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Role of Working Environment on Work Life Integration

Poonam Singh¹, Dr. Shabana Mazhar²

¹Ph.D. Scholar, ²Associate Professor, JIBS, SHUATS, India

Abstract: *The concept of work life balance has been replaced by the more robust concept of work integration which seems more practical and achievable. The working environment of any organization also contribute in the social and professional relationship among colleague senior and other relative factor of the organization. It also defines the element of work environment which are responsible for co-operative effort of employees. A biggest asset for any organization is a fully satisfied, hardworking, happy employees. The growth of the organization in term of production and rating directly related with the satisfaction and motivation of any employees these are the few factors which create an impact not only a particular organization but also on the growth and development on entire economy. This research paper is humble effort to create a brief understanding of impact of work life integration index term – work life integration human resource management work culture, relation with job satisfaction. This paper attempt to analysis the, various facets of the working environment which leads to work life integration.*

Keywords: *work life integration, work environment, skill, humanitarian, economics.*

I. INTRODUCTION

IT sector is majorly crowded job-oriented place in these days it provides a professional plate to a large number of individuals. This study has been conducted in IT sector of NCR region and helps to identify environmental factors that are conducive toward work life integration.

A. Work Life Integration

Work life integration is an outcome of people control & choice in their life to meet life challenges. This can be managing work responsibilities alongside their personal & family needs. The areas of a person's life which require integration will change based on the individual's life stages. A person in his or her 20s may be balancing career development and social activities. In 30s, when a person gets married & starts a family, family & job responsibilities become competing challenges. Work life integration is nothing but work-life balance. (Kossek, Lewis, & Hammer, 2009) published in Human Relations Journal laments on the lack of core employment changes to support work life balance. Most organizational initiatives attempt to support only the needy employee on a temporary basis without structural and cultural changes in the organization. CASTELLANO's (2013) article discusses about the negative effects of flexible work hours such as lesser performance rating and slower career progression for employees opting them.

B. Environment of Working Place

The productivity of employees depends on working environment of any individual all aspects which create an impact on physical and mental state of an individual have space in the structure of work environment any organization has that psychology. That effective productivity depends on the better condition body and mind any employee to generate better environment the major purpose is to ensure the ultimate ease and eliminate the all course of anxiety and frustration and worries we can say if we use these formula that fatigue monotony and frustration are inverse proposal to work performance it means the result says if we minimise the first independent variable (fatigue monotony) the work performance autonomically shows in maximum number. This formula also shows effective environment and encourage and the higher level of happiness of any employees with his or her job that ultimately influence the growth of organization and entire economy.

C. The Factor of work Environment

The major factor of work environment of

1) *Physical Environment:* There are few components falls in this category such as-

- a) Infrastructure and enterer
- b) Ventilation and temperature
- c) Noise

- 2) *Mental Environment*: This category includes-
 - a) Monotony
 - b) Boredom
 - c) Fatigue
 - d) Attitude and behaviour and colleague
- 3) *Social Environment*: Social environment different appropriate cluster employee. It dependent of which kind of clusters and back ground on which an employee come from. This cluster has the significant impact of the attitude and behaviour and any individual.

D. *Impact of Work life Integration on Job Satisfaction*

The main aim of purpose this research study is to search and identify the impact of work life integration of job satisfaction the physical condition of work place creates the impact on the health of employee and the mental environment create various condition such as fatigue and boredom any employee. Some as above the social environment influence satisfaction level of individual differently these factors could be responsibility for the inverse and or opposite performance of all of them.

E. *Work Environment Characteristics Contributing to work life Integration.*

- 1) *Appropriate and Open Communication*: Every individual and employees should feel that are very appropriate and needed in organization necessary employees should deliberate the organization's mission value and philosophy.
- 2) *Stability of Work Life*: There should be two major balancing factors between personal and professional life work life integration on the key to improve job satisfaction among employees.
- 3) *Consistency*: This term denotes the predictability in this situation the subordinate wants to follow the same path which has been created by the serious are in any particular situation consistency is only factor or standard to stablish own leadership.
- 4) *Impartiality*: The reward without any partly decision work as a few to charge the energy of any individual or employees.

II. LITERATURE REVIEW

Kohun (1992) defined work environment as the bridge between the employees and the workplace. It is referred to the setting, situation, condition, or circumstances where employees perform their job. According to Spector (1997), work environment includes job security, safety of employees, interpersonal relations, recognition, and opportunity to involve in decision making. Employees are likely to have high job satisfaction when they perceived that they are appreciated by the organization. Devi and Rani (2016) justified that work environment have direct effect in job satisfaction and stress level of the employees. Productivity of employees tend to increase if the organization is able to provide a good working environment. Opperman (2002) as cited in Taiwo (2010), work environment is consisting three sub-environments. Firstly, the technical environment indicated the physical elements people normally found in a workplace that enable the employees to carry put their duties, such as tools, equipment and technical infrastructure. Secondly, the human environment is important to encourage sharing of knowledge, information and ideas through informal workplace interaction.

The examples for human environment included peers, work team, leadership, and management. Whereas, the third sub-environment is organizational environment. It is the type of environment where the management's control over the work environment lies. For instance, there are organizational philosophies, values, system, procedures, and practices. Chandrasekar (2010), work environment includes the space and facilities required when employees are carrying out their job, relationship with superiors, the culture of equality, communication system adopted, factors that encourage a person to works in the specific organization, and the approaches for hazards control. according to Jain and Kaur (2014) and Salunke (2015), work environment can be divided into three classifications.

The three classifications included physical, mental, and social environment. Physical environments are such as temperature, noise, infrastructure, and amenities. Mental Environment includes factors such as exhaustion, boredom, relationship between co-workers as well. Social environment refers to the sense of belongingness of the employee feels on the social group they joined.

The paper attempts to answer questions to the following objective:

- A. To find out the factor influencing work life environment of employees.
- B. To find out the perception of employees towards their work environment.

- 1) *Research Methodology*: Primary data is collected through questionnaire. Type of study is descriptive research. Respondents are employee of the IT sector which is collected from NCR between age group of 25 years to 35 years. Sample size is 50. Purposive sampling was considered for selection of respondent. Questionnaire was developed taking into account five-point Likert scale, where 1 means strongly agree, 2 means agree, 3 neither agree nor disagree, 4 disagree and 5 strongly disagree.
- 2) *Demographic Description of the Respondents*: 50 members participated in this study and 25 to 30 ages IT industry 35 participant and 31to 35 ages 15 members are part of this study. 40 members are male and 10 are females. This study it was found that IT industry work in five days in schedule. The general allotted working hours is 9 hours per day. But in real life in an average the IT executives work 11 hours per day. Because at times, in order to meet deadline of completing project these employees have to extended the working hour beyond the normal working time. This affects the normal family life, leading to both physical and mental disturbance resulting in stress. The challenge before them is how to integrate the personal & professional life.

Factor analysis table Number - 1

Component Matrix^a

	Component		
	1	2	3
I feel physical exhausted after a day's work.	-.229	.424	.079
I am comfortable with my work place.	-.266	.350	.510
I carry my work to home.	.348	.225	-.358
I receive meaningful recognition for work well done.	.342	.540	.311
My boss demands right level of work from me.	.503	.162	-.208
There is harmony at my work place.	.516	.212	.270
My boss and superior listen to my idea.	-.615	.465	.170
I am able to communicate to my boss.	-.508	.404	.122
My boss or superior treat me well and amicable.	.536	.380	-.150
The essential information of the organization flows effectively from senior to staff.	.167	.651	.008
I have support at work to provide a high level of service.	.276	.478	-.572
My boss appreciates my skill and interest.	.684	.329	-.529
My co- worker is good communicator.	.428	-.157	-.117
I like to socialise with my co worker in the work place.	.508	-.337	.320
I have lots of office work at weekends.	.543	-.205	.339
I have good carrier prospect in company.	.126	-.231	.430
My department is committed in ensuring my health and well-being.	.470	.321	.323
My co-worker treats me with respect.	.643	-.312	.276
I have positive working relationship with my co-worker.	.480	.052	-.048
I am satisfied with my department.	.347	.541	.112

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

According to this study IT sector employees strongly disagree with the with is study items because they carry work to home to fulfil the targets and deadlines on time, they give extra effort to complete organizational projects in family time and ignore other family need unconsciously. after long working hours they feel tired they most of the time feel hypertension and exhausted. Some employees complain the working aria are not good frustrating noise compressed so they not feel comfortable with peers. Health policies are so limited organization only provided the health insurance and onsite employee only got travel insurance. No monthly or quarterly health check – up organisation provide gym but employees have no time to exercise. there are three major factors affect the working environment first on is co- worker relationship, second is growth possibility and third is health. According to this study three factors mostly affects the working environment. Co- worker relationship, growth possibility and health balance the working environment. Between the co-worker relation create a positive and healthy work environment. Growth possibility push the employee to creative aspect of vision for work and health is the most precious thing in this word because a healthy body carry a healthy mind. According to this study IT sector employees strongly disagree with the with is study items because they carry work to home to fulfil the targets and deadlines on time, they give extra effort to complete organizational projects in family time and ignore other family need unconsciously. after long working hours they feel tired they most of the time feel hypertension and exhausted. Some employees complain the working aria are not good frustrating noise compressed so they not feel comfortable with peers. Health policies are so limited organization only provided the health insurance and onsite employee only got travel insurance. No monthly or quarterly health check – up organisation provide gym but employees have no time to exercise.

Table No.2 Mean Of Variables

VARIABLES	N	MEAN	S.D.
Physical environment	50	3.82	1.094
Mental environment	50	4.81	0.875
Social environment	50	3.05	1.116

After analysis the data it has been found that the employees feel that the work environment is not conducive for their personal growth in the company. They also are of the view that the environment of the company is very restrictive and is not good for their health and well-being. The research shows that the employees of the IT sector do not agree with the work environment which is more task oriented rather than humanitarian.

III. CONCLUSION

The result of the study shows that co- worker relationship, growth possibility and factor have impact on work environment on the other side work condition, safety, stress, work load, boredom factor increase the level of dissatisfaction with job and hence the mental environment is not satisfactory.

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