



INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH

IN SCIENCE, ENGINEERING, TECHNOLOGY AND MANAGEMENT

Volume 10, Issue 5, May 2023



INTERNATIONAL
STANDARD
SERIAL
NUMBER
INDIA

Impact Factor: 7.580



+91 99405 72462



+9163819 07438



ijmrsetm@gmail.com



www.ijmrsetm.com

A Study on Impact of Working Environment on Employee's Performance with reference to manufacturing units in Erode district

K.SIVASANKARI¹, M.TARUNVIGNESWARAN²

Assistant Professor of MBA, Department of Management Studies, Nandha Engineering College (Autonomous), Erode,
Tamilnadu, India

Second MBA, Department of Management studies, Nandha Engineering College (Autonomous), Erode, Tamilnadu,
India

ABSTRACT: This study tries to examine how the workplace environment affects workers' productivity. Finding the elements that influence an employee's performance in a positive or negative way is the main goal. The study will concentrate on how working conditions, organizational culture, hours worked, job security, and rewards affect employee performance. Data will be gathered for the study from a variety of sources, including surveys, interviews, and focus groups.

1. INTRODUCTION

An employee's job happiness and overall performance are significantly influenced by their workplace. Their devotion to their jobs, productivity, and motivation can all be dramatically impacted. The working environment can have a big impact on a worker's safety and well-being in the industrial sector, since they are frequently exposed to risky and physically demanding situations. For assuring employee well-being and the success of the organization, it is crucial to research how the workplace affects employee performance. This study's goal is to look into how the workplace environment affects workers' productivity in Erode industrial facilities. The textile and apparel manufacturing business is well-known in the city of Erode in the Indian state of Tamil Nadu

2. STATEMENT OF THE PROBLEM

The goal of the study is to determine how the workplace environment affects workers' performance in Erode-based manufacturing facilities. The manufacturing sector of the economy of Erode is significant, and employee performance is greatly influenced by the workplace culture. Despite the significance of the workplace, not much research has been done in the context of Erode manufacturing facilities. The solutions to these research questions will assist manufacturing businesses in Erode in identifying the critical elements that affect worker performance and in creating practical plans to enhance the working environment. This will improve employee wellbeing, boost job satisfaction, and improve organizational performance.

3. OBJECTIVES OF THE STUDY

- To evaluate the relationship between job satisfaction and working environment in terms of its influence on employee performance.
- To investigate the disparities between employee performance in various working settings.

4. SCOPE OF THE STUDY

- To evaluate how well-being and safety in the workplace affect productivity.
- To investigate how supportive work environments affect how well their employees perform.
- To research how employee performance is impacted by job satisfaction.

5. LIMITATIONS OF THE STUDY

- Due to a dearth of trustworthy sources or prior research on the subject, it could be challenging to get pertinent data for the study.

- Employee performance is an arbitrary metric that can be affected by a wide range of circumstances that are challenging to quantify or gauge.

6. LITERATURE REVIEW

1.Rafia Hasan Taheri - (2020) Nowadays, different organizations and institutions are passing through challenges due to the fact of the working environment. For better job satisfaction working environment is considered as the prime factor to be considered by the employers. To keep the steady upward growth of the institutions it is mandatory to keep the efficiency, effectiveness, productivity of the employees by providing different facilities. And, working environment is the most crucial demand of the employees.

2.Hailu Merga - (2019) World Health Organization (WHO) predicted that there will be a shortfall of skilled healthcare by 2035 with the greatest shortfall in Africa and Southeast Asia due to satisfaction with payment and incentives.

3.Abdul Raziq - (2015) In the modern era, organizations are facing several challenges due to the dynamic nature of the environment. One of the many challenges for a business is to satisfy its employees in order to cope up with the ever changing and evolving environment and to achieve success and remain in competition.

7. RESEARCH METHODOLOGY

The method is used to gather data and information in order to make business decisions. The methodology could incorporate material from the past and the present, as well as publishing research, interviews, surveys, and other research techniques.

7.1 RESEARCH DESIGN

The overall approach we use to integrate the many study components in a logical and cohesive manner, so assuring that we will successfully answer the research problem, is referred to as research design. It serves as the manual for gathering, measuring, and analyzing data.

7.2 TYPES OF RESEARCH

This study used a descriptive research design, which is used to describe the features of a population or phenomenon under study.

7.3 SAMPLE DESIGN

The act of selecting a sufficient number of components from a population is known as sampling. An established strategy for acquiring a sample from the sampling frame is known as a sample design. The method or process the researcher would use to choose some sampling units from which conclusions about the population are drawn is referred to as this.

8. DATA COLLECTION

Data collection is the process of obtaining and analyzing information on relevant variables in a systematic and defined manner in order to answer a given research question, test an idea, and assess the results..

Primary Data Source

A primary data source offers concrete information and proof on a thing, someone, or a piece of art. It comprises records from experiments, eyewitness accounts, historical and legal documents, statistical information, audio and video recordings, and more. We collected the data using a questionnaire, which is a set of printed or written questions with multiple-choice answers designed for a survey or statistical study.

Secondary Data Source

Secondary data sources are the ones that were initially gathered for other studies. We used the articles, journals, and magazines listed in the bibliography as references.

8.1 SIZE OF THE SAMPLE

The sample size is 150

9. TOOLS USED

as a percentage (a portion of 100%) for better comprehension of gathered data.

FORMULA

Number of respondent's percentage analysis

-----x100 Total number of respondents

9.1 RANKING METHOD

A method of numbering attributes from highest to lowest overall score is called ranking.

10. ANALYSIS OF INTERPRETATION

TABLE: RANK OF THE PROBLEM FACED BY IMPACT OF WORKING ENVIRONMENT ON EMPLOYEE'S PERFORMANCE

Sl.no	Question	Mean Total	Rank
1	Create a Positive Culture	269	2
2	Offer Flexible Working Time	265	1
3	Encourage Professional Development	302	5
4	Promote Work - Life Balance	298	4
5	Show Appreciation	283	3

INTERPRETATION

- With a mean score of 265, encouraging flexible working is ranked top, suggesting that respondents think this question is most significant and has the greatest score.
- With a mean score of 269, fostering a pleasant culture is placed second, demonstrating that respondents think it is significant.
- With a mean score of 283, showing that it is rated third, expressing gratitude is thought to be of moderate importance.
- With a mean score of 298 and a ranking of fourth, encouraging work-life balance is viewed as less crucial than the first three topics.
- With a mean score of 302, encouraging professional development is ranked fifth, indicating that respondents rated it as the least essential of the five questions.

FINDINGS

- The bulk of people (77.6%) are in the 20–30 age bracket, followed by the 31–40 age bracket (17.9%), and the 41–50 age bracket (4.5%).
- 32.1% of the group is female, while 23.7% of the group is male.
- In the meantime, 106 individuals or 67.9% of the total are single.
- A sizable minority of respondents (18.6%) earn more than 25,000 whereas the bulk of respondents (64.1%) earn between 20,001 and 24,999. 3.2% and 14.1% of respondents, respectively, earn less than 20,000 yen per year.
- The bulk of respondents have quite modest degrees of experience; the most frequent range is 1-4 years.
- The data also shows that a very small percentage of respondents (i.e., those with 9 to 12 years of experience) have high levels of experience.
- The number of people with a diploma was 11, or 7.1% of the sample as a whole. In a similar vein, 101 people, or 64.7% of the sample, possessed a graduate degree.
- 46.8% of respondents have held their current post for between two and three years.
- 51.3% of the valid answers received a score of 4.0.
- 4.0 was the most prevalent legitimate response, bringing up 55.8% of all valid responses.
- 55.8% of the data is categorized as level 4.0.
- 73.7% of those polled agreed with the assertion.
- 73.1% of those surveyed agreed with the assertion.
- 73.7% of those polled agreed with the assertion.
- 111 respondents, or 71.2%, indicated their agreement with the statement.
- 118 out of 156 respondents, or 75.6%, said they agreed with the statement.
- 68.6% of those surveyed concurred with 105 individuals, or 67.3% of the total, participated in the survey.
- 106 respondents, or 67.9% of the total, gave the statement/question a positive response.
- 112 out of 156 respondents, or 71.8%, agreed with the statement.
- 67.9% of respondents said they agreed with the assertion.
- 103 respondents, or 66% of the total responses, were received.



12. SUGGESTIONS

- Make sure the workplace is secure, hygienic, and maintained.
- Encourage excellent hygiene habits, ensuring that there is adequate ventilation, and make sure that workers have access to first aid services.
- Establish your organization's basic principles and spread awareness of them.
- To create a sense of community and shared purpose, promote cooperation, teamwork, and open communication.
- By providing flexible work schedules, paid time off, and wellness initiatives, you may encourage a healthy work-life balance.
- Recognize and reward staff members who perform above and beyond expectations. Bonuses, promotions, and public acclaim are examples of this.
- Provide training and development opportunities for staff members to grow professionally and gain new abilities. This might involve getting mentored, getting leadership development, and getting tuition money.

13. CONCLUSION

The working environment has a substantial impact on employee performance in the industrial industry, research study has demonstrated. Employee motivation, job happiness, and general performance can all be improved by creating a favorable work environment that includes elements like safety, comfort, cleanliness, and job security. It is advised that manufacturing businesses perform routine assessments of their working environment to find out what needs to be fixed and take the appropriate action. Making the workplace a primary priority may help manufacturing companies increase efficiency, retain top talent, and improve employee satisfaction, all of which can result in a more successful and lucrative company.

REFERENCES

1. Khan, A. (2017). The impact of working environment on employees' performance: The case of banking sector in Pakistan. *Journal of Organizational Behavior Research*, 2(2), 29-44.
2. Singh, J. P., & Srivastava, R. (2018). Impact of working environment on employee's job satisfaction: An empirical study. *Journal of Management Research*, 18(3), 135-150.
3. Pradhan, R. K. (2016). Impact of working environment on employee performance: A study on manufacturing firms in India. *Global Business Review*, 17(1), 1-18.
4. Duff, A. (2018). The impact of workplace design on employee performance and wellbeing. *Journal of Corporate Real Estate*, 20(1), 4-19.



INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH

IN SCIENCE, ENGINEERING, TECHNOLOGY AND MANAGEMENT



+91 99405 72462



+91 63819 07438



ijmrsetm@gmail.com

www.ijmrsetm.com