A study on employees' perspective towards healthy work-life environment

Mr. Prathamesh R. Bobhate
Assistant Professor, Department of Commerce,
Mulund College of Commerce, Mulund College of Commerce Road, Mulund (West), Mumbai-400080, Maharashtra, India
Res. Add. – B/12, AdityaDarshan, Arunodaya Nagar, Veer Savarkar Road, Behind RajeSambhajiSabhagruha, Mulund (East), Mumbai – 400081
Email id – prathamesh.bobhate@mccmulund.ac.in

Abstract

A job, by definition, is not necessarily fun, or enjoyable. Work is hard. Dealing with work stresses day in and day out is hard. Learning how to find a balance in life between the stresses and pressures of work and life outside of work is hard too. Learning how to offset this by creating a great place to work is essential for sanity, success and the success of business.

Now more than ever, employees need to know they're coming into a safe, healthy workplace.Assuring them by maintaining open communication policies, a supportive work environment and healthy activities could be brought in & followed to help them stay well both emotionally and physically. One of the most important lessons that many leading companies have learnt is that encouraging and fostering a work environment that is fun and that inspires employees to take joy in their work can reap enormous benefits. Happy employees are loyal employees, and loyal employees can do amazing things. This is one of the keys to success for industry leaders as Google, Apple, and software analytics giant SAS Institute. So, here in this research study the focus is on what employees' perspective is towards healthy work-life environment considering organizational & job commitment, communication satisfaction, co-worker/superior relationship, mental & physical health & safety awareness, job & compensation satisfaction & learning and development as factors; where in primary data from a sample of 78 respondents is collected by simple random sampling methodusing a structured questionnaire & further analyzed using single factor ANOVA.

[**Keywords:**Work Culture, Mental health, Work-life balance, Stress, Emotions etc.]

1. Introduction:

It has been said, time and again, that health is wealth. Well, the statement couldn't be any truer when it comes to the working environment. A healthy working environment ensures health of organization & employees, which benefits the business in the long run. At the end of the day, it's a win for everyone as far as the creation of wealth is concerned. While the word '**healthy**' might refer to dozens or potentially thousands of things, a healthy environment starts with hygiene and cleanliness. Nothing is more important to an entrepreneur than keeping business clean and well organized. Healthy does not only constitute as needing medical attention, it could also be the outlook of the workplace and even the surroundings. There are four aspects to look into when creating a

healthy workplace environment: Workplace culture, Physical environment and occupational health & safety, Health and lifestyle practice & Supportive workplace environment. Every company has its own corporate culture that determines its value and it usually creates a standard that employees generally follow. A great company culture can keep employees productive and even help company retain the best employees and happy workers are also more likely to stick around. Nobody wants to sit underneath a cracked ceiling! So allowing employees to come to a safe workplace environment can certainly help. Employees are the best asset of every organization and putting effort into employee wellness can encourage better teamwork, increased productivity and reduce sick leaves and workplace accidents. Everyone has personal problems and it is only human that some personal emotions get brought into the workplace. Employee may come in to work depressed due to a passing a loved one or they had a terrible weekend. As an employee, showing compassion and just being there for them could mean a lot. Remember that a supportive workplace culture is the foundation of a healthy workplace environment.

2. Review of literature

Cunningham and Eberle (1990) emphasized that the personal needs are satisfied when rewards from the organization, such as compensation, promotion, recognition and development meettheir expectations. The quality of work life include the task, the physical work environment, social environment within the organization, administrative system and relationship between life on and off the job.

Jeyarathamand Malarvizhi (2011),in their article have discussed about the Quality of work life among Sugar mill Employees in Erode District. The results of the study showed that the basic strategy for improving the quality of work life is first to identify employee's important needs and to satisfy those needs. Hence the study indicated that increase in quality of work life results in increase in productivity and dissatisfaction might happen due to lack of recognition, tedious work, unhealthy peer relation, poor working condition, low self-esteem, occupational stress, heavy work load, monotony, fatigue, time pressures, job insecurity, instability of job etc.. The study recommended that promotion policies can be improved by giving grade for designation according to the experience of the employees. Arranging meditation classes and entertainment programmes for the employees can minimize occupational stress.

ShineyChib (2012), Conducted a study on Quality of Work life and organizational performance at work place of a private manufacturing unit, Nagpur ,India through a structured questionnaire containing 31 items related to 6 variables, namely organizational performance, job satisfaction, QWL, wage policy, company policy and union policy. The researcher has formulated two models, one is organization performance depends on QWL, Job satisfaction, wage policy, company policy and union participation and the other one is QWL which depends on Organization performance., job satisfaction, wage policy, company policy and union participation. The collected data were analyzed using simple percentage, regression and correlation analysis. The study reveals that both the models stand true and QWL had significant relationship with organizational performance.

Gayathri and LalithaRamakrishnan (2013), in their article an attempt is made to review the literature on quality of life to identity the concept and measurement variable along with linkage to satisfaction and performance. They discussed review of various authors about quality of work life-concept and dimensions QWL-job satisfaction and performance. Thus this paper the identification of measures of quality of life is indeed a difficult task, though there is a sort of common agreement on its concept of employee well-being.

PallaviKulkarni (2013) in his article examined about the literature review on training and development and quality of work life. They analysis various authors views regarding the role of training and development in different aspects and its relation with the employee's quality of work life. Based on the reviews it was concluded the training moulds the employee's attitude and helps them to achieve a better co-operation within the organization. Training and development program improve the quality of work life by creating an employee supportive workplace.

PrethiVijaimadhavan and VenkataramanRaju (2013)examinean empirical study on quality of work life of IT professional and the relation between quality of work life and its factors.The dimensions used to measure QWL in this study are job and career satisfaction, working condition, general well-being work life balance, career prospects and compensation and training and development. The results show that employee relationship is positively correlated to all the factors of quality of work life. Thus the relationship between management, employee and peer does have great impact in the work life of an individual.

D. Chitra et al (2012)focused on Employees' Perception on Quality of Work Life and Job Satisfaction in manufacturing organization – an Empirical study. The objective was to find the perception of employee's impact on Job satisfaction. Convenience sampling method used for the data collection and questionnaire received 251 employees out of 460 employees. Three variables of QWL were used such as meaningfulness, pessimism about organizational change and self- determination and job satisfaction. Test used for data analysis were factor analysis, Bartlett test and Kaiser-Meyer-olkin. The Findings showed that three QWL variables are significantly related to job-satisfaction and perception of employees towards QWL also directly related to Job satisfaction. There is no satisfaction towards other job related aspects such as health care benefits, working environment, flexible work, relationship with peers and superiors.

ChandranshuSinha (2012),factors affecting quality of work life: Empirical Evidence from Indian Organizations. Sampling size was taken for this research was 100 employees and Career growth & development, Organizational Culture, emotional supervisory support, flexible work arrangement, employee motivation, Organizational commitment, job satisfaction, rewards and benefits and compensation used as a dimensions of QWL. Dataanalysed through Kaiser Meyer Olkin which determine the sufficiency of the sample size and Bartlett test of sphericity was calculate the meaningfulness of the correlation matrix and factor analysis. According to this research paper comes on conclusion that profit of successful organization is not achieved at the expense incurred to the employee by organization.

3. Research Methodology

The research study is undertaken to observe the employees' perspective towards healthy work life environment. Research methodology has been adopted comprehensively, taking into account the scope and objectives of the study. Data was collected using a structured questionnaire&was circulatedvia 'Google forms' &156responses were collected as a sample & MS-Excel was used as a tool to apply the desired tests on the data collected & conclusions were drawn upon eventually.

3.1   Objectives of the study:

➢ To analyze the impact of work life on physical & mental health of the employees
➢ To study the relationship between work life environment of employees &
- Organizational & job commitment
- Communication satisfaction levels
- Co-worker / superior relationships
- Mental, physical health & safety awareness
- Job & compensation satisfaction
- Learning & development and
analyze the impact of the same

3.2 Research Design:

For this research, data has been collected from a sample of employees working in different areas of employment in a view to gather insights about their experience as well as problems; when most of them are either working from home or having excess workload at workplace because of the restrictions imposed dueto global pandemic covid-19& alsocut-throat competition existing in the market. The research was conducted using an online quantitative questionnaire (survey method). The research helped in providing relevant insights about the problem & their perception towards it. Convenience samplingmethod was used. As the research was conducted using a quantitative study, all the questions were pre-planned&likert scale was used too.

3.3 Sources of data:

The study is based on the primary data collected through a structured questionnaire from 156 respondents. Five-point likert scale & closed ended questions were used in some of the questions for obtaining responses in the questionnaire.

4. Data Analysis:
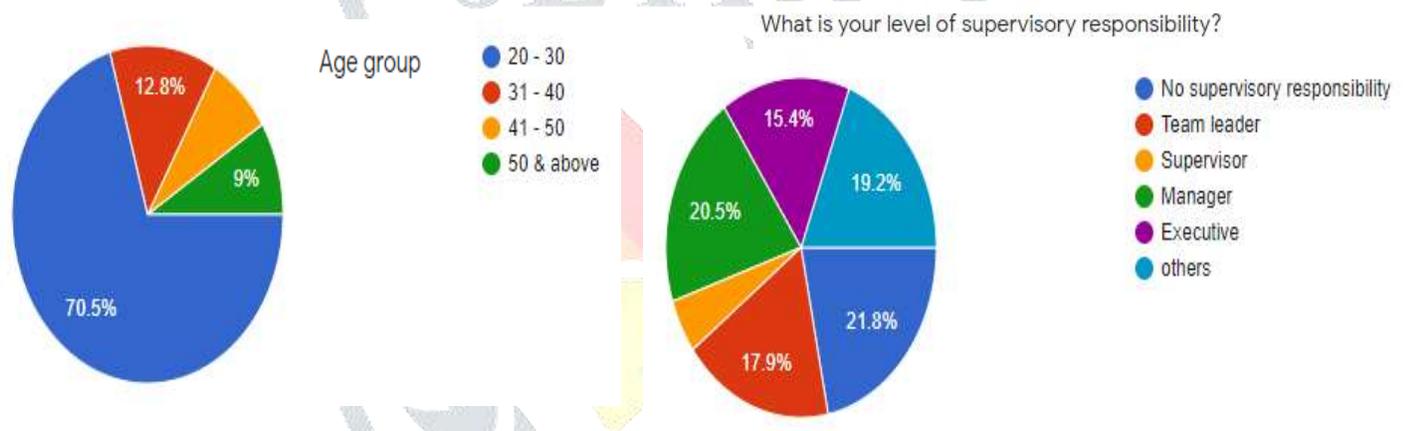
Interpretation:70.5% of the total respondents belong to the age group of 20 – 30, 12.8% to 31-40, 7.7% to 41-50 whereas only 9% belong to the age group of 50 & above. 21.8% respondents don't have any supervisory responsibility, 20.5% are managers, 15.4% are executives & 5.1% are supervisors.

The single factor ANOVA test was applied to get the result.

H0: There isno significant differencein thesegiven factors with healthy work life environment

H1: There is a significant differencein these given factors with healthy work life environment

---

Factors:-	Organizational & Job Commitment	Communication Satisfaction	Co-workers / Superiors Relationship	Mental & Physical health & Safety Awareness	Job & Compensation Satisfaction	Learning & Development
Strongly disagree	48	29	14	75	110	21
Disagree	76	64	46	156	111	37
Neutral	128	129	129	190	204	35
Agree	321	311	363	380	514	218
Strongly agree	207	91	150	135	231	79

SUMMARY

Groups	Count	Sum	Average	Variance
Organizational & Job Commitment	5	780	156	12168.5
Communication Satisfaction	5	624	124.8	12176.2
Co-workers / Superiors Relationship	5	702	140.4	18665.3
Mental & Physical health & Safety Awareness	5	936	187.2	13366.7
Job & Compensation Satisfaction	5	1170	234	27453.5
Learning & Development	5	390	78	6595

ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	71588.4	6	11931.4	0.758699	0.60939	2.527655
Within Groups	361700.8	23	15726.12			
Total	433289.2	29				

The significance value (p) obtained is 0.60939, which is greater than 0.05, we can't reject the null hypothesis. Thus, it can be concluded that there indeed is a significant relevance among these given factors& healthy work life environment of employees.

5. Findings & Conclusions:

Almost around 30.8% respondents have responded that they are currently in the excellent physical & mental state, while 2.6% are not in decent physical & mental state considering work life environment. About 80.8% respondents claimed that they do get sleep of about 6-7 hrs. a day. However, almost around 19.2% respondents claimed that they do get adequate sleep of more than 8 hrs. a day. Almost around 47.4% respondents claimed that they do suffer from anxiety, depression, hyper tension, self-obsession, overthinking etc; 39.7% from low back / spine problems & 10.3% from high blood pressure & hyper-tension. A generalized trend looked as if majority [64.58%] of respondents agreed or strongly agreed to our factors contributing to healthy work life environment. However, 18.02% were neutral to those factors & near about 17.4% either disagreed or strongly disagreed to those factors.

6. References, Bibliography:

1. Pandey M.K., Tripathi P. Examine the relationship between level of aspiration, believes in just world, psychological well-being and quality of work-life. *Indian J. Heal. Well-being.* 2018;**9**:53–59. [Google Scholar]

2. Sirgy M., Efraty D., Siegel P., Lee D. New Measure of Quality of Work Life (Qowl) Based on Need Satisfaction and Spillover Theories' *Soc. Indic. Res.* 2001;**55**:241–302. doi: 10.1023/A:1010986923468. [CrossRef] [Google Scholar]

3. Sattar S., Laila K., Zakir M., Khan H. Relation of Job Related Factors with Different Dimensions of Quality of Work Life. *World J. Public Heal.* 2018;**3**:16–22. doi: 10.11648/j.wjph.20180301.13. [CrossRef] [Google Scholar]

4. Tamini B., Chadha N.K. Emotional Intelligence and Quality of Work Life between Iranian and Indian University Employees: A Cross-Cultural Study. *IPA Int. J. Psychol.* 2018;**12**:91–117. doi: 10.24200/ijpb.2018.58142. [CrossRef] [Google Scholar]

5. Sirgy M., Reilly N.P., Wu J., Efraty D. A work-life identity model of well-being: Towards a research agenda linking Quality-of-Work-Life (QWL) programs with Quality of Life (QOL) *Appl. Res. Qual. Life.* 2008;**3**:181–202. doi: 10.1007/s11482-008-9054 [CrossRef] [Google Scholar]

6. Nayak T., Sahoo C.K. Quality of Work Life and Organizational Performance: The Mediating Role of Employee Commitment. *J. Health Manag.* 2015;**17**:263–273. doi: 10.1177/0972063415589236. [CrossRef] [Google Scholar]

7. Knox S., Irving J. An interactive quality of work life model applied to organizational transition. *J. Nurse Adm.* 1997;**27**:39–47. doi: 10.1097/00005110-199701000-00009. [PubMed] [CrossRef] [Google Scholar]

8. Bhavani M., Jegadeeshwaran M. Job Satisfaction and Quality of Work Life - A Case Study of Women Teachers in Higher Education. *SDMIMD J. Manag.* 2014;**5**:1. doi: 10.18311/sdmimd/2014/2661. [CrossRef] [Google Scholar]

9. Nekouei H., Othman M.B., BtMasud J., Bt Ahmad A. Quality of Work Life and Job Satisfaction among employee in government organizations in IRAN. *J. Basic Appl. Sci. Res.* 2014;**4**:217–229. [Google Scholar]

10. https://www.sage.com/en-gb/blog/hr-support-better-work-life-balance-workplace/ https://scholarworks.waldenu.edu/cgi/viewcontent.cgi?article=3161&context=dissertations

11.https://www.forbes.com/sites/johnrampton/2015/02/18/8-expert-tips-to-having-a-healthy-company-environment/?sh=3af526574dd7

12. KarasekR,TheorellT. Healthy Work: Stress,Productivity, andtheReconstructionofWorkingLife. New York: Basic Books; 1990.

13. SchnallPL,BelkicK,LandsbergisP,BakerD.OccupationalMedicine: StateoftheArtReviews.TheWorkplaceandCardiovascularDisease.Phila-delphia:Hanley&Belfus;2000.

14. ParkerS,WallT. Job and Work Design: OrganizingWorktoPromoteWell-BeingandEffectiveness.ThousandOaks,Calif:Sage;1998.

15. SiegristJ.Adversehealtheffectsofhigheffort/lowrewardconditions. J Occup HealthPsychol. 1996;1:27–41.

16. DuxburyL,HigginsC,JohnsonK.An ExaminationoftheImplicationsandCostsofWork-LifeConflictinCanada.Research report preparedforHealthCanada;1999.

****