

## An empirical study on work environment of employee

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### Abstract

Employee welfare practice aims to provide fair wages, good working conditions and realistic terms and conditions of employment. Within this working condition plays an vital role in getting the efficiency from the employee, and to retain them for long period of time in their job. According to the workers, they have to recognize the moral obligations of an organization, to do good work and take a genuine interest in their work to accomplish the industries production target, develop a friendly attitude towards the management, join hands during times of crises, assess realistically the difficulties of the management and resort to peaceful and constructive means to secure their rights in their own interest as well as in the interest of the organization. "Good working condition ought to improve the work life as well as the social life of the people at work". It reveal the impact on retention of employee, and good industrial relation within the organization.

**Keywords:** HSDC: human skill development corporation, NSDC: national skill development corporation

### Introduction

According to Hawthorne experiments "Man does not live for bread alone". He needs position and status. The worker is not contended with high pay alone. He needs an added stimulus to keep body and soul together. This could be made possible only by providing better working condition to the workers.

Working condition represents a state of well-being of the workers by improving their physical, mental, social and cultural conditions of life as well as health, safety security and convenient conditions of work life. Workplace elements - the environment, the equipment and the process. The environment includes such hazards as noise, vibration, lighting, temperature, and ventilation. Equipment includes materials, tools and apparatus for producing a product or a service. The process involves how the worker interacts with the other elements in a series of tasks or operations. When people are working in situations that suit their physical and mental abilities, the correct fit between the person and the work task is accomplished. People are then in the optimum situation for learning, working and achieving, without adverse health consequences, e.g. injury, illness. Employers should realize the importance of their role in arranging proper working environment to fulfill employee 'needs, however reasonable they might be. However the employers must motivates the work force to contribute to the corporate objectives in a better way.

Industrial undertaking requires the full commitment and co-operation of everybody concerned, from the proprietor to the workers. Risk assessment should be reviewed regularly and significant change in working condition should be done. Instead on these activities, employee turnover can be controlled; workers would work with security of job and without absenteeism, and irregularities. Providing proper working condition is one of the way to retain efficient workers in the organization. The working conditions of employee are explored by linking them up to the growth of respective industries.

### Statement of the Problem

Efficiency of the work force is directly and indirectly linked with the conditions and environment under which they are required to work. Even the most sincere employee cannot contribute his best if he is uncomfortable on the contrary his productivity is bound to increase when he is comfortable at the work place and he is conscious of the welfare amenities. Provision of adequate welfare facilities will go a long way in the improvement of morale of the workers and consequent increase in their efficiency and reduction in cost.

Management uses employee welfare measures as a tool and good working condition is one of important measure, which helps to achieve the aim and also to retain the efficient employee, in the organization. By its very nature must necessarily be elastic; bearing a somewhat different interpretation in one country from another, according to the different social customs, the degree of industrialization and the educational development of the worker. Thus, limits cannot be rigidly laid down for the scope of employee welfare for all industries and for all times.

### Objectives of the Study

- To examine the working condition in selected engineering industry
- To study the level of satisfaction of employee towards the working condition
- To reveal the working condition, which indented in influencing
- the employee to retain in the industry

### Research Methodology

Research methodology is a way to systematically solve the research problem.

### Research Design

Descriptive research design has been used in this research work

**Sample Size**

Five industries were selected for the study namely Pricol Ltd., Roots Ltd., Larsen & Toubro Limited, Hindustan Moulds & Dies (P) Limited, and CNR Engineering Industries. The sample size is 500, the data were collected to analyze the work environment on the employees.

**Sources of Data**

The data were collected from both primary and secondary sources. The primary data were collected using the questionnaire method. Secondary data were collected from journals, company reports, books, newspapers, district statistical books and periodicals.

**Area of the Study**

The engineering sector is one of the major contributors to the country's total merchandise shipments. According to SDC the US and Europe together account for over 60 per cent of India's total engineering exports. Coimbatore is the second largest city in the South Indian state of Tamil Nadu. It is the administrative headquarters of the Coimbatore District and a major textile and engineering hub of South India. It is referred to as "the Manchester of South India". Industry Growth Prospects in the Coimbatore engineering sector showed immense optimism in the growth prospects of the sector. As per review of NSDC more than 70% of the respondents expect the industry to grow above 20% in the next two fiscals and around 17% companies estimate growth of 10-20%.

**Analysis of Data**

The term analysis refers to the computation of certain measures along with searching for patterns of relationship that exist among data groups. The manner in which data can be analyzed depends to a great extent upon the measurement and sampling followed in their collection. After completing the data collection, cross checks have been made to avoid the recall bias. The missing details have been collected by revisits. The details were edited and presented in tabular form and using five point scale for study the workers attitude towards Human Resource Management. Based on the data collected from the respondent tables were prepared. Data collected was analyzed with the help of right statistical tools.

The following statistical tools were used for analyzing the collected data

- a) Simple percentages analysis
- b) Chi-squire test

**Review of Literature**

Lal Suresh, Sujitha and Kavitha (2015) <sup>[1]</sup> made a modest attempt to study the different aspects migrant working conditions men and to find out the impact of migration on them in terms of working conditions, wages and earnings, their living conditions and problems at work place. The study reveals that about one fourth of the migrant women from rural areas are not satisfied with their present job. But still due to severe unemployment in the society they have to migrate to other places for searching jobs. Usha.M, Nandhini.M, and Palanivelu. P (2014) <sup>[2]</sup> The Indian labour's development can be evolved in three phases, which help map the challenge of retention and how it has evolved in the last few decades. The first phase was pre-reform, where there was no labour shortage. It was a time where highly competent youth had to compromise on the quality of careers they wanted to pursue. The most prestigious jobs available were generally in the public sector. In the second phase or pre 2000 era, organizations experienced a talent shortage as new business models started to surface and off-shore businesses began to gain currency in India. In the current phase or post 2000 era, the significance of this topic is validated by the fact that a couple of hundred HR professionals have gathered around to explore retention challenges and solutions. Workforce in the pre-reform phase was tenured and expressed lifetime loyalty to their organization. Guthrie J. P (2013) <sup>[3]</sup> use of high performance work practices may have implications for the effect of turnover on productivity. Practices increases the value and importance of human capital.

**Analysis and Interpretation  
Percentage Analysis**

To analyze and find the socio economic condition, welfare measures and the level of satisfaction of workers in engineering industries with help of the percentage analysis. Data were collected from the respondents of the Engineering industries. To enable analysis, data were classified on the basis of their opinion given on various aspects and a percentage analysis was done.

**Table 1:** Table showing the gender wise classification

Industries	Male		Female		Total
	No of Response	Percentage	No of Response	Percentage	
Pricol Ltd.,	100	80	25	20	125
Roots Ltd.,	100	80	25	20	125
Larsen & Toubro Limited,	100	80	25	20	125
Hindustan Moulds & Dies (P) Limited,	50	67	25	33	75
CNR Engineering Industries,	50	100	Nil	Nil	50
Total	400		100		500

The above table reveals the gender wise classification among 500 response in five industries. In Pricol Ltd., 80 percentage of the respondents were male and 25 percentage of them were female, as like that, Roots Ltd., Larsen & Toubro Limited, also 80 percentage of the respondents were male and

25 percentage of them were female,. In Hindustan Moulds & Dies (P) Limited, 67 percentage of them were male and 33 percentage of them were female and in CNR Engineering Industries, 100 percentage of them were male.

**Table 2:** Table showing working condition

Particulars	Pricol Ltd.,				Roots Ltd.,				Larsen & Toubro Limited,				Hindustan Moulds & Dies (P) Limited,				CNR Engineering Industries,			
	H. Satisfied	satisfied	N. Satisfied	Total	H. Satisfied	satisfied	N. Satisfied	Total	H. Satisfied	satisfied	N. Satisfied	Total	H. Satisfied	satisfied	N. Satisfied	Total	H. Satisfied	satisfied	N. Satisfied	Total
Hazard & Safety Measure	73	52	nil	125	48	55	22	125	47	58	20	125	24	32	19	75	22	24	4	50
Ventilation	48	77	nil	125	40	58	27	125	49	61	15	125	21	37	17	75	19	28	3	50
Water facility	113	12	nil	125	55	60	10	125	64	61	nil	125	30	36	9	75	23	27	nil	50
Lighting	91	18	16	125	53	72	nil	125	56	64	5	125	28	38	9	75	17	30	3	50
Tools & Equipment	33	82	10	125	48	59	18	125	60	65	nil	125	29	46	nil	75	32	18	nil	50
Control of dust & Fumes	31	53	41	125	51	70	4	125	59	63	3	125	31	39	5	75	15	31	4	50
Work area	112	13	nil	125	76	49	nil	125	63	62	nil	125	43	32	nil	75	33	17	nil	50
Cleanliness	97	28	nil	125	54	71	nil	125	57	66	2	125	41	25	9	75	24	26	nil	50
Disposal of waste	43	40	42	125	44	69	12	125	50	69	6	125	19	45	11	75	13	27	10	50

**Table 3:** Table showing the factors influenced employee to retain in the Industries

Particulars	Highly Satisfied					Satisfied					Neutral					Dissatisfied					Highly Dissatisfied				
	P	R	L	H	C	P	R	L	H	C	P	R	L	H	C	P	R	L	H	C	P	R	L	H	C
Monetary Benefits	35	38	42	23	12	42	40	35	28	19	15	6	9	4	3	5	Nil	2	3	2	Nil	Nil	5	Nil	Nil
Non – Monetary Benefits	47	41	52	22	15	38	39	37	31	9	9	4	4	2	8	3	Nil	Nil	2	3	Nil	Nil	Nil	1	2
Working Condition	39	32	33	20	10	54	43	52	25	15	4	5	8	5	9	Nil	4	Nil	4	2	Nil	Nil	Nil	4	Nil
Grievance Handling	42	44	45	23	12	49	44	45	28	20	4	Nil	3	5	4	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	2	Nil
Relationship with superiors	45	39	52	24	10	49	41	39	32	10	3	3	2	2	11	Nil	Nil	1	Nil	5	Nil	Nil	Nil	Nil	Nil

The above table reveals the conditions of work environment of the following concern, Pricol Ltd., Roots Ltd., Larsen &

Toubro Limited, Hindustan Moulds & Dies (P) Limited, and CNR Engineering Industries,

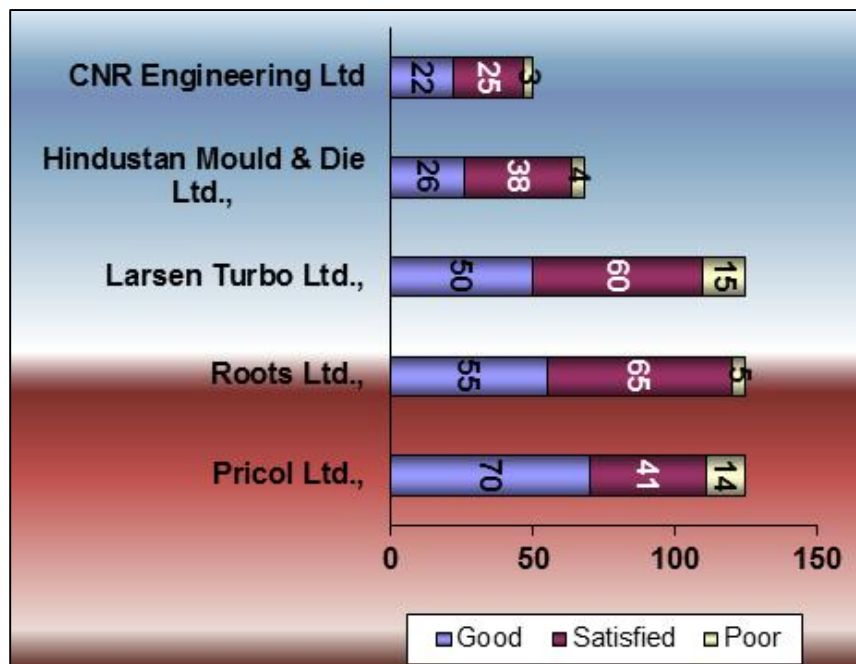


Fig 1: Chart showing the employee opinion of overall working condition

**Chi-Square Test**

$$\lambda = \frac{\sum (O_{ij} - E_{ij})^2}{E_{ij}}$$

O<sub>ij</sub> = Observed frequency of the cell in the i<sup>th</sup> row and j<sup>th</sup> column.

E<sub>ij</sub> = Expected frequency of the cell in the i<sup>th</sup> row and j<sup>th</sup> column.

**Table 4:**

Null hypothesis	Degree of freedom	Calculated value	Table value	Significant/Not significant
There is no significant relationship between Experience and working condition	12	17.87	21.02	Significant
There is no significant relationship between age and working condition	16	36.2	26.29	Not Significant

**Findings**

- The study reveals that among 500 respondents, 80 percent of the respondents are male workers and 20 percent of them are female. It is thus obvious that a large percent of the sample respondents are male.
- The employee satisfied towards the conditions of work environment:
- 34 percent of the employees strongly agree, the production has increased, is only due to the contribution of the facilities around the working conditions by the management, 56 percent of them agree, and 10 percent of them disagreed.
- 36 percent of employees strongly agree, the morale and loyalty is increased, only due to the proper working condition, and 54 percent of them only agreed.
- 38 percent of the respondents were under 6-10 years of experience and 26 percent of the respondents were below 5 years of experience, who were retained in the industry towards welfare measure activities, within that working condition is an important factor. This is one of factor to reveal employee to retain in the industry with the fledge of satisfaction.

**Suggestions**

- Some valuable suggestions are recommended to improve the working conditions and welfare practices in Engineering industry, and the company may utilize the suggestions for its policy implications to run it smoothly. It leads to increase the efficiency of the company's.
- The industries may enhance more rest rooms for the employee. Only few have been facilitated well.
  - The workload is very high in the industries so the workers were affected by over work load, sufficient employee may be admitted in the particular room.
  - The industries have less number of women employee, and have crèche facility in medium level. So the concerns should increase the women employee and should increase the crèche facility, it helps to motivate the other women employee to give their efforts fully.
  - The experience employee can be credited with some more facilities beyond the working condition like trips and vocations to influence and to encourage them and also for a good industrial relation.

## Conclusion

The physical aspects of a workplace environment can have a direct impact on the productivity, health and safety, comfort, concentration, job satisfaction and morale of the people within it. Important factors in the work environment that should be considered include building design and age, workplace layout, workstation set-up, furniture and equipment design and quality, space, temperature, ventilation, lighting, noise, vibration, radiation, air quality.

Working condition provided in the engineering industries is different according to the nature of business, and product, but retaining measures is different from one company to another. It revealed that providing good working condition is one of important factor in influence the labour to retain in the job for a long period with satisfaction. Particularly the work station set-up, influence the labours to be faithful, sincere and also influence a good industrial relation inside the organization.

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