

IMPACT IN CREATING HEALTHY WORKING ENVIRONMENT TO PROMOTE THE LEADERSHIP

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Abstract: In this paper, an idea of making a healthy working environment it's focused to push the leadership . If the work place is healthy it improves the productivity and reduces the prices that's related to absenteeism, turnover, workers' compensation, and medical claims and also it promote the leadership. There are many factors to market the working environment therein the author has selected three main strong factors which make the work environment in an exceedingly positive way the subsequents are health awareness, low workload, reward, team building activities these strong factors must be kept within the mind of leaders for that the pinnacle has got to follow some important traits that's Vision, optimism, abaptability, strong communication skills, confindence, decisiveness by cultivating these traits it makes a powerful leadership and promote the health, safety and well-being of all workers and therefore the sustainability of the workplace.

Index Terms: healthy work environment, promote leadership, factors.

INTRODUCTION

A concept of making a healthy working environment it's focused to market the leadership If the work place is healthy it improves the productivity and reduces the prices that's associated with absenteeism, turnover, workers' compensation, and medical claims and also it promote the leadership. There are many factors to push the working environment therein the author has selected three main strong factors which make the work environment during a positive way the subsequents are health awareness, low workload, reward, team building activities these strong factors must be kept within the mind of leaders for that the top has got to follow some important traits that's Vision, optimism, abaptability, strong communication skills, confindence, decisiveness by cultivating these traits it makes a powerful leadership and promote the health, safety and well-being of all workers and also the sustainability of the workplace. According to today circumstance it's curcial to success within the business world to beat this there should be good leadership even though if the management gives full power to the leader he should show good attitudes to the workers. The leader must plan an extended term goal to attain success but not a brief term goal which results in aimless function of the business. the top is powerful example for team building. Dr Maria Neira(1992) explains that if the business fails to produce healthy environments it'll not only affect the worker but it affect the staff family and additionally the enterprises and leadership may become under court –case in line with labour law. during this article guidance was on condition that the business owners and also the organizational leaders must play a key role to market healthy workplace the primary step is to speak openly to the workers about the mental state of the business.

STATEMENT OF PROBLEM

In this article impact in creating healthy working environment to promote the leadership shows clear cut idea about how an organization create a healthy environment from this study it expose the factors and traits as the problem of this study.

OBJECTIVE

1. To study the impact of healthy working environment and promote leadership
2. To study the factors applied for it .

LIMITATION

1. Time limit was restricted to small period.
2. The study was taken to a limited area ,so the result can't be generalized.

Review of Literature

In this investigation it is seen that wellbeing status impact the opportunity of being utilized and, simultaneously, working influences the wellbeing status. Since these two factors are resolved all the while, analysts control endogeneity slants (e.g., switch causality, overlooked factors) when leading exact examination. In view of these admonitions, the writing finds that a good workplace and high employer stability lead to better ailments. Being utilized with fitting working conditions assumes a defensive part on physical wellbeing and mental problems. On the other hand, non-business and retirement are commonly more awful for emotional well-being than work, and overemployment negatively affects wellbeing. These discoveries stress the significance of business and of satisfactory working conditions for the strength of laborers.

It is proposed that businesses should take activities to propel representatives by improving their workplace. As workers are persuaded, their activity execution will increment, and they will accomplish the ideal results and objectives of the activity. In this manner, expanding the businesses' fulfillment.

Impact of Healthy Working Environment

A healthy workplace environment is ideal when there's no stressful atmosphere which brings a positive outcome for the organization. the foremost important thing to form sure that the staff are motivated and happy, automatically they enjoy their work and increase the productivity .However, there are some specific ways to form a more stable atmosphere within the workplace that may help your employees keep their mental and physical health.

Way to Create Healthy Workplace Environment?

Health is not only medical attention but also it shows the outcome of the working environment. There are three main factors that help to develop healthy work environment,the following are factors health awareness, low workload, reward, team building activities.

Health Awareness

For many employee work place is that the major part in life because we spend most of the time within the work environment it's the place were we learn, get income and make our good friends this might help to market our mental state and general well being. it's a significant to safeguard the worth of psychological state if we've good mental state we get a clean flow within the work and full energy to try to to the items we would like to try to to and find the power to face the challenges within the work place. when the psychological state become problem when the staff feel stress or frightened but sometime it pushed the staff to anxiety and depression of this both the ladies and men put in total health issue it's caused thanks to heavy workload, management style,deadlines,and different personalities of comrades.

Low Workload

Workload is the amount of work of an individual has to do in an organization so it is the responsibility of leader to provide equal level of work to their individual first the leader has to take the list of the work which has to done it has to be in written format so that it is easy for the leader make the work environment a healthy aspect scheduling of work is more important so the leader has be to a centre person not to be favour for a particular person and giving more work to the dislike person and low work load to favourable person this causes heavy load for dislike person sharing work may release the work load .

Reward

Employees who add the work place need some appreciation and reward for his or her work otherwise there'll be no happiness to try to to the work .reward could also be of monetary support like bonus increment, higher position by giving promotion are else providing good amenities within the work place which make their mind relaxation and provides energy to try and do add full fledged not only reward appreciation make immense happiess of the workers this has got to be done by leaders to induce their work done and it also must be full hearted while appreciating one employee it should hurt other by under estimating the another one.

Team Building Activities:

The leader should motive the worker to figure together means team work . Team work build the connection of the workers it shows the confident level on leaders who is with us .It increase the inner communication among the workers which help to spice up up the workplace and productivity of the business and develop the organization. this can happen only there's team activities .

Traits of Leaders

Good leadership is crucial to success within the business world .An effective leader must possess the proper qualities .Certain traits are common skills among the leaders by cultivating these traits it makes a powerful leadership.

Vision

A true leadership should able to look today and tomorrow happenings within the organisation and even have capacity to spot the longer term during which place the team .the leader should plan for long run process then only success are planned if the leader plan for brief term he's not a decent leader his vision must be focused.

Optimism

A good leader must able to inspire others. An optimistic leader sees the opportunities when others see uncertainty and excuses. optimistic leader never fear about taking risk, HIS attitude will likely to be what can we do? we are able to do more together ,and we become the most effective. optimistic leader always create his new ideas and encourage others to try to to furthermore.

Abaptability

Adaptability implies that flexibility however well, a champ tackle the versatile state of affairs and take necessary action. The behavior that's required for achievement is one, amongst the foremost necessary tasks for any manager or leader.

Strong Communication Skills

The most important characteristic of leader is listening skills, he should listen for every emotion behind the message. A good leader should listen or hear the fact accurately without distracted or pre-judgemental by others thoughts.

Self-Confidence

Self -confidence means trusting yourself, were you've got faith in your abilities and trust that your judgement are correct. And that's the key to self-confidence so you'll be able to unlock the qualities of a decent leader that may set an examples for the subordinates to follow the way of their leader.

Decisiveness

One of the most aspects for a decent leader is deciding with speedy and conviction. a decent leader is usually responsible and accountable, they'll definitely do what they are saying.They understand that decisiveness could be a state of mind best created through mental clarity,They evaluate their action ,they plan and also the prove it.

TABLE 1.1
BEST PRACTICES TO CREATE HEALTHY WORKING ENVIRONMENT

S NO	Best Practices	Percentage
1	Rewards	18
2	Health awareness	16
3	Team building activities	41
4	Traits	25

From the above table 1.1 it is clear that 41 percent of respondents has given highest important for team building and 18 percent of respondents has given least important for rewards. **CHART 1.1.1**
BEST PRACTICES TO CREATE HEALTHY WORKING ENVIRONMENT



TABLE1.2
LEADERSHIP QUALITY

S NO	Leadership Quality	Percentage
1	Empathy	24
2	Vision	16
3	Integrity	18
4	Clarity	42

From the above Table 1.2 it is observed that 42 percent of respondents has given highest importance for clarity to make the leadership quality good and 16 percent of respondents has given the lowest important for the vision of the leadership quality.

CHART 1.2.1

Leadership Quality

**FINDINGS:**

- 41 percent of respondents has given highest important for team building.
- 42 percent of respondents has given highest importance for clarity to make the leadership quality good.

Conclusion:

Creating the healthy work environment needn't should be tough. A decent workplace environment improves collegiality, reduce absenteeism, creates efficiency among the workers, employees compensation .There are Five aspects that should be considered in creating a healthy workspace environment. Good Workplace environment, hygiene and lifestyle practice, coordinating team culture, Providing good compensation .Like such a lot of leadership, the ability to create decision and keep on with it's one a pacesetter can develop and it's a technique top accomplish great things together with your leadership.

Reference

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