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ORGANISATIONAL ENVIRONMENT AND JOB ATTITUDE AMONG THE INDUSTRIAL EMPLOYEES

- A. Arokia Mary*

- Dr. Sam Deva Asir Rm**

ABSTRACT

The purpose of this research is to investigate the relationship between work environment and job attitude of employees in a chemical Industry at Cuddalore. Method involved the use of questionnaire to collect first hand data from one hundred (100) respondents from the work organization. Five hypotheses were tested using SPSS. The study concludes that in view of the importance of work environmental factors to positive job attitude, programmes such as the introduction of financial incentives, closer communication and positive leadership style should be embarked upon by management in work organizations. The findings revealed that there is a significant relationship between work environment and respondents' attitude to job.

Keywords: work, work environment, job attitude, motivation, satisfaction, productivity, management.

INTRODUCTION

Business is full of risks and uncertainties and the ability of any organization to respond successfully to the challenges posed by the present dynamic nature of economic situations will largely depend on how well the organization can effectively and efficiently utilize the human resources at its disposal. Many enterprises limit their productivity enhancement of employees to the acquisition of skills.

Employee attitudes and the inclusion of their opinions and suggestions are most important in today's global and competitive work environment. In the Indian business environment, we are dealing with many different generations, each having diverse wants, needs, goals, and aspirations. The more that

management knows about their employee's feelings, the easier it is to manage their behavior to help them grow and the economy will prosper.

The type of work environment in which employees operate determines the way in which such enterprises prosper. According to Akinyele (2010), about 80% of productivity problems reside in the work environment of organizations. It is a generally accepted fact that the success of any business organization will largely depend upon the effective and meaningful utilization of its financial and physical resources. The performance of a corporate organization, which determines its survival and growth, depends to a large extent on the productivity of its workforce. Conducive work environment ensures the well-being of employees which invariably will enable them exert themselves to

*Ph.D Research Scholar (Part Time), PG and Research Department of Social Work,

Bishop Heber College (Autonomous), Trichirappalli. E-mail: arokashviji@gmail.com, Mobile: +91 9994192333.

**Assistant Professor, PG and Research Department of Social Work, Bishop Heber College (Autonomous), Trichirappalli.

their roles with all vigour that may translate to higher productivity (Akinyele, 2007).

Employees have attitudes about many aspects of their jobs, their careers, and their organizations; however, the most focal employee attitude is job satisfaction. Looking at a group of people performing the same job for some time, we cannot but observe that some people do it better than the others.

In employment, two parties are involved, which are their skills, and the other part with their money. The imbalance of this therefore could result in job dissatisfaction which may lead to resignation and low performance of some workers. The issue of job satisfaction has been a great concern and has led employers of labours to devise way of selecting the best people for any given job. There is the belief that the best way for an organization to efficiently and effectively achieve the organizational goals is to place the best people on the jobs. Productivity is thus of fundamental importance to the individual worker of whatever status, to the organization whether commercial or not and to the national economy at large and accordingly therefore, to the upliftment of the welfare of the citizens (Yesufu, 2000; Akinyele, 2007).

Statement of the Problem

Today the media and technology has developed almost all the fields. The economy has been increased day by day. Industries and organizations have been developed and increased which contribute to utilization of media and technology. But still poor accessing of media and lack excellent work environment make the employees to get in work stress and end into poor work performance and low job satisfaction. Hence the researcher decided to study the job attitude and work environment to assist the employees promoting work environment and improve job satisfaction. This study will enable the employees to succeed the professional life and personal family life.

SCOPE OF THE STUDY

Work is an integral part of our everyday life, be it our livelihood or career or business. On an average we spend around twelve hours daily in the work place, that is one third of our entire life; it does influence the overall quality of our life. It should yield job satisfaction, give peace of mind, a fulfillment of having done a task, as it is expected, without any flaw and having spent the time

fruitfully, constructively and purposefully. Even if it is a small step towards our lifetime goal, at the end of the day it gives satisfaction and eagerness to look forward for the next day. A happy and a healthy employee will give better turnover, make good decisions and positively contribute to the organizational goal.

Literature Review

Kabir (2011) also established in his research at Pharmaceutical industry, Bangladesh that working environment played an important role in the employee's job satisfaction.

The employees are the most important asset in all companies. A good working environment reduces sick leave, lowers turnover rates and increases efficiency. Work environment means the physical aspects of a workplace environment can have a direct impact on the productivity, health and safety, comfort, concentration, job satisfaction and morale of the people within it. Important factors in the work environment that should be considered include building design and age, workplace layout, workstation set-up, furniture and equipment design and quality, space, temperature, ventilation, lighting, noise, vibration, radiation, air quality.

The productivity of employees is determined by an inordinate level, on the environment in which they work. Work environment involves all the aspects which act and react on the body and mind of an employee. Under organizational psychology, the physical, mental and social environment where employees are working together and their work to be analyzed for better effectiveness and increase productivity. 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, fatigue, monotony and boredom are minimized and work performance can be maximised.

The concept of work environment is an actual comprehensive one including the physical, psychological and social aspects that mark up the working condition. Work environment performs to have both positive and negative effects on the psychological and welfare of employees. The work environment can be described as the environment in which people are working. Such as, it is very wide category that incorporates the physical scenery (e.g. noise, equipment, heat), fundamentals of the job itself (e.g. workload, task, complexity) extensive business

features (e.g. culture, history) and even extra business background (e.g. industry setting, workers relation). However all the aspects of work environment are correspondingly significant or indeed appropriate when considered job satisfaction and this also affects the welfare of employees.

Your work environment and job satisfaction go hand in hand. How you feel about your work, office and co-workers will affect your productivity and how long you decide to stay at your job.

A positive or negative workplace environment can either help or harm job satisfaction and employee turnover. A positive work environment is not only important for our physical, mental and emotional health, but is also important for the product or service we produce for the company. The better we feel at work, the more likely we will take pride in our work functions and be loyal toward our place of employment.

Elements of work environment: Generally work environment may be divided into three broad components.

Physical Environment: This includes ventilation & Temperature, Noise, Infrastructure and Interior and Amenities.

Mental Environment: This connotes Fatigue, Boredom, Monotony, and Attitude & Behaviour of Supervisor & Colleagues.

Social Environment: Social environment denotes to the cluster to which an employees to be appropriate. Within an enormous ceremonial work group employees form casual cluster in their personal. Employees develop an intellect of belonging to their cluster. The standards and privileged of the cluster impact significantly the attitude and behaviour of individual employees.

Effect of Work Environment on Job Satisfaction: The main aim of this study is to identify the effect of work environment on job satisfaction. However the physical work environment creates the physical condition that can affect the health of employees. Yet, the way in which the mental environment creates vicious condition (e.g. fatigue, boredom, attitude and behaviour of supervisor and colleagues) for employees and social environment can affect the confidence level or performance of employees. So, ultimately the work environment can influence the satisfaction level of employees or else these factors can consequence the performance of overall.

Job Satisfaction

According to Saari & Judge (2004) employees have attitudes 20 or viewpoints about different aspects of their jobs, their careers, and their organizations. They are composed of emotion, thought and behaviors. This is similar to what Man et al (2011) suggest and they go ahead to define emotion as an individual being positive, negative or neutral about something; they look at thought as knowledge towards things while behavior is considered the action taken after emotions and knowledge. Edgar & Geare (2013) use job satisfaction and affective commitment to measure employee satisfaction. They look at job satisfaction as the attitude of workers towards the organization, their job, fellow workers and other psychological objects of the work environment.

Attitude has three components which are cognitive, affective and behavioral in nature but there are also functions for attitude: there is the adjustment function which assists the employee (Attitude describes the way one feels inside. These are his feelings towards you, coworkers and position within the company. Every employee has an attitude towards the environment -- either good or bad. Attitude ties in very well with employee motivation, when the one does not feel motivated to work, most likely there will be negative attitudes towards work leading to low performance).

RESEARCH METHODOLOGY

AIM

The present research is to study the employee attitude and work environment perspectives of employee involved in a chemical Industry, Cuddalore. Therefore an attempt is made to understand the attitude level on their work environment of employees.

OBJECTIVES OF THE STUDY

- i. To examine the work environment and Job Satisfaction of workers in selected organization.
- ii. To determine the relationship between job satisfaction and work environment.
- iii. To suggest measures for improving job attitude among the employees.
- iv. To test the hypothesis

HYPOTHESIS

- i. There is a significant difference between the Gender of the respondents and overall level of work environment.
- ii. There is a significant difference between the marital status of the respondents and overall level of work environment.
- iii. There is a significant association between the Age of the respondents and level of work environment.
- iv. There is significant variance among Domicile of the respondents and overall level of Work Environment.
- v. There is a positive relationship between Overall Job Satisfaction and Overall level of Work Environment

CONCEPTUAL DEFINITION

“Work environment as an entirety which comprises the totality of forces, actions and other influential factors that are currently and, or potentially contending with the employee’s activities and performance”.

Kohun (1992)

“Job Satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say I am satisfied with my job”.

Hoppock (1935)

OPERATIVE DEFINITION

Organisational environment include systems, procedures, practices, values and philosophies. Management has control over organisational environment.

Jobsatisfaction integrated physical and mental status towards both work and work related environments.

RESEARCH DESIGN

Descriptive method will be used for this study. An attempt was also made to find out the relationship between the levels of Job satisfaction and work environment.

UNIVERSE AND SAMPLE

The employees working at chemical Industry constitute the universe of the present study. The sample of the study comprised of industrial workers and executive (n=100) 100 employees working at chemical Industry, Cuddalore. Simple random sampling was adopted in this study using lottery method.

TOOLS FOR DATA COLLECTION

The Job Satisfaction Scale developed by B.L.Dubey (1983), Work Environment Scale developed and standardized by Rudolf H. Moos (2008) and self structured personal information schedule were used as tools for this research.

SCORING

The five point Likert type scoring system was maintained for each item from strongly agree, agree, not sure, disagree, strongly disagree have been scored 5, 4, 3, 2 and 1 respectively.

COLLECTION AND TABULATION OF DATA

Primary method of data collection was adopted for this study and the data was tabulated based on the variables.

DATA ANALYSIS PROCEDURE

The data was analyzed using simple percentage method and SPSS.

ANALYSIS OF THE DATA, RESULTS AND DISCUSSION

Table 1: Distribution of the respondents according to their overall level of Job Satisfaction

S. No.	Overall level of Job Satisfaction	No. of Respondents (n = 100)	Percentage
1.	Low	59	59.0
2.	High	41	41.0

Table – 1 shows that more than half (59 per cent) of the respondents have low level of job satisfaction level

and nearly half (41 per cent) of the respondents have high level of job satisfaction.

Table 2: Distribution of the respondents according to their overall level of Work Environment

S. No.	Overall level of Work Environment	No. of Respondents (n = 100)	Percentage
1.	Low	61	61.0
2.	High	39	39.0

Table – 2 shows that the majority (61 per cent) of the respondents have low level of work environment and one third (39 per cent) of the respondents have high level of work environment.

Table 3: There is a significant difference between the Gender of the respondents and overall level of Work Environment

S. No.	Gender	Sample size (n=100)	\bar{X}	S.D.	Statistical Inference
1.	Male	60	115.73	13.58821	Z = 2.768 P<0.01 Significant
2.	Female	40	108.42	14.36500	

Table – 3 shows that ‘t’ Test was applied to test difference between gender of the respondents and their overall work environment. It is found to be significant.

Table 4: There is a significant difference between the Marital Status of the respondents and overall level of Work Environment

S. No.	Marital Status	Sample size (n=100)	\bar{X}	S.D.	Statistical Inference
1.	Married	54	297.54	32.39422	Z = 1.420 P>0.05 Not Significant
2.	Unmarried	46	288.78	28.64489	

Table – 4 shows that ‘t’ test was applied to test the difference between marital status of the respondents and their overall level of work environment. It is found to be not significant.

Table 5: There is a significant association between the Age of the respondents and overall level of Work Environment

S. No.	Age	Overall level of Work Environment		Statistical Inference
		Low n: 61	High n: 39	
1	21 Years - 30 Years	16	12	X ² = 8.835 df = 3 P<0.05 Significant
2	31 Years - 40 Years	17	18	
3	41 Years - 50 Years	10	2	
4	51 Years – 60 Years	18	7	

Table – 5 shows that chi-square test was applied to test the association between age of the respondents and their overall work environment. It is found to be significant because the age plays major role in work contribution and experience also make them to contribute more.

Table 6: There is a significant variance among Domicile of the respondents and overall level of Work Environment

S. No.	Source	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	8261.545	4130.772	G1=308.70	F= 4.649 P<0.05 Significant
2.	Within Groups	97	86183.445	888.489	G2=286.13	
					G3=295.25	

G1= Urban, G2= Semi-urban, G3= Rural

Table – 6 shows that one way ANOVA test was applied to test the variance among the domicile of the respondents and overall level of work environment. It is found to be significant.

Table 7: There is a positive correlation between overall Job Satisfaction and overall level of Work Environment

	Overall level of Job Satisfaction	Overall level of Work Environment
Overall level of Job Satisfaction	1	
Overall level of Work Environment	0.372**	1

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

Table – 7 shows that Karl Person Coefficient correlation test was applied to test the positive correlation between Overall Job Satisfaction and Overall level of Work Environment. The correlation is found to be significant at 0.01 levels. Hence the research hypothesis accepted and null hypothesis is rejected.

RECOMMENDATION AND CONCLUSION

- i. Organisation can adopt virtuous strategies for overcome with the environmental problem of the employees.
- ii. Organisation can divide the work equally for workload or else appoint more employees.
- iii. Training programme can be organized to develop attitudes towards the subordinate & colleagues should smooth and positive for effective results.
- iv. Trainings can promote motivating climate to good work environment increase productivity and of the organization.

The result of the study indicates that lack of employee relationship, personal growth and job orientation and system maintenance are some factors to increase job dissatisfaction. On the other hand good working condition, refreshment & recreation facility, health & safety facility, fun at workplace increase the degree of job satisfaction which in turn promote work environment. Effectual human resource management and preserving progressive work environment would consequences the job satisfaction and performance of organization as well as entire economy. Hence, for the success of organization it is vital to accomplish HRM successfully enrich the work environment for employees.

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