"A STUDY ON IMPACT OF THE WORK ENVIRONMENT ON JOB SATISFACTION"

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ABSTRACT:

The work environment plays a crucial role in influencing employees' job satisfaction, which subsequently impacts productivity, motivation, and retention rates. This research explores the relationships among the physical, psychological, and organizational aspects of the workplace and their effect on employee satisfaction. Employing a mixed-methods approach that incorporates surveys and interviews, the study assesses key factors such as workplace culture, leadership, job security, and work-life balance. Findings reveal that a positive and supportive work environment significantly enhances job satisfaction, while a toxic or high-stress atmosphere can lead to dissatisfaction and burnout. Factors such as recognition, opportunities for career growth, and interpersonal relationships are essential in promoting employees' well- being. It is imperative for employers to focus on cultivating a balanced and inclusive work culture to improve job satisfaction. The study provides recommendations for HR professionals to implement strategic improvements within the workplace. Ultimately, enhancing the work environment is essential for both employee well-being and organizational success.

KEYWORDS: Leadership, Productivity, Surveys, Interviews, Strategic

INTRODUCTIONS:

Human resource management (HRM) emphasizes that enhanced organizational performance is achieved through the efforts of employees. As such, employees are considered valuable assets for driving improvement and success. In earlier decades, performance was viewed as a combination of aptitude and motivation, provided sufficient resources were available. Consequently, motivating employees became a key focus for management. When human resources are utilized to their fullest potential, organizations can achieve exceptional levels of productivity, efficiency, and performance. However, not all employees work in the same manner, as individuals have unique working styles. While some employees consistently perform at their best regardless of incentives, others benefit from periodic encouragement or rewards.

Many organizations fail to recognize the critical role that the working environment plays in enhancing employee job satisfaction, leading to significant operational challenges. Such businesses often struggle with internal weaknesses, making them less capable of introducing innovative products and gaining a competitive edge (Aiken, Clarke, & Sloane, 2002).

Employees are integral to achieving a company's mission and vision, and their performance must align with organizational standards to ensure high-quality outcomes. To meet these expectations, employees require a work environment that enables them to operate without hindrances and maximize their potential.

In an era of intense global competition among businesses and nations, strong human resource performance is essential. Globalisation process has become the order of the day in the world and no country can escape from this process but only scale of implementation is different. Globalisation gives lot of advantages for countries to improve their economic standards. Global trade can reduce the manufacturing cost which leads to lower cost of products that helps the customers to have a better quality of life. Flow of foreign direct investments helps increasing economic output of the country with efficient processes. Globalisation facilitates for the integration of regional and national economies and cultures with a network of global communication system, technologies, movement of people with good logistics facilities. Globalisation may increase positive international relationships and reduce conflicts.

OBJECTIVES:

- To assess employee job satisfaction in relation to factors within the work environment.
- To examine work environment factors and to know the importance of the work influences.
- To evaluate the connection between demographic variables, work environment, and job satisfaction.

REVIEW OF LITERATURE:

Huysamen (1999) characterized the work environment as encompassing the organizational, human, and physical aspects of the workplace. Salunke (2015) identified working environment factors as elements of the physical setting, which encompass temperature, noise levels, and infrastructure. The mental environment includes coworker relationships, fatigue, and boredom, while an employee's social environment is shaped by their connections to specific social groups. The physical work environment, as described by Skalli, Theodossiou, and Vasileiou (2008), pertains to the physical characteristics of the workspace, such as its location, lighting, and equipment. The human work environment, according to

Gazioglu and Tanselb (2006), consists of the relationships employees maintain with their colleagues. Lastly, the organizational environment is defined by the ten procedures and systems that function within the workplace, as noted by Sousa- Poza and Sousa-Poza (2000).

In a study focused on private schools in Peshawar City, Muhammad (2022) investigated the impact of the workplace on employee job satisfaction. The research involved a representative sample of 200 private school employees selected through convenience sampling. A survey questionnaire featuring closed- ended questions was administered to these participants, and the responses were analyzed using ANOVA. The findings revealed that most respondents agreed that their job satisfaction was significantly influenced by their work environment. Additionally, a majority noted that their supervisors were supportive, their colleagues shared responsibilities equitably, and their workplace was conducive to productivity. These factors were identified as the primary contributors to the overall job satisfaction of the employees.

By evaluating the literature, Adamopoulos et al. (2022) sought to determine correlations and relationships between burnout, job stress and job satisfaction in the public health field. A systematic review of the last ten years' worth of publications published in journals such as Scopus, Web of Science, and Direct Science was conducted by the authors. For the public health workforce, the study determined the prevalence, intensity, and average impact of burnout, job satisfaction, and workplace stress risks. The office environment, in particular, had an impact on perceived job danger, stress, burnout and job satisfaction levels.

RESEARCH METHODOLOGY:

The study combines both quantitative and qualitative techniques for a comprehensive understanding that it is using **mixed method approach**. This study will employ more of a **descriptive research design** to assess how the workplace conditions affect employees' job satisfaction. The size of the sample for this research is 70 blue-collar and white-collar

employees. The initial data collected from employees (blue-collar and white-collar) through structured interview schedule i.e. Quantitative method that included both open-ended and closed-ended questions, which were administered directly to the respondents. Secondary data consist of different literatures like various books, published articles, government websites and company annual reports. Limitation of study the time constraint as it took whole month for data collection as every interview took nearly 20minutes to fill responses. The resource limitation leads to lack of advanced research tools and software, financial limitations, less access to data.

DATA ANALYSIS AND INTERPRETATION:

Showing company provides all the tools and materials need to do job

Sr. no	Categories	Frequency	Percentage
1	Strongly disagree	7	10%
2	Disagree	6	8.6%
3	Neutral	31	44.3%
4	Agree	20	28.6%
5	Strongly agree	6	8.6%
Total		70	100%

From the above table, it can be said A significant portion of respondents (44.3%) remain neutral on this matter, indicating that a large group may not have strong opinions or clear experiences regarding the adequacy of tools and materials. Those who agree (28.6%) or strongly agree (8.6%) together constitute 37.2% of the responses, suggesting that a noticeable proportion of employees are satisfied with the company's provisions. However, 18.6% of respondents either disagree (8.6%) or strongly disagree (10%) with this statement, highlighting a segment that feels the company does not sufficiently meet their needs in this area. These findings suggest an opportunity for the company to explore and address the concerns of employees, especially those who are dissatisfied or neutral, to improve job satisfaction and productivity.

Physical Work Environment: Company provides all the tools and materials need to do job
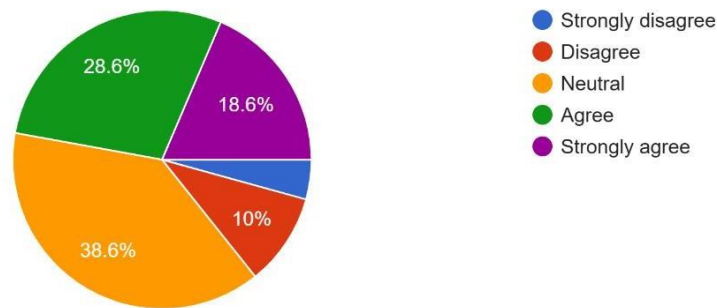70 responses
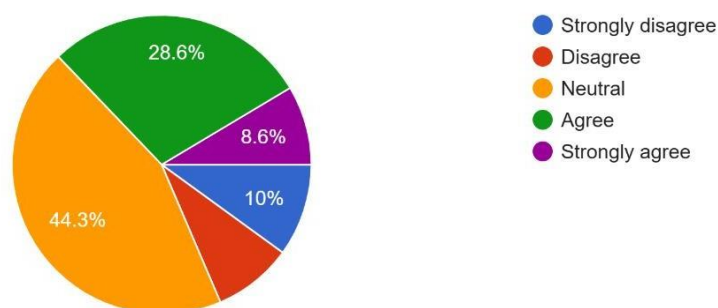
Showing the organization protects its employees from discrimination

Sr. no	Categories	Frequency	Percentage
1	Strongly disagree	3	4.3%
2	Disagree	7	10%
3	Neutral	27	38.6%
4	Agree	20	28.6%
5	Strongly agree	13	18.6%
Total		70	100%

From the above table, it can be said that 47.2% of employees ("agree" 28.6% and "strongly agree" 18.6%) have a positive perception of the statement, indicating nearly half of the respondents are satisfied with the company's provisions or policies. Meanwhile, 38.6% of respondents are neutral, suggesting a significant number who neither agree nor disagree, possibly due to mixed experiences or lack of clarity. A smaller portion, 14.3% ("disagree" 10% and "strongly disagree" 4.3%), express dissatisfaction. Overall, while the sentiment is generally positive, the large percentage of neutral responses and the notable minority expressing dissatisfaction highlight opportunities for the company to further investigate and address employee concerns to enhance satisfaction and clarity.

Psychological Work Environment: The organization protects its employees from discrimination
70 responses

MAJOR FINDINGS:

Cleanliness and hygiene were consistently highlighted as critical contributors to job satisfaction. A majority (39 positive responses) appreciated well-maintained production areas and restrooms, ensuring a healthy workspace. Safety equipment availability (42 positive responses) reassured employees about their well-being and increased satisfaction. Dissatisfaction with working hours was significant (51 negative responses), pointing to a potential issue of overwork or poorly balanced schedules. Collaborative teamwork improved problem-solving efficiency and morale. Leadership encouragement for innovation boosted employee satisfaction. Poor conflict resolution mechanisms and uneven workload distribution caused friction and dissatisfaction in teams.

SUGGESTIONS:

Embrace Technological Innovations: Organizations should constantly review and implement cutting-edge HR technologies procedures, Increase and data analytics tools can help firm is communication, and boost productivity. Modern human resource management systems, along with artificial intelligence and machine learning, enable companies to stay competitive and manage their workforce more efficiently. Contemporary human resource management systems, featuring artificial intelligence and machine learning, empower organizations to remain competitive and manage their personnel more effectively.

Highlight Employee Wellbeing: Recognize the significance of employee wellness in promoting organizational success. Introduce initiatives and programs that support work-life harmony, mental health assistance, stress relief, and healthy living. Consider offering adaptable work

arrangements, wellness initiatives, and employee support services to contribute to both their physical and mental well-being. Committing to advanced human resource management systems, artificial intelligence, and machine learning helps organizations stay ahead of the competition and manage their workforce more efficiently.

CONCLUSION:

In exploring the multifaceted dynamics through examining the work environment and its effects on job satisfaction, our study has revealed a complex web of related elements that influence employees' views, feelings, and general welfare. Through a comprehensive analysis of physical, psychological,

social, and organizational dimensions, we have gained valuable insights into the intricate interplay between these factors and their collective influence on job satisfaction.

In conclusion, our research offers important perspectives on the intricate interaction of physical, psychological, social, and organizational elements that influence employees' job satisfaction. By recognizing and addressing these interrelated factors, organizations can create a supportive, inclusive, and rewarding work environment that enhances employee well-being, encourages engagement, and promotes long-term success. As we navigate the evolving landscape of work, it is imperative for organizations to prioritize employee satisfaction as a strategic imperative, ensuring that their greatest asset – their people – thrive and flourish in the workplace of tomorrow.

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