



Awareness and practices of organizational Ergonomics with reference to banking sector in Vadodara city, Gujarat

Akanksha

Student, MBA, Parul University, Vadodara 391760, India

INTRODUCTION

There is nothing in our life that is more precious than good health. Without health, there is no happiness, no peace, and no success. A person with bad health cannot enjoy the pleasure of being wealthy. Health is more important than money. Money cannot buy health and pleasure. But a healthy person remains in a state of bliss and happiness.

Ergonomics is the science of designing the workplace, keeping in mind the capabilities and boundaries of the worker. Poor worksite design leads to fatigued, bothered and hurting employees. This rarely leads to the most productive worker. More likely, it leads to a painful and costly injury, lower productivity and poor product quality.

Ergonomics can be defined simply as the learning of work. More specifically, ergonomics is the knowledge of designing the job to fit the worker, rather than actually forcing the worker's body to fit the job. Adapt tasks, work stations, tools, and tools to fit the worker can help reduce physical stress on a worker's body and reduce many potentially serious, disabling work-related musculoskeletal disorders (MSDs). Ergonomics draws on a number of systematic disciplines, including composition, biomechanics, psychology, anthropometry, industrial sanitation, and kinesiology.

Review Papers

1. **Attaran, Mohsen (Jun 1996)** Costs, quality, productivity, barriers to ergonomics and implementation of ergonomics are discussed in detail. Successful implementation includes worker involvement in suggesting improvements to the work process and environment. The firm must include employee inputs in the decision making process. A participative approach requires that the organization be open, that employees at all levels share the needed information, and that employees be trained to evaluate their workplace in terms of risks to safety and health.
2. **Michelle M Roberts, Michael J.O'Neill (2003)** conducted a study on Reducing Musculoskeletal discomfort and Effects of an office ergonomics workplace & Training interventions. The study focused on importance of training intervention on workers how to reduce musculoskeletal pain and discomfort. They designed an instructional system for having better office ergonomic training for employees.
3. **Michelle Robertson (et al 2007)** conducted a study on "The effects of an office ergonomics training and chair intervention on worker knowledge, behavior and musculoskeletal risk". The study was on ergonomic training using instructional system design model. The pre and post training knowledge test was also administered.

RESEARCH METHODOLOGY

- 1) This study will help to uncover the awareness level, Discomfort/pain faced by banking employees due to improper workplace, like lighting, space, noise, chair and table, sitting postures, humidity, desktops, and furniture quality and over all the items connected with the employee in the workplace.
- 2) The study utilized exploratory cum Descriptive method of research.
- 3) For this study, the universe is all the executive employees working in four Private Banks of Vadodara - Kotak Mahindra Bank, AXIS Bank, AU Bank and HDFC Bank.\
- 4) The sampling method used for the study was purposive sampling. The executives who are involved in sitting jobs i.e. dealing with customers or data work on desk were chosen to participate in the survey.
- 5) Collection of data from the banking employees is not all an easy go type as they were most of the time pre occupied and data collection was done in Covid times, so availability of employees was also taken into consideration.
- 6) Primary data for this examination was gathered through survey.
- 7) The various sources of secondary data for this study were :
 - National-international Journals
 - Published Data
 - Survey reports of research agencies
 - Websites of related areas
- 8) The limitations of this study are as follows:
 - This study is restricted to one city of Vadodara only and to 4 Private banks only
 - Time and Cost is the major constraint of this research study.

OBJECTIVE OF STUDY

Following were the objectives for the study;

1. To study the awareness of ergonomics among Bank employees.
2. To study organizational ergonomics practices and impact of ergonomics on the health of bankemployees and
3. To study employees opinion for ergonomics initiatives taken by employer.

CONCLUSION

- In this competitive edge stress at work place and in personal level is the most common feature of the modern life.
- Several researches have shown that workstation environment can be associated to stress at workplace.
- A workstation environment includes many aspects like chair, humidity, light, fresh air, work are design, safety, working desk, accessories and the related reach and many more, so it is taken into consideration that ergonomic factors should take into consideration while designing any work station especially sitting ergonomics must be into consideration.
- A continuous exposure to the uncomfortable and stressful working environment results into several mental and health related problems in the working peoples so it become very crucial to examine the stress factors within the organization especially related to the ergonomics especially in banking sector where an employee spent a big amount of his working time on his working desk and following the repetitive task. Extreme and continuous exposure to stress would reduce an individual capacity to perform at work.
- In this study it was found that employees awareness for the ergonomics is relatively good but most of the employees were not aware of what are the factors of ergonomics and how does it affect their health. Also it revealed that employers of the banks do not take much active participation in organizing ergonomics training programs/sessions and offering suggestions to employees regarding such issues.

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