

Workplace Environment and its Impact on the Quality of Life of Employees

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ABSTRACT

The workplace is an arranged area which is provided by the company in order to achieve its goal. An arranged area can be defined as the layout of a work space which suits the nature of the job or task that is to be performed. Environment, as we know, is the sum total of all factors that are present in the surroundings. Workplace environment includes the workplace culture, the interpersonal relationships, the atmosphere prevailing in the organizations, attitude of superiors and colleagues, level of organizational politics prevailing, physical facilities offered to employees like cabins, ventilation, lightening, rest hours, workstations etc. All these factors have a significant impact in maintaining the quality of life of employees either positively or negatively. Quality of life is influenced by an individual's physical and mental health, the degree of independency, the social relationship with the environment, and other factors (Ruževičius, 2012; Shin, 1979) . An organization has possibilities to increase its employee's quality of life and loyalty by improving the working conditions and environment. This paper will address Workplace Environment and quality of life of employees.

Keywords : Workplace Environment, Quality of Life.

[1] INTRODUCTION

Based on a research by Oswald (2012), there are 2 types of working environment which are the physical component as well as the behavioral component.

The research will try to find out the impact of workplace environment in maintaining the quality of life of employees. It also tries to explore the detrimental factors present in the workplace that makes up the environment of organizations and affects the employees. The proposed research will be conducted in Kanpur region considering educational institutions for data collection for studying the relationship between quality of life and work environment.

1.1 Workplace environment and employees performance/productivity

The environment of the workplace impacts the motivation level, morale, satisfaction level of employees. It also shapes their attitude and thinking towards the work and organizations as well. It affects the loyalty of employees, the rate of job switches which happens in the organizations. An organization with a negative workplace environment, having an atmosphere where too much politics prevails, unfair treatment of employees, injustice done to employees, lack of support from top management/ superior, lack of good interpersonal relationships, poor culture prevailing, poor physical facilities would make an employee feel stressed. In such an environment, the employee would either not perform well and productivity would decline or a good employee would switch the organization immediately. Thus, organizational environment affects the performance of employees and hence impacts the productivity of the organizations.

1.2 Workplace environment and employee satisfaction

Money is not a sufficient motivator in improving the level of satisfaction. As it is said that, 'money cannot buy happiness' the employees also do not feel happy or satisfied just by the

monetary benefits offered by the organizations. A good working environment automatically reduces the tensions and stress of employees, enhancing the morale and increasing the satisfaction level of employees. Human to human interaction by providing support and encouragement increases the satisfaction of employees and makes them happy. This also makes them loyal towards the organization.

1.3 Workplace environment and stress

Stress or discomfort is an unpleasant emotion where an employee experiences tensions, anxiety and fear which is believed to be one of the main components faced by employees in an organization on a daily basis. Both external stressors like condition of working area, working hours, pressure, changes and internal stressors like work life balance, job satisfaction, etc. are a result of the kind of workplace environment prevailing. A positive work environment would this way reduce stress and enhance the satisfaction and happiness of employee. Whereas a negative working environment would add more to the existing stress reducing the happiness and satisfaction level of employees.

1.4 Workplace environment and Quality of life

Quality of life is the general well being of individuals which includes the expectations of an individual to maintain a good life. It includes everything from health, family, job, money, safety, security and the environment. Since employees spend their entire day at the organizations, therefore it is very necessary to have a good environment that satisfies them in all possible way, that relieves their stress and makes them feel happy. The quality of working life could be defined as the synthesis of workplace strategies, processes, and environment, which together stimulate the employee's job satisfaction. This also

depends on working conditions and the organisation's efficiency. The concept of the quality of working life encompasses the following factors: job satisfaction, involvement in performance at work, motivation, efficiency, productivity, health, safety and welfare at work, stress, work load, burnout, etc.

The Workplace Factors

WF1: Organisational culture

A work environment characterised by trust, honesty and fairness.

1. All people in the workplace are held accountable for their actions
2. People at work show sincere respect for others' ideas, values and beliefs
3. Difficult situations at work are addressed effectively
4. Staff feel that they are part of a community at work
5. Staff and management trust one another

WF2: Psychological and social support

A work environment where co-workers and supervisors are supportive of employees' psychological and mental health concerns, and respond appropriately as needed.

1. The organisation offers services or benefits that address employee psychological and mental health
2. Staff feel part of a community and that the people they are working with are helpful in fulfilling the job requirements
3. The organisation has a process in place to intervene if an employee looks distressed while at work
4. Staff feel supported by the organisation when they are dealing with personal or family issues
5. The organisation supports employees who are returning to work after time off due to a mental health condition
6. People in the organisation have a good understanding of the importance of employee mental health

WF3: Clear leadership and expectations

A work environment where there is effective leadership and support that helps employees know what they need to do, how their work contributes to the organisation, and whether there are impending changes.

1. In their jobs, employees know what they are expected to do
2. Leadership in the workplace is effective
3. Staff are informed about important changes at work in a timely manner
4. Supervisors provide helpful feedback to employees on their expected and actual performance
5. The organisation provides clear, effective communication.

WF4: Civility and respect

A work environment where employees are respectful and considerate in their interactions with one another, as well as with customers, clients and the public.

1. People treat each other with respect and consideration in the workplace
2. The organisation effectively handles conflicts between stakeholders (staff, customers, clients, public, suppliers, etc.)
3. People from all backgrounds are treated fairly in the workplace
4. The organisation has effective ways of addressing inappropriate behaviour by customers or clients.

WF5: Psychological competencies and requirements

A work environment where there is a good fit between employees' interpersonal and emotional competencies and the requirements of the position they hold.

1. The organisation considers existing work systems and allows for work redesign
2. The organisation assesses employee demand and job control issues such as physical and psychological job demands
3. The organisation assesses the level of job control and autonomy afforded to its employees
4. The organisation monitors the management system to address behaviours that impact employees and the workplace
5. The organisation values employee input particularly during periods of change and the execution of work

WF6: Growth and development

A work environment where employees receive encouragement and support in the development of their interpersonal, emotional and job skills.

1. People receive feedback at work that helps them grow and develop
2. Supervisors are open to employee ideas for taking on new opportunities and challenges
3. People have opportunities to advance within their organisation
4. The organisation values employees' ongoing growth and development
5. People have the opportunity to develop their "people skills" at work

WF7: Recognition and reward

A work environment where there is appropriate acknowledgement and appreciation of employees' efforts in a fair and timely manner.

1. Immediate supervision demonstrates appreciation of employees' contributions
2. People are paid fairly for the work they do
3. The organisation appreciates efforts made by employees
4. The organisation celebrates shared accomplishments
5. The organisation values employees' commitment and passion for their work

[2]THE RESEARCH STUDY (OBJECTIVE AND SIGNIFICANCE)**OBJECTIVES OF THE STUDY**

- To identify the critical success factors that are vital for determining Workplace Environment.
- To study the impact of Workplace Environment on the Quality of life of employees.

[3]RESEARCH METHODOLOGY

Here, researcher's presented the methodology which was adopted for answering the research questions which we have formulated and presented. We'll enlighten the way that how we collected the data concerning our research. We will also describe the frame work which we followed during our research and analysis. For the proper analysis of data simple statistical techniques such as percentage, SPSS analysis of Mean, Median, Standard Deviation and Skewness were used. It helps in making more generalization from the data available. The data

which will be collected from a sample of population was assumed to be representing entire population was interest. Classification of data is based on demographic factors like Age, Sex etc.

[5]SAMPLE SUMMARY

Area: KANPUR
Size: 50 Respondents
Technique: Purposive Sampling
Selection: The respondents were selected at purposive and were approached mostly in educational institutes.

[6]COLLECTION OF DATA

The data is collected from the people in the form of questionnaire (Google Form) and the sample size is 50 respondents. Because it is a pilot study and due to time constraint the sample size is small. We choose the employees from Educational Institutions in Kanpur. For conducting a research, two types of data is used which are Primary and secondary data. We used a combination of primary and secondary data for our research area.

[7]LIMITATION OF THE STUDY

Every study has some limitations; similarly this study has also the following limitation. The limitations for this study are discussed below:

- The study is based only on geographic area of Kanpur, which is very small for this type of study and the sample size for this study is 50, which is too small for the study like this.
- Shortage of important aspect such as time, financial problem, and complete size prevented research from detailed study, while in the main cause of limitation of report.

[8] DATA ANALYSIS AND INTERPRETATION

SPSS Analysis of Impact of Workplace Environment on Quality of life of Employees..

Table 1**Statistics**

Is Workplace Environment is significant in determining Quality of Life of Employees.?

N	Valid	50
	Missing	0
Mean		3.6400
Median		4.0000
Mode		5.00
Std. Deviation		1.17387
Skewness		-.273
Std. Error of Skewness		.337
Kurtosis		-1.118
Std. Error of Kurtosis		.662

Is Workplace Environment is significant in determining Quality of Life of Employees.?

Table 2

	Frequency	Percent	Valid Percent	Cumulative Percent
strongly disagree	1	2.0	2.0	2.0
disagree	9	18.0	18.0	20.0
Valid Neutral	13	26.0	26.0	46.0
Agree	11	22.0	22.0	68.0
strongly agree	16	32.0	32.0	100.0
Total	50	100.0	100.0	

Analysis:

In the sample size of 50 respondents. The Mean and Median Values are 3.64 and 4.00 respectively which show that considerable number of respondents agree that Workplace

Environment is contributing to Quality of life of Employees. Even the Kurtosis Value of -1.118 suggests that majority of the respondents agree Quality of Life is driven by Workplace Environment.

Reliability Test through Cronbach Alpha

RELIABILITY

```
/VARIABLES=Psychological support, Organization Culture, Civility
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.
```

Scale: ALL VARIABLES

Table 3:-Case Processing Summary

	N	%
Valid	49	100.0
Cases Excluded ^a	0	.0
Total	49	100.0

a. Listwise deletion based on all variables in the procedure.

Table 4: Reliability Statistics

Cronbach's Alpha	N of Items
.836	3

Analysis:

Cronbach's alpha is a measure of internal consistency, that is, how closely related a set of items are as a group. It is considered to be a measure of scale reliability. A "high" value for alpha does not imply that the measure is unidimensional. If, in addition to measuring internal consistency, you wish to provide evidence that the scale in question is unidimensional, additional analyses can be performed. Exploratory factor analysis is one method of checking dimensionality. Technically speaking, Cronbach's alpha is not a statistical test – it is a coefficient of reliability (or consistency). The value of Cronbach alpha is 0.836 considering variables as Psychological Support, Organization Culture and Civility which indicates measure of internal consistency.

[14] INTERPRETATION

Above data analysis shows that most of the Employees 32% of the employees strongly agree that Work Place Environment has an impact on Quality of Life of Employees and even 22 % agree for Work Place Environment on Quality of Life of Employees.

[15] CONCLUSION

The primary goal of this research is to study the workplace environment and its impact on the quality of life of employees. Working environment affects the performance and productivity job satisfaction level of employees. But this study includes all the significant factors that determine the quality of life of employees and seeks to find out how workplace environment impacts each of the factor determining quality of life of employees. To sum up, the researcher tries to find the impact of workplace environment on the quality of life of employees.

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