FACTORS INFLUENCING TO WORK IN AN ORGANIZATION

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ABSTRACT

This study entitled “FACTORS INFLUENCING TO WORK IN AN ORGANIZATION”. The objective of this study includes analysing the employee effectiveness, to measure the job satisfaction, job security and the work-life balance of the employees. The data was collected using the questionnaire method from people who are working in various organizations. A descriptive study was made using questionnaire method from 51 employees. The tools used for analysis are Percentage analysis, Correlation, Chi-square and One-way ANOVA. Based on the findings, the employees were satisfied with the job content, job security and company’s benefit package. From the research it has been found that the employees are comfortable with the workplace and also with their team members and colleagues. Various suggestions were given to improve the organizational culture, employee effectiveness, job security and to enhance the work life balance of the employees. The culture within an organization is very important, playing a vital role in whether it is a happy and healthy environment in which to work. Improving organizational factors can enhance the job satisfaction of the employees.

Keywords: Company's benefit package, Job content, Work stress, Work Life balance, Job security.

I. INTRODUCTION OF THE STUDY

Factors influencing the employees to work in an organization play a crucial role in increasing the efficiency of employees at the workplace.

Organizational Culture: Organizational culture is a system of shared beliefs & attitudes that develop within an organization & guides the behaviour of its members. It is also known as “corporate culture”, & has a major impact on the performance of organization & especially on the quality of work-life experienced by the employees. Organizational culture “consists of the norms, values & rules of conduct of an organization as well as management styles, priorities, beliefs & inter-personal behaviours. Together they create a climate that influences how well people communicate, plan & make decisions”.

Culture consists of beliefs & behaviour. It is cultivated behaviour in the sense that it is learned from the other members of the society. Organizational culture is the totality of beliefs, customs, traditions & values shared by the members of the organization. Organizational culture stress on sharing of norms & values that guide the organizational members’ behaviour. These norms & values are clear guidelines as to how employees are to behave within the organization& their expected code of conduct outside the organization.

Nature of Organizational Culture

- Like an individual, every organization has its personality.
- The personality of the organization defines the internal environment of an organization.
It differentiates an organization from the others.

It is relatively enduring or stable over time.

Organizational Climate: The climate in the natural sense is referred to as the average course or condition of the weather at a place over years as exhibited by temperature, wind, velocity, and precipitation. The climate of an organization is somewhat like the personality of a person. Just as every individual has a personality that makes him unique and different from other persons, each organization has an organizational climate that clearly distinguishes it from other organizations. The organizational climate reflects a person’s perception of the organization to which he belongs. It is a set of unique characteristics and features that are perceived by the employees about their organizations which serves as a major force in influencing their behaviour. Thus, the organizational climate in a broad sense can be understood as the social setting of the organization.

Characteristics of Organisational Climate

- General Perception
- Abstract and Intangible Concept
- Unique and District Identity
- Enduring Quality
- Multi-Dimensional Concept

Roles and responsibilities: Employees need to have well-defined roles and responsibilities at the workplace. Individuals need to be clear as to in which all areas they need to contribute their level best and what all skills would help them perform better. They need to be aware of their duties and key responsibility areas. Duplication of work decreases the efficiency of employees. Responsibilities ought to be delegated as per the expertise, knowledge, and interest levels of employees. Job misma

Effective communication: Effective communication plays an imperative role in increasing the efficiency of employees, eventually benefitting the organization. Employees need to interact with each other, discuss their problems, brainstorm ideas, and gain from each other’s expertise. They need to have easy access to their manager’s cabins so that grievances and problems can be addressed immediately. Even the minutest problem left unattended may become a major cause of trouble later on. Managers need to sit with their team members, monitor their performances, give those correct feedbacks and help them perform better.

Salary / Benefits: Money is a strong motivating factor for employees. They would never work if the organization does not release their salaries on time. Bonuses, additional perks, incentives play an effective role in motivating employees to meet deadlines, finish assignments on time and achieve targets on or before time.

Job Security: Job security plays a crucial role in increasing the efficiency of employees. Employees would not be able to deliver if they feel insecure at the workplace. Managers need to stand by their team members in times of crisis and unforeseen circumstances.

Work-Life Balance and Healthy work environment: Employees need a pleasant work environment as they spend the maximum part of their day at the workplace. Superiors should never treat their subordinates as slaves or keep them at arm’s length. They need to feel happy at the workplace for them to stay positive, happy, and confident.

II. OBJECTIVE OF THE STUDY

Primary objective
To study the factors influencing work in an organization.

Secondary objective
To study the employee effectiveness at various organizations
To measure the job satisfaction of employees in their respective organizations

To analyse the job security of the employees

To measure the work-life balance of the employees

1. **NEED of the study**

   - Employee effectiveness does not automatically translate into employee efficiency. To assess employees’ effectiveness, they must know what is expected of them. In a workplace, performing holds more significance than just going about completing tasks; here’s where efficiency comes into the picture as a vital measure of an employee’s effectiveness.

   - Elaborating on the role of an employee contributes significantly to their productivity. To be efficient, employees must have an in-depth idea about what the role entails as adherence to the role responsibilities is an important factor in assessing employee effectiveness. It is therefore essential that job roles are drawn out for employees to perform accordingly.

   - Employees need to be familiar with the organization’s goals. This promotes employees’ productivity and ensures that they are instrumental in achieving the organizational goals. The extent to which an employee achieves set goals is a significant measure of employee effectiveness.

   - Effective management is a major influence on employee motivation. Successful employee motivation reflects positively on the employees’ productivity. For example, rewards and recognition are a great way to promote productivity and employee wellness. Hence, an employee’s motivation and their influence, in turn, on counterparts is a crucial factor in judging an employee’s effectiveness.

**III. METHODOLOGY**

**DESCRIPTIVE RESEARCH:** The type of research used here is descriptive research. It describes data and characteristics about the population or phenomenon being studied.

**SOURCES OF DATA:** Researcher uses the data to collect the information for their research. The type of data depends upon the nature of research. The two types of data are

   - Primary Data.
   - Secondary Data.

**PRIMARY DATA:** Primary data’s are those which are collected for the first time by the researcher. It is the fresh data. In this project, the primary data was collected through personal interview in the form of questionnaire from the employees.

**SECONDARY DATA:** Secondary data was collected from various journals, magazines, books and internet and newspaper articles.

**DATA COLLECTION METHOD:** The data collection method used in this project is Questionnaire form. A questionnaire requires respondents to fill out the form themselves. It is a research instrument consisting of a series of questions and other prompts for the purpose of gathering information from respondents. It can have both open-ended and close-ended questions. An open-ended question asks the respondent to formulate his own answer, whereas a close-ended question asks the respondent pick an answer from a given number of options.

**SAMPLE POPULATION:** 70.

**SAMPLE SIZE:** 51.
SAMPLING TECHNIQUE: The technique used here is convenience sampling. It is a non-probability sampling technique where subjects are selected based on their convenient accessibility. The subjects are selected just because they are easier to study.

STATISTICAL TOOLS: The various statistical tools used here are Percentage Analysis, Correlation Analysis, Chi-Square distribution and One-Way ANOVA.

IV. DATA ANALYSIS AND INTERPRETATION

1. Opinion on the company’s benefit package.

<table>
<thead>
<tr>
<th>Company’s benefit package</th>
<th>No of Respondents</th>
<th>% of respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very satisfied</td>
<td>8</td>
<td>15.7</td>
</tr>
<tr>
<td>Satisfied</td>
<td>23</td>
<td>45.1</td>
</tr>
<tr>
<td>Neutral</td>
<td>19</td>
<td>37.3</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Very dissatisfied</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>51</td>
<td>100</td>
</tr>
</tbody>
</table>

Table: 1

Inference: From the above table, it is inferred that 45.1% of respondents agree that there have company benefit package, 37.3% have neutral, 15.7% and 2% very satisfied and dissatisfied.

2. Opinion on job security in the company.

<table>
<thead>
<tr>
<th>Job security</th>
<th>No of Respondents</th>
<th>% of respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very good</td>
<td>19</td>
<td>37.3</td>
</tr>
<tr>
<td>Good</td>
<td>22</td>
<td>43.1</td>
</tr>
<tr>
<td>Neutral</td>
<td>9</td>
<td>17.6</td>
</tr>
<tr>
<td>Bad</td>
<td>9</td>
<td>2</td>
</tr>
</tbody>
</table>

Chart: 1
**INFERENCE:** From the above table, it is inferred that 43.1% of respondents agree that there are having job security in their company, 37.3% very good, 17.6% and 2% neutral and bad.

*Statistical tool analysis*

**V. CORRELATION ANALYSIS**

**Null hypothesis** ($H_0$): There is no relationship between company’s benefit package and job content.

**Alternate hypothesis** ($H_1$): There exists a relationship between company’s benefit package and job content.

**INFERENCE:** From the above table, it is inferred that the correlation coefficient is $r=0.325$, so there exists a positive relationship between company’s benefit package and job content.

**VI. CHI-SQUARE TEST**

**Null hypothesis** ($H_0$): There is no association between work stress and work life balance.

**Alternate hypothesis** ($H_1$): There is some association between work stress and work life balance.
INFERENCE: From the above figure it is inferred that there is no relationship between work stress and work life balance.

VII. ONE-WAY ANOVA

Null hypothesis \((H_0)\): There is no relationship between job content and job security.

Alternate hypothesis \((H_1)\): There exists a relationship between job content and job security.

<table>
<thead>
<tr>
<th>ANOVA</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>jobsac Between Groups</td>
<td>1.416</td>
<td>3</td>
<td>.472</td>
<td>.741</td>
<td>.533</td>
</tr>
<tr>
<td>Within Groups</td>
<td>29.334</td>
<td>46</td>
<td>.637</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>30.750</td>
<td>49</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>jobcontent Between Groups</td>
<td>40.98</td>
<td>3</td>
<td>13.667</td>
<td>3.521</td>
<td>.022</td>
</tr>
<tr>
<td>Within Groups</td>
<td>17.632</td>
<td>46</td>
<td>.382</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>26.620</td>
<td>49</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Figure: 5

INFERENCE: From the above figure, it is inferred that there is no significant relationship between job content and job security.

FINDINGS OF THE STUDY

PERCENTAGE ANALYSIS

- \(56.9\%\) of respondents says that they know somewhat about their company.
- \(86.3\%\) of respondents says that they are well known about their job content.
- \(45.1\%\) of respondents are satisfied with their company’s benefit package.
- \(37.3\%\) of respondents are comfortable with the work place.
- \(37.3\%\) of respondents says no upon relocating from their home town.
- \(80.4\%\) of respondents prefer day shift.
- \(36.3\%\) of respondents are satisfied with their team members and colleagues.
- \(43.1\%\) of respondents says they have job security.

STATISTICAL TOOL ANALYSIS

- From the Correlation analysis, it is found that there exists a positive relationship correlation between Job Content and Benefits of their job.
- From the Chi-square test, it is found that there is no relationship between work life balance and work stress.
- From the One-Way ANOVA, it is found that there is no significant relationship between job content and job security.

VIII. SUGGESTIONS

Research suggests that it is necessary to improve the work environment in the company: The comfortable workplace includes things such as positive environment, improved motivation and produce good results in the company.
Research suggests that to improve the job security in the company: Four suggestions are necessary to build the job security.

- Employee’s benefits.
- Happy workplace.
- Strong Communication.
- Goals.

Research suggests that it is necessary to upgrade the company’s benefit package for the employees.

- Health Insurance.
- Paid Vacation.
- Paid sick leaves.
- Performance Bonus.

Research suggests to improve the level of the company: Improve the company advertisement through magazine, directories, catalogues and online as it helps the people to know about the company.

Research suggests to improve new opportunities for their employees: Employees gaining new opportunities is helpful to implement the plan of action, exercise the plan and utilize marketing tools that work best in the company.

Research suggests to improve the team level.

- Fostering teamwork is essential to maintain a positive and productive atmosphere.
- When teams are empowered, they are naturally energizing to employees because they allow them to have a measure of control and influence over their work.
- Rewarding teams for their accomplishments and empowering them to make decisions will go a long way in fostering motivation and momentum.

Research suggests to improve the Training and Development.

- Establish program goals.
- Secondly, deliver training to employees at the right time.
- Track and improve the training methods.

IX. CONCLUSION

The study was conducted to understand the factors influencing to work in an organization. The culture within an organization is very important, playing a vital role in whether it is a happy and healthy environment in which to work. Improving organizational factors can increase the safety performance and reduce occupational accidents. Improving collaboration should assess the work to ensure that employees are operating in a setting to intra-organizational collaboration. In communicating and promoting the organizational ethics to employees, their acknowledgement and acceptance of it can influence their work behaviour and attitude. When the interaction between the leaders and employees is good, the latter will make a greater contribution to team communication and collaboration, and will also be encouraged to accomplish the mission and objectives assigned by the organization, thereby enhancing job satisfaction.

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