

Work Environment's Impact on Employees Productivity and Organization's Growth - A Case Study on Education Institutions in Jaipur, Rajasthan

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Abstract- The study aims to assess the impact of work environment on employees' productivity and Organization's Growth and analyzes the key factors responsible for their performance. The rationale behind choosing this topic of research is that out of all the important factors of production, employee stand out the foremost factor and work environment is the factor that affects employee performance to a large extent therefore the need to discuss this topic in organizations cannot be neglected now a days. The study was carried out in various colleges and universities in Jaipur, Rajasthan. The purpose of this study was to find out interrelationship between work environment factors and employees' performance and specifically to bring out the key factors which affect employee performance and organizational growth. Sample size was kept minimum 500 employees. For this, first hand data was collected through a combination of closed & open ended questionnaire both physical and online modes and analyzed through SPSS software. Qualitative research was conducted through this study.

I. INTRODUCTION

For decades, employers only believed that organization means a group of people working towards a common goal for organization's profit. The employer had nothing to do with employees' goals, their careers, problems and issues. Employees were considered as just factors for producing outputs. It adversely affected employees' commitment and involvement in work and in turn, the organizational productivity.

It has become clear through diverse studies that organization flourish when its people. If the employees feel rewarded and fulfilled, they will put more efforts towards their work and when they have the feeling of satisfaction and belongingness within them and it will definitely lead to the organizational growth so the organizations are continuously trying to improve employees' productivity by integrating them more with the organization and working with them in close proximity.

Unlike earlier, today's Organizations do not only thrive for their work to get done by the employees but also focus towards making the workplace ambience conducive for their employees that will go a long way in their career advancements and it has its

long term effects on employees productivity and physical and mental well-being as well.

At present, employer is looking after and taking care of all the needs and comfort of their employees to make the workplace conducive and to generate their great potential & efforts towards fulfillment of organizational goals as well as individual goals. They are motivating their employees in terms of various parameters and factors that are rewarding and recognizing. They are providing them various benefits and perks like promotions, recognition, transfers, bonus, allowances, retirement plans etc. so that they can stay contented and fulfilled and work in such a way that can ultimately fulfill the organizational mission and vision.

II. WORK ENVIRONMENT

It is apparent that employees' environment is the surroundings and work place which they are given to perform their work for achieving organizational objectives. One can also define it as the Climate of the employee in which he/she is allowed to discharge his/her duty.

Work environment is the totality of factors which directly or indirectly influence employees' performance at the workplace. These factors can never be measured or defined specifically.

Hence, work environment definitely plays an inevitable role towards employee's well-being both physically and mentally. Moreover, organizations can be called as a second home to the employee because they spend nearly half of their time over there.

Work environment includes hygiene factors like inter colleague relationship, company policies, salaries, work ethics, work conditions, salary, security etc and Motivators like achievement, recognition, appreciation, advancement, growth and feedback mechanism, etc. These factors have a great impact on individual's ability to work freely, competently and happily and influence their productivity which defines the organizational capacity to meet its goals and objectives.

One should also notice that in work environment, while there may be some factors which are conducive for one, they may be hindering for other. Every employee may not want the same things. Some may want good salary and a good environment while at the other hand some may chase for personal recognition, achievements and growth. So, every individual has a different approach and standards towards their satisfaction level.

III. RESEARCH PROBLEM

The study was conducted to assess the impact of work environment on employees' productivity and Organization's Growth on workplace and to analyze the key factors responsible for their performance.

IV. RESEARCH OBJECTIVES

- To find out the relationship between work place factors and employees' performance.
- To learn about the key factors responsible for employees' performance.
- To determine the relationship between work environment and organizational growth.

V. CONCLUSIONS

By analyzing the feedback given by various employees on various factors of work environment I have arrived on the conclusion that there is a direct relationship between factors of workplace and employees productivity. It can be interpreted that the key factors responsible for the employees' productivity are inter colleague relationships, Job Security, company policies, work ethics, recognition and opportunities for advancements because most of the employees feel, in the absence of these factors, their

performance and satisfaction level turn out to be down and they feel hassled and tensed towards work.

I also found through my study that the organizations which heed on improving working conditions for their employees tend to have more satisfied and fulfilled employees and exhibit high levels of productivity which eventually contributes to the organizational growth.

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