

# The Effects of the Workplace Environment on Employee Engagement in the Organization

<sup>1</sup>Dr. Pankaj B. Chaudhari and <sup>2</sup>Dr. Ravindra Borkar

<sup>1</sup>Assistant Professor, Ph. D, M. Com. MBA (HR & Finance), B. Ed., GDC&A, New Arts, Commerce & Science College, Wardha Maharashtra State, Wardha – 442001

<sup>2</sup>Associate Professor, Department of Commerce & Management, Mahatma Gandhi International Hindi University, Maharashtra State, Wardha - 442001

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## ABSTRACT

Employee motivation is influenced by the working climate in both positive and negative ways. The majority of workplace environments, especially in manufacturing companies, are unsafe and unhealthy. The main aim of this research is to determine the impact of the workplace environment on employee engagement in the workplace, to identify the factors that affect the workplace environment, and to examine the impact of the workplace environment on employee efficiency and productivity in the workplace. The knowledge was gathered from previous documents, journals, and text books. Efficient human resource management and the maintenance of a positive work climate as well as the growth and development of the entire company.

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## 1. Introduction:

Workplace climate is a broad term that encompasses both physical and social factors that influence working conditions. Employee motivation is influenced by the work environment in both positive and negative ways. The work environment is the setting in which people perform their duties. For example, it is a broad category that includes physical environments, job basics, comprehensive business features and also additional business context.

The working climate has an effect on how workers communicate, execute duties, and are led in an organisation. Employee involvement has been directly influenced by the physical world, which has subtly altered interpersonal relationships and thereby efficiency. This is due to the fact that the characteristics of a space or a location have an effect on efficiency and interaction levels.

According to Chandrasekhar (2011), the link or partnership between job, working place and work equipment's has become the vital aspect of employees work. Several aspects of the workplace climate that influence employee engagement were explored in this report. Job assistance, supervisor help or partnership, ability to be promoted, performance reviews, target setting, career rewards, mentoring, coaching, and the physical work environment are all considerations that have been determined.

Owing to today's dynamic market climate, businesses must be mindful of their future employees. There are main factors in an employee's working climate that can have a significant impact on their motivation and success. These factors can also have a significant impact on improvements in work-life balance, lifestyle, & health wealthiest whether in a positive or negative way.

On the other hand, work environment variables are linked to the impact of work on wellbeing. The majority of respondents believe that work environment variables have an effect on their job.

## 2. Purpose of the Study:

The aim of this study is to determine the significance and effect of the workplace environment on employee engagement, which contributes to increased job efficiency and employee success in the organisation.

## 3. Research Objectives

- To analyses the effect of the workplace on employee engagement, and to learn about the factors that shape the environment.
- To investigate the effect of the work climate on employee efficiency and productivity in the workplace.

## 4. Importance of Organization Environment for Employees

The workplace of today is distinct, complex, and ever-changing. Employees operate in a rapidly changing economy with nearly infinite employment prospects. This symbiotic relationship has resulted in an environment in which the business needs its employees more than the employees need the company.

It takes a very different strategy than it did only a few years ago to keep workers happy in a company. Indeed, according to Robert Half International Inc.'s study, one-third of executives have changed their minds and now believe that the working atmosphere is the most important factor in keeping employees engaged and happy in today's business world.

## 5. Literature Review

Man's immediate surroundings, which he manipulates for his survival, are referred to as the world. Wrongful coercion creates risks that make work conditions dangerous and reduce employee efficiency.

As a result, the workplace entails high profit margins and employee production. While, these organizations put in very little effort to improve their efficiency. Many employers assume that growing efficiency is as easy as having a decent pay package and timely increments for their employees' jobs. The

workplace climate is one of the most important factors that affect employees' motivation levels and efficiency.

According to the author, an employee's level of creativity, team success, dedication to the job, and other factors are dictated by the immediate work atmosphere in which the employee is surrounded, as well as his or her level of engagement with the organisation. Many studies have shown that many workers quit their companies because of bad encounters with their immediate supervisors. This demonstrates atmosphere has a significant impact on an employee's personal life. There are only a few workers in any company whose needs can be met by offering monetary benefits.

More than just money is needed by the majority of workers. They want a safe work environment in which they can interact with their colleagues and supervisors (Heath, 2006).

Employee output is influenced by factors in the workplace climate. The factors that influence the working climate have a significant effect on workers, either positively or negatively. Owing to developments in many factors like, social climate, information technology, and flexible ways of managing work processes, the factors affecting office workers' work environments have changed over the last few decades.

## 6. Research Methodology

This is a descriptive study. The data used in this paper is secondary. Previous publications, journals, blogs, and text books were used as sources of knowledge.

## 7. The effect of Organizational Environment on employee engagement:

Employees are thus in the best possible position for studying, working, and reaching their goals, with no work-related frustration. The factors that influence employee engagement in the workplace are mentioned below.

### 7.1 Job aid

A repository for obtaining knowledge, the procedure, and viewpoints is referred to as a job aid. An individual's external assistance is referred to as a work aid. The aim of job aid is to aid in the work routine, but according to Women 1989, a job aid is not information unless the individual who receives it has gained knowledge or understanding from it.

A job assist should represent an organisation with a working place of the employees, The workers are able to complete tasks independently. A work help, according to Moore's paper, is a written tool that provides guidance to workers within an organisation. The steps of the guidance on how to complete the assessment form are an example of work assistance. It will assist the workers in completing the task quickly. Job help has its own role to play in assisting workers in coping with the problems that they face.

### 7.2 Supervisor support:

There is a method for visualizing the relationship between workers and supervisors, The framework's aim is to demonstrate the supervisor's loyalty to the employees. A boss is a force that brings workers together in order for them to work together.

Supervisors must engage in informal mentoring in order to foster a shared understanding and friendship between them

and their employees. It will establish mutual happiness between them if they can understand each other.

It has been discovered that the majority of workers in the company are dissatisfied because they are not providing enough support and direction from their supervisors. As a result, there is a job contact divide between workers and superiors.

### 7.3 Physical work culture:

An individual work environment may affect them to set or unset into the workplace. An ergonomic workplace is another term for a physical work setting. Research into the organizational environment is important in order to have an ergonomic working place of the employees. Employees would be less likely to suffer from nerve injuries if they have this ergonomic physical workplace at work.

### 7.4 Job aid and employees engagement:

Based on the work assistance, there are three ways to improve employee engagement and efficiency. The first approach is by external assistance, which allows workers to take time off work and search for a source to use as a guide for their job. The second method is to rely on extrinsic assistance. Extrinsic Support denotes that the work assistance is provided by the device itself. The third form is referred to as intrinsic support.

### 7.5 The supervisor support and employees engagement in the organization:

While supervisor support may contribute to employee engagement, there has been instances support to their employees. As a result of the miscommunication, the employees' job performance and engagement will suffer.

In order to achieve employee engagement, both the employee and the boss must play their part, which is to fully commit to the partnership. If this is done, good results for the performers and employee engagement will follow.

In new era for establishing commitments between workers and managers, that would clarify employee engagement in the organization. As a result, the supervisor commitment mindset can serve as a connection between employee commitment, efficiency, and engagement.

The key focus of the research is on how supervisor loyalty influences employee commitment to involvement and job performance. According to research, the willingness of the instructor to mentor the employees will result in employee engagement and job performance.

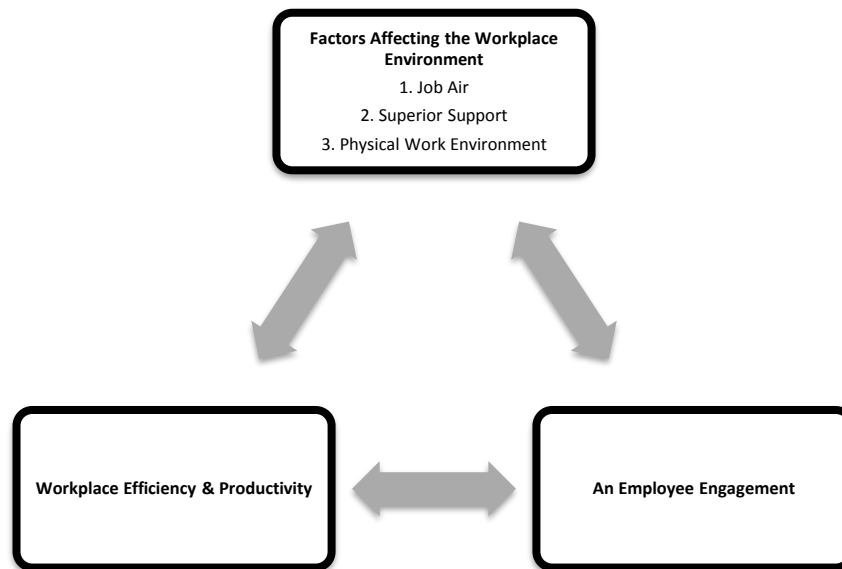
### 7.6 A Physical employee's engagement & work culture:

In terms of the physical work environment a few changes, which may influence an employee engagement. 'The' Other distractions include noise, which creates distress for workers and decreases efficiency.

Employees who have become stressors at work are more likely to complete their tasks slowly, which can impair their commitment.

Employees' output can be influenced by the role they are assigned as well as the atmosphere in which they function. Employees will devote their full attention and resources to their job if they work in a pleasant atmosphere.

## 8. Linkage between Workplace Environments on Employee engagement



## 9. Conclusion:

A good organisation is one that can cultivate its workers. One way to do this is to pay attention to the working atmosphere. Many employees spend the majority of their time at work generating activities. As a result, workplace climate variables are very significant because they affect employee engagement in the company, which contributes to higher employee performance and productivity. We can determine how motivated and happy workers are with their everyday duties by using an engagement survey from a reliable employee survey firm. Both of these variables should be carefully considered to ensure that workers apply the skills they learn through training Programmes when they return to work. Employees may apply the necessary skills in a consistent and habitual manner through paying attention to the systemic and interpersonal dimensions of each of these variables. Employee motivation is greatly influenced by the workplace climate.

Job assistance, upfront support and the ground culture work climate in the company are the three key factors that have an effect on employee engagement. Both of these variables

are intertwined and cannot be viewed individually. When they are become more connected to one another.

As part of the job, Job Aid offers a night's worth of task guidance and support when needed. It also assists in the elimination of avoidable errors by assisting workers in recalling what they need to do or ensuring that they have taken all necessary steps.

Employees' imagination is sparked by their physical working environment (comfort level, temperature). Employees could devote their full energy and commitment to their jobs if they worked in a friendly atmosphere.

In today's business climate, the working atmosphere is the most important factor in employee engagement. The workplace of today is unique, diverse, and dynamic. The traditional employer-employee relationship has been turned completely on its head. Employees live in a thriving economy with almost unlimited work prospects. This confluence of circumstances has resulted in a situation in which the company requires its employees more than the employees need the company.

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