

# A Study on Workplace Environment and Its Impact on Employee Performance

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**Abstract:** A healthy workplace environment is ideal when it comes to maintaining a positive outcome in a stressful atmosphere. It also includes poorly designed workstations, not suitable furniture's, no proper ventilation, inappropriate lighting, loud noise, no safety measures in fire emergency and lack of personal measures. The most important thing that influences employee motivation and happiness, and how productive and efficient they can be, all goes down to their working environment. By creating a good workplace the employees will be more efficient to do their work and there will be lack of absenteeism. . The relationship between work, the workplace and the tools of work, workplace becomes an integral part of work itself. The management that dictate how, exactly, to maximize employee productivity centre around two major areas of focus: personal motivation and the infrastructure of the work environment

**Key Words:** workplace environment, motivation, infrastructure, positive outcomes

## 1. INTRODUCTION:

In modern era, the organisations are facing several challenges due to the dynamic change of the environment. One of most challenges for a business is to satisfy the employees need to cope up with the changing and evolving environment. The workplace environment impacts employee morale, productivity and engagement - both positively and negatively. It is very simple to state that if you have a great workplace, employees will perform better. The main focus should be given to the employees a voice to create an office that's for the people, by the people. When a workplace is employee-centric it will lead to more success.

People are very happy to have a job, but many of them no longer feel that their workplace is a second home, although much of their time is spent in the office. This often leads them to feel forced to accommodate with the uncomfortable environment. An employee's workplace environment is a key determinant of the quality of their work and their level of productivity. How well the workplace engages an employee impacts their desire to learn skills and their level of motivation to perform. In a world of increasingly global competition among companies and even among countries; the good performance of human resources is needed. Researches (Suwati, Minarsih and Gagah, 2016) have shown that the main goal of work for someone is not only to get the salary, but to reach self-satisfaction. Employee's performance is influenced by a lot of aspects such as: motivation, work environment and leadership in the agency.

## 2. OBJECTIVES:

- i. To find out the relationship between workplace environment and employees performance in organisation

- ii. To determine the key factors in the employee's workplace environment that impact on their level of performance
- iii. To identify the factors influencing the employee performance
- iv. To find out new suggestions and ideas to change the workplace environment and to improve the employees performance
- v. To make recommendations for future researches

## 3. METHODOLOGY

### *Nature Of Study*

The study is mainly descriptive in nature. Secondary data are used for the purpose of the study.

### *Secondary Data*

Secondary data was collected from websites, various articles and journals.

## 4. LITERATURE REVIEW:

The success of any organization is closely tied to the job performance of its employees. The quality of the employees' workplace environment impacts on their motivation level and hence performance (Heath, 2006). When employees have the desire, physically and emotionally to work, then their performance shall be increased (Boles et al., 2004). They also stated that having a proper workplace environment helps in reducing the number of absenteeism and as a result can increase the performance in today's competitive and dynamic business world. The workplace environment that is set in place impacts employee morale, productivity and engagement - both positively and negatively (Chandrasekhar, 2011)

The study is grounded on the Two Factor Theory (Herzberg, 1986). Herzberg came to a conclusion that the aspects of the work environment that

satisfy employees are different from the aspects that dissatisfy them. The theory points out that improving the environment in which the job is performed motivates employees to perform better.

## 5. WORK ENVIRONMENT

According to Tripathi (2014) the work environment can be defined as the environment in which people work that include physical setting, job profile, culture and market condition. Each aspect is inter linked and impacts on employees overall performance and productivity. It is the quality of the employees' workplace environment that most impacts on their level of motivation subsequently performance. Work environment can be thought of simply as the environment in which people work.

(Briner, 2000) as such; it is a very broad category that encompasses the physical setting (e.g. heat, equipment), characteristics of the job itself (e.g. workload, task complexity). He adds that it also encompasses broader organizational features (e.g. culture, history) and even aspects of the external organizational setting (e.g. local labor market conditions, industry sector, work life balance).

## 6. EMPLOYEE PERFORMANCE

Armstrong (2006) defines performance as the development of quantified objectives. Performance is not only a matter of what people achieve but how they achieve.

Platt and Sobotka (2010) assert that employee performance is the combined result of effort, ability and perception of tasks. The factors that affect the level of individual performance are motivation, ability and opportunity to participate (Armstrong, 2009).

He perceives performance as a function of ability and motivation. There are a number of factors that affect employee performance, the workplace environment impacts most their level of motivation hence their performance.

### *Work Environment Factors that Influence the Performance*

Based on a description of what is meant by work environment and literature review findings, a strong interaction is found between job performance and physical working environment. The physical environment at work is critical to employees' performance, satisfaction, social relations and health. It is generally understood that the physical design of offices and the environmental conditions at work places are important factors in organizational performance.

### *1. Air Factor*

The air in the work environment especially its components can play a considerable function in relation to the work behaviour, specifically job performance.

### *2. Temperature Factor*

Good room temperature increases productivity and reduces stress in workers as it plays notable role in workplace environment. Effective temperature indicates how hot or cold our environment really makes us feel

### *3. Sound Factor*

Noise defined as unwanted sound, is the most common complaint in offices workplace. Many researchers indicate that noisy places and exposing employees to such conditions can affect their job performance quality.

### *4. Light And Colour Factor*

Regardless of fit out design or building type, daylight, is considered to be the number one wanted natural feature in the workplace as researchers always discovered that exposure to natural light in an office space impacts employees' quality of life. The amount of light needed in the workplace depends on the kind of tasks being performed, either outdoors or indoors, or when they are performed, in the day, or at night. As a consequence, it will either increase or decrease the performance. Inconvenient lighting is a source of distress, thus leading to poor job performance. That happens when the employee is exposed to uncomfortable working environment in which there is a high glare, or dim bulk, or a lack of natural light in the office

### *5. Space Factor*

The actual physical layout of an office is highly important when it comes to maximizing productivity among employees. Nowadays, work environments support new ways of working and flexible workplaces which displays ease of communication and interpersonal access contrasted with fully enclosed private offices, and this change to open plan office has boosted employee's productivity paralleled to closed office spaces.

### *Workplace Factors That Affecting The Employee Performance*

- ⇒ Job aids
- ⇒ Goal setting
- ⇒ Opportunity to apply
- ⇒ Support of the supervisor
- ⇒ Performance feedback
- ⇒ Workplace incentives

### *Job Aids*

The work environment is set up so that templates, guides, models, checklists and other such

workplace aids are readily available to help minimize error rates and customer dissatisfaction

#### **Goal Setting**

Employees are involved in setting meaningful goals and performance measures for their work. This can be done informally between the employee and their immediate supervisor or as part of an organization's formal performance management process.

#### **Opportunity To Apply**

Time and material resources are available to employees, enabling them to perform to the best of their ability

#### **Support Of The Supervisor**

Immediate supervisors act as advocates for employees, gathering and distributing the resources needed by employees in order for them to be able to do a good job and providing positive encouragement for a job well done

#### **Performance Feedback**

Information on how the employee is performing is fed back regularly to employees. This consists of both positive feedback on what the employee is doing right as well as feedback on what requires improvement.

#### **Workplace Incentives**

The organization has determined what motivates its employees and has set up formal and informal structures for rewarding employees that behave in the way required

### **6. SUGGESTIONS**

1. To hire a great team members
2. To improve the lighting
3. Make the office comfortable
4. Improve communication

### **7. CONCLUSION**

The important resource for an organisation is human resource who are considered as employees. When the employees give their full support to the organisations they must be rewarded as part of motivation. Based on the work environment in which they operate will determine they perform or not, and moreover the workplace environment will determine the employees comfort to work and boost their best performance. The employees wish to be recognized for their work through fair compensation. The employee's performance is deemed as a function of ability and, motivation. The organisation can only realize their goals and objectives through its employee's performance. From the study it can be concluded that for an organisation to have a competitive edge over others, it must provide a positive work environment in which all factors that influence employee performance are in with their obligation

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