

A Study on the Work Environment of Employees in Jos Alukkas, Thrissur

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ABSTRACT

This study focuses on the work environment of employees of Jos Alukkas in Thrissur. The variables under study are the rest room facility, recreational activities, and adequate rest time and safety and protection measures adopted by the organisation to their employees. In this study, primary data were collected through questionnaire. The questionnaire was administered to fifty employees of Jos Alukkas Enterprises, Thrissur. The work environment were analysed and adequate suggestions were made at the end of the study.

1. Introduction

Quality of Work Life (QWL) has become one of the most important issues these days in every organization. Employees are the force that is behind every successful organization. No organization can become successful with technology only because for the use of technology also, organizations need to have strong work force. Quality of Work Life was the term actually introduced in the late 1960s. From that period till now the term is gaining more and more importance everywhere, at every work place. Initially quality of work life was focusing on the effects of employment on the general well-being and the health of the workers. But now its focus has been changed. Every organization need to give good environment to their workers including all financial and non-financial incentives so that they can retain their employees for the longer period and for the achievement of the organization goals. At the end we can say that a happy and healthy employee will give better turnover, make good decisions and positively contribute to the organization goal.

1.1 Objectives of the Study

To analyse the work environment of the employees in Jos Alukkas, Thrissur.

1.2 Scope of the Study

This study is needed to ensure that all employees are performing at their peak potential, free from stress and strain, and to ensure all their needs are fully satisfied. This study will be used as feedback from employees to know their current perspective of workplace and also to identify the areas of improvement for the organization. The research can be further used to evaluate the facilities provided by the management towards the employee. This study also helps to manipulate the expectations of the employees.

1.3 Statement of the Problem

The present study aims at measuring the level of satisfaction of employees and to know about the work environment in the organisation. The variables under study are the rest room facility, recreational activities, and adequate

rest time and safety and protection measures adopted by the organisation.

1.4 Research Methodology

The data collected for the study consists of both primary and secondary data.

Primary Data

In this study, primary data were collected through using questionnaire. The questionnaire was administered to fifty employees of Jos Alukkas Enterprises, Thrissur.

Sampling

The population of this study is a group of 105 employees. Convenience sampling method is used for selecting samples. The sample size of this study is fifty respondents.

Secondary Data

Secondary data for this study was collected from:

- Previously published records, statistics, research reports and documents.
- Books, periodicals and websites.

1.5 Limitations of the Study

- This is subjected to the biases and prejudices of the respondents; hence 100% accuracy cannot be measured.
- The research was carried out in a short span of time, where in the research could not widen the study.

2. Review of Literature

Mehdi Hosseini et al, (2010) concluded that the career achievement, career satisfaction and career balance are not only the significant variables to achieve good Quality of Work Life, but QWL or the quality of work system as one of the most interesting methods creating motivation and is a way to have job enrichment. It is also noted from the research that fair pay, growth opportunities and continuing promotion improves staffs' performance which in turn increases QWL of employees.

3. Data Analysis

3.1 Rest room facility satisfaction

Ranking	No. of Respondents	Percentage
5	21	42%
4	23	46%
3	4	8%
2	2	4%
1	0	0
TOTAL	50	100%

Source: Primary Data

It is found that 46% of the employees are satisfied with the rest room facilities and 42% are highly satisfied with the rest room facility. And only 4% of them are less satisfied with the rest room facility.

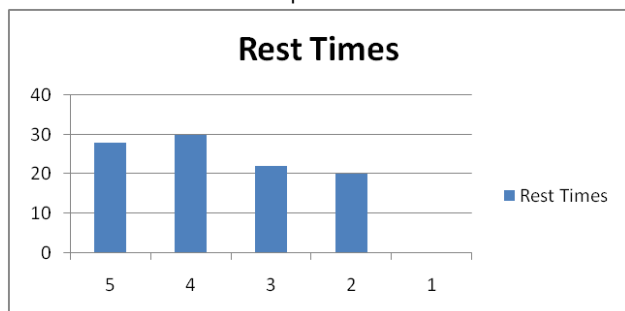
3.2 Recreational activities

Ranking	No. of Respondents	Percentage
5	12	24%
4	21	42%
3	12	24%
2	3	6%
1	2	4%
TOTAL	50	100%

Source: Primary data

42% of the respondents are satisfied with the recreational activities provided by the jewellery and 24% of them are highly satisfied with the activities. And only 4% are highly dissatisfied with the activities and 6% are dissatisfied with the activities.

3.3 Adequate rest time



Source: Primary data

From the above data we can understand that 30% of the employees are satisfied with the rest times provided by the jewellery and 28% are highly satisfied with the rest times available.

Only 20% are dissatisfied with the rest times given.

3.4 Safety and protection measures

Ranking	No. of Respondents	Percentage
5	18	36%
4	20	40%
3	10	20%
2	2	4%
1	0	0%
TOTAL	50	100%

Source: primary data

It is found that 40% of them are satisfied with the safety and protective measures and 36% are highly satisfied with the protective measures. Only 4% of the total respondents are dissatisfied with the safety measures.

4. Findings

- It is found that 46% of the employees are satisfied with the rest room facilities and none of them are dissatisfied with the rest room facility.
- 42% of the respondents are satisfied with the recreational activities provided by the jewellery and 6% are dissatisfied with the activities.
- 30% of the employees are satisfied with the rest times provided by the jewellery and only 20% are dissatisfied with the rest times given.
- It is found that 40% of them are satisfied with the safety and protective measures and only 4% of the total respondents are dissatisfied with the safety measures.

5. Suggestions

The jewellery should take necessary steps to improve their work environment by providing good rest room facility, adequate rest times, good safety measures and more recreational activities. This can improve the productivity of the employees and they feel more comfortable to work in the place. The prime importance should be given for the recreational activities.

6. Conclusion

From the study we can conclude that most of the employees are satisfied with the various facilities provided by the organization. If the employees are satisfied, then the organisation can earn maximum profit. From the study we can analyse that the organisation is good in providing better work environment to the employees.

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