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A Study on Effects of Work Environment on Individual Commitment Towards Organization

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Abstract:

The researcher sought to explain the effect of work environment on individual commitment towards the organization. The research is guided by some major question which aim to explore the employee satisfaction, employee commitment, work environment and its effect. The data was collected by simple random sampling method. The tool used for data collection was structured and self-constructed questionnaire. The study established that the employees were largely affected by work environment with respect to their commitment towards the organization. It's the researcher's findings that proper work environment which includes both physical and mental work environment can lead to more stable, efficient and committed employees for an organization. It is also found that appreciation and recognition are also very important to an employee while working in an organization. This two factors play a vital role in sustainability and commitment of an employee, salary being a secondary concern. Concludingly, the study proved that work environment thus affects the individual commitment towards an organization.

I. INTRODUCTION

Work Environment

Many academics have made an effort to conceptualize the workplace. Perhaps it may be defined in its simplest form as the settings, scenarios, conditions, and circumstances in which individuals operate. Opperman (2002) was quoted in Yusuf and Metiboba, (2012), to define workplace environment as composition of three major sub-environments which include the technical environment, the human environment and the organisational environment. According to them technical environment refers to tools, equipment, technological infrastructure and other physical or technical elements of the workplace.

Employee commitment

Job commitment entails three components – workers' readiness to exert effort on behalf of the organization; of organizational goals and values; and workers desires to remain with the workers' acceptance organization (ogaboh, Nkpoyen & ushie, 2010). Other researchers have categorised commitment to include (a) something of the notion of membership (b) reflecting the current position of the individual (c) having special predictive potentials, providing predictions concerning certain aspects of performance, motivation to work.

Factors that influence organizational commitment

Job Satisfaction: How much a worker appreciates their employment is referred to as job satisfaction. Employees are more likely to have a closer bond with their business when they enjoy their work. According to a 2011 study by Dirani and Kuchinke, there is a significant relationship between job commitment and job satisfaction, and that relationship may be used to predict commitment.

Managerial Support:

Employees who feel supported at work are more likely to be content with their jobs, which leads to higher levels of motivation and productivity.

Role Stress and Role Ambiguity:

Stress may cause a decline in performance, productivity, and satisfaction as well as a rise in the likelihood that an employee will leave the company.

Empowerment: In the workplace, empowerment refers to inspiring and energising workers to achieve goals, boosting self-efficacy by removing feelings of helplessness, and boosting commitment and drive.

Job Insecurity and Employability: According to a 2009 survey by De Cuyper Research, employees on fixed-term contracts or anybody else deemed to be "temporary" reported higher feelings of job insecurity than those with permanent employment.

II. RESEARCH METHODOLOGY

Main Objective:

To study the effects of work environment on individual commitment towards organization.

Sub Objectives:

- To determine the different types of culture profiles of public and private sectors of industry.

- To measure the extent to which the dimensions of organizational culture influence employee commitment and performance.

- To investigate the relationship among dimensions of organizational culture, employee commitment and the employee performance in public and private sector of industry.

- To study the effect of employees' personal profile on the relationship among dimensions of organizational culture, employee commitment and the employee performance.

- To compare/relate the commitment of an individual towards the organization under different environments.

- To study how organizational learning affects the individual commitment.

- To reform policies and law, making the term "Work Environment" for the employees more important to an organization which will directly lead to increase in Individual Commitment towards the Organization.

Research Design

According to Paulin V. Young, 'a research design is logical and systematic planning and directing a piece of research'. In a simple language we may define research design as, the plan, structure and strategy for investigation conceived, so as to obtain answer to research equation and control. The purpose behind this study was to collect factual information and to explore the same. So, research design is Descriptive.

Universe

The first step in developing any sample design is to clearly define the set of objectives, technically called the universe. The universe for this study consists of employees of See Linkages Private Limited, Vadodara.

Sampling and Sample Size

Sample is the representative of the whole universe. Here, the researcher has used simple random sampling method. The sample size for the research will be 60 employees of See Linkages Private Limited.

Variables

They are two sets of variables Independent and Dependent.

Independent variable

Include personal information like Age, education, caste, religion, occupation, etc.

Dependent variable

Variables include like work environment and its impact, factors, etc...

Tool of data collection

Primary Data: Structured and self-constructed Questionnaire

Secondary Data: Internet, books, previous dissertation, journals

Reference period

The data has been collected during the month of November, 2022 by the researcher.

Limitation of Study

- Only three dimensions of organizational culture and some commitment types are measured in the present study. Thus, further study can be done by taking more dimensions of organizational culture and commitment types.

- Other Hofstede's culture dimensions that were not considered in the study may have a significant impact on the level of employee commitment that can be further taken into consideration.

- A lot of studies have shown the socio-demographic variables importance to employee commitment, but our analysis did not include those variables. Further research can be done to include these variables in their attempt to examine the impact of organizational culture on employee commitment.

- The implementation of a regulated employee performance measures can be studied and should be considered which will aid in determining and evaluation of employee performance in the public and private steel industries and other manufacturing units as well.

- This study was restricted to the district of Vadodara and some specific industries, further study can be done in other districts or states by taking different sectors.

III. Findings

- Majority of the respondents (46.7%) were belonging to the age group of 30-40 years.

- Majority of the respondents (66.7%) were males.

- Majority of the respondents (63.3%) were educationally qualified as graduates.

- Majority of the respondents (55%) were designated as middle level employees.

- Majority of the respondents (73.33%) were strongly agreed about being enjoying their work.

- Majority of the respondents (60%) were agreed about being encouraged to do interesting and challenging things at work.

- Majority of the respondents (52%) were strongly agreed about being satisfied with the work they do.

- Majority of the respondents (54%) were agreed that they are appreciated when they do well at work.

- Majority of the respondents (48%) were strongly agreed about always being credited for the good work they do at work.

- Majority of the respondents (45%) agreed about the acceptance of responsibility given to them.

- Majority of the responsibility (50%) agreed that their opinion counts in their organization.

- Majority of the respondents (45%) agreed about having a great team to work in.

- Majority of the respondents (52%) strongly agreed that their colleagues have high standards on work.

- Majority of the respondents (55%) strongly agreed that they are honest in their job.

- Majority of the respondents (54%) agreed that they would recommend this organization to their family and friends.

- Majority of the respondents (65%) agreed that they valued their organization value.

- Majority of the respondents (43%) agreed that they understand how they contribute to their organization's goals.

- Majority of the respondents (60%) agreed about being glad to choose to work for this organization.

- Majority of the respondents (50%) agreed that their organization has high work morale.

- Majority of the respondents (53%) agreed that their organization inspires them to give their best shot at work.

- Majority of the respondents (37%) ranked role stress and ambiguity as a factor that they think affects their commitment to their job or organization.

- Majority of the respondents (63%) stated that they were satisfied with their salary.

- Majority of the respondents (70%) stated that they were satisfied with their physical work environment.

- Majority of the respondents (38%) ranked chances for career advancement as a positive element of their work environment.

- Majority of the respondents (46%) ranked favoritism as a negative element of their work environment.

- Majority of the respondents (60%) strongly agreed that working environment of an organization affects the employee commitment towards the organization.

References

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