



A Study on Impact of Working Conditions on the Job Satisfaction of Employees

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ABSTRACT:-

This study focuses on the relationship between the two variables i.e. working conditions and job satisfaction taking into consideration the employee's point of view. The working conditions should be properly maintained infrastructure because the employees spend at least 8 to 10 hours in the organization. There should be job security as well as the salary should be adequately paid according to the work. Proper health and safety measures should be given to the employees. This study was conducted with the help of questionnaire which was from the researcher point of view. The target population consists of various private limited companies operating in the state of Maharashtra, India. Convenient sampling method is used for collection of data from 50 employees.

I. INTRODUCTION:-

Employees are considered as the most valuable resource and asset to the organization. For the overall growth and development of the

organization the employees are the most important human resource. If the employer managed the human resource properly then all the other resources like capital, machines, etc are managed automatically. Dynamic and progressive organizations endeavour to attract and retain the right people for the right jobs at the right time through creating and sustaining their inspiration in changing circumstances. Employees working condition is essential to customer satisfaction and organization performance in today's competitive environment. The working environment is perhaps a key root causing employee's engagements and disengagements. A good working environment leads to the physical and mental health of employees which reduces stress and tension and improves physical wellbeing of employees. Not only employees but the organization also reduces labour turnover and decreases absenteeism which in turn increases the productivity and performance of employees in the organization.

TABLE:-

Work place facility & Amenity	Link to Employee's health, safety, and welfare
Drinking water	It is basic need for employees to have a clean drinking water
Toilets	There should be separate toilets for male and female employees
Washing facilities	Prevents diseases to be spread amongst employees.
Dining rooms	Provision of separate canteen areas to relax and eat food away from offices.
Shelter	To work peacefully in extreme weather conditions.
Seating	Provides the facility to switch between standing and seating if and when required.
Temperature	Facilities like Air-conditions, heaters, etc to control temperature ranges from extreme hot and cold weather.
Work space	Employees can work without any stress if they get adequate space for moving in their respective cubicle.
Lighting	Proper lighting will help employees to get the work done easily without hurting their eyes.
Change rooms	Enables employees to change (example uniforms or dirty work clothes) with privacy and security.
Personal storage	For keeping safely and securely personal belongings of employees.



II. REVIEW OF LITERATURE:-

Michael vaz and Aurora vaz, February 2018, Manan Prakashan, stated that realising the importance of research in commerce, the University of Mumbai has introduced the paper on research methodology for business to provide a good insight to the students in the subject. This volume covers various aspects of research methodology. Areas covered in this book includes and relates to research process, data processing and statistical analysis, research reporting and modern practices in research and other related topics.

Michael vaz and Meeta seta, July 2019, Manan Prakashan, stated that knowledge of human resource management is vital to any executive working in any organisation large or small. Managing people is vital for the success and survival of business firms in today's competitive business world. This book is presented and outlines the need and importance of human resource management in business organisations.

Michael vaz and Meeta seta, October 2017, Manan Prakashan, stated that the organisational behaviour subject covers various areas related to organisational conflict, groups, structure, communication, design, culture and other related topics which are useful for commerce students.

III. RESEARCH METHODOLOGY:-

Research Methodology is the systematic analysis of the methods applied to a field of study. It comprises the theoretical analysis of the body of methods or principles associated with the branch of knowledge.

The following are the information that the researcher kept in mind while performing the research survey:-

• PARTICIPANTS OF THE STUDY:-

This survey was conducted with the help of respondents or participants who willingly and honestly participated in the study.

• LOCATION OF THE PARTICIPANTS OR RESPONDENTS:-

The location of the participants or respondents was in the Maharashtra region in the study.

• CLASS OF RESPONDENTS:-

Only private limited companies employees were the class of respondents of the study.

• SAMPLE SIZE:-

The sample is the representative of the whole population or universe. The researcher has taken 50 sample sizes from the total universe or population.

• PERIOD OR TIME FRAME OF THE STUDY:-

The researcher has taken a total of 2-3 months for the successful completion of the research study.

• RESEARCH METHODS USED BY RESEARCHER IN THE STUDY:-

The researcher used survey method, quantitative method and percentile method for the successful completion of the study.

The questionnaire was prepared using Google Forms of Google Drive which is an electronic form and was send to the respondents via e-mail and other social networking sites and also with the help of Microsoft excel.

The survey was conducted randomly by sending questionnaire to collect the required information needed for the study from the respondents.

IV. DATA ANALYSIS AND INTERPRETATION:-

THE OVERALL SATISFACTION LEVELS OF EMPLOYEES IN AN ORGANIZATION:-

TABLE

PARTICULAR	FREQUENCY	PERCENTAGE
MALE	13	26%
FEMALE	37	74%
TOTAL	50	100%



PIE-CHART



The majority of employees rated their respective company’s performance on point 3 i.e. not so good not so bad but in between. They are averagely satisfied with the business organization that they work in.

OBJECTIVES OF THE STUDY:-

1. To examine working conditions policies in an organization.
2. To study the job satisfaction levels of employees in the organization.
3. To analyse the impact of job satisfaction on the performance of employees.
4. To assess the effect of job satisfaction on the productivity of employees.

STATEMENT OF HYPOTHESIS:-

There are two types of hypothesis which are as follows:-

1. ALTERNATIVE HYPOTHESIS (H1) :-
 - The employees are satisfied with the working condition in the organization.
 - The working environment has a positive impact on the employee’s productivity and performance.
2. NULL HYPOTHESIS (H0) :-
 - The employees are dissatisfied with the working condition in the organization.
 - The absence of working environment has a negative impact on employee’s productivity and performance.

HYPOTHESIS TESTING:-

TABLE:-

HYPOTHESIS	STATEMENT	STATUS
H1	The employees are satisfied with the working conditions in the organization.	ACCEPTED.
H1	The working environment has a positive impact on the employee’s productivity and performance.	ACCEPTED.
H0	The employees are dissatisfied with the working conditions in the organization.	NOT ACCEPTED.
H0	The absence of working environment has a negative impact on employee’s productivity and performance.	NOT ACCEPTED.

LIMITATIONS OF THE STUDY:-

1. The research was conducted for a limited time. The time constraint was the limitation of the study.
2. The limited knowledge about the research study. The lack of knowledge was the limitation of the study.
3. The lack of information about the research study. The information constraint was the limitation of the study.
4. The survey was conducted by sample method. Only 50 respondents were the sample size not all population. The limited population was the limitation of the study.



5. The survey was conducted only in Mumbai area not whole of India. The limited area was the limitation of the study.

V. RECOMMENDATIONS & SUGGESTIONS:-

From the above research, the researcher recommends or suggests or advises that all the business organization should have a policy to the working conditions in the organization not only policy but proper effective and efficient as well as maintainance of the working environment.

VI. CONCLUSION:-

As the organization provides employees with the good working environment and other benefits, the employee's job satisfaction levels increases and they are motivated to work for the organization which in turn leads to increase their performance and productivity which results in high growth and development of the organization itself. Therefore, employees must get proper working conditions to work in the organization.

BIBLIOGRAPHY:-

- [1]. Michael vaz and Aurora vaz (February 2018), "Research Methodology for Business", Manan Prakashan, pgno- 1 to 240.
- [2]. Michael vaz and Meeta seta (July 2019), "Human Resource Management", Manan Prakashan, pgno- 1 to 16.
- [3]. Michael vaz and Meeta seta (October 2017), "Organisational Behaviour", Manan Prakashan, pgno- 96 to 97.