

A Study on Working Environment and Job Satisfaction of Employees at Meedenlabs Private Limited

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ABSTRACT

The working environment plays a significant role in influencing employee satisfaction, motivation, and organizational productivity. A positive workplace environment improves employee morale, commitment, and efficiency, whereas an unhealthy work environment may lead to stress, dissatisfaction, and reduced performance. The present study titled “A Study on Working Environment and Job Satisfaction of Employees at Meedenlabs Private Limited” aims to examine the relationship between workplace factors and employee job satisfaction.

The study mainly focuses on variables such as stress level, superior support, welfare facilities, and career development. A descriptive research design was adopted for the study. Primary data were collected from 150 employees using a structured questionnaire with a five-point Likert scale. Statistical tools such as Percentage Analysis, Mean and Standard Deviation, ANOVA, Correlation, and Regression Analysis were used to analyze the collected data.

The findings reveal that career development opportunities and supportive leadership have a strong positive impact on employee job satisfaction. The study concludes that organizations should focus on employee welfare, supportive management practices, and professional growth opportunities to improve employee satisfaction and organizational effectiveness.

Keywords: Working Environment, Job Satisfaction, Employee Welfare, Career Development, Stress Management.

1. INTRODUCTION

In today's competitive business environment, organizations recognize that employees are their most valuable assets. Employee satisfaction and organizational productivity largely depend on the quality of the work environment provided by the organization. A healthy work environment includes physical comfort, psychological well-being, supportive leadership, and positive interpersonal relationships.

Meedenlabs Private Limited operates in a dynamic and target-oriented recruitment environment where employees frequently handle multiple responsibilities, client coordination, and strict deadlines. Therefore, maintaining a supportive work environment becomes essential for improving employee satisfaction and organizational performance.

This study examines how different workplace factors influence employee job satisfaction in Meedenlabs Private Limited.

2. REVIEW OF LITERATURE

Author & Year	Findings
Abdul Raziq & Raheela Maulabakhsh (2015)	Supportive work environment positively influences employee motivation and satisfaction.
Edward Tio (2014)	Workplace conditions significantly affect employee productivity and loyalty.
Julie Donley (2021)	Poor work environment increases burnout and dissatisfaction among employees.
Huma Bilal (2012)	Leadership support and rewards positively affect employee satisfaction.
Marie Kainkan (2015)	Positive co-worker relationships improve employee satisfaction.
Nita Sukdeo (2017)	Work environment strongly influences employee productivity and satisfaction.

3. OBJECTIVES OF THE STUDY

1. To examine the impact of working environment on employee job satisfaction.
2. To identify the factors influencing employee satisfaction at Meedenlabs Private Limited.
3. To analyze the relationship between stress level, superior support, welfare facilities, and career development with job satisfaction.
4. To provide suggestions for improving employee satisfaction and workplace effectiveness.

4. RESEARCH METHODOLOGY

Particulars	Description
Research Design	Descriptive Research Design
Sampling Technique	Convenience Sampling
Sample Size	150 Respondents
Data Collection	Primary & Secondary Data
Research Instrument	Structured Questionnaire

Statistical Tools	Percentage Analysis, Mean, Standard Deviation, ANOVA, Correlation, Regression
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5. DATA ANALYSIS AND INTERPRETATION

5.1 DEMOGRAPHIC PROFILE OF RESPONDENTS

Table 5.1 Age of Respondents

Age Group	Frequency	Percentage
18 – 25 Years	132	88%
26 – 35 Years	12	8%
36 – 45 Years	6	4%
Total	150	100%

Interpretation

The majority of respondents (88%) belong to the age group of 18–25 years.

Table 5.2 Gender of Respondents

Gender	Frequency	Percentage
Male	102	68%
Female	48	32%
Total	150	100%

Interpretation

The majority of respondents are male employees (68%).

Table 5.3 Marital Status of Respondents

Marital Status	Frequency	Percentage
Married	20	13.3%
Unmarried	130	86.7%
Total	150	100%

Interpretation

Most respondents are unmarried employees.

Table 5.4 Educational Qualification

Qualification	Frequency	Percentage
Diploma	7	4.7%
Under Graduation	58	38.7%
Post Graduation	80	53.3%
Professional Degree	5	3.3%
Total	150	100%

Interpretation

Most respondents are postgraduates.

Table 5.5 Experience Level

Experience	Frequency	Percentage
Less than 1 Year	109	72.7%
1 Year	6	4%
1–3 Years	35	23.3%
Total	150	100%

Interpretation

Most employees have less than one year of experience.

Table 5.6 Salary Level

Salary Level	Frequency	Percentage
Below ₹10,000	39	26%
₹10,000 – ₹20,000	76	50.7%

₹20,000 – ₹30,000	5	3.3%
₹30,000 – ₹40,000	30	20%
Total	150	100%

Interpretation

Most respondents earn between ₹10,000 and ₹20,000.

5.2 MEAN AND STANDARD DEVIATION

Table 5.7 Stress Level

Variables	Mean	Standard Deviation
Comfortable speaking honestly about workplace issues	4.02	0.68
No stress symptoms while doing job	3.78	0.71
Work assigned is appropriate	3.86	0.79
Work-life balance support	3.96	0.64
Enough time to relax	4.06	0.85
Company cares about wellbeing	3.94	0.91

Interpretation

Employees are generally satisfied with work-life balance, but stress symptoms still exist among some employees.

6. FINDINGS

- Majority of employees are satisfied with the current work environment.
- Career development opportunities strongly influence employee satisfaction.
- Supportive leadership positively affects employee motivation.
- Employees are satisfied with welfare facilities and workplace cleanliness.
- Stress management and leave policies require improvement.

7. SUGGESTIONS

1. Conduct stress management and wellness programs regularly.
2. Improve leave policies and employee flexibility.
3. Strengthen employee recognition and reward systems.
4. Encourage internal promotions and career development opportunities.
5. Maintain transparent communication between management and employees.
6. Introduce additional training and skill development programs.

8. CONCLUSION

The study concludes that the working environment significantly influences employee job satisfaction in Meedenlabs Private Limited. Career development opportunities, supportive leadership, and welfare facilities positively contribute to employee satisfaction and productivity.

The organization has successfully maintained a positive workplace environment through supportive supervision, communication practices, and employee welfare initiatives. However, improvements in stress management, salary satisfaction, and leave policies are necessary to further improve employee engagement and retention.

Therefore, organizations should continuously focus on creating a healthy and employee-friendly work culture that promotes employee well-being, professional growth, and organizational success.

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