



## A STUDY ON EMPLOYEES WORK ENVIRONMENT WITH SPECIAL REFERENCE -TO MAAFRESH AGOR KRISHNAGIRI

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### Abstract

"Work Environment" is the factor that influencing various factors. It involves the facilities, benefits, provisions, salary, health safety and security for the employees of an organization.

In order to study the objectives, collection of data have been collected primary data and secondary data with the questionnaires, by using simple random sampling with the sample size of 110 Chi Square weighted average, percentage analysis method is used for analysis. The find of the journal is concentrate more on workers environment.

### Introduction

Work environment is the atmosphere to which the employee is actually exposed. This constitutes a major portion of the influence on the employees. This typically included the quantum of work allotted, nature and complexities, system being followed, support from the company Human Resources is the backbone of any organization. Therefore the management must view and treat the workers as an asset of the organization.

Hellberg (2003)<sup>1</sup> argues that a person tasked with helping to manage the working environment may need training on the subject of work environment issues. Sometimes the experience gained from dealing with work environment issues in the course of one's regular work may be sufficient. Managers and other supervisory staff need to know how people react in different situations. The need is tofor know about the effects of heavy workloads, overtime, victimization, substance abuse and violence and etclon the physical and mental situation of the faculty.

In simple terms work environment refers to the extent to which the members of an organization find the work environment conducive. It is concerned with improving lab our- management co-operation to solve many organizational problems, achieving the desired level of performance and securing greater employee satisfaction.

The work assigned to every employee must him work to his potentials. Steps must be taken to remove the monotony element of certain jobs. Employees must also have the opportunity to update their job knowledge and skill by undergoing refresher training

### Criteria for Measuring Work Environment

1. fair compensation
2. Safe and healthy working conditions.
3. Opportunity to utilize and develop human capacities.
4. Better Career Prospects.
5. Social integration in the workforce
6. Constitutional protection
7. Proper balance between work and personal life.

### Benefits of Work Environment

1. Higher production and productivity
2. Greater job satisfaction
3. Low rate of absenteeism
4. Low rate of lab our turnover
5. Greater motivation
6. High employee morale
7. Reduction in stress conditions

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<sup>1</sup>Hellberg Books on A Systematic work environment Management Published by The Swedish Work Environment Authority Annika ISBN 91-7464-432-7 January 2003 Pg No.17



### Objective

1. To understand the awareness level of work life from the employees
2. To study the expectations of the Employees
3. To know the facilities provided by the organization to all their employees.

### Scope of the Research

- The work environment is creating a good work atmosphere
- Good work environment enables the employees to perform better
- It will create the management to provide better facilities.

### Research methodology

Methodology is defined as the specification of methods and procedures for acquiring the information needed. It is a plan or frame work for doing the study collecting the data. Research methodology minimizes the degree of uncertainty involved in management decisions research is characterized relevance and control.

Collection of data is the process of enumeration to gather with the proper recording of results. The success of an enquiry is based upon the proper collection of data. The present study depends only upon primary data collected from employees in maafresh agro.

### Research Design

#### Descriptive Research

It is the conceptual frame work with in which the research idea + to be conducted. In this study the research design is descriptive in nature and describes the attitude, opinions and views of the employees of "Maafresh agroPvt. Ltd., krishnagiri".

**Sample Area:**The sample area is "Maafresh agroPvt. Ltd., krishnagiri".

**Sample Size:**The sample size is selected by the researcher out 110 employees out of Five Hundred.

**Sample Method:**In this research methodology Simple Random Sampling method was chosen for data collection.

**Data Collection Method:** Two types of data were used they are primary and secondary. Both the methods were used

### Statistical Tools Used

- Chi-square test
- Weighted average method

### Analysis

**The Table Showing Work Experience in the Organization**

Particular	No. of Respondents	Percentage
Below 1	38	42
1 to 5	33	37
6 to 10	12	13
11-15	7	8
<b>TOTAL</b>	90	100

**Interpretation:**The above table shows that 9% of the respondents having below 5 years work experience. 27.27% of the respondents having 5 to 10 years experience 45.45% of the respondents having 11 to 15 years experience remaining 18.18% of the respondents having above 15 years experience.

**Safety Measures**

Particulars	Gloves	Percentage	Helmet	Percentage
Highly satisfied	60	67	64	71
Satisfied	26	29	21	23
Dissatisfied	4	4	12	13
Highly dissatisfied	-	-	3	3
<b>Total</b>	90	100	90	100

**Interpretation:** The above table shows that 31.81% of the employees are having well the safety measuring system. Further 9% of the respondents are having poor the safety measure in company.



### Canteen Facility

Parameter	Tea	Percentage	Sneaks	Percentage	Lunch	Percentage	Price	Percentage
Highly satisfied	38		42		30		88	
Satisfied	22		26		52		2	
Dissatisfied	16		13		5		-	
Highly dissatisfied	14		9		3		-	
Total	90	100	90	100	90	100	90	100

**Interpretation:** The above table shows that most of the employees are satisfied with the canteen facility provided by the company but very few of them they were dissatisfied.

### Medical Facility

Parameter	First aid	Percentage	Medical scheme	Percentage
Highly satisfied	72	80	63	70
Satisfied	15	17	18	20
Dissatisfied	3	3	6	7
Highly dissatisfied	-	-	3	3
Total	90	100	90	100

**Interpretation:** The above table shows that most of the employees are satisfied with the medical and scheme provided by the company.

### Shifting Time

Parameter	1shift	Percentage	2shift	Percentage	O-T	Percentage
Highly satisfied	58	64	23	26	42	47
Satisfied	22	24	57	63	27	30
Dissatisfied	8	9	6	7	18	20
Highly dissatisfied	2	3	4	4	3	
Total	90	100	90	100	90	100

**Interpretation:** The above table shows that 18.18% of the employees are having good in the shift timing and 18.18% of the respondents are accepting poor in the shift timing.

### Work Conditions

Parameter	Environment	Percentage	Ventilation	Percentage	Temperature	Percentage
Highly satisfied	27	30	41	46	19	21
Satisfied	34	38	26	29	23	26
Dissatisfied	22	24	19	21	27	30
Highly dissatisfied	7	8	4	4	21	23
Total	90	100	90	100	90	100

**Interpretation:** The above table shows that 9% of the employees are having well satisfied in the job. 40.90% of the respondents are having dissatisfied in the job.

## I - CHI-SQUARE TEST

### Hypothesis

**H<sub>0</sub>:** There is no significant relationship between work Experience and work life.

**H<sub>1</sub>:** There is significant relationship between work Experience and work life..



**Observed frequencies**

Workexperience	Male	Female	Total
Below 5 yrs.	7	3	10
6-10 yrs.	17	13	30
11-15 yrs.	30	20	50
Above 15 yrs.	11	9	20
<b>Total</b>	65	45	110

**Expected Frequencies**

Work Experience	Male	Female	Total
Below 5 yrs.	$10*65/110=5.90$	$10*45/110=4.09$	10.80
6-10 yrs.	$30*65/110=17.72$	$30*45/110=12.27$	29.99
11-15 yrs.	$50*65/110=29.54$	$50*45/110=20.45$	49.99
Above 15 yrs.	$20*65/110=11.81$	$20*45/110=8.18$	19.99
<b>Total</b>	65	45	110

O	E	O-E	(O-E) <sup>2</sup> /E
7	5.90	1.1	0.20
3	4.09	-1.09	0.28
17	17.72	-0.72	0.02
13	12.27	0.72	0.04
30	29.54	0.46	0.007
20	20.45	-0.46	0.01
11	11.81	-0.81	0.05
9	8.18	0.81	0.08
<b>Total</b>			<b>0.687</b>

$$\begin{aligned}
 \text{Number of degree of freedom} &= (c-1)*(R-1) \\
 &= (2-1)*(4-1) \\
 &= 1*3 \\
 &= 3 \\
 \text{Table value for 3 df at 5\% level} &= 7.81 \\
 \text{Calculation Value} &= 0.687
 \end{aligned}$$

**Result**

$H_0$  is accepted since the calculated value < the table value.  
 Hence the work experience doesn't affect the quality of work life.

**II — Weighted Average**

Welfare facility enables to lead a happy life

**Tabulation**

Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	Aggregate	Weighted Average
30	65	5	5	5	165	1.91

**Scale Representation**

Strongly agree > 2  
 Agree > 1  
 Undecided > 3  
 Disagree > 4



Strongly	> 5
	(30*2) + (65*1) + (8*3) + (8*4) + (2*5)
	60 + 65 + 24 + 32 + 10
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	100
	191
=	-----
	100
=	1.91

**Interpretation:** From above table it is clear that weighted average is 1.91 and the value of the weighted average is in between 1 to 2. So, most of the respondents feel that the welfare facility enables to lead a happy life.

**Conclusion**

Work environment among the employees in maafresh agro is very good. The loan facility, Rest Room, transport Facility, health center is not good in the company. So, the management should take necessary action to improve the loan facilities. I assure that when the company considers the above suggestions it is no doubt that the company will be bagged with number of rewards for the good industrial relations in near future.

**Reference**

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