

## **“Analysing Impact of Work Environment on Employee Well-Being: To Flourish the Employee's Performance in An Organisation”**

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### **Abstract:**

An organization's human capital is its most valuable asset since it consistently provides the intangible qualities of diligence, integrity, commitment, and efficiency that are never shown in the financial statement of the business. It is therefore the organization's primary responsibility to ensure that its workers have a healthy work environment. This assessment attempts to concentrate on the significance and connection between employee well-being and the work environment for the organization's progress. This study focuses on aspects of the workplace that lead to an increase in workers' well-being and may be positively correlated with both worker and organisational performance. For this research well-structured questionnaire is used data is collected from 60 employees working in organisations It has been noted that the office environment, employee interactions, help, and trustworthiness, as well as the significance of the employer and supervisor, all contribute to the well-being of employees. This research is expected to support more conventional methods of boosting employee perspectives and productivity, which can enhance organizational performance, effectiveness and productivity.

**Key Words:** Employee well-being, work environment, employees in organisation, organisation productivity, performance.

**Introduction:** Individuals and organisations alike are looking for ways to improve their well-being. Individuals who have a greater sense of well-being are more motivated at work and contribute more to the productivity of the organisation. (Kamerade, D,2017) Identifying solutions to maintain employee well-being in this world of competition and globalization due to the vast changes in industry and organisational business is critical to success, is a critical task. Increasing relevance to a variety of stakeholders, both within and outside of government work-related and extra-work-related contexts Wellbeing is vital not only to individual employees in the workplace but also to the organisation as a whole, of looking for their own health and performance (Tina H. P. Kowalski,2017)

Employee well-being (EWB) is said to comprise not only an employee's awareness and acceptance of worker satisfaction but also their emotional and psychological experiences, as well as their sense of accomplishment at organizational and individual levels. ( Zheng et al,2015)

Employee productivity and quality of work are influenced by their working environment, and poor working circumstances and job unhappiness can both result in ineffective worker productivity and decreased job satisfaction. This essay will go through how the office's lighting, noise level, colour scheme, and air quality can impact worker and company productivity. In terms of productivity, well-being, comfort, attentiveness, satisfaction at employment, and morale, the

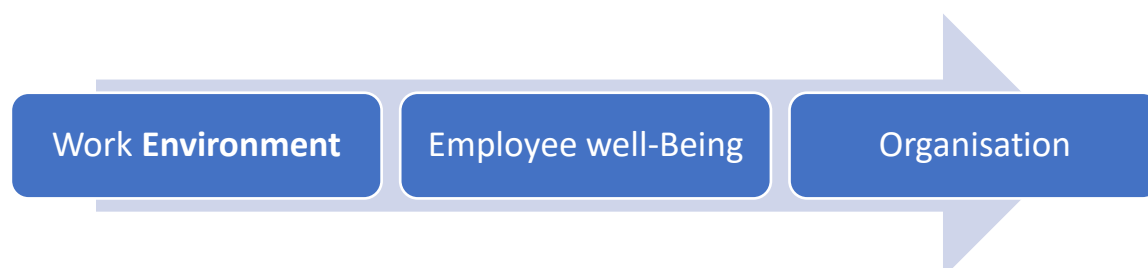
physical components of a workplace environment can have a direct affect the people who work there. Aspects of the workplace that should be taken into consideration (Dr. Anil P Sarode,2014)

Employee morale is impacted both favourably and unfavourably by the workplace., productivity, and engagement. The working environment is hazardous and destructive in most sectors. Workstations with poor construction, insufficient equipment, a lack of circulation, insufficient brightness, excessive noise, insufficient fire safety precautions, and a lack of personal protection are just a few examples. People who work in such an environment are more likely to contract occupational diseases, which has a significant impact on employee productivity. As a result, the working environment harms productivity. The quality of an employee's workplace has the biggest impact on their motivation and productivity. (Dr. K. CHANDRASEKAR,2011)

The internal environment of corporate entities is a critical issue to their long-term existence. Organizations have been forced to focus on their core competencies due to the current economic climate and competitive environment. Increasing employee productivity. The work environment is the result of a mix of different variables (social support, physical environment, etc.). Working conditions, job characteristics, education, and other factors all play a role. The word "social support" refers to the help that a person receives from coworkers, bosses, and colleagues to do a task effectively. It was discovered that it displays the relationships' structure. (Greenhaus and Parasuraman ,1994)

It was suggested by researchers that Job performance, employee retention, workplace accidents, sick days, absenteeism, customer engagement, quality defects, profitability, and health outcomes such as cardiovascular health, obesity, and disease burden are all linked to employee well-being. (Rath & Harter, 2010)

Workplaces feature a variety of properties, components, and variables that might affect workers' physical and psychological well-being. (Briner, 2000). A direct and indirect link between healthy workplace practises and organisational benefits is tried to provide based on the review. In the literature, the following general categories of healthy workplace practises and environment have been identified as Organisational culture, Relationship with supervisor, Relationship with colleagues, and Working conditions.



#### Definition:

**Employee well-being:** The Chartered Institute of Personnel and Development defines work well-being as "the development of an environment that promotes a state of satisfaction that enables someone to develop and realize their highest potential for themselves and their organization" (CIPD),2007). ). According to this dictionary, the New Oxford Advanced Learner's Dictionary (7th edition, revised 2005) refers to feeling comfortable, healthy and satisfied as "well-being". The term "employee well-being" refers to a person's comfort and happiness, as well as their physical, mental and emotional health. The term "employee well-being" refers to a person's comfort and happiness, as well as their physical, mental and emotional health.

**Work environment:** The work environment has been the focus of many academics' attempts at conceptualization. At its simplest, it can be described as the settings, situations, conditions, and circumstances in which individuals perform their duties. Briner (2000) elaborates on this, defining it as an encompassing category that encompasses the physical environment (such as heat and equipment), job characteristics (like workload and task complexity), specific job qualities (such as workload and task complexity), broader organizational characteristics (such as culture and history), and even external factors (such as local labor market conditions, industry sector, and work-home relationships).

**Objective of the study:**

- To study the concept of employee well-being
- To explore the factors of work environment
- To study the relationship of work environment and employee performance
- To explore the impact of work environment factors on employee productivity.

**Hypothesis:**

H11: There is a significant relationship between work environment on employee well-being

H10: There is no significant relationship between work environment on employee well-being

H21: There is a significant relationship between work environment on employee performance

H20: There is no significant relationship between work environment on employee performance

H31: There is a positive impact of work environment factors on employee productivity

H30: There is no positive impact of work environment factors on employee productivity

**Methodology of the study:**

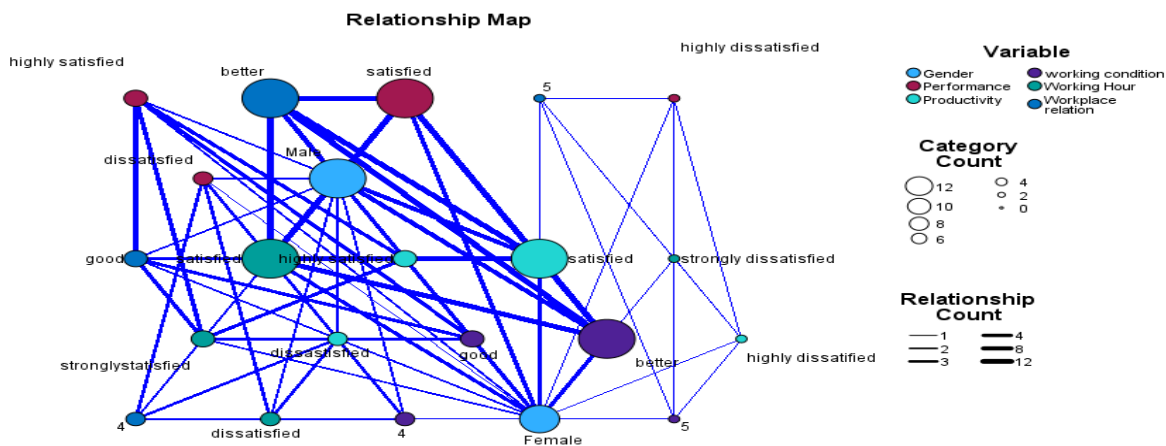
Research analysis follows a qualitative as well as quantitative approach. This is a descriptive type of study which is based on the secondary data that has been obtained through a review of literature and analysis of journal articles. A review was conducted for about thirty to forty important research papers related to work environment and employee well-being to fulfil the objectives of this review. Also to check the impact analysis of the working environment and work culture on employee well-being and their performance and productivity at work with a sample size of 60 employees by using the purposive sampling method for data collection. For the reliability of data, the Cronbach alpha is 0.982 which shows data is reliable for all 5 factors for the study, SPSS 23.0 is used for analysis.

**Work Environment:** Healthy work environments encourage employees to feel invested in both their personal and professional life. Engagement scholars characterise their experience as an eager connection to their job and family interests. One important metric of good work environments that companies may track is work engagement. Schaufeli and colleagues (2006) Workplace interventions can be focused on three elements by organisations: control, workplace environment, and social support from supervisors and coworkers. This will help to improve the way that work culture and structure affect work health. (2012) Kossek et al.

**Organizational culture:** In a positive work environment or organisational culture, employees who provide adequate motivation and effectiveness in performance in both professional and personal life activities are valued. (Kossek and employees, 2001) In addition to may the physical environment of work affect health, but also the psychosocial environment can. Workplace culture and psychological factors including role conflict, job control, and social support have been associated with a number of health problems, including depression, anxiety, hypertension, burnout, and cardiovascular disease. (Zapp & Dormann, 1999)

**Relationship with supervisor & colleague:** It is impossible to exaggerate the role that social support plays in fostering psychological health. Improved immunological, endocrine, and cardiovascular health are associated with higher levels of social support (Kiecolt-Glaser, 1996). Considering the significance of social support for psychological health, it makes sense to assume that a supervisor's level of support would have a significant impact on their subordinates' psychological health. It is considered that employees' opinions of their boss's behaviours are related to their psychological well-being because supervisors have a significantly significant impact on their work. But whether supervisory behaviour may contribute more to the description of employees' psychological well-being than what other predictor variables could describe remained unclear to researchers (Brad Gilbreath, 2004).

**Employee Well-Being:** By contributing to work environmental comfort, which is a prerequisite of productivity, modern technologies make it possible to attain employees' psychological and physical well-being (Seppanen & Fisk, 2004). To assist employees with their health at work, employers must create an environment that promotes a feeling of contentment, which helps people to develop and achieve their full potential for the benefit of themselves and their organisation. (Tehrani et al., 2007). Employee workloads, decision-making input, and social support are all examples of psychological and organisational working conditions that can help safeguard and promote employee well-being. Support from one's partner could be a significant component in an employee's well-being. (Peeters and Le Blanc 2001) It looked at how high individual satisfaction and motivation and enjoyment at job and workplace leads to high individual performance, which in turn leads to better organisational performance. (Toon W. Taris, 2009)



Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.981	.982	5

Table 2:

Item Statistics			
	Mean	Std. Deviation	N
working hours	3.63	.974	60
working environment	3.65	.971	60
work culture	3.65	.971	60
working condition	3.65	.971	60
workplace relation	3.43	1.031	60

Table 3:

Correlations							
Control Variables			working hours	working environment	working condition	work culture	workplace relation
Performance & Organisation Productivity	working hours	Correlation	1.000	.	.	.	.
		Significance (2-tailed)	.	.	.	.	.
		df	60	60	60	60	60
	working environment	Correlation	.	1.000	.500	.500	.000
		Significance (2-tailed)	.	.	<.001	<.001	1.000
		df	60	60	60	60	60
	working condition	Correlation	.	.500	1.000	.500	.000
		Significance (2-tailed)	.	<.001	.	<.001	1.000
		df	60	60	60	60	60
	work culture	Correlation	.	.500	.500	1.000	.000
		Significance (2-tailed)	.	<.001	<.001	.	1.000
		df	60	60	60	60	60
	workplace relation	Correlation	.	.000	.000	.000	1.000
		Significance (2-tailed)	.	1.000	1.000	1.000	.
		df	60	60	60	60	60

The correlation matrix shows perfect self-correlation (1.000) for each variable, which is expected. Working environment, working conditions, and work culture are moderately positively correlated with each other (0.500) and these correlations are statistically significant ( $p < 0.001$ ), suggesting that improvements in one are associated with improvements in the others. Workplace relation shows no correlation (0.000) with working environment, working conditions, and work culture, and these correlations are not statistically significant ( $p = 1.000$ ), indicating no evidence of an association. The degrees of freedom ( $df = 60$ ) are consistent across all comparisons.

Table 4:

Inter-Item Correlation Matrix					
	working hours	working environment	work culture	working condition	workplace relation
working hours	1.000	.991	.991	.991	.786
working environment	.991	1.000	1.000	1.000	.797
work culture	.991	1.000	1.000	1.000	.797
working condition	.991	1.000	1.000	1.000	.797
workplace relation	.786	.797	.797	.797	1.000

The Inter-Item Correlation Matrix reveals significant interdependence among working hours, working environment, work culture, working conditions, and workplace relations. Each variable exhibits perfect self-correlation (1.000). The correlations between working hours and other variables (working environment, work culture, working conditions) are exceptionally high (0.991), indicating a robust positive association. Notably, the working environment, work culture, and working conditions demonstrate perfect inter-correlation (1.000), suggesting indistinguishable alignment. The correlations between workplace relations and the other variables (ranging from 0.786 to 0.797) remain strong, albeit slightly lower, highlighting its substantial but not perfect integration within the overall work dynamics. This matrix underscores a highly interconnected framework among these workplace factors, indicating their profound interrelation.

Table.5

Correlations								
		working condition	work place relation	work culture	working environment	working hours	Performance	Organisation Productivity
working condition	Pearson Correlation	1	.797**	1.000**	1.000**	.991**	1.000**	.991**
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001
	N	60	60	60	60	60	60	60
work place relation	Pearson Correlation	.797**	1	.797**	.797**	.786**	.797**	.786**
	Sig. (2-tailed)	<.001		<.001	<.001	<.001	<.001	<.001
	N	60	60	60	60	60	60	60
work culture	Pearson Correlation	1.000**	.797**	1	1.000**	.991**	1.000**	.991**
	Sig. (2-tailed)	<.001	<.001		<.001	<.001	<.001	<.001
	N	60	60	60	60	60	60	60
working environment	Pearson Correlation	1.000**	.797**	1.000**	1	.991**	1.000**	.991**
	Sig. (2-tailed)	<.001	<.001	<.001		<.001	<.001	<.001
	N	60	60	60	60	60	60	60
working hours	Pearson Correlation	.991**	.786**	.991**	.991**	1	.991**	1.000**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001		<.001	<.001
	N	60	60	60	60	60	60	60

Performance	Pearson Correlation	1.000**	.797**	1.000**	1.000**	.991**	1	.991**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001		<.001
	N	60	60	60	60	60	60	60
Organisation Productivity	Pearson Correlation	.991**	.786**	.991**	.991**	1.000**	.991**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	
	N	60	60	60	60	60	60	60

\*\* . Correlation is significant at the 0.01 level (2-tailed).

So from the above tables, it shows that there is a significance correlation between working hours, working conditions, work environment, and workplace relations with coworkers, supervisors, colleagues, managers have an impact on productivity and employee performance. so healthy work environment will maintain employee wellbeing at workplace which can be responsible for good productivity and efficient employee performance.

Tests	Hypothesis 1	Hypothesis 2	Hypothesis 3
Correlation	H11: Accepted	H21: Accepted	H31: Accepted
	H10: Rejected	H20: Rejected	H30: Rejected
Inter-Item Correlation Matrix	H11: Accepted	H21: Accepted	H31: Accepted
	H10: Rejected	H20: Rejected	H30: Rejected
Inter-Item Correlation Matrix	H11: Accepted	H20: Accepted	H30: Accepted
	H10: Rejected	H21: Rejected	H31: Rejected

#### Organization Performance and Productivity:

Supporting and maintaining employee mental health, it is said, leads to considerable benefits in organisational health, as evidenced by enhanced efficiency and attrition. This is Employee well-being, defined as both positive and negative affect, is intimately related to organisational effectiveness through some kind of complex interplay between the two individual employee and situational factors, according with occupational health paradigm. There are correlations between well-being and both retention rates. (Cotton and Hart's, 2003)

In a sample of managers, researchers tried to find out the association Employee engagement, satisfaction, well-being, and absenteeism and retaining and attritions are all linked. They hypothesized that employees' overall affect, which they defined as well-being, would regulate the link between job satisfaction and job performance. They expected that employees with low psychological wellbeing would be more likely to leave their firm as a result. (Wright and Bonett, 2007)

Employee well-being is a big concern for firms, according to researchers. By modifying the expenses connected with disease and health care, it has a significant impact on an organization's performance and survival. (Grawitch, Gottschalk, & Munz, 2006)

**Conclusion:** Organisations are collectively made up of their employees; without them, there would be no organisation at all. Healthy workplace cultures view their workers as assets and success accelerators. Therefore, every organisation should put in place initiatives to enhance each worker's physical, mental, and emotional well-being as well as the general work environment of the company. Ellen Kossek makes the case that, to ensure employees' employability, workplace design that

promotes employee well-being must be combined with a high-performing, caring culture. Healthy organisations don't just happen to exist. It can be seen from a critical review of the literature that there is a correlation—either positive or negative—between organisational performance and well-being. We need to manage our work environment that can support and enhance employees' health as carefully. The best strategy to increase employee well-being as we manage our organisation is to give them a safe and comfortable working environment.

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