



Impact on Organizational Performance Goals of Employees in Connection with Family Environment and Healthiness

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ABSTRACT

Organizations strive to increase the work performance of their employees, as engaged employees are more productive employees, but often neglect the significant effects of family environment and healthiness on work engagement. Numerous studies confirm the importance of family environment, healthiness and work engagement, but there is lack of research that explores the relationship between the concepts. This research paper is focused on the Impact of organizational performance goals of employees in connection with family environment and healthiness. This study was carried out by primary data with a sample size of 150 IT employees which were chosen by simple random sampling method. This study is done through online. To know the organizational expectations from employers towards productivity. To understand family environment and its impact on organizational performance. To know healthiness of employee and its impact on organizational work performance. Statistical tools used for this data collection are Independent T-test, Chi-square and ANOVA. The findings of the study revealed that the family environment and healthiness of employees affects organizational performance and most of the employer's expectation towards productivity.

Key words: Performance Goals, Family environment, Healthiness

1. Introduction

In today's fast-paced life, individuals often face the problem of how to balance all roles and responsibilities in life, especially those related to work and family. The extent of the conflicts between work and family is related to the increasing participation of women in the work process and the "modernisation" of life. However, argue that the conflict between work and family is not only a reflection of changes in roles according to gender or economic activity of women, but that the relationship is more complex and takes place in an institutional context. Work-family balance is now almost no longer just an individual problem, but is already becoming a social and institutional problem facing all countries. In theory, work-family balance is gaining in importance, but practice shows that there are still difficulties in exercising certain rights related to work-family balance and that organizations still do not recognize the importance of reconciling work and family life.

If we summarize the individual definitions of organization goals connection with family environment, the concept can be described as satisfactory inclusion or adjustment between two roles in an individual's life, namely work and family. The concept of work-family balance is mainly used to describe the stability and balance between responsibilities related to work and family. Balance being defined by what the individual believes is right. Work-family balance is therefore understood as the effort of an individual to have enough time and energy to devote to the family, while performing all the tasks in his or her workplace.

The concept of work engagement is the subject of many studies. In the literature, work engagement is characterized as an important outcome of a healthy work environment, so it is important, if not necessary, that organizations work with a sense of what their employees need in the work environment. In this way, they stimulate work engagement and thus higher productivity. Research shows that work engagement has a number of positive effects that are important both for the work organization and for the individual. One study summarizes the effects of work engagement that were investigated in three groups: performance, professional results, and personal outcome. Work engagement therefore has a significant positive relationship with work outcomes and with the outcomes of employees beyond work.

For a business to succeed, its employees must be fit and healthy. For great workplace productivity, the health of your employees is the determining factor. Health is a state of complete physical, mental and social wellbeing. To live a healthy life, people need to have a balanced diet, exercise regularly, and get enough sleep. They must also live in a stress-free environment and have good hygiene.

Creating a work culture that promotes health through all aspects of your employees' lives has various health benefits. They can be fit, healthy, satisfied, and happy. Emphasizing employee health and wellbeing is very important. It contributes massively to overall employee engagement within the business.

In recent times, promoting health has become an integral and accepted part of the corporate culture. Studies show that healthy employees tend to be more productive and more hardworking.

1.2 Statement of the problem

This study is designed to examine the impact of family environment and healthiness on employee productivity. This resulted for the employees to do their work effectively. Through this study, the employee will get to know the organizational expectation from employers towards productivity. It is therefore important to find out the impact of family environment and healthiness on organizational work performance.

1.3 Objectives of the study

To know the organizational expectations from employers towards productivity.

To understand family environment and its impact on organizational performance.

To know healthiness of employee and its impact on organizational work performance.

1.4 Research methodology

Research is the process of systematic and in-depth study or search for any particular topic, subject or area of investigation, backed by collection, compilation, presentation and interpretation of relevant details or data.

A. Research Design

Descriptive research study has been used, it involves survey and fact finding enquiries of different kinds, the purpose of descriptive research are the descriptive of state of affairs, as it exist at present.

B. Sample size

The sample would be obtained from employability work force. The researcher selected 150 respondents as the sample size.

C. Sampling method

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1.5 Method of data collection

Data collection is one of the most important aspects of research. The study used primary data and secondary data.

a. Primary data

The researcher used well-structured questionnaires, which contained open ended and closed ended questions. The researcher personally went to collect data from the respondents.

b. Secondary data

Secondary data means that are already available i.e., they refers to the data which has already been collected and analyzed by someone else. The secondary data for the study was collected from books, company websites, magazines and other sources.

1.6 Statistical tools used for analysis

The following ratios are used for analysis

- Percentage analysis
- Chi-square test
- One-way ANOVA

1.7 Scope of the study

This study will focus on online IT employees. This study examine how the family environment and healthiness of employees affect their productivity, either positively or negatively. There should be a significant impact upon employee productivity with organizational work performance. The result will help the IT employees, HR managers, CEO in the organization, and thereby identifying problems and also for developing solutions and making decisions regarding the best strategies to carry out.

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1.8 Limitations of the study

One of the limitation of the study will be the unwillingness of the employees to disclose the main reason why they fail to carry out their proactive and reactive maintenance policies. This study have taken only limited sample size. Also time constraint will be another problem. Furthermore, some respondents are not responded the given questionnaire even though it sent by online.

II REVIEW OF LITERATURE

(London, 2018) Defined employee engagement is “a condition of employee who feels involved, committed, passionate, and empowered and demonstrates those feelings in work behaviour”. It is thus the level of commitment and involvement an employee has towards their organization and its values. The organization must work to develop and nurture engagement, which requires a two way relationship between employer and employee. Thus, employee engagement is a barometer that determines the association of a person with the organization.

(Geeganage, 2017) Employees are more than the most important asset, they play pivotal role in current operational performance and future competitive advantage. Employees spend their major part of their life in the organization within which they work. When people join, they bring with them the unique values and behaviours that they have experienced. While every aspect of managing people in organizations is important, when they are all combined, they make up the organizational culture perhaps the major determinant of effectiveness and performance. An effective organizational culture can be recognized as one factor that always seems to be associated with successful companies. Organisational culture values varied significantly among the firms. The variation in cultural values had a significant effect on employee performance. Therefore the purpose of this study was to investigate relationship between organizational culture and employee performance in apparel sector in Sri Lanka. The independent variable is organizational culture and the dependent variable is employee performance.

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Geeganage, R. S. (2017). Employees are more than the most important asset, they play pivotal role in current operational performance and future competitive advantage.

(Mohammad.Sadegi, 2017) This study aims to investigate the effect of workplace environment’s factors towards employees’ performance. It shows that only supervisor support is not significant towards the employees’ performance. Meanwhile, job aid and physical workplace environment are having a significant relationship towards the employees’ performance. Employees’ performance level is depending on the

quality of the employees' factors workplace environment which are the job aid, supervisor support and also the physical workplace environment. The three factors determine on how the employees' get engaged or attached to the organization. By conducting this project, the researcher could be able to identify the factors that could contribute to workplace environment that affect employees' performance. Therefore, the main purpose of this research is to investigate and to get a clearer picture on the factors that affect employees' performance from three different working places.

(Shirsath, 2016)⁴ The quality and quantity of work generated by employees are influenced by the work environment while poor environmental conditions can cause inefficient worker productivity as well as reduce their job satisfaction. This paper describes some elements of the work environment that can impact on employee productivity and addresses lighting, noise, color, and air quality. Furniture and equipment as the key physical factors in the organization are discussed as well. Four factors of the work environment under which it has impact on employee productivity that are: lighting, noise, colour, and air quality. All of these factors cannot be treated separately, as they connect with each other. The work environment plays a very important role if the organization would like to maintain better productivity as many employees spend most of their time on generating activities in the organization.

(AaronSmith-Walter, 2016) Management literature has emphasized the influence of family friendly work practices on work attitudes and organizational performance because there has been an increase in the number of women and dual-career couples in the workforce. However, previous studies on inconclusive results and focused on the direct relationship between and outcomes. This

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AaronSmith-Walter. (2016). Management literature has emphasized the influence of family friendly work practices on work attitudes and organizational performance. study explores the influence on job satisfaction and organizational performance. Also, we investigate the moderating effects of managerial support and performance-oriented management. Results support the moderating effect of managerial support. But, findings regarding the moderating role of performance-oriented management do not support our expectation.

(RWGriffin, 2016) Health and well-being in the workplace have become common topics in the mainstream media, in practitioner-oriented magazines and journals and, increasingly, in scholarly research journals. In this article, we first review the literature that serves to define health and well being. We then discuss the primary factors associated with health and well-being, the consequences of low levels of health and well-being, and common methods for improving health and well-being in the workplace. Finally, we highlight important future directions for future theory, research, and practice regarding health and well-being from an organizational perspective. **(NewmanJE, 2016)⁷** Job stress (and more generally, employee health) has been a relatively neglected area of research among industrial/organizational psychologists. The empirical research that has been done is reviewed within the context of six facets (i.e., environmental, personal, process, human consequences, organizational consequences, and time) of a seven facet conceptualization of the job stress–employee health research domain. A general and a sequential model are proposed for tying the facets together. It is concluded that some of the major problems of the research in this area are: confusion in the use of terminology regarding the elements of job stress, relatively weak methodology within specific studies, the lack of systematic approaches in the research, the lack of interdisciplinary approaches, and the lack of attention to many elements of the specific facets.

(BascoR, 2015). This article critically analyses the fit between decision-making and strategy in the performance of family firms. Based on a configurative methodology, survey data were collected from privately owned firms. From analysis of this data, we conclude that the advantages and disadvantages of family participation within the business must acknowledge the strategic context utilised by the firm to compete in the marketplace. Family firms perform better if they

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BascoR. (2015). Analyses the fit between decision-making and strategy in the performance of family firms. follow a product/reputation differentiation strategy and balance their family and business-oriented decision-making, or if they follow a low-cost strategy and put the business first in their decision making.

(GLStaines, 2015)⁹ Work schedule that permits flexible starting and quitting times, has gained wide currency as a partial solution to conflicts between work and family life. This article aims to review the existing research regarding the advantages and disadvantages of to both employers and employees; to evaluate the effects on resolving work/family conflicts; and to establish future programmatic, research, and policy directions. Research indicates that no compelling case can be made on the grounds of employers' conventional concerns with organizational effectiveness, organizational membership, or job attitudes. Research reveals, further, that is beneficial in resolving work/family conflicts, but not as beneficial as often hoped. Future research should include the following: (a) greater sensitivity than is currently available regarding the use of, not just access; (b) more attention to the needs of different subgroups as defined by stage in life cycle and family type; and (c) the use of dependent measures that would assess the effect in terms of quality as well as quantity of family time.

(MB.Buntin&MF.Burke, 2015) An unprecedented federal effort is under way to boost the adoption of electronic health records and spur innovation in health care delivery. We reviewed the recent literature on health information technology to determine its effect on outcomes, including quality, efficiency, and provider satisfaction. We found that 92 percent of the recent articles on health information technology reached conclusions that were positive overall. We also found that the benefits of the technology are beginning to emerge in smaller practices and organizations, as well as in large organizations that were early adopters. However, dissatisfaction with electronic health records among some providers remains a problem and a barrier to achieving the potential of health information technology. These realities highlight the need for studies that document the challenging aspects of implementing health information technology more specifically and how these challenges might be addressed.

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III. FINDINGS OF THE STUDY

Based on demographic details of the respondents

- majority (35.3%) of the respondents belong to the age group of 36-45 years · majority (58.0%) of the respondents are male
- majority (66.0%) of the respondents are unmarried
- majority (56.0%) of the respondents educational qualification is post graduate · majority (40.0%) of the respondents occupation is others
- majority (38.0%) of the respondents annual salary is 2,50,000-5,00,000

Based on the employers expectation towards productivity

- Majority (36.0%) of the respondents definitely do not taken leave often · majority (39.3%) of the respondents definitely keep promptness in timing · majority (40.7%) of the respondents definitely agreeing that organization gives proper training according to the work needed
- majority (44.7%) of the respondents definitely acquire learning and development skill · majority (46.7%) of the respondents definitely maintain relationship management in organization
- majority (36.7%) of the respondents definitely agreeing that the organization provides incentives according to the work
- majority (38.0%) of the respondents definitely agreeing that organization provides good ambience at work
- majority (38.7%) of the respondents definitely agreeing that organization gives proper position according to the organizational hierarchy
- majority (50.7%) of the respondents definitely positive and proactive person in the organization
- majority (53.3%) of the respondents definitely completes the work on given time

Based on the family environment and its impact in organizational performance · majority (37.3%) of the respondents are agreed that the organization provide the adequate salary income

- majority (37.3%) of the respondents are strongly disagree that their better half working in the same organization
- majority (35.3%) of the respondents are strongly disagree that their grandparents are available to help me in work
- majority (28.7%) of the respondents are strongly agree that they are working in native place
- majority (33.3%) of the respondents are agree that they visit relatives
- majority (36.0%) of the respondents are agree that they understand the importance of social programs
- majority (38.0%) of the respondents are strongly agree that no family member is suffering from chronic ailment
- majority (30.0%) of the respondents are agree that they experiencing long distance travel for work
- majority (33.3%) of the respondents are agree that their family members supports their job
- majority (34.0%) of the respondents are agree that they having financial backup plans for emergency

Based on the healthiness of employees and its impact on organizational work performance

- majority (39.3%) of the respondents have some extent in follow regular workouts · majority (36.7%) of the respondents have some extent in follow their hobbies · majority (34.0%) of the respondents have some extent that the organization provides weekly off
- majority (32.7%) of the respondents have some extent to follow proper time for wake up and for sleeping
- majority (34.0%) of the respondents have some extent in long working hours · majority (31.3%) of the respondents have some extent in do not using smoke, consumes alcohol, drugs
- majority (34.7%) of the respondents have some extent in preferring home food · majority (30.7%) of the respondents have some extent to do meditation and yoga · majority (70.0%) of the respondents have invested in a good health insurance plan · majority (77.3%) of the respondents mentioned yes in providing healthy environment for employees to work

Other Analysis

Independent sample T –test

- There is no significant difference in the level of agreeableness about the employers expectation towards productivity based on age of the respondents based on age group of the respondents.

Chi-Square Test

- There is no significant difference in the level of agreeableness about the healthiness of employees and its impact on organizational work performance based on age of the respondents.

One-Way ANOVA

- There is no significant difference in the level of agreeableness about the family environment and its impact in organizational performance based on age group of the respondents.

IV SUGGESTIONS

Based on the analysis and interpretation of the data the following recommendations have been mode regarding the future concept of organizational performance goals of employees in connection with family environment and healthiness.

- Most of the respondents are from the age group of 36-45 and majority of them are male. · Based on the study it shows that employer's expectation towards productivity is higher. · From the employers expectation the organization should maintain proper relationship management.
- From the analysis, only (38.0%) of the respondents agreeing that organization provides good ambience at work.
- Minority of the respondents are agreed to that the organization gives proper position according to the organizational hierarchy.
- Based on the family environment and its impact in organizational performance majority (30.0%) of the respondents are agree that they experiencing long distance travel for work. · Regarding to healthiness of employees most of the respondents prefer home food · Based on the healthiness of employees and its impact on organizational work performance majority (30.7%) of the respondents done meditation and yoga to some extent. · Minor employees are following proper time for wake up and for sleeping.

V. CONCLUSION

The results of this research implies that organizations should focus on employee performance goals in connection with family environment and healthiness. To improve and adapt work-family balance policies and practices to suit employees, and create a family-friendly climate in the organization—this would help to increase employee engagement and thus productivity. At the same time, there is a need for effective and quality-oriented state control, which in practice leads to the implementation of family-friendly measures and the observance of standards in companies, and thus actually enables employees to successfully balance work and family life.

The organization should provide good ambience and proper position according to the organization hierarchy.

First and foremost, everyone should be aware on the importance of the healthiness of employees and its impact on organizational work performance. Everyone must practices regular workouts, proper time for sleeping create a "win-win situation" for both employees and the organization.

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