

Measuring the impact of behavioural factors of workplace environment on employee productivity

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Received : March, 2011; Accepted : April, 2011

ABSTRACT

The current business scenario has posed different challenges to the organisation and the organisations are continuously working on how to improve the productivity of its employee to the desired level. Many organisations believe that workers productivity can only be enhanced by providing training to the employees but do not pay attention to the effect of other workplace related physical and behavioural factors on employee productivity. The previous research shows how the office environment affects the employee productivity, however evidence has actually been presented largely defines the office environment in physical terms, *i.e.* the layout of the office and the comfort of its occupants. These findings demonstrate the impact of behavioural elements of interaction and distraction that have greater impact on employee productivity. This research paper is an attempt of the author to investigate and measure the impact of different factors on productivity of employees especially the behavioural factors. The analysis was focused to assess the influence of physical and behavioural elements of office work environment on employee productivity.

Chaddha, Vikas (2011). Measuring the impact of behavioural factors of workplace environment on employee productivity. *Internat. J. Com. & Bus. Manage.*, 4(1): 128-132.

Key words : Productivity, Workplace, Behavioural factor, Environment workers

In the current phase of highly competitive business environment, employees are the only assets which can provide any organisation the competitive advantage. The major focus for managerial activities in any organisation is to continuously adapt the new techniques and process to improve the performance and productivity of its employees.

It is the employees who make the difference between success and failure for any organisation. The employees of any organisation capitalise on their expertise most effectively in the way the organisations manage, develop, motivate and engage them more effectively. There is not much done for measuring the causal links between people management and business performance. One of the fundamental human requirements is working environment that allows people to perform their work effectively under comfortable position. The organisation which provides employees better and conducive working environment, delivers the greater results in performance and profitability most effectively and efficiently. The relationship between employee attitudes and organisation performance is highly correlated and managers in any organisation involve in

increasing the productivity and organisational profitability must focus attention towards attitudes of their employee in order to make them more positive.

The performance of any organisation largely depends on the productivity of its workforce and workers of any organisation are regarded as most dynamic of all the factors that are employed for the creation of wealth. The productivity of the employees is influenced by many factors related to the workplace environment. These factors directly or indirectly influence the behavioural and physical pattern of the individual and contribute to the performance output of the individuals. It thus becomes necessary to analyse the factors which influence the performance and to what level these factors effect to the performance of the employees. This research has attempted to provide answers to the following questions:

- Is there any relationship between workplace environment and productivity of the employees?
- What are the different components of an office environment? To what extent these components generate high or low productivity?
- Which are these components that have the higher effect on employee productivity?
- Do the behavioural components have greater effect on employee productivity than physical components and to what extent?

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