



ISSN Print: 2394-7500
ISSN Online: 2394-5869
Impact Factor: 5.2
IJAR 2020; 6(9): 112-114
www.allresearchjournal.com
Received: 21-07-2020
Accepted: 19-08-2020

Dr. Sudesh Rawal
Associate Professor in
Psychology, Chaudhary
Ishwar Singh Kanya
Mahavidyalaya Dhand kaithal
Haryana, India

Effect of workplace environment and wellness practices on employees productivity

Dr. Sudesh Rawal

Abstract

Based on previous research, it can be concluded that the work environment is significant in the organization and has a high impact on employees with different aspects. If the workplace climate is nice, healthy and trustworthy, it will have a positive effect on workers and will have a strong impact on their success, innovation, competitiveness, engagement and social wellbeing. Construction design, workspace configuration, workstation arrangement, design and condition of furniture and equipment, room, temperature, ventilation, illumination, noise, vibration, pollution, air quality, are essential considerations in the work environment that should be addressed. The purpose of this study to show the effect of workplace environment and wellness practices on employees productivity

Keywords: Workplace Environment, Wellness Practices, Employees Productivity

Introduction

A positive work environment can help improve employee engagement and motivation, produce better results and a healthy working atmosphere. Both the physical environment and the way employees are handled will lead to the kind of workplace environment the company provides. There has been repeated discussion of the benefits of removing the physical barriers between staff – and between management and staff. There is ample evidence to suggest that a more open-plan office environment nurtures collaboration and helps foster communication and teamwork. There should be no misunderstanding of the effect of physical relaxation on workers while at work. For example, issues with decor, a lack of natural light or cluttered and overwhelming environments can make people feel undervalued and demotivated ^[1].

A positive environment involves 360-degree contact, with employees feeling able to feed back to supervisors, to advise and develop, and managers keeping staff in the loop ^[2]. Trust is critical to employee morale and this is difficult to achieve if employees are constantly fed corporate propaganda over the company, rather than being confident and active.

Natural wellbeing programs was found to influence representatives' presentation when working condition decided how workers played out, the examination teams up with teams up with Lee (2009) Who argued that elements of the organisational environment included leadership style, management practises, organisation of work, autonomy and control of workers, and social support showing that commercial banks supported environmental wellness programmes. Most respondents felt that ventilated and lit structure influenced worker's exhibition when the air and light infiltration in the structure decided the soundness of representatives which teams up with Robert (2012) this program actualizes a mix of changes to the physical and social condition that plan to impact singular wellbeing conduct which shows that business banks had implemented ventilated and help building programs.

Corresponding Author:
Dr. Sudesh Rawal
Associate Professor in
Psychology, Chaudhary
Ishwar Singh Kanya
Mahavidyalaya Dhand kaithal
Haryana, India

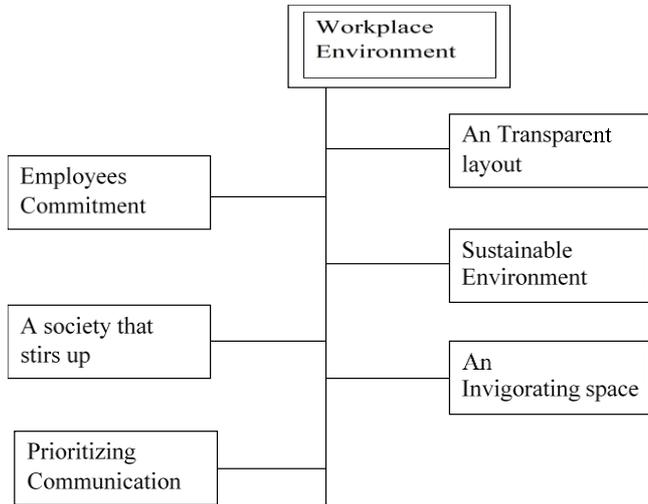


Fig 1: Determinates of workplace productivity

Office space impact employee well-being

Designing a professional workplace leads to a less chaotic and efficient environment. It's essential that employers take into account their workers' physical work environment [3]. To produce their best work, employees need to feel comfortable and calm in their physical work settings.

- I. An vast majority (70%) of employees would like to see their new boss deliver better workplace services, with choices ranging from wellness spaces, business fitness facilities, sit-stands, balanced lunch plans and ergonomic seating.
- II. Interestingly, workers of younger firms are less likely (45%) to be denied when seeking in-office perks such as sit-stand desks than employees of established firms (50%).

Office architecture is also a good business investment; there is also an international body which has laid out guidelines for designing efficient and relaxing indoor environments.

Air Quality

The air quality inside a workplace can have a significant impact on the health and efficiency of the workers. Data undertaken by the World Green Building Council reported an improvement in efficiency of 11 percent as a result of improved fresh air at the workstation and a decrease in contaminants.

Clean water

Our brains are 73 per cent water, so water intake helps boost sleep quality and energy levels, as well as concentration capacity, peace of mind, and sensitivity and alertness. This in fact helps us to make ourselves more effective at work.

Nourishment

If you want your workers to feel energised, concentrated and efficient, you're going to want them to eat a nutritious, healthy diet that gives them the nutrients their bodies need to thrive.

Environment should be positive for Employment

Everybody has personal issues and certain personal feelings are taken into the office just to be individual. Work not to dismiss them but instead, find the root of the issue by expressing empathy and being a good boss. Your employee may come to work sad because a loved one is going away or

they have had a bad weekend [4].

Representatives are the best resource of each association, and investing energy into worker health can empower better cooperation, expanded profitability and diminish wiped out leave and working environment mishaps. The worker and the beneficiary must remain inside their administration courts until the worker hits the shuttlecock, without intersection the limit lines. The other two players can stand anyway they wish, if they don't discourage the worker or beneficiary's vision.

Providing a secure workplace environment

Individuals who make the most of their positions are bound to connect altogether with their work. As a representative, it is consistently to your greatest advantage to keep your staff cheerful; something else, disdain could begin to affect on the nature of their work or they may even think about leaving [8].

You can energize wellbeing and health of your representatives by having a week after week practice program, for example, a yoga meeting before the beginning of their work day or a high impact exercise class after work [5]. This not just energizes a sound way of life among your group yet additionally offer them the chance to become acquainted with their coworkers better. Each work environment has a mix of characters, and what attempts to inspire a specific representative, may not really help other people. Become more acquainted with your representatives and see if a hands-on approach or more autonomy will support them [6, 7].

Wellbeing programs are commonly business supported and are made with the hypothesis that they will empower sound practices and diminishing by and large wellbeing costs over time [9]. Wellness programs work as Primary Care intercessions as they are a case of essential counteraction techniques to lessen dangers to numerous ailments or conditions [10].

Healthy Environment for Employee

- Encouraging Wellbeing
- Engagement with the various personalities
- Equal Personnel Policies
- Activities to develop teams
- Fresh and homely workplace

Conclusion

It doesn't have to be complicated or expensive to build a safe work place environment. A safe climate in the workplace increases efficiency and decreases costs associated with absenteeism, unemployment, employees' compensation and medical claims.

Natural wellbeing programs influenced representative's presentation when they are happy with their working conditions. Representatives need to have a sense of security in their work environments. Representatives feel sure and roused when they are working in safe condition.

Health program was discovered to be compelling to representatives work fulfillment, stress and truancy in this examination. Health programs have positive effect toward workers prosperity as well as association prosperity also. An alluring and strong workplace give conditions that empower representatives to perform successfully, utilizing their insight, aptitudes and capabilities and the accessible assets so as to give high-caliber of association administration

References

1. Cecilia Eberendu A, Okon Peter Akpan E, C Ubani E, Ahaiwe J. A Methodology for the categorisation of software projects in Nigeria based on performance. *Asian Journal of Research in Computer Science*. 2018; 1(4):1-9. <https://doi.org/10.9734/ajrcos/2018/v1i424758>
2. Cook KS, Cheshire C, Gerbasi A. *Power, dependence and social exchange*. Stanford University Press, 2006.
3. Ellison Schriefer A. Workplace strategy: What it is and why you should care. *Journal of Corporate Real Estate*. 2005; 7(3):222-233. <https://doi.org/10.1108/14630010510631081>
4. Hair JF, Ringle CM, Sarstedt M. PLS-SEM: Indeed a silver bullet. *Journal of Marketing Theory and Practice*. 2011; 19(2):139-152. <https://doi.org/10.2753/MTP1069-6679190202>.
5. Imran R, Fatima A, Zaheer A, Yousaf I, Batool I. How to boost employee performance: investigating the influence of transformational leadership and work environment in a Pakistani perspective. *Middle-East Journal of Scientific Research*. 2012; 11(10):1455-1462.
6. Kelloway EK, Weigand H, McKee MC, Das H. Positive leadership and employee wellbeing. *Journal of Leadership & Organisational Studies*. 2013; 20(1):107-117. <https://doi.org/10.1177/1548051812465892>
7. <https://www.forbes.com/sites/alankohl/2019/01/24/how-your-office-space-affects-employee-wellbeing/#430671a764f3>.
8. <https://inside.6q.io/creating-a-healthy-workplace-environment/>
9. Anderko Laura, Roffenbender, Jason S, Goetzel Ron Z, Howard, John, Millard, Francois, Wildenhaus, Kevin, DeSantis, Charles, Novelli, William. "Promoting Prevention Through the Affordable Care Act: Workplace Wellness". *Preventing Chronic Disease*. 2012; 9:120092. doi:10.5888/pcd9.120092. PMC 3523891. PMID 23237245.
10. The Evolution of Worksite Wellness. *Corporate Wellness Magazine*. 2014-01-29. Retrieved 2017-03-24.