controls the way they interact with one another and stakeholders outside the organization. The topic of this study is, “A study on work environment and work culture among the employees in Sakthi Sugars Limited, Erode”. It finds out the employee’s satisfaction about job security, welfare & safety facilities, infrastructure, benefits provided by the organization. This study also investigates how the working environment and culture would affect the performance of an employee. The data collection method used is primary as well as secondary. This study is to focused on the factors related to a working environment and culture that influences employees' performance. The types of questions used in our Questionnaire are structured as multiple choice questions. The sample size of the study is 120.Descriptive research method and convenience the workplace environment is the key factor affecting an employee's engagement, productivity sampling technique have been adopted in the study. Simple percentage analysis, Chi square analysis and correlation have been applied in order to fulfil the objectives of the study. It found that,, and comfort level. Apart from that, factors such as safety & health and emergency access also influence the performance of an employee.

## 1.INTRODUCTION

Working environment is a broad term and means all your surroundings when working. Your physical working environment is, for example, your work tools as well as air, noise and light. But your working environment also includes the psychological aspects of how your work is organised and your wellbeing at work. The term work environment is used to describe the surrounding conditions in which an employee operates. The work environment can be composed of physical conditions, such as office temperature, or equipment, such as personal computers. It can also be related to factors such as work processes or procedures.

The work environment can involve the social interactions at the workplace, including interactions with peers, subordinates, and managers. Generally, and within limits, employees are entitled to a work environment that is free from harassment. A hostile work environment exists when unwelcome sexual conduct interferes with an employee's job performance, or creates a hostile, intimidating, or offensive work environment.

## 2.OBJECTIVES OF THE STUDY

### Primary Objective

- A study on work environment and work culture among the employees in Sakthi Sugars Limited., Erode

### Secondary Objectives

- To know the demographic profile of the respondents.
- To understand the working environment of the organization.
- To evaluate the work culture of the organisation.

To obtain suggestions from the respondents to improve work environment and work culture in the organisation.

### **3. RESEARCH METHODOLOGY**

#### **Sample Size**

The sample size of the specific study is 169 as this is a particular sector of company.

#### **Population**

The aggregate elementary units in the survey are referred to as the population. Here it covers the total employees of Sakthi Sugars Ltd, Erode. The population of the study is 300.

### **SOURCES OF DATA**

#### **1. PRIMARY DATA**

Primary data mainly been collected through personal interviews, surveys etc. Secondary data means the data that are already available. Generally speaking secondary data is collected by some organizations or agencies which have already been processed when the researcher utilizes secondary data; the process of secondary data collection and analysis is called desk research.

#### **2. SECONDARY DATA**

Secondary data provides economy in time and cost. It is easily available and unbiased. Secondary data may either be published data or unpublished data. For this study secondary data were collected from the annual reports of the company and from the company website. The study depends mainly on the primary data and secondary data namely the text books, journals, newspapers, magazines and internet.

### **LIMITATIONS OF THE STUDY**

- Due to the shortage of time and other constraints, the study has been limited to 169 respondents only.
- This study restricted Erode only, so it may not universally applicable.
- The accuracy of the information depends upon the respondents.
- The scope of the study is limited to the Erode unit only.=

## DATA ANALYSIS TOOLS

1. Simple percentage analysis
2. Chi-square test
3. Correlation

## 4. REVIEW OF LITERATURE

**Kotter and Heskett (2018)** gave a good example on the relationship between organizational culture and organizational behavior. In their study, their conclusion can be categorized into two: a contingency model and a universal model. The contingency model indicated that better performing organizations have strong cultures, but only if the culture fits the organization's environment. In contrast, the universal model outlined that if an organization wants to behave well in the long term, it must have a culture focused on three constituencies: customers, employees, and stockholders.

**Leaman (2019)**, he stated that those employees who have their performance affected by the workplace environments are those who always complaints on the discomfort and dissatisfaction at the workplace. Some of the example of variables that could leads towards the discomforts of the employees are such as the lightings, ventilation and also noise. The functional comfort can be defined as in which level that the employees can perform their task in their current factors of workplace environment (Visher, 2008).

**Paendong et al. (2020)** The work environment can be interpreted as an environment where employees do their daily work. So the work environment must provide a sense of comfort to employees so that they can provide a sense of satisfaction to employees in carrying out their work. Paendong suggest that a good work environment is also able to provide security and comfort for employees which will ultimately lead to feelings of satisfaction within employees. The work environment is everything that can support employees when carrying out their duties. When a comfortable work environment is provided by the company employees, employees will contribute to the company optimally so that they can achieve company goals.

**Gorzelany et al., (2021)** Apart from a good organizational culture, a pleasant work environment can also help in completing tasks in an orderly and perfect manner. The work environment is also seen as an important factor in determining the quality of life of individual employees. How well an employee is affiliated with an organization, influences how the employee behaves within the organization's rules

including their level of motivation, innovative behavior, attendance, interaction with other employees, and job retention. Employees who are faced with a work environment that makes them comfortable will help improve the quality of their performance, not only the work environment but employees must also have high work motivation to improve the quality of their performance.

## 5. TESTING OF HYPOTHESIS

### RELATION BETWEEN THE EXPERIENCE OF THE RESPONDENTS AND WORK ENVIRONMENT

#### Null hypothesis (H<sub>0</sub>):

There is no significance difference between experience of the respondents and work environment.

#### Alternative hypothesis (H<sub>1</sub>):

There is some significance difference between experience of the respondents and work environment.

#### Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
EXPERIENCE OF THE RESPONDENTS * WORK ENVIRONMENT	169	100.0%	0	.0%	169	100.0%

**Chi-Square Tests**

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	338.719 <sup>a</sup>	99	.000
Likelihood Ratio	314.817	99	.000
Linear-by-Linear Association	128.608	1	.000
N of Valid Cases	169		

a. 130 cells (95.6%) have expected count less than 5. The minimum expected count is .01.

**INFERENCE:**

As per the above table, it is inferred that the P value is .000; it is not significant to 5% (0.05) significant level. The minimum expected count is .01. Thus alternative hypothesis is accepted and it is found that there is some significant relationship between experience of the respondents and work environment.

**CORRELATION ANALYSIS**

**RELATIONSHIP BETWEEN SALARY OF THE RESPONDENTS AND WORK CULTURE**

**Correlations**

		SALARY OF THE RESPONDENTS	WORK CULTURE
SALARY OF THE RESPONDENTS	Pearson Correlation	1	.942**
	Sig. (2-tailed)		.000
	N	169	169
WORK CULTURE	Pearson Correlation	.942**	1

	Sig. (2-tailed)	.000	
	N	169	169

**\*\* Correlation is significant at the 0.01 level (2-tailed).**

### INFERENCE:

The Above table indicates that out of 169 respondents, co-efficient of correlation between salary of the respondents and work culture is 0.942. It is below 1. So there is positive relationship between salary of the respondents and work culture.

### SUGGESTIONS

- Employees must be satisfied in the work place. The satisfied work place and the environment only increase the productivity and their performance.
- Working hours must be a reasonable one. No employees must be engaged much time unnecessarily.
- Shift of the work must be allotted and offered as per their convenient. There should not be any compulsion to work in the night shift.
- Salary must be a reasonable one. Yearly increment must be there to satisfy them. This will turn to retaining the employees.
- Moderate supervision must be there. There should not be restricted and too strict supervision.

### CONCLUSION

The study is aimed at investigating the work environment and work culture of the organization. Organizational culture is the norms and values shared by members of an organization that controls the way they interact with one another and stakeholders outside the organization. The study reveals that organizational culture fosters performance and satisfaction of employees. In other words, it has an impact on employee performance and job satisfaction. Even in advanced countries and in most computerized organizations, organizational culture and environment cannot be over looked because it plays a significant role in the organization. It determines kind of working environment and how employees interact and all these affects performance, satisfaction and even productivity of the organization itself. It is therefore important that every organization should develop a culture that will be well understood by its employees,

because if employees are well acquainted with the organization's culture they know how to adjust their own values to fit into the culture of the organization thereby performing their duties properly and get satisfied at the end of the day for a job well done. It concludes that, most of the employees are satisfied with the work environment and work culture of the organization Sakthi Sugars Limited, Erode.

## Reference

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