



## A Study on Work Environment Factors Influencing Among Organisation Performance in Ponni Sugars Limited at Erode

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### ABSTRACT

This study examines the influence of work environment factors on organizational performance at Ponni Sugars Limited, Erode. It focuses on key aspects such as working conditions, employee relationships, communication, and management support. The research identifies how these factors impact employee productivity, motivation, and job satisfaction. Findings reveal that a positive work environment significantly enhances efficiency and overall organizational performance. The study concludes that improving workplace conditions can lead to sustainable growth and better employee outcomes.

### KEYWORDS

Work Environment, Organizational Performance, Employee Productivity, Job Satisfaction

### I. INTRODUCTION OF THE STUDY

Employees are very important assets in an organization. A good organization is one which takes care of its employees. This is often done by paying attention to their workplace environment. This is because the employees spend substantial part of the time of their lives at the workplace while carrying out their work. Hence, workplace environment influences their cognitive and emotional states, concentration, behaviour, actions, and abilities. It plays an important role in the employees' engagement as well as in their performance. In fact, workplace environment has a big contribution for the organization in maintaining a high level of employees' productivity and hence the organizational productivity.

Workplace environment can be anything which exists around the employees where they work and which affect how they carry out their work. It consists of both external and internal conditions which can influence the working spirit and hence, reflect in their performance at work. There exists a strong interaction between employees' performance and physical workplace environment. The physical

environment at work is critical to employees' performance, satisfaction, social relations and health. The environmental conditions at the workplace are important factors which has an influence on the employees' morale and job satisfaction and hence their performance.

### Physical aspects of a workplace environment

The physical aspects of a workplace environment have a direct impact on the employees' productivity, performance, health and safety, comfort, concentration, job satisfaction, and morale. A proper, helpful, conducive workplace environment brings improvements to the employees' physical and mental capabilities in performing their daily routine. An improper and unfavourable workplace environment leads to work stress. It also causes errors being committed by the employees. Also, unfavourable workplace environment, results into under-utilization of the capabilities available with the employees.

### II. STATEMENT OF THE PROBLEM

The problem statement is about factors affecting the performance of employees at work place in the scenario of attitude, organizational culture, personal problems and job. This study will focus on the industry to know about their performance and factors affecting them. The variables that are determined to affect the performance at work place include manager's attitude, organizational culture, personal problems, and job content and financial rewards. These variables are described in different studies that affect the performance of employees at work place. This study will find out the impact of finding and manager's attitude, organizational culture, personal problems and job content and financial rewards on the employees performance in the industry. It will also highlight how these variables affect the performance either positive or negative. Although the positive affect has been seen through the



literature review but this study will determine it again

#### OBJECTIVES OF THE STUDY

- The research's objectives include determining the elements that influence organizational performance.
- To identify the function that the planning process serves in companies
- To determine the connection between organizational performance and strategic strategy
- To determine the contribution of performance feedback on employees' performance
- To assess the use of job aid towards employees' performance.
- To determine whether physical work environment has influence on employees' performance.
- To examine whether supervisor support contribute towards employees' performance

#### SCOPE OF THE STUDY

It is anticipated that the findings of the study will pave way for the authorities of the institute of finance management to accept the variable that affects employees' working environment and their performance at the organization. Such an acceptance could be utilized to improve on the working conditions of employees. It will also visualize that the findings of this study will enable the organization to know how to address issues concerning the employees and its working environment and to consider office design as an important factor in increasing employees' performance. It will therefore serve as a reference material for future researches in this area. Also, the results will throw more light on factors affecting employee's performance as far as their environments are concerned.

#### LIMITATIONS OF THE STUDY

The study has certain limitations.

- The selection of work environment factors that influence employee performance is not exhaustive.
- There may be other factors that may influence employee performance that might provide more insight on employee performance.
- The used factors might not provide a clear image of the relationship between

workplace environment factors and employee performance.

- Another limitation to the study is the vast number of employee across the industry.
- The researcher would have wished to carry out the study across all employee and staffs. But that was not possible due to constraints in time, finances and other related resources.

#### III. REVIEW OF LITERATURE

**Muchhal (2021)** to better understand effectiveness on jobs, it is important to learn about links between job performance, people, and situation factors. Job performance is a very considerable factor influencing profitability of any organization. Performance is important for organizations as employees' performance leads to business success. Also, performance is important for individuals, as achieving tasks can be a source of satisfaction. Job performance can be defined as behaviours or activities that are performed towards accomplishing the organization's objectives.

**Borman and Schmit (2022)** Performance is the result of work of a person or group in an organization at a particular time which reflects how well the person or group reach the qualification of a job in a mission of organization's goal achievement. Many factors could influence the employee's job performance including equipment, physical work environment, meaningful work, standard operating procedures, reward for good or bad systems, performance expectancy, and feedback on performance, in addition to knowledge, skills and attitudes. The physical work environment and its influence has been vastly studied since the environment can hinder, intervene with, or set limits on the range of work behaviours that are displayed which, in turn, potentially impacts task performance.

**Alex S.NitiseMITO (2023)** Work environment can be anything that exists around the employee and can affect how he performs his duties. He states that working environment is both an external and an internal condition that can influence working spirit and result in instantly finished jobs. According to a decent working environment is a condition where individuals can do their jobs in an ideal, secure, healthy, and comfort way. Therefore, many studies classify the work environment into toxic and conducive environments. He believes that an organization's physical environment particularly its layout and design can impact employee behaviour in the workplace.



**Nitisemito (2024)** some of the factors that influence the workplace include: cleanliness, water, lighting, colouring, security and music. Many work environment studies have shown that workers are satisfied with reference to specific work environment features. These features preferred by users significantly contribute to their workspace satisfaction and performance. Those features include ventilation rates, lighting, access to natural light and acoustic environment. Lighting and other factors like ergonomic furniture have been found to have positive effect on employees' health and so on employees' productivity. He also assert that unhealthy and unsafe work environment in terms of poor ventilation, immoderate noise, inadequate lighting etc. affect employees' productivity and health.

#### IV. RESEARCH METHODOLOGY

The research methodology is scientific and systematic for pertinent information on specific topic. It is a careful investigation or inquiry especially through search for new facts in any branch of knowledge. Research is a systematized effort to gain knowledge and hence, it helps to practical knowledge in study various steps that are generated adopted by a research in studying his research problem along with the logic behind them.

#### RESEARCH DESIGN

Research is a process in which the researcher wishes to find out the end result for a given problem and thus the solution helps in future course action. The research has been defined as "A careful investigation or enquire especially through search for new facts in any branch of knowledge". The type of research is descriptive in nature; since

an attempt was made to find out inter relationship between variables

#### SAMPLE SIZE:

Sample size means the number of sampling units selected from the organization for investigation. The total sample size that is taken for this study is 120.

#### SAMPLING TECHNIQUE

A simple random sampling technique has been used in sampling. It provides information about parts of the all the area of Erode.

#### SAMPLING POPULATION:

There are 180 up employees are there at Ponni Sugar Limited.

**DATA DESIGN:** Data is collected from both primary and secondary sources.

#### Primary Data

Primary data are collected through a structured questionnaire. A well-structured questionnaire has been prepared given to the respondents by the researcher.

#### Secondary Data

Secondary data are collected from the published data available within the company and also from the Internet and Intranet. Data was collected from web sites, going through the records of the organization, etc. It is the data which has been collected by individual or someone else for the purpose of other than those of our particular research study.

#### TOOLS FOR ANALYSING DATA

In order to come out with the findings of the study the following statistical tools are used by the researcher

- Simple Percentage analysis
- Chi-Square test
- Correlation
- Anova

#### V. DATA ANALYSIS AND INTERPRETATION

##### OVERALL OFFICE ENVIRONMENT CAN COMPLETE DAILY TASKS EASILY

COMPLETE DAILY TASKS	RESPONDENTS	PERCENTAGE
Strongly agree	37	30.8%
Agree	43	35.8%
Neutral	22	18.3%
Disagree	10	8.3%
Strongly disagree	8	6.7%
<b>Total</b>	<b>120</b>	<b>100.0%</b>

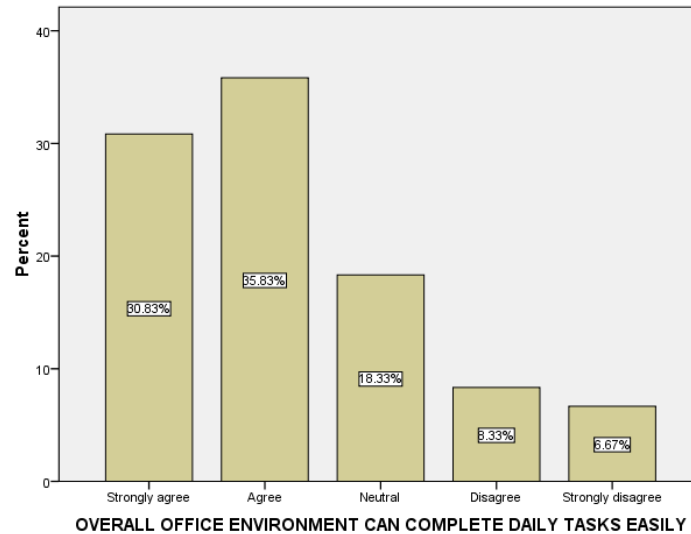
Source: Primary data



**INTERPRETATION**

The above table shows that overall office environment can complete daily tasks easily, 30.8% of the respondents are strongly agree, 35.8% of the respondents are agree, 18.3% of the respondents are neutral, 8.3% of the respondents are disagree and remaining 6.7% of the respondents are strongly disagree  
 Majority 35.8% of the respondents are agree with overall office environment can complete daily tasks easily

**OVERALL OFFICE ENVIRONMENT CAN COMPLETE DAILY TASKS EASILY**



**COMPANY PROVIDE JOB REQUIREMENTS ARE CLEAR**

JOB REQUIREMENTS	RESPONDENTS	PERCENTAGE
Strongly agree	36	30.0%
Agree	42	35.0%
Neutral	18	15.0%
Disagree	14	11.7%
Strongly disagree	10	8.3%
<b>Total</b>	<b>120</b>	<b>100.0%</b>

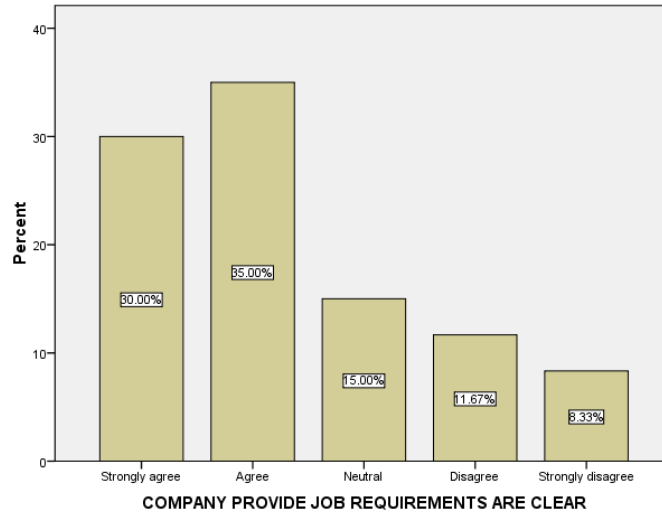
Source: Primary data

**INTERPRETATION**

The above table shows that company provide job requirements are clear, 30.0% of the respondents are strongly agree, 35.0% of the respondents are agree, 15.0% of the respondents are neutral, 11.7% of the respondents are disagree and remaining 8.3% of the respondents are strongly disagree  
 Majority 35.0% of the respondents are agree with company provide job requirements are clear



**COMPANY PROVIDE JOB REQUIREMENTS ARE CLEAR**



**CHI-SQUARE TEST**

**NULL HYPOTHESIS H<sub>0</sub>:** There is no significance relationship between education qualification of the respondents and company provide clear path for career advancement

**ALTERNATIVE HYPOTHESIS H<sub>1</sub>:** There is a significance relationship between education qualification of the respondents and company provide clear path for career advancement

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.741E2 <sup>a</sup>	16	.000
Likelihood Ratio	257.621	16	.000
Linear-by-Linear Association	103.535	1	.000
N of Valid Cases	120		

a. 14 cells (56.0%) have expected count less than 5. The minimum expected count is 1.47.

**RESULT:** Since the calculated value is less than the table value. So we accept the null hypothesis. There is no relationship between education qualification of the respondents and company provide clear path for career advancement

**CORRELATION**

The table shows that the relationship between experience of the respondents and organization clearly communicate its goals and strategies



**Correlations**

		EXPERIENCE OF THE RESPONDENTS	ORGANIZATION CLEARLY COMMUNICATE ITS GOALS AND STRATEGIES
EXPERIENCE OF THE RESPONDENTS	Pearson Correlation	1	.925**
	Sig. (2-tailed)		.000
	N	120	120
ORGANIZATION CLEARLY COMMUNICATE ITS GOALS AND STRATEGIES	Pearson Correlation	.925**	1
	Sig. (2-tailed)	.000	
	N	120	120

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

**RESULT**

This is a positive correlation. There are relationships between experience of the respondents and organization clearly communicate its goals and strategies

**VI. SUGGESTIONS**

From the above study, it is concluded that work environment is a major epitome of the employee’s performance, which plays an important role in motivating the employees to perform their assigned task.

The employees are the important asset of the organization. Most of the employees spend their time in generating the activities in the office. The ability to attract and motivate the employees for high performance is becoming essential in nowadays-competitive working environments.

The factors like job aid, goal setting, supervisor support, workplace incentives, performance feedback, defined processes, physicals factors, social factors, and environmental factors play a vital role in employee’s performance. The employee’s performance will improve only when they would be credited by paying more attention to the work environment.

The organizations should create conducive workplace so that the employee feels that they are well cared. Therefore, it is the responsibility of the management to furnish a favorable working environment which will influence the employees to work prosperously and will encourage them to increase their performance.

**VII. CONCLUSION**

Workplace environment plays a vital role in motivating employees to perform their assigned work. Money is a not a sufficient motivator in encouraging the workplace performance required in today’s competitive business environment. Managers and supervisors will need to be comfortable with working with the whole gamut of workplace factors that influence employee’s motivation. Time and energy will also need to be given to providing relevant performance incentives, managing processes, providing adequate resources and workplace coaching. Paramount here is the human-to-human in interaction through providing individualized support and encouragement to each and every employee. Form this study it is known that organization are providing a good workplace environment to their employees.

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