

Strategy to Develop an Effective Workplace Environment

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Abstract

Human beings are naturally social creatures – we crave friendship and positive interactions, just as we do food and water. So it makes sense that the better our relationships are at work, the happier and more productive we're going to be. Good working relationships give us several other benefits: our work is more enjoyable when we have good relationships with those around us. Also, people are more likely to go along with changes that we want to implement, and we're more innovative and creative. Good relationships are also often necessary if we hope to develop our careers. After all, if your boss doesn't trust you, it's unlikely that he or she will consider you when a new position opens up. Overall, we all want to work with people we're on good terms with. We also need good relationships with others in our professional circle. Customers, suppliers, and key stakeholders are all essential to our success. So, it's important to build and maintain good relations with these people. Effective work environment encourage the happier employee with their job that ultimately influence the growth of an organization as well as growth of an economic. The major purpose is to generate an environment which ensures the ultimate ease of effort and eliminates all the causes of frustration, anxiety and worry. If the environment is congenial and above all fatigue, monotony and boredom are minimized and work performance can be maximized. A satisfied, happy and hardworking employee is biggest asset of any organization. In this article, we're looking at how you can build strong, positive relationships at work. We'll see why it's important to have good relationships, and we'll look at how to strengthen your relationships with people that you don't naturally get on with. This research paper makes effort to study the work environment & work culture in The World, shopping mall.

Keywords: effective work environment, productive, creative, innovative, positive relationship

Introduction

The article elaborates on the essential elements of and strategies to create healthy work environments. Readers have a unique opportunity to learn, at the strategic planning level, both tactics for implementation of healthy work environments and effective mechanisms for evaluation. The article describes competencies for nursing leadership development, strategies to enhance autonomy and control over practice, a model for becoming a skilled communicator, insight into the cognitive work of nursing, strategies to address abusive behavior and tools to evaluate the academic work environment.

Building and maintain good work relationship will not only make one more engaged and committed to the organization; it can also open doors to key projects, career advancement and raises.

We should start by identifying the key stakeholders in the organization. These people, as well as the clients and customers, deserve extra time and attention.

Devoting a portion of our day to laying the foundation of good relationships is a good option. Even five minutes a day, if it's genuine, can help to build a bond between us and a colleague. After all, the more we give in our relationship, the more we'll get back from those around us.

A healthy work environment can be defined as a work setting that takes a strategic and comprehensive approach to providing the physical, cultural, psychological and work conditions that maximize the health and wellbeing of providers, improves the quality of care and optimizes organizational performance.

Background of the Study

Employees' performance level depends on the quality of workplace environment which are the job aid, supervisor support and also the physical workplace environment.

The three factors determine on how the employees' get attached to the organization. By conducting this project, the researcher could be able to identify the factors that could contribute to workplace environment that affect employees' performance. Therefore, the main purpose of this research is to investigate and to get a clearer picture on the factors that affect employees' performance.

The concept of 'workplace performance' means that the factor of workplace environment that is being provided by the employer to their employees that could support the employees performance at work (Clements-Croome, 2006).

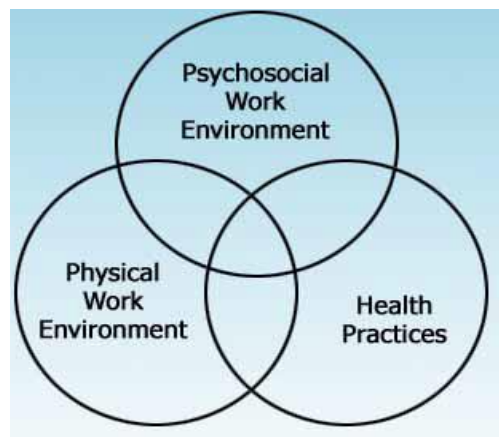
Some of the example of variables that could leads towards the discomforts of the employees are such as the lightings, ventilation and also noise (Evans & Cohen, 1987). The functional comfort can be defined as in which level that the employees can perform their task in their current factors of workplace environment (Visher, 2008).

In the other hand, the factors of work environment are associated with the effects on work on health (Ettner & Grzywacs, 2001). Based on the research done by Ettner and Grzywacs, they stated that most of the respondent rated that the factors of work environment gives impact on their job. Therefore, it also shows that workplace environment factor has a very strong relationship towards the health, facilities and performance (Shikdar & Sawaqed, 2003).

The workplace design might result in physiological and psychological reactions whether direct or indirectly. This might result into a long term reaction which includes the decreased in performance (De Croon, 2005).

Defining Effective Workplace Environment

A healthy workplace is a place where everyone works together to achieve an agreed vision for the health and well-being of workers and the surrounding community. It provides all members of the workforce with physical, psychological, social and organizational conditions that protect and promote health and safety. It enables managers and workers to increase control over their own atmosphere and to improve it, and to become more energetic, positive and contented. In return, the workforce is more stable, committed and productive.



There are several characteristics that make up good, healthy working relationships:

- **Trust** – This is the foundation of every good relationship. When you **trust** your team and colleagues, you form a powerful bond that helps you work and communicate more effectively. If you trust the people you work with, you can be open and honest in your thoughts and actions, and you don't have to waste time and energy "watching your back."
- **Mutual Respect** – When you respect the people that you work with, you value their input and ideas, and they value yours. Working together, you can develop solutions based on your collective insight, wisdom and creativity.
- **Mindfulness** – This means taking responsibility for your words and actions. Those who are mindful are careful and attend to what they say, and they don't let their own negative emotions impact the people around them.
- **Welcoming Diversity** – People with good relationships not only accept diverse people and opinions, but they welcome them. For instance, when your friends and colleagues offer different opinions from yours, you take the time to consider what they have to say, and factor their insights into your decision-making.

- **Open Communication** – We communicate all day, whether we're sending emails and IMs, or meeting face-to-face. The better and more effectively you communicate with those around you, the richer your relationships will be. All good relationships depend on open, honest communication.
- **Cooperation**- Give and take is the order of the day. We should be prepared to consider anything that makes it easier and more practical to work for us than for anyone else.

Statement of Problem

Employees' performance is the most important dependent variables in an industrial and organizational psychology. Some main application need to be applied as to improve the employees' performance (Borman, 2004).

Occasionally, you'll have to work with someone you don't like , or someone that you simply can't relate to. But, for the sake of your work, it's essential you maintain a professional relationship with them.

When this happens, make an effort to get to know the person. It's likely that they know full well that the two of you aren't on the best terms, so make the first move to improve the relationship by engaging them in a genuine conversation.

New strategies are needed to help extend high-quality workplace health protection and promotion programmes to all workers.

Objective

- To know the working condition of employees.
- To know the overall satisfaction level of employees.
- To study the factors effecting work environment.
- To analyze the impact of work environment on job satisfaction.
- To ascertain the impact of physical & mental environment on employee performance.
- To identify whether job aid contributes towards employees' performance.
- To examine whether supervisor support contribute towards employees' performance.
- To determine whether physical work environment contribute towards employees' performance.

Significance of the Study

The significance of this study is to understand the work environment of employees at The World, shopping Mall. Through this study I came to know:

- The working condition of employees.
- What are the internal & external environment reasons which influence the employees force to leave the job?
- The work environment influencing directly or indirectly with job satisfaction.

Research Methodology

The information presented in this guide is based on a thorough review of professional and academic literature. Given the diversity of perspectives in these topics, this guide is designed to summarize for managers the existing research available on this topic, rather than to impart a particular point of view accepted by the Roundtable.

The Primary Data has been collected through questionnaire and interview and the Secondary Data has been collected with the help of journals, magazines, books and internet.

Analysis and Interpretation of Data

1. General work environment

- Strongly agree-15%
- Agree-44%
- Neither agree nor disagree-5%
- Disagree-36%

2. Duties & responsibilities are equally divided in co-workers.

- Strongly agree-12%
- Agree-61%
- Neither agree nor disagree-4%
- Disagree-23%

3. Recreation and refreshment facilities.

- Strongly agree-17%
- Agree-61%
- Neither agree nor disagree-6%
- Disagree-16%

4. Grievance handling

- Strongly satisfied-18%
- Satisfied-61%
- Dissatisfied-14%
- Neutral-7%

5. Attitude of Supervisor

- Strongly satisfied-5%
- Satisfied-52%
- Dissatisfied-39%
- Neutral-4%

6. Fun at workplace

- Strongly satisfied-17%
- Satisfied-69%
- Dissatisfied-12%
- Neutral-2%

7. Work involves fatigue and boredom

- Yes-71%
- No-29%

8. Health & safety facilities

- Yes-79%
- No-21%

9. Problem facing by employees

- Noise-4%
- Attitude & behavior of supervisor & colleagues-27%
- Workload & overtime-69%

10. Motivation by management

- Yes-46%
- No-54%

Limitation of the Study

- ✓ Sample may not represent the true population.
- ✓ Satisfaction level to environment factor may differ from person to person.
- ✓ Study may be absolute because of changing environment and needs.
- ✓ Employees were not cooperating.

Findings of the Study

Subject of the present study has been selected from managerial and non-managerial staff of The World, shopping Mall from Bhubaneswar city.

- Employees of The World are basically well satisfied with these factors: work environment, duties and responsibilities, refreshment & recreation facility, grievance handling procedure, fun at workplace, health & safety facility. The World can retain its employees with these aspects.
- However employees are not satisfied with factors like workload & overtime, fatigue & boredom of job, attitude of supervisor. These aspects can directly impact on the growth of the organization and also the job satisfaction of the employees.

Suggestion & Recommendation

- Job fatigue and boredom should be driven away and some recreation should be there.
- Employees should be treated in a well mannered way.
- Workload should be equally distributed and employees should not be over burdened.

Conclusion

My object has been to provide individuals committed to creating healthy workplaces with insights and advice about the change process they must initiate. I have opened up avenues for discussion and optimistically, action. Above all, my emphasis on the need for strategic thinking about the change process must be taken seriously by practitioners in workplace environment promotion and occupational health and safety. I am challenging them to redefine their roles in the organization from providing support programs to contributing far more directly to business goals. Healthy jobs and workplaces benefit workers and employers, customers and shareholders, citizens and society. Creating healthy workplaces requires changes in organizational culture, systems and practices.

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