

An Empirical Study of Workplace Environment with Special Reference to Employee Engagement, Work Productivity and Performance in Manufacturing Industries

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ABSTRACT

The workplace environment impacts on agent responsibility both quite and oppositely. The work place environment in a larger piece of affiliations is hazardous and bothersome, especially in gathering associations. The crucial objective of this survey is to know the impact of work place environment on employee engagement. This paper relies upon the discretionary data. The wellspring of information has been taken from the past articles, journals and course books. Useful human resource the block and keep with incredible working environment or culture impacts the agent responsibility just as effects on execution of laborer, the turn of events and improvement of entire affiliation.

KEYWORDS: Workplace environment, employee engagement, physical workplace environment, Performance, Productivity

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1. Introduction:

Workplace is a genuine exhaustive one including the physical, mental and social perspectives that increase the functioning condition. Workplace performs to contrarily affect worker commitment. The workplace can be depicted as the climate wherein individuals are working in association. For example, it is exceptionally wide class that joins the actual view (for example commotion, gear, heat), basics of the actual work (for example responsibility, task, intricacy) broad business highlights (for example culture, history) and surprisingly additional business foundation (for example industry setting, laborers connection).

Work environment climate influence how representatives in an association communicate, perform undertakings, and are driven. Actual climate as a part of the workplace have straightforwardly influenced worker commitment and quietly changed relational associations and subsequently usefulness and execution of representatives. This is so in light of

the fact that the qualities of a room or a position of meeting for a gathering have results with respect to commitment, execution and efficiency level.

The aim of this research is to investigate the importance and impact of Workplace Environment for employee engagement in organization leads to increase work productivity and employee performance.

2. Review of Literature:

Chandrasekar (2011) had expressed that the association or connection between the work, working environment, devices of work had turns into the main perspective in their work itself. In this exploration, a few factor of the work environment climate that effect on the representative commitment. The elements of working environment climate that not really settled are boss help, work helps or relationship, and the actual workplace.

These days, associations should know about their likely labor force because of the cutthroat business

climate. There are key elements in the representatives' work environment that could give an incredible effect towards the worker commitment, execution and creation level. The elements of work environment climate likewise give an extraordinary effect towards the progressions of way of life, balance between serious and fun activities and furthermore the wellbeing wellness of representatives (Chandrasekar, 2011).

In the other hand, the components of workplace are related with the impacts on work on wellbeing (Ettner and Grzywacs, 2001). In light of the exploration done by Ettner and Grzywacs, they expressed that the vast majority of the respondent evaluated that the components of workplace gives sway on their work. Accordingly, it additionally shows that work environment climate factor has an exceptionally solid relationship towards the pressure, wellbeing, execution and representative commitment (Shikdar and Sawaqed, 2003).

3. Objectives

- To study the impact of workplace environment on employee engagement in organization,
- To know the factors affecting work environment.
- To study the impact of workplace environment for increase employee performance and work productivity in organization.

4. Importance of Workplace Environment for Employees

Workplace is now becoming different and constantly changing today. Employees are living in a developing environment, growing economy and have almost limitless job opportunities. This combination of factors has created a changing environment where the business needs its employees more than the employees need the business.

According to Max Messmer, chairman and CEO, Robert Half International. "For motivating to employees, workplace environment is the key determinant in their choice to stay with an organization long term."

To keep employees satisfied and motivated in organization, it takes an entirely different approach than it did just a few years ago. Indeed, one-third of the executives surveyed by Robert Half International Inc. have changed their opinions and now say the workplace environment is the most critical and important factor in keeping an employee engage and satisfied in today's business world.

5. Research Methodology

This is descriptive research. This paper is based on the secondary data. The source of information has

been taken from the previous articles, journals, websites & text books.

6. The Scenario of Workplace Environment & Employee Engagement

When employees are working in situations that suit their physical and mental abilities, the correct fit between the employee and the work task is accomplished. Employee are then in the situation for learning, working and achieving, without any dissatisfaction about work. The following are the workplace environment factors that are impacts on employee engagement.

6.1 Physical work environment

A physical work environment can result an employee to fit or misfit to the workplace environment. A physical work environment is called as an ergonomic workplace. Researches on the workplace environment need to be done to get an ergonomic workplace for every each of the employees. By having this ergonomic physical workplace at their workplace, it will help employees from not getting any accidents and the nerve injury (Cooper & Dewe, 2004).

Moreover, based on Brill et al. (1985), they had stated that there are a few factors of physical work environment that need to be improved. The factors are such as lighting facility, office layout and also the furniture layout.

According to McCoy and Evans (2005), they stated that the factors of physical work environment need to be proper so that the employees not get any stress while getting their job done. In their article, they also stated that the physical element plays an important role in developing the network and relationship at workplace.

6.2 Employees Engagement

Rossett and Gauier (1991), stated that the purpose of job aid is to direct and guide procedure of work to employees which leads to employees engagement in organization. Job aid also helps in order to support the employees' performance.

An example of a military performance had been reviewed by Duncan (1985) regarding the military reliance on job aids between 1958 and 1972 which is significant and positive contribution toward the military engagement and performance. Duncan also stated that based on the results of military analysis, job aid saved money without jeopardizing employees engagement and work performance.

There are three way to increase employee engagement and performance based on the job aid (Cavanaugh, 2004). The first way is through the external support which means that the employees need to take small break from work and look for the source as for their reference to their job. The second

way is through the extrinsic support. An extrinsic support means that the job aid is being provided within the system itself. As for the third way, it is called the intrinsic support. An intrinsic support is an insider or software that is being used as for the efficiency of workflow.

6.3 Physical work environment and employees engagement

There are a few factors that could affect employees' engagement in term of the physical work environment. The factors are such as the lightings of the workplace (Boyce et al., 2003).

There are also some other disturbance that could affect the employees engagement. The other disturbances are such as noise which will cause discomfort on the employees and thus reduce the employees' performance and their productivity level (Hedge, 1986).

In addition, the satisfaction of the employees can result to the engagement of the employees. Therefore, in order to make the employees satisfied, the factor of physical workplace environment that had been mentioned by Brill et al. (1985) need to be applied to all workplace in organization.

Furthermore, McCoy and Evans (2005) stated that once the employees became stress at the workplace, the employees have the high potential of getting their job done very slowly and it will affect the employees' engagement.

An employees could be affected depending on the work responsibilities they are given and also the environment of the place they are working. By having a good workplace environment, the employees could apply their energy and their full attention to perform work (Visher, 2007).

7. Relationship between Workplace Environment with reference to Employee Engagement, Work Productivity and Performance

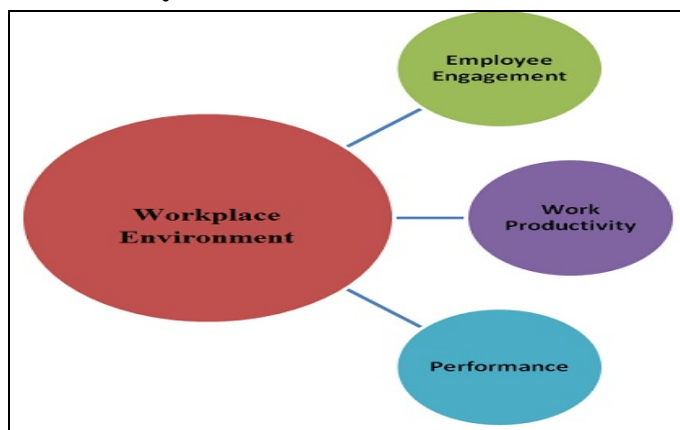


Fig. 1.1 Relationship Framework Model

Workplace environment factors are very important that affects on employee engagement in organization which leads to increase employee performance and

productivity. We can use an engagement survey from a reputable employee survey company to measure how motivated and satisfied employees are with their day to day responsibilities. A close consideration of each of these factors is very useful in ensuring that employees apply the skills they learn during training programs once they return to their workplace. Tending to the structural and interpersonal aspects of each of these factors enables employees to apply the required skills in a consistent and habitual way.

8. Conclusion

The employees play an important role in development & growth of the organization. A good organization is one that can nurture its employees. One technique to nurture the employee is by paying attention to the workplace environment. Many employees spend most of their time on generating activities in the workplace. Thus, the workplace environment plays a very crucial role to increase employee engagement.

There are three main factors of the workplace environment under which it has impact on employee engagement that are: Job Aid, Superior Support and Physical Work Environment in organization. All of these factors cannot be treated separately, as they connect with each other.

Job Aid provides the right amount of task guidance and support, at the moment of need, as part of work. It also helps to reduce avoidable mistakes by helping employees remember what to do, or be sure that they have completed all steps required.

Superior plays an important role to provide proper guideline to employees about work process in organization. Superior influence employee perceptions about work support in organization. Superior support helps to increase work efficiency, which leads to develop employee engagement and performance.

Physical work environment (comfort level, temperature), really stimulates creativity in employees. By having a good work environment, the employees could apply their energy and their full attention to perform work.

The workplace environment is the most critical factor in keeping an employee engaged in today's business world. Today's workplace is different, diverse, and constantly changing. The typical employer/employee relationship of old has been turned upside down. Employees are living in a growing economy and have almost limitless job opportunities. This combination of factors has created an environment where the business needs its employees more than the employees need the business.

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