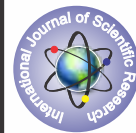


A STUDY ON SATISFACTION OF EMPLOYEES TOWARDS WORKPLACE ENVIRONMENT AT TNPL, KARUR



HRM

KEYWORDS: Work place, Framework, Strategies, Work environment

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ABSTRACT

The Work place environment has been developed to provide a common framework within which the concern can develop its own policies. In this project, the research is done in TNPL Ltd., Karur in order to know about the current work environment and the work practices of TNPL. This research is done in order to improve the present environment that improves the quality of work and also to give suggestion about the present culture of the organization. This improves the quality of the work done by the employees. This study includes the research about how the organization is helping staff to maintain healthy and rewarding lifestyles that will in turn lead to improvements in productivity and performance. It also includes the strategies to achieve balance between organizations that is partly depending on their function, the types of work roles they offer and their workforce profile.

INTRODUCTION OF WORK PLACE ENVIRONMENT

Work place environment deals with the process of work in the organizations which enables its members at all levels to actively participate in shaping the organization environment, methods and outcomes. Conceptual categories which together make up the working environment are adequate and fair compensation, safe and healthy working conditions, immediate opportunity to use and develop human capacities, opportunity for continued growth and security, social integration in the work organization and also refers to the favorableness or unfavorableness of a job environment for people. It is a generic phase that covers person's feelings about every dimension of work including economic rewards and benefits, security, working conditions, organization and interpersonal relationship and its intrinsic meaning in a person's life. The basic purpose of this study is to develop work environment that are excellent for people as well as for production. It aims at healthier, more satisfied and more productive employees and more efficient, adaptive and profitable organization. It deals with the relationship between employees and their total working environment with human dimension. Organizational atmosphere is the degree to which members of an organization are able to satisfy their personal needs through their experience in the organization. Its focus is on the problem of creating a human work environment where employees work co-operatively and contributes to organizational objectives. Job environment is important for job performance, job satisfaction, labour turnover, labour management relations and such other factors which play an important part in determining the overall well being of any industrial organization and aims at integrating the socio-psychological needs of employees. Several experiments indicate that the interest in improving the working environment reflects societal changes. The developments have an influence on the growth of the work situation results in higher productivity and greater job satisfaction.

There are key factors in the employee's workplace environment that impact greatly on their level of motivation and performance. The workplace environment that is set in place impacts employee morale, productivity and engagement both positively and negatively. It is not just coincidence that new programs addressing lifestyle changes, work/life balance, health and fitness previously not considered key benefits are now primary considerations of potential employees, and common practices among the most admired companies. In an effort to motivate workers, firms have implemented a number of practices such as performance based pay, employment security agreements, practices to help balance work and family, as well as various forms of information sharing. In addition to motivation, workers need the skills and ability to do their job effectively. And for many firms, training the worker has become a necessary input into the production process. The management must take an active role in not only defining the physical environment of the workplace and mak-

ing it conducive for workers but also alter the management style to suit the employees. This refers to changing aspects like ethics, behavior, commitment, professionalism, drive and interpersonal relations in employees for the better. Creating a work environment in which employees are productive is essential to increased profits for your organization, corporation or small business. Principals of management that dictate how, exactly, to maximize employee productivity center around two major areas of focus: personal motivation and the infrastructure of the work environment.

REVIEW OF LITERATURE

Dr. Samuel Obino Mukaya and Juma Wagoki (2013) referred it to a pleasurable or positive emotional feeling of an employee whereas Gupta and Sethi referred that Job satisfaction may be termed as a reaction of an individual towards job.

Dr.Aravind .S Kumar and Dr.P.Paramashivaiah Shivakumar, (2011) Influencing motivation leads the combination of two personal variables: tendency to approach success and tendency to avoid failure. Brough, P. and M. O'Driscoll (2005), suggests that employees can improve their perceived career success by balancing long and short – term goals, improving their competence, and communicating openly with their managers.

Jenkins.J (2008), states that the current work-life balance policies are narrow-minded in terms of addressing the needs and aspirations of employees but there is need for its realization which emphasized that the employers are realizing for its responsiveness and take inventive in trying to meet employee expectations for flexible benefits. Tucker, E., Kao, T., & Verma, N (2005) emphasized that participative decision making contributes to performance effectiveness and led to greater gains in the Individual- specific variables will be more likely to predict family - to - work conflict and perceived career success, while work-specific variables will be more likely to predict work- to- family conflict and career success.

RESEARCH METHODOLOGY

OBJECTIVES OF THE STUDY:

Primary objectives

To study the important factors of work place environment in TNPL industry.

Secondary objectives

1. To study the current work life balance practices of the organization.
2. To find out a better way to improvise the organizational culture among the employees
3. To identify the employee's needs that satisfies the job environment.
4. To examine the ways to achieve full potential and job satisfaction

STATEMENT OF THE PROBLEM: The reason for this study is to find out the ways to create a better, peaceful environment for the employees working in TNPL.

SCOPE OF THE STUDY:

- To improve efficiency and instill positive attitudes among employees.
- To encourage certain behaviors in persons.

SAMPLING TECHNIQUE

In this project, random sampling method is taken for collecting data.

POPULATION:

In this project, the sampling size taken for the research is 109 employees from TNPL of different age groups from 20 yrs to 60 yrs. The samples are collected randomly from employees of different departments.

TOOLS USED IN PROJECT:

In this project, questionnaire is used as a data collecting tool which contains almost 29 questions including primary data. In this questionnaire, the questions are designed as close ended questions for making the respondents more convenient to answer the given questions.

LIMITATIONS:

- They allowed collecting data only in a particular area of the factory.
- There is no entry allowed inside the production department as it requires special permission.
- Duration allowed to collect data is only 3 weeks.
- The employees feel hesitated to answer the questionnaire.

DATA ANALYSIS AND INTERPRETATION

TABLE -1: REWARDS PROVIDED

REWARDS PROVIDED	NO. OF RESPONDENTS	%
YES	67	61%
NO	42	39%
TOTAL	109	100%

INTERPRETATION:

In this table, it is said that 61% of respondents felt that the company is providing rewards and 39% of respondents felt that the organisation is not providing rewards to the employees working in the organisation.

FIGURE-1

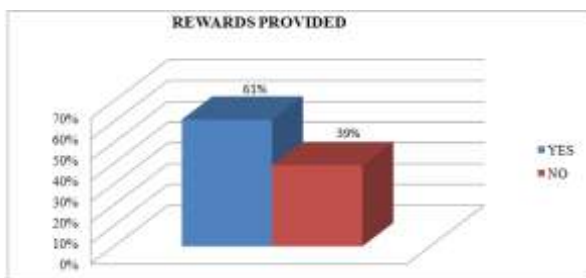


TABLE-2: ENCOURAGEMENT OF EMPLOYEES

ENCOURAGEMENT OF EMPLOYEES	NO.OF RESPONDENTS	%
YES	78	72%
NO	31	28%
TOTAL	109	100%

INTERPRETATION:

In this table it is found that 72% of respondents felt that the employees in the organisation are encouraged in work related activities and

28% of respondents felt that there is encouragement for employees in this concern.

FIGURE-2

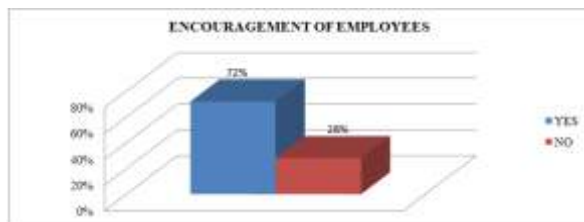


TABLE-3: CHANCE FOR EXPRESSING IDEAS

CHANCE FOR EXPRESSING IDEAS	NO.OF RESPONDENTS	%
YES	72	66%
NO	37	34%
TOTAL	109	100%

INTERPRETATION:

In this table, it is said that 66% of respondents felt that there is chance for employees for expression of ideas and 34% of respondents felt that there is no chance given for expressing thoughts of employees.

FIGURE-3

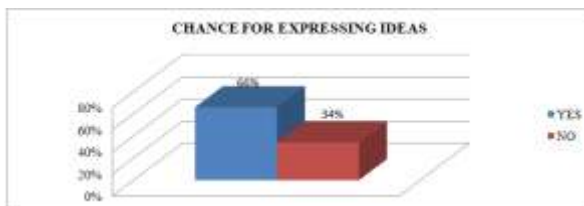


TABLE -4: IMPROVISATION IN WORKING SKILLS

IMPROVISATION IN WORKING SKILLS	NO. OF RESPONDENTS	%
YES	81	74%
NO	28	26%
TOTAL	109	100%

INTERPRETATION:

In this table, it is clear that 74% of respondents says that the organisation is providing opportunity for improvisation of skills of the employees and 26% of respondents felt that there is no opportunity given for improvisation of skills.

FIGURE -4

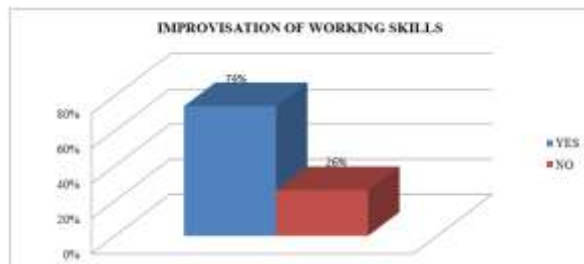


TABLE-5: GUIDING ORGANIZATIONAL ACTIVITIES

GUIDING ORGANIZATIONAL ACTIVITIES	NO. OF RESPONDENTS	%
STRONGLY AGREE	26	24%
AGREE	66	61%
NEUTRAL	17	15%
DISAGREE	0	0%
STRONGLY DISAGREE	0	0%
TOTAL	109	100%

INTERPRETATION:

In this table, it is said that 61% of respondents are strongly agreed that the organisation guides their job related activities 24 % respondents are moderately agreed and 15% respondents remain neutral.

FIGURE-5



TABLE -6: CLARIFYING WORK RELATED DOUBTS

CLARIFYING WORK RELATED DOUBTS	NO. OF RESPONDENTS	%
STRONGLY AGREE	19	17%
AGREE	67	62%
NEUTRAL	20	18%
DISAGREE	3	3%
STRONGLY DISAGREE	0	0%
TOTAL	109	100%

INTERPRETATION:

In this table, it is said that 62% of respondents agreed that the organisation helps employees to clarify work related doubts, 18% of respondents remain neutral about it, 17% of respondents are strongly agreed and 3% of respondents are disagreed about it.

FIGURE-6

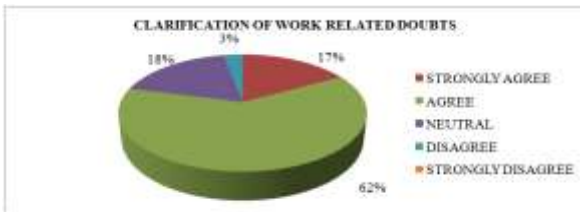


TABLE -7: SATISFACTION IN JOB

SATISFACTION IN JOB	NO. OF RESPONDENTS	%
STRONGLY AGREE	19	17%
AGREE	70	64%
NEUTRAL	17	16%
DISAGREE	3	3%
STRONGLY DISAGREE	0	0%
TOTAL	109	100%

INFERENCE:

In this table, it is clear that 64% of respondents are satisfied about the

job, 17% of respondents are strongly satisfied about their job, 16% of respondents remain neutral and 3% of respondents disagreed about it.

FIGURE-7

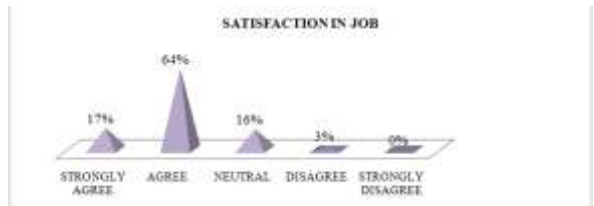


TABLE 8: GIVING FEEDBACK

GIVING FEEDBACK	NO.OF RESPONDENTS	%
STRONGLY AGREE	14	13%
AGREE	49	45%
NEUTRAL	36	33%
DISAGREE	8	7%
STRONGLY DISAGREE	2	2%
TOTAL	109	100%

INTERPRETATION:

In this table, it is clear that 45% of respondents agreed about giving feedback to supervisor, 33% of respondents remain neutral, 13% of respondents strongly disagreed about it, 7% of respondents strongly disagreed about it and 2% of respondents are strongly disagreed about it.

FIGURE-8

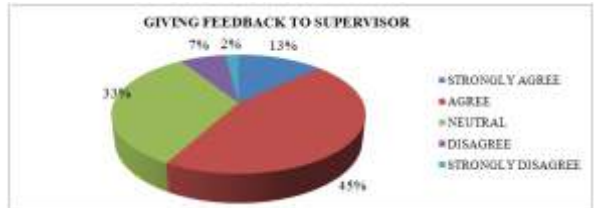


TABLE-9: HONESTY VALUED ENVIRONMENT

HONESTY VALUED ENVIRONMENT	NO. OF RESPONDENTS	%
STRONGLY AGREE	16	15%
AGREE	58	53%
NEUTRAL	27	25%
DISAGREE	8	7%
STRONGLY DISAGREE	0	0%
TOTAL	109	100%

INTERPRETATION:

In this table, it is clear that 53% of respondents agreed that their honesty is valued in their organisation, 25% of respondents remain neutral, 15% of respondents are strongly agree and 7% of respondents felt disagreed about it.

FIGURE 9

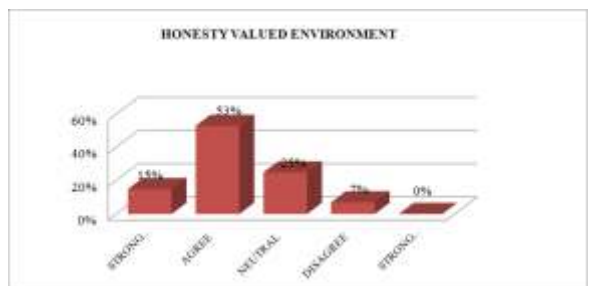


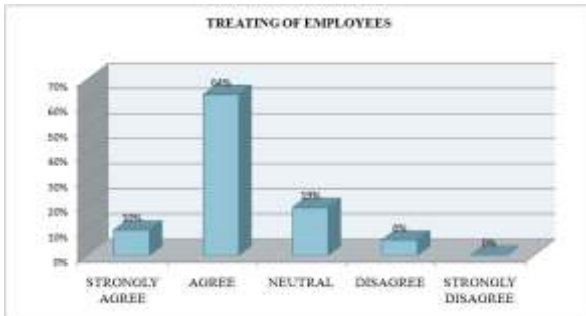
TABLE-10: TREATING OF EMPLOYEES

TREATING OF EMPLOYEES	NO.OF RESPONDENTS	%
STRONGLY AGREE	11	10%
AGREE	70	64%
NEUTRAL	21	19%
DISAGREE	7	6%
STRONGLY DISAGREE	0	0%
TOTAL	109	100%

INTERPRETATION:

In this table, it is clear that 64% of respondents are agreed about that the employees are treated well in the organisation, 19% of respondents remain neutral, 10% of respondents are strongly agreed and 6% of respondents disagreed about it.

FIGURE-10



ASSOCIATION BETWEEN GENDER AND ORGANIZATIONAL PRACTICES IN THE WORK PLACE USING CHI-SQUARE TEST

NULL HYPOTHESIS (H₀): There exists no association exists between gender and organizational practices in the work place.

ALTERNATIVE HYPOTHESIS (H_a): There is significant relationship exists between gender and organizational practices in the work place.

TABLE: 11

Organizational Practices in Workplace	STRONGLY AGREE	AGREE	NEUTRAL	DIS-AGREE	STRONGLY DIS-AGREE	TOTAL
Gender						
MALE	5	30	15	9	0	59
FEMALE	7	31	8	3	1	50
TOTAL	12	61	23	12	1	109

Degree of freedom = 4

The table value of 5% level of significance is 9.488.

As the calculated value is less than the table value, Null hypothesis is accepted.

Therefore, 5.27728 < 9.488, H₀ is accepted.

There exists no significant association between gender and organizational practices in the workplace.

ASSOCIATION BETWEEN QUALIFICATION AND ENCOURAGEMENT OF EMPLOYEES IN EXPRESSING THEIR THOUGHTS

NULL HYPOTHESIS (H₀): There exists no association between qualification and encouragement of employees in expressing their thoughts.

ALTERNATIVE HYPOTHESIS (H_a): There exists association between qualification and encouragement of employees in expressing their thoughts.

TABLE: 12

Encouragement of Employees in expressing their thoughts	YES	NO	TOTAL
Qualification			
SSLC	0	2	2
HSC	6	8	14
DIPLOMA	11	4	15
UG	20	12	32
PG	35	11	46
TOTAL	72	37	109

Degree of freedom = 4

The table value of 5% level of significant is 9.488.

As the calculated value is higher than the table value, alternative hypothesis is accepted.

9.8543 > 9.488

The calculated value 9.8542 is greater than the tabulated value 9.488. Hence the result shows that there is significant relationship between qualification and encouraging employees in expressing their thoughts.

CONCLUSION

From this research I obtained that the work environment is good and it will be better if slight changes are made in the working environment that helps and motivates the employees to improve their performance and increases the profit level of the concern.

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