



WORK ENVIRONMENT AND ITS EFFECT ON PERFORMANCE A STUDY ON EMPLOYEE PERFORMANCE WORKING IN DAHANU NAGAR PALIKA

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Abstract- *Employee is considered as one of the most important asset in any organization. Constant efforts are being taken by the management to keep these assets highly motivated and energized. This motivation will return help employee to give their best performance. Work environment directly effects in creating positive and negative impact on the performance. An attempt is made by this study to find out impact of work environment on the performance of employee working in Dahanu Nagar Palika.*

Keywords- work environment, performance, impact, work life balance, physical environment, psychosocial environment.

1 INTRODUCTION

1.1 BACKGROUND OF THE STUDY

It has become a challenging situation to keep employee well motivated and retain them for long run. Various factors are creating a great impact on the performance of the employee. A good work environment will work magic in the employee retention and performance, whereas a negative environment will affect the performance. This study was conducted on government employee working under Nagar Palika in Dahanu Taluka. A questionnaire was used to collect raw first hand data from employees. By this study we can understand ineptness of work environment and its effect on the performance.

1.2 OBJECTIVES OF THE STUDY

The general objective of this study was to investigate the work environment and its effect on performance a study on employee performance working in *Dahanu Nagar Palika*. The specific objective of the study was to analyse and examine the impact of physical environment, work life balance and psychosocial on employee's performance.

1.3 RESEARCH HYPOTHESES

The work environment, which includes physical environment, work life balance & psychosocial environment will have no effect on performance of the employees working in *Dahanu Nagar Palika*. The work environment, which includes physical environment, work life balance & psychosocial environment will effect on performance of the employees working in *Dahanu Nagar Palika*.



1.4 LIMITATIONS

This research paper is only concerned with work environment consisting physical environment, work life balance & psychosocial environment. There are various other factors too that has great impact on the performance of the employees. Secondly, the data collected was in the form of questionnaire, the respondent's mood, nature and personality will effect on the data collected.

2 LITERATURE REVIEW

Employee performance is greatly affected by compensation package. Although compensation package is one of the extrinsic motivation tool (Ryan and Deci, 2000), it has a limited short term effect on employees' performance. An employee spends nearly more than half of the time at their work place, which influences their mental capacity, actions, ability, performance (stundstorm 1994). Better environment boosts up their performance. Pech and Slade (2006) conducted a research, in which they found that the employee disengagement increasing drastically and it is need of the day that necessary action must be taken a workplace to make positive influence over the workforce. They also found that distraction, lack of interest, poor decisions and high absence, rather than the root causes. Therefore, working environment is perhaps a key root causing employee's engagement or disengagement, which further effects the performance. (Roelofsen, 2002) found that improved working condition reduces absenteeism and complains, and on the other hand increases the productivity. Wells (2000) argued that, workplace satisfaction is closely related with job satisfaction. the physical layout of the workspace, along with efficient management processes, is playing a major role in boosting employees 'productivity and improving organizational performance (Uzee, 1999; Leaman and Bordass, 1993). A research undertaken by ASID (1999) that workplace design is one of the top three factors, which effects performance and productivity.

3. RESEARCH METHODOLOGY

To meet the specific objectives are the main methodological issues of the present study. The methodology adopted for the study is as follows:

Procedure and Statistical Analysis

This research is an analytical research. The secondary data will be used in this research which will be taken from various research articles, publications and related websites. This study will cover title of the study, significance of the study, aims and objectives of the study, research hypothesis and research design.

SELECTION OF SUBJECTS-It is decided to select a sample of 50 respondents.

CRITERION MEASURE

Primary data- Primary data will be collected from the respondents. Stratified random sample technique has been followed to identify the respondents. A Structured Questionnaire was used for collection of data.

Secondary data-The secondary data will be collected from various journals, books



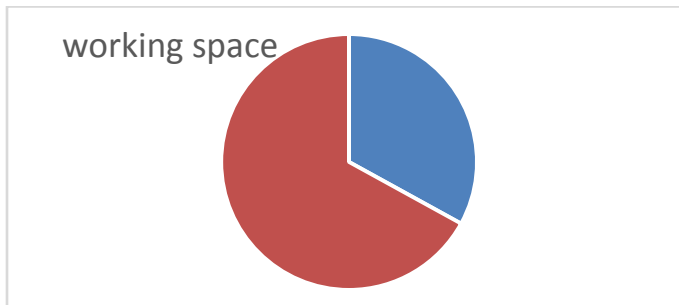
3 DATA ANALYSIS AND INTERPRETATION

A. PHYSICAL WORK ENVIRONMENT

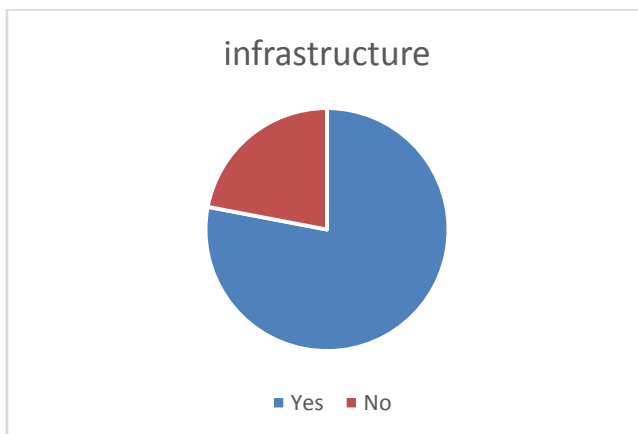
- i) Do you get basic facilities and amenities of good canteen, proper drinking water & clean washrooms?



- ii) Do you get enough working space area & sufficient roomy condition?

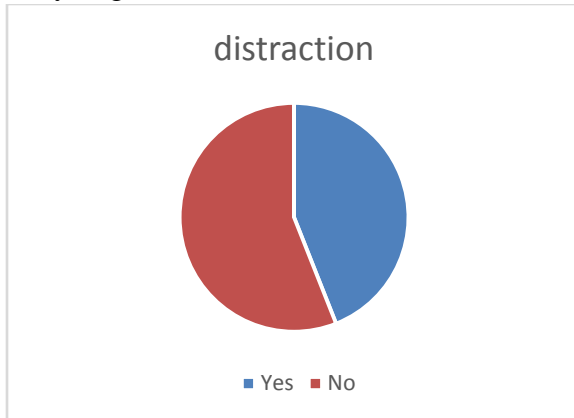


- iii) Do you feel that there is no proper infrastructure at your work place? (proper lighting, ventilation, seating arrangement, furniture)



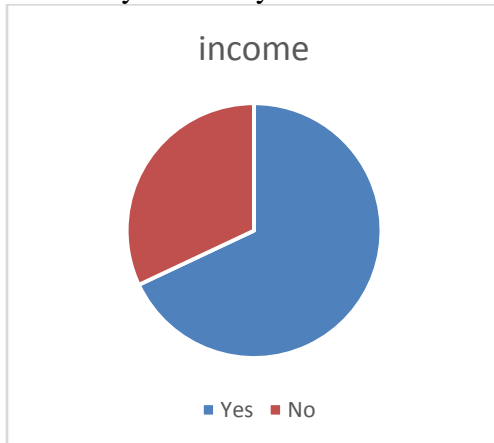


iv) Do you get distracted from work due to excessive chit chat and noise in office?

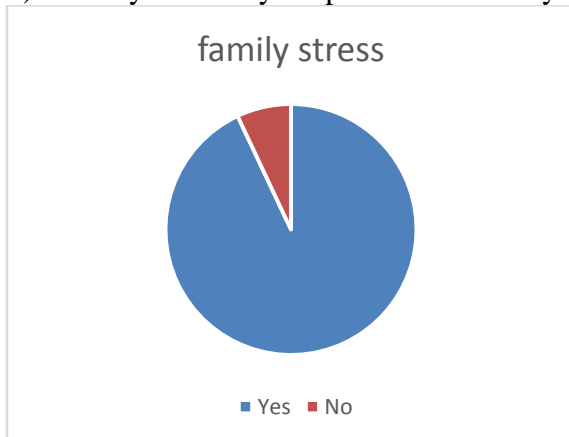


B. WORK LIFE BALANCE ENVIRONMENT

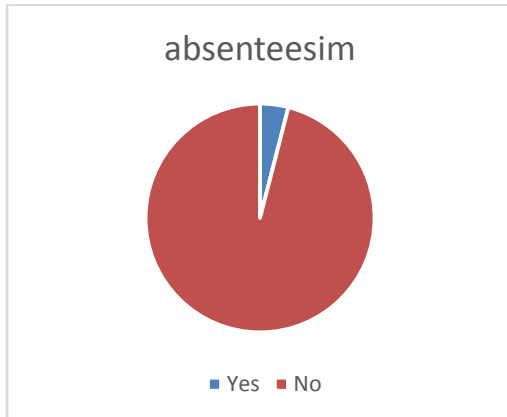
i) As a government servant, do you feel that your income is not sufficient to fulfil demands of your family?



ii) Do you think your personal & family stress effects your performance?



iii) Do you take leave unnecessarily just to delay some office unwanted work?

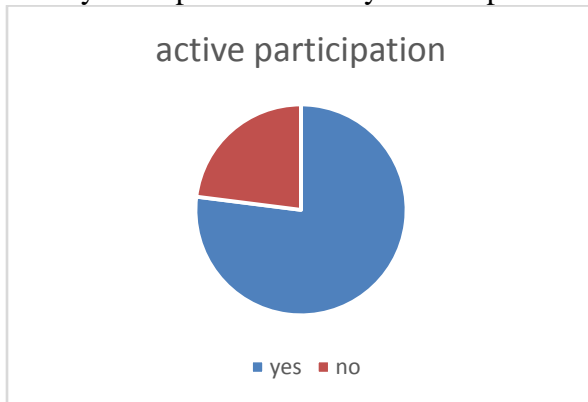


iv) Do you think your lethargic attitude at work place effects your performance?

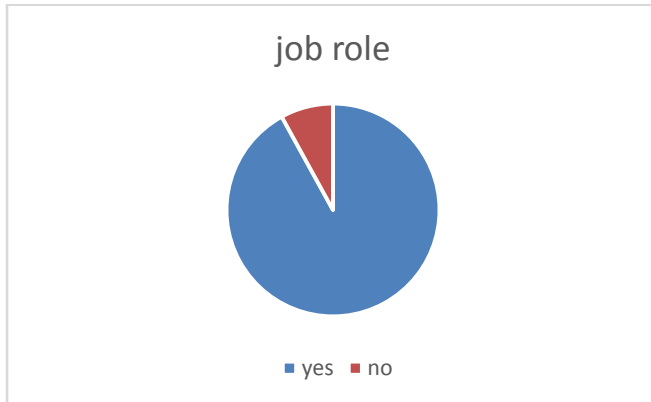


C. PSYCHOSOCIAL WORK ENVIRONMENT (INTER-RELATIONSHIP BETWEEN SUPERIOR AND SUBORDINATE)

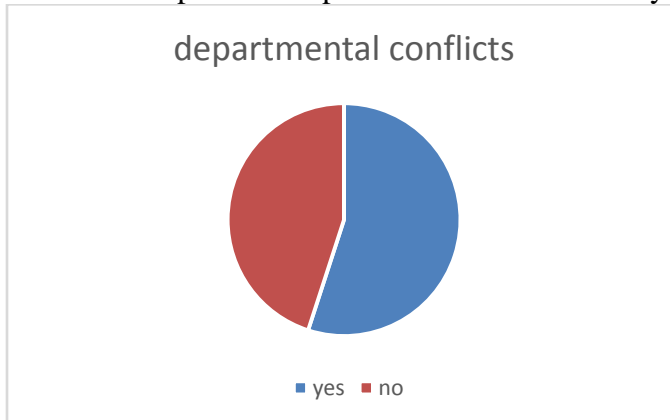
i) Does your superior involve you in important decision making & planning?



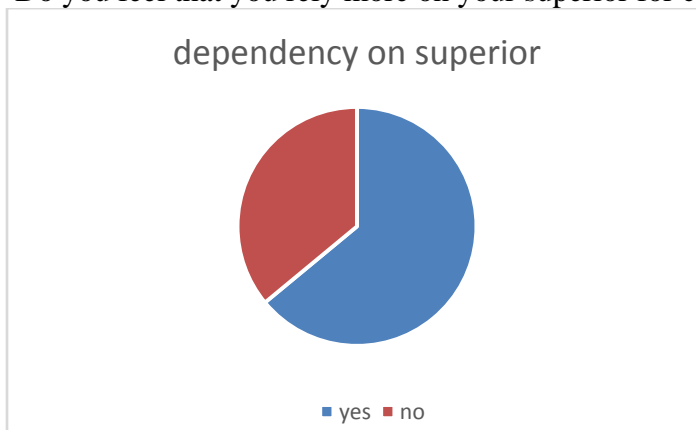
ii) Are you aware about your responsibilities and job role?



iii) Does inter departmental personal conflicts effects your performance?



iv) Do you feel that you rely more on your superior for completing any task or goals?



4 FINDINGS

It was found that 42% of the respondent were satisfied with basic facilities and amenities, whereas, 58% were not happy with the basic facilities. About 33% of respondent felt that they got enough working area in office, whereas 67% of the respondent complained about shortage of space. 44% of respondent get distracted during working hours due to excessive noise in the



office. Around 78% of respondent complained about poor infrastructure in the office. 58% of respondent are not happy with their current pay scale. Majority of respondent 93% are disturbed at work place due to family stress. The proportion of respondent taking leave unnecessarily is low i.e. 96%. About 23% of respondent feel that they are neglected and not involved in decision making and planning process. The inter departmental conflicts has impact on the performance of 55% of respondent. 64% of respondent feel that they are more dependent on their superior. Lastly, it was found that mostly all employees are very clear about their job role, their responsibilities and duties.

5 SUGGESTIONS

Providing basic facilities should not be ignored. Utmost care must be taken in maintaining proper hygienic conditions. Every employee must get proper seat with comfortable ventilation and lighting. If possible every employee must be allotted separate cubic, so that they are not distracted while working. Employee must be able to handle their personal problems and see to it that they don't carry heavy heart and mind during work. Employee's picnic or outing can be planned for giving them the change. There must be clear communication amongst different levels. The employee must have meetings at regular basis so that there is a clear idea about their job role and expectations from superior, this will help them to understand decision making process.

6 CONCLUSION

Thus, it can be concluded that the employee's working environment has a great impact on the performance of the employee. The work environment, which includes physical environment, work life balance & psychosocial environment has effect on performance of the employees working in *Dahanu Nagar Palika*. The work environment, which includes physical environment, work life balance & psychosocial environment has direct effect on performance of the employees working in *Dahanu Nagar Palika*.

7 REFERENCE

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9. QUESTIONNAIRE

Dear respondent,
Greetings of the day

This survey is purely carried for research purpose. Your true and frank answers will help to complete my research work. This will help me to collect true information. I assure you that is information will be kept confidential and will be used for research purpose only. Your co-operation will be highly appreciated.

Name of respondent- _____

Age- _____ experience - _____ Marital status- _____

Department- _____ Designation- _____

A. PHYSICAL WORK ENVIRONMENT

- v) Do you get basic facilities and amenities of good canteen, proper drinking water & clean washrooms? Yes / No
- vi) Do you get enough working space area & sufficient roomy condition? Yes/ No
- vii) Do you get distracted from work due to excessive chit chat and noise in office? Yes /No
- viii) Do you feel that there is no proper infrastructure at your work place? (proper lighting, ventilation, seating arrangement, furniture) Yes/ No

B. WORK LIFE BALANCE ENVIRONMENT

- i) As a government servant, do you feel that your income is not sufficient to fulfil demands of your family? Yes/ No
- ii) Do you think your personal & family stress effects your performance? Yes/ No
- iii) Do you take leave unnecessarily just to delay some office unwanted work? Yes/ No
- iv) Do you think your lethargic attitude at work place effects your performance? Yes/ No

C. PSYCHOSOCIAL WORK ENVIRONMENT (INTER-RELATIONSHIP BETWEEN SUPERIOR AND SUBORDINATE)

- ix) Does your superior involve you in important decision making & planning? Yes/ No
- x) Does inter departmental conflicts effects your performance? Yes/ No
- xi) Are you clear about your job role, responsibilities & duties? Yes/ No
- xii) Do you feel that you rely more on your superior for completing any task or goals? Yes/ No