



International Journal of Research Publication and Reviews

Journal homepage: www.ijrpr.com ISSN 2582-7421

A Study on Employee Working Environment at Sieger Spintech Equipments Pvt. Ltd., Coimbatore

N. Shamreen Banu¹

¹ Student, School Of Management Studies, Karpagam College Of Engineering, Coimbatore, Tamilnadu

ABSTRACT

The objective of the study is to analyze employee working environment at Sieger Spintech Equipments Pvt. Ltd, Coimbatore. This study focuses on evaluating the company's structure, work satisfaction, up-to-date technology, and the impact of the work environment on employees. It aims to assess how organizational structure influences perceptions of safety and job security, and to evaluate employee satisfaction with health and safety training, welfare facilities, and alignment with organizational goals. Additionally, the study examines employees' evaluations of technological advancements and resource availability, and analyzes the influence of the work environment on productivity, performance, team spirit, morale, and career development. The findings will provide insights into how these factors affect employee performance and well-being.

Keywords: Working Environment, work processes, Work satisfaction and resource availability

INTRODUCTION

The work environment encompasses both physical and psychological elements that influence an employee's experience on the job. Physically, it includes factors like tools and equipment used for tasks, as well as conditions such as lighting, air quality, and noise levels. Psychologically, it involves how work is structured and the overall sense of wellbeing at the workplace. The term also refers to the broader setting in which employees carry out their duties, including elements like temperature, office layout, and technological tools such as computers. Additionally, it covers procedural aspects and the way tasks are carried out. Social dynamics at work—interactions with colleagues, supervisors, and team members—are also a significant part of the environment. Employees generally have the right to a workplace that is respectful and free from inappropriate behavior. When inappropriate conduct, particularly of a sexual nature, disrupts job performance or creates a threatening or uncomfortable atmosphere, it can lead to what is known as a hostile work environment.

CHARACTERISTICS OF A POSITIVE WORKING ENVIRONMENT

Open and honest communication

A supportive work environment typically features open and effective communication across all levels of the organization. This involves clear exchanges between team members as well as between staff and leadership. Being able to ask questions and get constructive feedback contributes to a sense of appreciation and recognition within the workplace.

Positive reinforcement

Positive reinforcement is a way for employers to praise you for your good work. Companies that provide positive reinforcement can help foster a positive working environment for all. Work bonuses

- Catered lunches
- Pay raises
- Reserved parking spots

Good work-life balance

A positive working environment consists of a healthy balance between your personal and professional life. This ensures you can continue to find job satisfaction without letting your job overtake other areas of your life.

FACTORS AFFECTING WORKING ENVIRONMENT:

1. Job Satisfaction:

Job satisfaction refers to the positive or negative attitude employees have toward their roles. Like motivation, it is influenced by the surrounding work environment. One key factor affecting job satisfaction is how a job is structured. Positions that offer elements such as independence, diversity in tasks, a clear sense of purpose, meaningful contributions, and regular feedback tend to enhance employee satisfaction.

2. Pay:

The working environment is fundamentally shaped by the principle of fair compensation. Nowadays, employees are increasingly interested in sharing in the organization's profits.

3. People:

In most workplaces, individuals typically interact with three main groups: superiors, peers at the same level, and subordinates. Beyond these, certain professions require engagement with a wider range of people, such as patients, media representatives, the general public, clients, individuals with disabilities, children, foreign delegates, as well as public figures including politicians and celebrities—even in some cases, criminals.

4. Health Conditions of Employees:

Organization should realize that their true wealth lies in their employees and so providing healthy environment for employees should be their primary objective

5. Personal and Career Growth Opportunities:

An organization should provide employees with opportunity for personal/professional development and growth and to prepare them to accept the responsibilities at higher level.

ELEMENTS OF A PRODUCTIVE WORK ENVIRONMENT

An efficient and positive workplace enhances employee productivity, supports higher retention rates, and leads to better customer service. To achieve this, organizations should build their work environment around five key components. Teamwork

- Training
- Respect
- Communication
- Opportunity

SIGNIFICANCE/RATIONALE OF THE STUDY

Exploring the dynamics of a company's work environment is essential for understanding its influence on employee satisfaction and organizational effectiveness. Elements such as trust, psychological safety, and a sense of belonging are fundamental in fostering a positive workplace culture. When employees feel safe to express their ideas and believe they are valued team members, their engagement and commitment to their roles are significantly enhanced. For businesses, prioritizing a healthy work environment yields numerous advantages. Benefits include reduced stress levels, improved physical and mental health among staff, and heightened job satisfaction. By addressing employees' personal needs and promoting a balanced work-life dynamic, companies not only enhance their appeal as employers but also boost overall productivity.

STATEMENT OF THE PROBLEM

It is important to give greater attention to understanding and managing the work environment, as employees who view their workplace negatively may experience long-term stress. The work environment encompasses the systems, procedures, tools, structures, and conditions that can either enhance or hinder individual performance. It also includes organizational policies, workplace culture, available resources, relationships among employees, location, and both internal and external factors that affect how tasks are carried out. Employee morale is closely connected to productivity within this environment.

OBJECTIVES OF THE STUDY

Primary Objective

- A study on employee working environment at Sieger Spintech Equipments Pvt. Ltd, Coimbatore

Secondary Objectives

- To know the demographic profile of the employees.
- To assess how the organization's structure influences employees' perceptions of workplace safety, the positive impact of their work, and overall job security.
- To evaluate the level of employee satisfaction concerning the organization's work environment, health and safety training, welfare facilities, and the alignment of their work with organizational goals.

- To determine employees' evaluations of the organization's technological advancements, work processes, resource availability, and programs aimed at enhancing work quality.

SCOPE OF THE STUDY

The study mainly focused on employee working environment at Sieger Spintech Equipments Pvt. Ltd, Coimbatore . The sample size is 100. This study focuses on evaluating the company's structure, work satisfaction, up-to-date technology, and the impact of the work environment on employees. This study is to find out the factors related to a working environment that influences employees' performance. This study also investigates how the working environment would affect the performance of an employee.

1.6 LIMITATIONS OF THE STUDY

- This study restricted Coimbatore only, so it may not universally applicable.
- The accuracy of the information depends upon the respondents.
- The scope of the study is limited to the current trend only.
- Due to the shortage of time and other constraints, the study has been limited to 100 respondents only.

REVIEW OF LITERATURE

1. **Suharno, Suharno & Sarjana et. al. (2018)** conducted a study to see how job satisfaction, work environment and successful aging are determinants of delaying retirement among acute care nurses. The sample chosen by the authors for this study was of 2,789 nurses, all aged 40 years. This study provides quantitative evidence that environment and successful aging are important areas that have an impact on job satisfaction of the nurses and delay of retirement. Further studies in these areas are warranted to expand on this knowledge.
2. **Albasharyeh et. al (2019)** did a study on how healthy work environments are crucial for job satisfaction of nurses in Oman. The sample size consisted of 454 local and expatriate nurses who were given a self- administered questionnaire to fill and then a cross-sectional descriptive design was used as the data analysis tool. It was seen that a favourable work environment positively correlated with job satisfaction. The staffing, type of hospital, nationality, staffing, resources and participation in hospital affairs were forecasters of nurse job satisfaction, although the largest amount of variation in the job satisfaction of nurses was explained by their work environment. It was pointed out that the influence of the work environment on nurse job satisfaction is bigger than characteristics of the nurse and hospital and the unit types.
3. **Wang & Brower (2019)** aimed to find out the job satisfaction among federal employees by studying the role of employee interaction with the work environment. A total of 82 federal agencies including 37 departments/large agencies as well as 45 small/independent agencies were surveyed using the 2015 Federal Employee Viewpoint Survey. The findings of this research indicate that federal employees' sense of alignment with their roles, colleagues, and supervisors significantly influences their job satisfaction. In light of these findings, it is suggested that interactional perspectives provide a valuable theoretical lens for further exploring the factors that contribute to employee satisfaction.
4. **Anis, M., & Emil, D. (2018).** wrote a paper that studied the effect of the work environment on job satisfaction in the Banking Sector in Ghana. The sample was chosen using the stratified sampling method and consisted of 105 employees of a bank in Ghana. The primary method of data collection was a questionnaire. The paper concluded that the environment has a significant effect on employees' satisfaction.
5. **George Kafui Agbozo et. Al (2018)** conducted research on the consequences of work environment, leadership styles and organizational culture towards job satisfaction. The authors also aimed at providing implications towards performance of the employees in Parador Hotels and Resorts, Indonesia. Out of an employee population of 642 individuals, 179 were chosen as the sample. For the study, analytical, descriptive methods were utilized along with SEMPartial Least Square with IBM SPSS Statistics software 22.0 and WarpPLS 3.0 were made use of. The results indicated that while work environment, leadership style and organizational culture have a significant and positive impact on job satisfaction, only leadership style was seen to have a positive impact on the employee performance. The researchers concluded that job satisfaction does not have a significant and positive effect on the performance of the employee and it is not a mediating variable.

RESEARCH METHODOLOGY

Research methodology is the science of studying how research should be conducted to ensure objectivity, credibility, and relevance. Research methodology is the specific procedures or techniques used to identify, select, process, and analyze information about a topic.

Study area

The study area is Sieger Spintech Equipments Pvt. Ltd., Coimbatore.

Design of the study

Research design is the plan and structure of an investigation that ensures the study is conducted efficiently and effectively. Descriptive research design is used in this study. Descriptive research design involves a systematic method of exploring and explaining the characteristics of a particular group or topic, focusing on aspects such as who, what, where, when, and how. For this study, a descriptive design has been employed.

Source of the data

It can be the initial point of data creation or the place where physical data is first converted into digital form. Even well-processed data can act as a source if it is accessed and used by another process. In this study, both primary and secondary sources of data have been utilized.

Data Collection Methods

The study basically uses primary and secondary data. The study depends mainly on the primary data and secondary data namely the text books, journals, newspapers, magazines and internet.

Sampling technique

Sampling is a method used to choose specific individuals or a subset from a larger population in order to draw conclusions and estimate characteristics of the entire population. Researchers in market research often use various sampling techniques to gather useful insights without needing to study the entire population. This study employs the Non-Probability Sampling method, which involves selecting samples based on convenience or other criteria, making data collection easier.

Sample Design

Convenience sampling design is used. It is usually termed as convenience sampling, because of the researcher's ease of carrying it out and getting in touch with the subjects. Researchers have nearly no authority to select the sample elements, and it's purely done based on proximity and not representativeness.

Analytical tools and methods

Data analysis is the process of collecting, modeling, and analyzing data to extract insights that support decision-making. There are several methods and techniques to perform analysis depending on the industry and the aim of the investigation. In this study, Statistical analysis method is used.

Statistics encompasses the processes of gathering, interpreting, and validating data. Statistical analysis refers to the application of various methods to quantify and evaluate data. Quantitative data, which includes descriptive forms such as surveys and observational data, is also referred to as descriptive analysis. Several tools, like SPSS (Statistical Package for the Social Sciences), are used for performing statistical data analysis. In this study, the following statistical tools are employed for data analysis:"

- Percentage analysis
- Chi Square Test
- Correlation analysis

CONCLUSION

Organizational culture is the norms and values shared by members of an organization that controls the way they interact with one another and stakeholders outside the organization. The study reveals that organizational culture fosters performance and satisfaction of employees. In other words, it has an impact on employee performance and job satisfaction. Even in advanced countries and in most computerized organizations, organizational culture and environment cannot be over looked because it plays a significant role in the organization. It determines kind of working environment and how employees interact and all these affects performance, satisfaction and even productivity of the organization itself. It is therefore important that every organization should develop a culture that will be well understood by its employees, because if employees are well acquainted with the organization's culture they know how to adjust their own values to fit into the culture of the organization thereby performing their duties properly and get satisfied at the end of the day for a job well done. It concludes that, most of the employees are satisfied with the work environment and work culture of the organization.

BIBLIOGRAPHY

1. Sinha, V. (2024). Role of diversity and inclusion in employee engagement among different sectors of India. <https://doi.org/10.4018/979-8-3693-9230-0.ch008>
2. Tajeddini, K., et al. (2022). Diversity management and employees' innovative behavior. *Journal of Management Development*, 42(1), 29–53. <https://doi.org/10.1108/JMD-04-2021-0075>
3. Morfaki, A., & Morfaki, S. (2022). Managing workforce diversity and inclusion. *Int. J. of Organizational Leadership*, 11(4), 426–443.
4. Verma, A. (2024). *Managing diversity: Approaches for a globally inclusive workplace*. Sage Publications.
5. Raimi, A., et al. (2022). *Journal of Business and Emerging Markets*, 4(1), 1–27. <https://doi.org/10.56596/jbem.v4i1.116>
6. Sharma, M. (2024). Communication, engagement, and workplace inclusion. *Feedback Int. J. of Communication*, 12(2), 45–60. <https://doi.org/10.62569/fjic.v12i2.8>