

A STUDY ON IMPACT OF WORKPLACE ENVIRONMENT AMONG EMPLOYEES IN OMNEX SOFTWARE SOLUTION PVT LIMITED

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

By

SRIRAM .M

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SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
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APRIL 2022



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SCHOOL OF MANAGEMENT STUDIES

This is to certify that this Project Report is the bonafide work of **SRIRAM .M 40410173** who carried out the project entitled **"A study on impact of workplace environment among employees in omnex software solution pvt limited"** under my supervision from January 2022 to March 2022.

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DECLARATION

I **SRIRAM .M (40410173)** hereby declare that the Project Report entitled “**A study on impact of workplace environment among employees in omnex software solution pvt limited**” done by me under the guidance of **DR. THINESHKUMAR .M** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

SRIRAM .M

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. G. Bhuvaneswari, Dean - School of Management Studies** and **Dr. A. Palani, Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **DR. THINESHKUMAR .M** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

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COMPLETION LETTER IN COMPANY



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21st March 2022

TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mr. **SRIRAM .M** Register Number **40410173** studying MBA in Sathyabhama Institute of Science & Technology has successfully completed the project work titled **"A study on impact of workplace environment among employees in Omnex Software Solutions private limited."** in our software division during the period **20th January 2022 to 21st March 2022.**

We wish Mr. **Sriram M** all the best in his future endeavors.

For, Omnex Software Solutions.

A handwritten signature in blue ink, appearing to read 'Anoop', is written over a horizontal line.

MR. Anoop A

HR-Executive

Omnex Software Solutions



TABLE OF CONTENTS

CHAPTER NO.	TITLE	PAGE NO.
	ABSTRACT	(i)
	LIST OF TABLES	(ii)
	LIST OF CHARTS	(iii)
1	INTRODUCTION	1
	1.1. Introduction	1
	1.2. Industry Profile	3
	1.3 Company profile	4
	1.4. Objectives of the Study	6
	1.5. Need for the study	6
	1.6. Scope & Significance of the study	6
2	REVIEW OF LITERATURE	7
	2.1 Review of Literature	7
3	RESEARCH METHODOLOGY	10
	3.1. Research Design	10
	3.2. Sampling technique	10
	3.3. source of data	10
	3.4. structure of Questionnaire	10
	3.5.sample size	11
	3.6. period of study	11
	3.7. Hypothesis	11
4	DATA ANALYSIS AND INTERPRETATION	12
	4.1 Percentage Analysis	12
	4.2. Statistical analysis	30
5	FINDINGS, SUGGESTIONS AND CONCLUSION	34
	5.1. Findings	34
	5.2. Suggestions	34
	5.3. Limitations of the study	34

	5.4. Conclusion	34
	REFERENCES	35
	ANNEXURE I – QUESTIONNAIRE	36
	ANNEXURE II – RESEARCH ARTICLE	40

ABSTRACT

A work environment is that the setting social features and physical conditions within which you perform your job. The work environment contains a significant impact upon employee performance and productivity. By work environment we mean those processes, systems, structures, tools or conditions within the workplace that impact favorably or unfavorably individual performance. The work environment also includes policies, rules, culture, resources, working relationships, work location, and internal and external environmental factors, all of which influence the ways those employees perform their job functions. during this study primary data were collected with the assistance of the structured questionnaire from the willingness of employees and permission giving by the HR execute of omnex software solution pvt limited . The sample size of the study is 110. The SPSS tools used for the analyse.

LIST OF TABLES

TABLE NO.	PARTICULARS	PAGE NO.
4.1.1	Gender wise classification of respondents	12
4.1.2	age of the respondents	13
4.1.3	Education of the respondents	14
4.1.4	salary level of the respondents	15
4.1.5	year of experience in omnex pvt limited	16
4.1.6	satisfaction of working hours	17
4.1.7	satisfaction of hygiene maintenance in the organization	18
4.1.8	performance of equipment and systems in the organization	19
4.1.9	satisfaction of hospitality provided in the organization.	20
4.1.10	organization provides opportunities for promotion for high performing employees.	21
4.1.11	The superiors take a genuine interest in the wellness of employees.	22
4.1.12	Financial support for learning programs motivates me to perform better at work.	23
4.1.13	manager lead by example and create a positive and production work environment.	24

4.1.14	physical workplace environment	25
4.1.15	rate Satisfaction level of current maintenance of the building	27
4.1.16	organization provides flexi- time to be able to balance work and personal life.	28
4.1.17	Overall satisfaction level of work place environment	29

LIST OF CHARTS

CHARTS NO.	PARTICULARS	PAGE NO.
4.1.1	Gender wise classification of respondents	12
4.1.2	age wise classification of respondents	13
4.1.3	Education of the respondents	14
4.1.4	salary level of the respondents	15
4.1.5	year of experience in omnex pvt limited	16
4.1.6	satisfaction of working hours	17
4.1.7	satisfaction of hygiene maintenance in the organization	18
4.1.8	performance of equipment and systems in the organization	19
4.1.9	satisfaction of hospitality provided in the organization.	20
4.1.10	organization provides opportunities for promotion for high performing employees.	21
4.1.11	The superiors take a genuine interest in the wellness of employees.	22
4.1.12	Financial support for learning programs motivates me to perform better at work.	23
4.1.14	physical workplace environment	26

4.1.15	rate Satisfaction level of current maintenance of the building	27
4.1.16	organization provides flexi- time to be able to balance work and personal life.	28
4.1.17	Overall satisfaction level of work place environment.	29

CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

In simplest terms the workplace environment is the place in which employees conduct their work. But actually what does that encompass, when considering both the impact of the workplace environment and how to improve it? Here are some things you might want consider when assessing the workplace environment your staff work in and whether it is suitable.

1.1.1 Physical location

Clearly an important part of what constitutes the workplace environment is the building where employees attend work. That could be an office building or industrial facility, but it also could be a vehicle, their home or various off-site locations if you have workers who visit clients or customers on their premises or in their homes.

In terms of the building itself, consider how well-maintained it is, but the place the building is located would also be relevant, in terms of whether there is parking available, access to shops or food outlets nearby, and whether the location is a safe and pleasant one to come to every day.

When an employee doesn't work in a regular office or other employment premises, and instead works at home or on client premises don't forget this still constitutes their workplace environment. Whilst the level of control you may have over these might be more limited, the same factors need to be considered.

Similarly, if an employee spends a lot of time driving whilst at work, then their workplace environment includes their vehicle, and its level of comfort, maintenance and appropriateness for their role.

1.1.2 Conditions inside

Conditions inside the physical location are also part of the workplace environment. This can including basics like lighting and temperature, and whether these are

sufficient and appropriate for the tasks being conducted. The standard to which the inside of the building is maintained and the quality of materials used all contribute.

It includes facilities such as toilets, kitchen or break areas and access to refreshments; whether these are pleasant, kept in good condition and adequate for the numbers of staff involved. But it can also include the equipment employees use in their work, what condition it is in and whether it is appropriate for their needs.

Consider whether the workplace environment is safe and as hazard-free as is practicably possible, and whether hazards and risk are assessed and minimised.

1.1.3 Social interactions and atmosphere

As well as physical conditions, the social environment is important, including interactions with peers, managers and more junior members of staff. On a more wider basis, the general atmosphere amongst employees is part of the workplace environment – the level of team spirit and collaboration, inclusion and friendliness.

The social workplace environment also includes broader social activities which take place either during or outside working hours, such as events, outings, seasonal celebrations or team-building exercises.

1.1.4 Support and recognition

The level of support employees receive from management and colleagues is a factor in their workplace environment. This includes whether they receive appropriate training and development to perform their role to the correct standard, whether they feel they can raise concerns and have those concerns heard and addressed, and whether their contribution is recognised.

Do colleagues work well as a team, and support each other in their roles, and do workers feel part of a wider team effort and understand how their role fits within the organisation?

1.1.5 Processes and procedures

Consider the various processes and procedures employees are required to follow in the workplace as part of the workplace environment. Are these effective, supportive and appropriate for the job they are doing, and do they tie in with the culture you want to foster at work? Or do they lead to unnecessary bureaucracy, wasted time, inefficiency and resentment?

Think about whether employees feel the processes they have to follow at work are the right ones, and that they have been consulted on them, and whether you think they would feel able to suggest improvements.

There are many different factors to consider when assessing the environment in your workplace, other than the physical building itself, which means there's plenty of scope for improvements to make your business a better place to work

1.2 INDUSTRY PROFILE

The software industry includes for development, maintenance and publication of software that are using different business models, mainly either "license/maintenance based" (on-premises) or "Cloud based" (such as SaaS, PaaS, IaaS, MBaaS, MSaaS, DCaaS etc.). The industry also includes software services, such as training, documentation, consulting and data recovery.

The first company founded to provide software products and services was Computer Usage Company in 1955.[1] Before that time, computers were programmed either by customers, or the few commercial computer vendors of the time, such as Sperry Rand and IBM.

The software industry expanded in the early 1960s, almost immediately after computers were first sold in mass-produced quantities. Universities, government, and business customers created a demand for software. Many of these programs were written in-house by full-time staff programmers. Some were distributed freely between users of a particular machine for no charge. Others were done on a commercial basis, and other firms such as Computer Sciences Corporation (founded in 1959) started to grow. Other influential or typical software

companies begun in the early 1960s included Advanced Computer Techniques, Automatic Data Processing, Applied Data Research, and Informatics General.[2][3] The computer/hardware makers started bundling operating systems, systems software and programming environments with their machines.

When Digital Equipment Corporation (DEC) brought a relatively low-priced microcomputer to market, it brought computing within the reach of many more companies and universities worldwide, and it spawned great innovation in terms of new, powerful programming languages and methodologies. New software was built for microcomputers, so other manufacturers including IBM, followed DEC's example quickly, resulting in the IBM AS/400 amongst others.

The industry expanded greatly with the rise of the personal computer ("PC") in the mid-1970s, which brought desktop computing to the office worker for the first time. In the following years, it also created a growing market for games, applications, and utilities. DOS, Microsoft's first operating system product, was the dominant operating system at the time.

In the early years of the 21st century, another successful business model has arisen for hosted software, called software-as-a-service, or SaaS; this was at least the third time[citation needed] this model had been attempted. From the point of view of producers of some proprietary software, SaaS reduces the concerns about unauthorized copying, since it can only be accessed through the Web, and by definition no client software is loaded onto the end user's PC.

According to industry analyst Gartner, the size of the worldwide software industry in 2013 was US\$407.3 billion, an increase of 4.8% over 2012. As in past years, the largest four software vendors were Microsoft, Oracle Corporation, IBM, and SAP respectively

1.3 COMPANY PROFILE

For over three decades, since 1987, Omnex has been a thought leader, applying thought provoking leadership globally in the field of Business & Process Management Systems for a wide variety of industries. We have been helping our clients raise their performance levels using our methodologies, and have had the successful partnerships with companies from a wide spectrum including Automotive, Aerospace, Electric- Autonomous vehicles, Medical devices, and Semiconductor/high-tech.

We bring in effective deployment of cutting-edge solutions and methodologies, formulating a Quality Centre of Excellence Strategy to improve overall efficiency of our customers by training/ competency development, implementation / mentoring support, and implementing integrated software solutions that lead our clients to a Digital Transformation of their work flows.

As a leading international consulting and training organization with offices in all of the major markets around the globe, we bring together world-class talent-innovators and leaders in their fields, with local expertise & deliver high-impact solutions in today's dynamic international business environment. Be it implementation of Integrated Management Processes, People Capability Improvement, Operational Strategic improvement, Supply chain improvement or Systems Compliance, we welcome you to be a part of the revolutionary Omnex Advantage.

Our Mission

Our mission is to achieve and sustain customer satisfaction by providing leading-edge products and services that advance excellence and continual improvement in our client's products and processes in a sustainable manner. We seek to distinguish ourselves not only by the quality of what we do but also by the way we do it. Our expectation is that we will have a positive influence on our customers and all other relevant interested parties.

Through continuous learning and enhancements to our capabilities, we strive to provide the very best, forward-thinking solutions to help our clients achieve and sustain a customer-focused competitive advantage with a significant bottom-line impact. Omnex combines extensive knowledge in business excellence practices with an impressive depth and breadth of industry experience to build and strengthen client capabilities. With its own Integrated Business Management System (BMS certified to ISO 9001, ISO 14001, ISO 45001, and ISO 27001), Omnex is committed to comprehensive and sustainable enterprise excellence.

1.3.1 History and Vision

Since its founding in 1985, Omnex has grown to span the globe, strategically locating offices and resources in every major marketplace while establishing its reputation for leading-edge, dynamic, and creative concepts and methods. With its uniquely integrated systems approach, Omnex has become a world leader in management consulting and training, while providing support with diverse, innovative, and

comprehensive software solutions. The result for our clients is enhanced capability and continuously improving business Management Systems providing competitive advantage and bottom-line impact.

Omnex focuses on producing cost savings and value enhancement through systematic business process improvements driving enterprise performance to objectives that consistently meet or exceed customer expectations. This enables our clients to maintain and expand their existing business, and to achieve long-term strategic goals in the face of ever more challenging competitors in ever more dynamic local and more complex global political, social, and economic environments.

1.4 OBJECTIVES OF THE STUDY

The project is designed mainly to identify the impact of workplace environment among employee in omnex software solution pvt limited.

1.4.1 Primary objective

- To study the factors in influence the workplace environment of the omnex software solutions pvt limited.

1.4.2 Secondary objective

- To analysis the demographic factors and workplace environment omnex software solutions pvt limited.
- To find the impact on workplace environment of omnex software solution pvt limited.
- To suggest the better futureworkplace environment of omnex software solution pvt limited.

1.5 NEED FOR THE STUDY

Work place environment create an impact on employee productivity and performance. A research is mainly needed for the purpose of knowing the thoughts of employee on their workplace environment in omnex software solutions pvt limited.

1.6 SCOPE OF THE STUDY

- The study helps to know the workplace environment of the omnex software solution private limited.It helps the respondents to disclose their opinion and view about their workplace environment.

CHAPTER 2

REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE

In 2007 Vischer reported physical work environment is one of the most important factor which influences on work performance. Evidence accumulated that the physical work environment in which people work affects both job performance and job satisfaction.

Arikpo, Etor, Robert, & Usang (2007) The article highlighted the adoption of democracy in the workplace with regard to sustainable productivity. The article included the various variables of democracy like industrial relations, team work, corporate culture, disengagement process practices, decision making and leadership styles. The article suggested the employers and management to blend the various management processes and methods to contribute harmonious industrial relations and increase the productivity with special reference to the organizations in Nigeria. The research paper has come out with various adoptable sustainable productivity principles and the management of democracy to the business organizations.

In 2011 Dr k. chandrasekar paper reported that the analysis of the working environment at different public sector organizations and the research done to understand the performance level of the employees due to the work environment, and also aims at suggesting few interactions to provide better work environment at Public Sector Organisations.

In 2011 N.Kamarulzaman, A. A. Saleh, S. Z. Hashim, H. Hashim, A. A. Abdul-Ghani this paper presents the several environmental factors which directly or indirectly affect employees work performance. the Several factors of environments which impact the job is workplace design, indoor temperature, colour,

noise and also interior plants towards employees well-being and performance have been discussed.

In 2012 Ms.Bindu anto ollukkaran and Dr rupa gunaseelan reported that study aims to provide the vital information regarding the work environment factors which have an influence on employee performance.The respondents surveyed were the employees of the manufacturing companies. Total number of employees surveyed is 100. The study shows how the work environment during this organization has effects on the employee performance.

In 2013 demet leblebici paper presents the analysis of working environment of a foreign private bank in Turkey and examines the link between the workplace physical conditions and employee's productivity.

Bakotic & Babic (2013) found that for the workers who work under difficult working conditions, working condition is an important factor for job satisfaction, so workers under difficult working conditions are dissatisfied through this factor. To improve satisfaction of employees working under difficult working conditions, it is necessary for the management to improve the working conditions. This will make them equally satisfied with those who work under normal working condition and in return overall performance will increase.

According to Khaled Al-Omari ¹ and Haneen Okasheh² in 2017 reported the study aims to investigate the influence of work environment on job performance. An engineering company was taken as a case study with a sample size of 85 employees. Different dimensions were examined in relation to the work environment factors, including noise; temperature; air; light and colour; space and employers' satisfaction. Findings revealed that the situational constrains constituted of factors such as noise, office furniture, ventilation and light, are the major work environment conditions that have negative impact on job performance and should gain more attention. It is suggested that employers should take initiatives to motivate employees by improving their work environment. As employees are motivated, their job performance will increase, and they will

achieve the desired outcomes and goals of the job. Thus, increasing the employers' satisfaction.

In 2017 Marium Zafar and Emadul Karim paper reported that they measure the impact of working environment factors on performance of employees working in Greenwich University through identifying the variables which incorporates leadership, organizational culture, rewards and incentives and stress. This study is quantitative in nature and therefore the purpose of the study is to determine the present literature and theories in order to possess a constructed framework of things affecting employee performance.

C. Annai Amala Vidya in march 2019 reported the most important thing that influences employee motivation and happiness, and how productive and efficient they can be, all goes down to their working environment. By creating a good workplace the employees will be more efficient to do their work and there will be lack of absenteeism. The relationship between work, the workplace and the tools of work, workplace becomes an integral part of work itself. The management that dictate how, exactly, to maximize employee productivity center around two major areas of focus: personal motivation and the infrastructure of the work environment.

Christopher Mathews¹ , I. K. Khann in 2016 reported The main objective of this work is to find out the work done in respect of relationship between workplace environment and productivity. The quality and quantity of work generated by employees are influenced by the work environment while poor environmental conditions can cause inefficient worker productivity as well as reduce their job satisfaction.

Bhavya Patil, Dr. Deepak G Kulkarni in 2017 reported the paper examines the information about the work environment and its impact on employees performance. The work environment play a imperative role in performance and motivation of the employees. And it may create positive or negative impact about the organization work environment. The study was carried out in Belagavi and sample size of 87 with 15 questions was selected for the survey. The data was collected by administering a structured questionnaire using random sampling method.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

The research design of this project is a descriptive research study. The method of research used here is a survey created using Google Forms. The research is conducted to analyze the impact of workplace environment among employees in omnex software solution pvt limited.

3.2 SAMPLING TECHNIQUE

The sampling technique used here is Non random sampling technique. The survey is entirely based on availability and willingness of the participants to take part in the survey conducted. The survey consists of a pre-determined questions and options where the participants are asked to choose from the given options to answer for the given question.

3.3 SOURCE OF DATA

The study considers both primary and secondary data. primary data: The primary data is collected by survey questionnaire was designed to collect information regarding research from respondents. Secondary data: The research of published magazines, articles, internet, research papers has been used to gather the secondary data like review of literature and industry profile.

3.4 STRUCTURE OF THE QUESTIONNAIRE

This questionnaire follows a simple and basic layout. It is not complicated and hence it is made easy for the participants to respond to the questionnaire without any delay or confusion. The set of questions and the answer options present in the questionnaire are pre-determined and are constructed by myself based on general questions regarding the main topic. The structure of questionnaire used in this project is as follows:

3.4.1 Basic introduction:

The questionnaire begins with small and simplified description regarding the questionnaire – Title and description of the topic.

3.4.2 Personal details:

The actual questionnaire begins here where the participants are asked about their personal details such as their name, age, gender .

3.4.3 Multiple choice questions

The next set of questions in the questionnaire consists of the questions related to the research

3.4.4 Multiple choice grid question

The multiple choice grid questions focus on impacts of physical work place environment.

3.4.5 Rating scale question The last and final question in the questionnaire focuses on the ratings of the participants regarding the questionnaire.

3.5 SAMPLE SIZE

The sample size for the project had a target of 100 to 120 participants. The fixed target of the sampling size has been achieved as the total number of respondents for the survey questionnaire was 110 Total of 110 responses helped the project to analyse more responses and it helped to derive a conclusion regarding the impact of workplace environment.

3.6 PERIOD OF THE STUDY

The period of study for the project about three months period of time.

3.7 ANALYTICAL TOOLS

3.7.1 Percentage analysis

Research questions are always answered with a descriptive statistic: generally either percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

3.7.2 Statistical analysis

All the data are analyzed and interpreted through the tool called SPSS. It is statistical data analysis software development by IBM. SPSS stands for statistical package for social sciences.

Sample and hypothesis

The collected data size is 110 The hypothesis framed is Null hypothesis Alternative hypothesis. The test used is one way Anova, and correlation independent sample T test.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

Table no 4.1.1 Gender wise classification of respondents

Gender	No. of respondents	Percentage
Male	81	73.6%
Female	29	47.6%
Total	110	100%

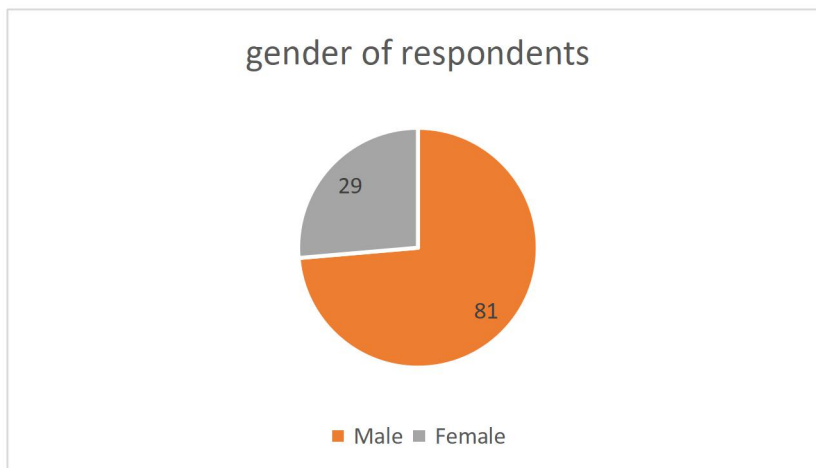


Chart no : 4.1.1 gender of respondents

Interpretation

From the above table it is interpreted that 73.6% of respondents are male and 26.4% of respondents are female gender.

Inference

Majority 73.6% of the respondents are male category

Table no 4.1.2 age of the respondents

Age	No of responses	Percentage
21 to 25	7	6.4%
25 to 30	34	30.9%
30 to 40	57	51.8%
Above 40	12	10.9%
Total	110	100%

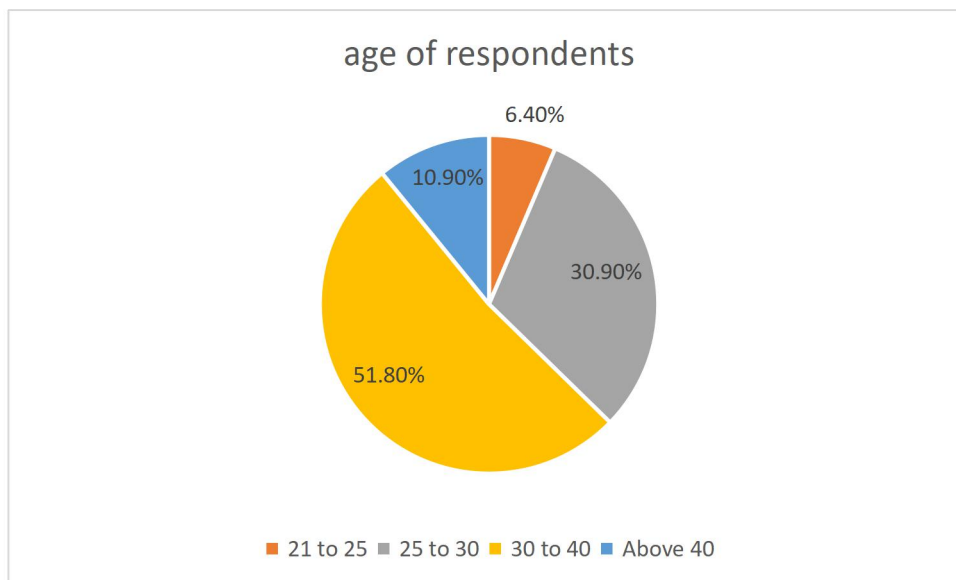


Chart No 4.1.2: age wise classification of respondents

Interpretation

From the above table it is interpreted that 51.80% respondents are in the age category of 30 to 40 and 30.90% of respondents are 25 to 30 years, 10.9% of respondents are in the age category of above 40, and 6.45% of respondents are 21 to 25 years.

Inference

Majority 51.80% of the respondents are in the age category of 30 to 40.

Table no 4.1.3 Education of the respondents

Education	No of responses	Percentage
Master	26	23.63
Degree	83	75.45
Diploma	NA	NA
Others	1	0.90
Total	110	100%

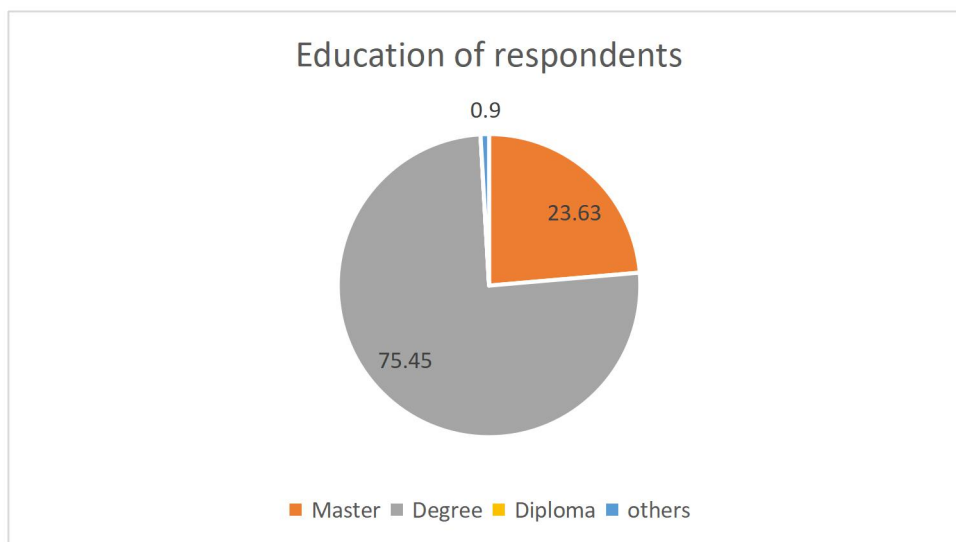


Chart No 4.1.3 education of respondents

Interpretation

From the above table it is interpreted that 75.45% respondents education is degree and 23.63% of respondents education is master 0.9% of respondents is education is others.

Inference

Majority 75.45% respondents education is degree.

Table no 4.1.4 salary level of the respondents

Income	No of responses	Percentage
10000 to 20000	26	23.6%
21000 to 30000	37	33.6%
31000 to 40000	27	24.5%
Above 40000	20	18.2%
Total	110	100%

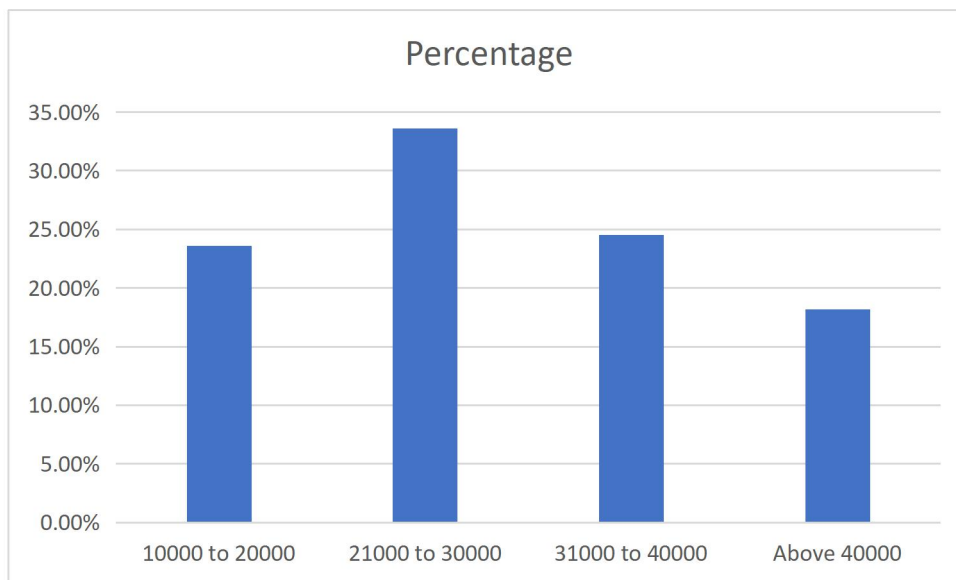


Chart no 4.1.4 salary level of the respondents

Interpretation

From the above table it is interpreted that 33.6% respondent's salary is 21000 to 30000 and 24.5% of respondents salary is 31000 to 40000, 23.6% of respondents salary is 10000 to 20000 and 18.2% of respondents are Above 40000.

Inference

Majority 33.6% respondent's salary is 21000 to 30000

Table no 4.1.5 year of experience in omnex pvt limited

Year of experience	No of responses	Percentage
Below 5 years	69	62.7%
6 to 10 years	33	30%
11 to 15years	7	6.4%
Above 15 years	1	0.9%
Total	110	100%

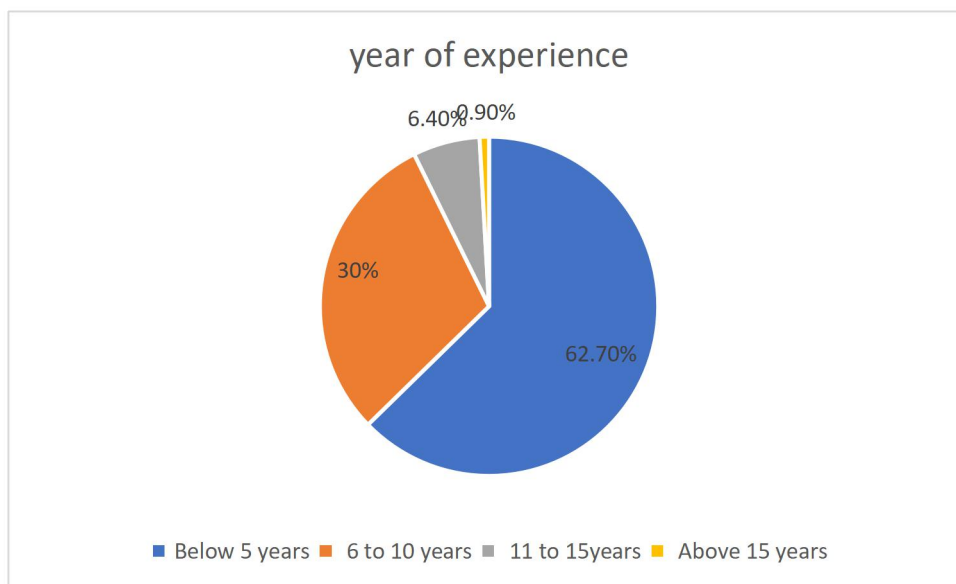


Chart no 4.1.5 year of experience in omnex pvt limited

Interpretation

From the above table it is interpreted that 62.70% of respondent's have below 5 years of experience in omnex software pvt limited and 30% of respondents have 6 to 10 years of experience in omnex software pvt limited and 6.4% of respondents have 11 to 15 years of experience in omnex software pvt limited and 0.9% of respondent have above 15 years of experience in omnex software pvt limited.

Inference

Majority 62.70% of respondent's have below 5 years of experience in omnex software pvt limited.

Table no 4.1.6 satisfaction of working hours

Satisfaction level	No of responses	Percentage
Highly satisfied	15	13.6%
Satisfied	88	80%
Neutral	7	6.4%
Highly unsatisfied	NA	NA
Unsatisfied	NA	NA
Total	110	100%

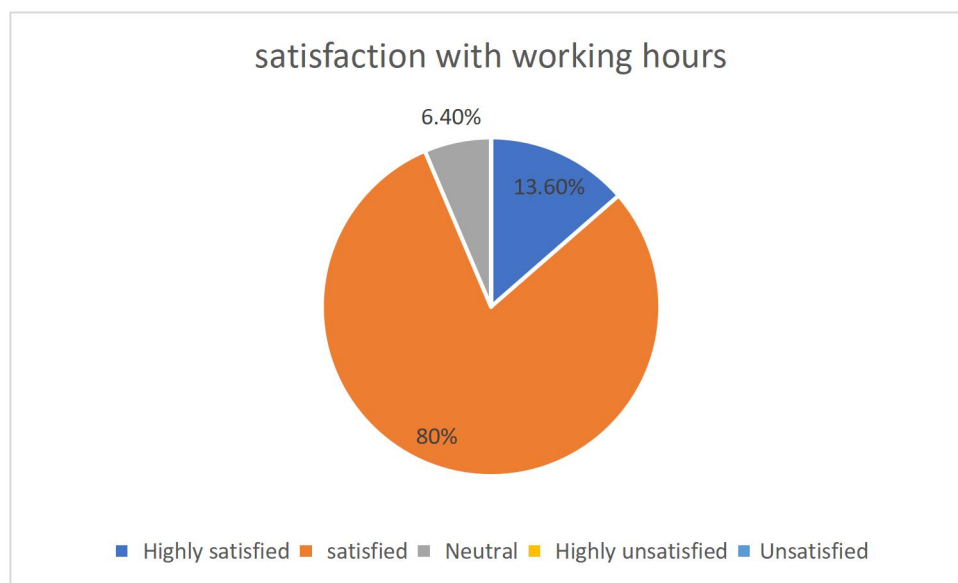


chart no 4.1.6 satisfaction of working hours

Interpretation

80% respondents are satisfied and 13.6% respondents are highly satisfied and 6.4% respondents are neutral with their working hours.

Inference

Majority 80% respondents are satisfied with their working hours.

Table no 4.1.7 satisfaction of hygiene maintenance in the organization

Satisfaction level	No of responses	Percentage
Highly satisfied	23	20.9%
Satisfied	81	73.6%
Neutral	6	5.5%
Highly unsatisfied	NA	NA
Unsatisfied	NA	NA
Total	110	100%

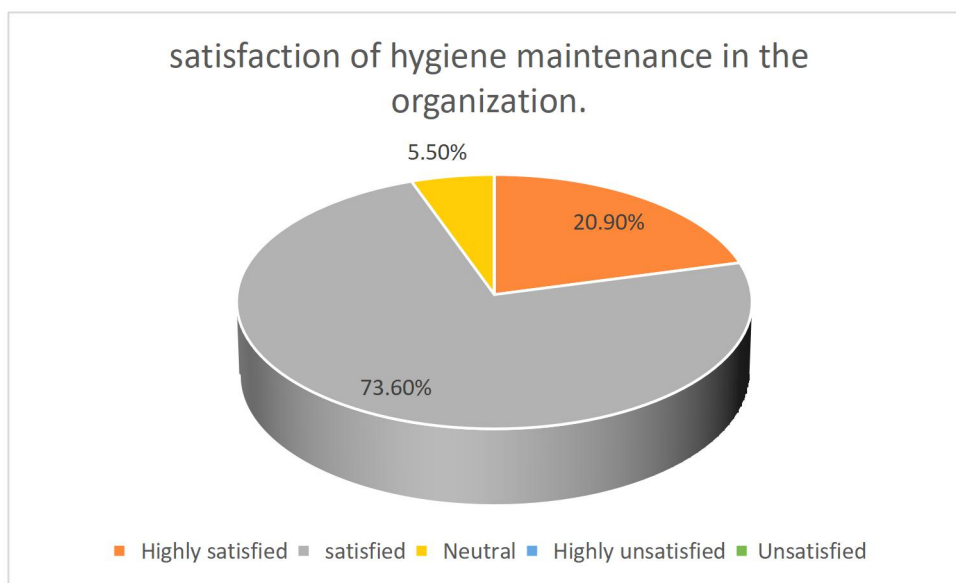


Chart no 4.1.7 satisfaction of hygiene maintenance in the organization

Interpretation

73.60% respondents are satisfied and 20.90% respondents are highly satisfied and 5.50% respondents are neutral with hygiene maintenance in the organization.

Inference

Majority 73.60% respondents are satisfied with hygiene maintenance in the organization.

Table no 4.1.8 performance of equipment and systems in the organization

Performance	No of responses	Percentage
Very good	39	35.5%
Good	61	55.5%
Neutral	7	6.4%
Not bad	3	2.7%
Bad	NA	NA
Total	110	100%

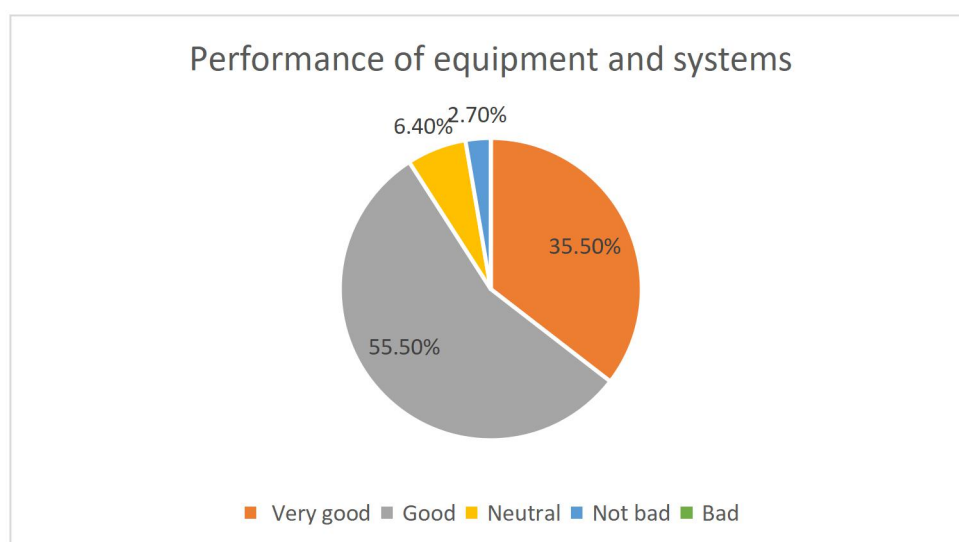


Chart no 4.1.8 performance of equipment and systems in the organization.

Interpretation

55.5% respondents are mentioned as good and 35.5% respondents are mentioned as very good and 6.4% respondents are mentioned as neutral and 2.7% are mentioned as not bad for performance of equipment and system in organization.

Inference

Majority 55.5% respondents are mentioned good for performance of equipment and system in organization.

Table no 4.1.9 satisfaction of hospitality provided in the organization.

Satisfaction level	No of responses	Percentage
Highly satisfied	21	19.1%
Satisfied	76	69.1%
Neutral	12	10.9%
Highly unsatisfied	NA	NA
Unsatisfied	1	0.9%
Total	110	100%

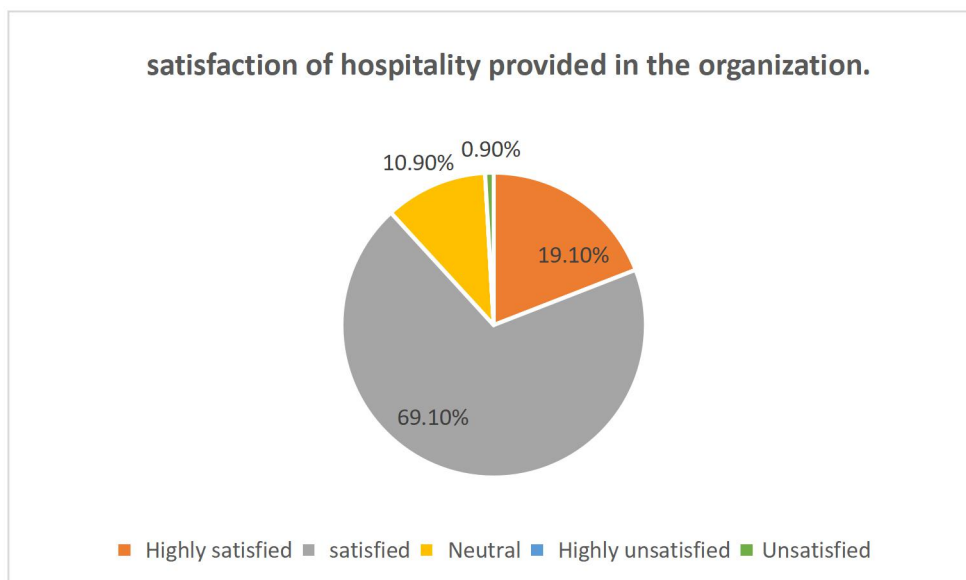


Chart no 4.1.9 satisfaction of hospitality provided in the organization.

Interpretation

69.1% respondents are satisfied and 19.1% respondents are highly satisfied and 10.9% respondents are neutral and 0.9% respondent are unsatisfied with hospitality provided in the organization.

Inference

Majority 69.1% respondents are satisfied with hospitality provided in the organization.

Table no 4.1.10 organization provides opportunities for promotion for high performing employees.

	No of responses	Percentage
Strongly agree	17	15.5%
Agree	77	70%
Neutral	12	10.9%
Strongly disagree	NA	NA
Disagree	4	3.6%
Total	110	100%

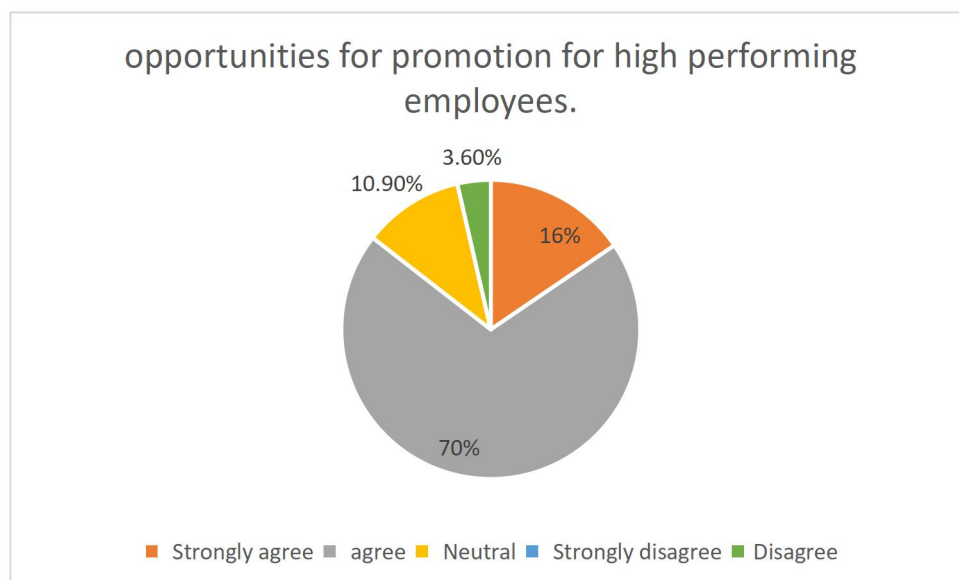


Chart no 4.1.10 organization provides opportunities for promotion for high performing employees.

Interpretation

70% respondents are agree and 16% respondents are strongly agree and 10.90% respondents are neutral and 3.60% respondent are disagree for organization provides opportunities for promotion for high performing employees.

Inference

Majority 70% respondent are agree for organization provides opportunities for promotion for high performing employees.

Table no 4.1.11 The superiors take a genuine interest in the wellness of employees.

	No of responses	Percentage
Strongly agree	19	17.3%
Agree	69	62.7%
Neutral	19	17.3%
Strongly disagree	NA	NA
Disagree	3	2.7%
Total	110	100%

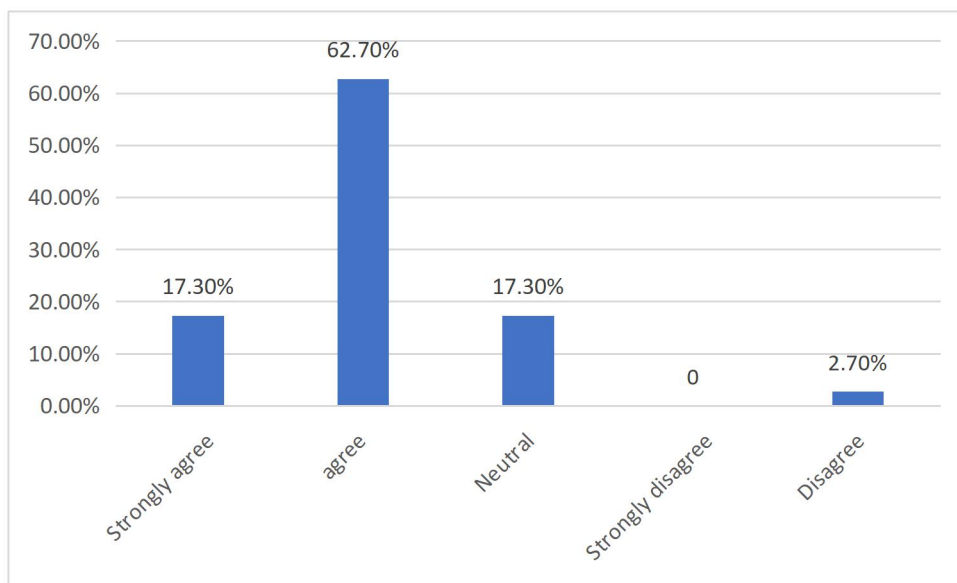


Chart no 4.1.11 The superiors take a genuine interest in the wellness of employees.

Interpretation

69% respondents are agree and 17.30% respondents are strongly agree and 17.30% respondents are neutral and 2.70% respondent are disagree for superiors take a genuine interest in the wellness of employees.

Inference

Majority 70% respondent are agree for superiors take a genuine interest in the wellness of employees.

Table no 4.1.12 Financial support for learning programs motivates me to perform better at work.

	No of responses	Percentage
Strongly agree	21	19.1%
Agree	55	50%
Neutral	27	24.5%
Strongly disagree	NA	NA
Disagree	7	6.4%
Total	110	100%

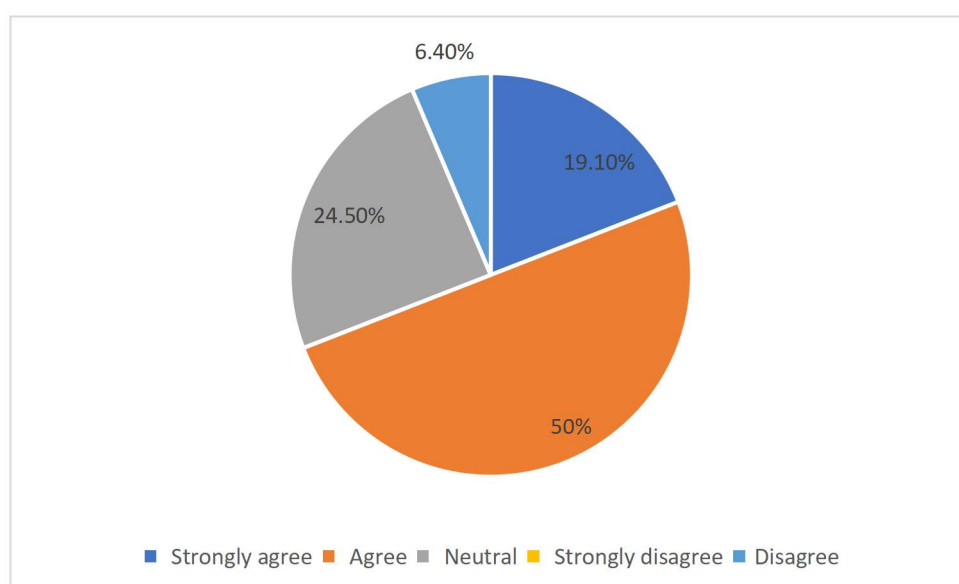


Chart no 4.1.12 Financial support for learning programs motivates me to perform better at work.

Interpretation

50% respondents are agree and 24.50% respondents are neutral and 19.10% respondents are strongly agree and 6.40% respondent are disagree for Financial support for learning programs motivates me to perform better at work.

Inference

Majority 50% respondent are agree for Financial support for learning programs motivates me to perform better at work.

Table no 4.1.13 manager lead by example and create a positive and production work environment.

	No of responses	Percentage
Strongly agree	24	21.8%
Agree	65	59.1%
Neutral	17	15.5%
Strongly disagree	NA	NA
Disagree	4	3.6%
Total	110	100%

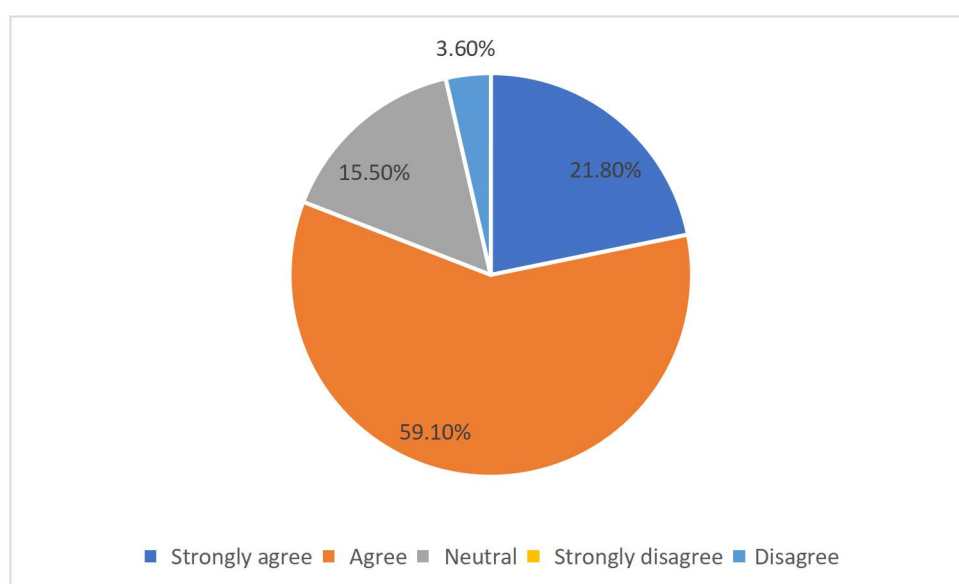


Chart no 4.1.13 manager lead by example and create a positive and production work environment.

Interpretation

59.1% respondents are mentioned as agree 21.8% and respondents are mentioned as strongly agree and 15.5% respondents are mentioned as neutral and 3.6% are mentioned disagree for manager lead by example and create a positive and production work environment.

Inference

Majority 59.1% respondents are mentioned agree for manager lead by example and create a positive and production work environment.

Table no 4.1.14 impact of physical workplace environment.

Physical workplace environment	SA	A	N	SDA	DA
Office furniture is very comfortable to work	23	81	5	NA	1
The necessary information systems are in place and accessible to get the job done.	50	54	6	NA	NA
Overall temperature in workplace helps you to work comfortably	47	58	5	NA	NA
Workplace is provided with artificial lighting to work without straining your eyes	63	43	4	NA	NA
Workplace environment is quiet and calm	59	51	NA	NA	NA

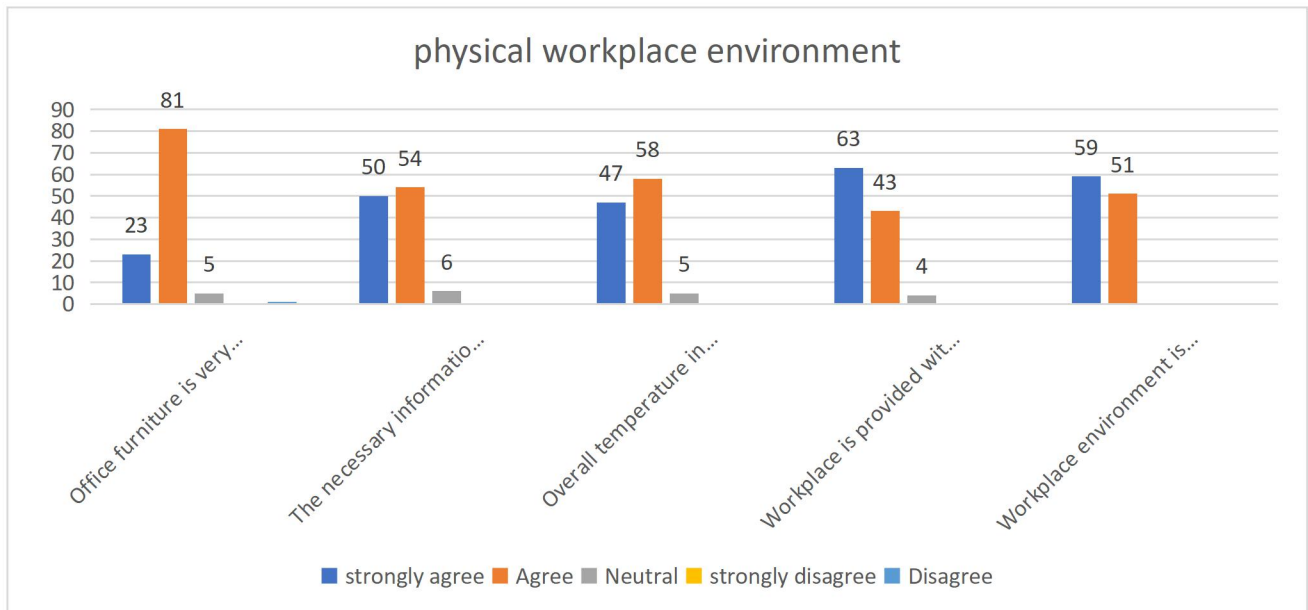


Chart no 4.1.14 physical workplace environment.

Interpretation

- 81 of respondents are agree and 23 of respondents are strongly agree and 5 respondents are neutral and 1 of respondents disagree for Office furniture is very comfortable to work.
- 54 of respondents are agree and 50 of respondents are strongly agree and 6 of respondents are neutral for the necessary information systems are in place and accessible to get the job done.
- 58 of respondents are agree and 47 of respondents are strongly agree and 5 of respondents are neutral for Overall temperature in workplace helps you to work comfortably.
- 43 of respondents are agree and 64 of respondents are strongly agree for workplace is provided with artificial lighting to work without straining your eyes
- 51 of respondents are agree and 59 of respondents are strongly agree for workplace environment is quiet and clam.

Inference

- Majority 81 of respondents are agree for Office furniture is very comfortable to work.
- Majority 54 of respondents are agree for the necessary information systems are in place and accessible to get the job done.

- Majority 58 of respondents are agree for Overall temperature in workplace helps you to work comfortably.
- Majority 64 of respondents are strongly agree for workplace is provided with artificial lighting to work without straining your eyes.
- Majority 59 of respondents are strongly agree for workplace environment is quiet and clam.

Table no 4.1.15 rate Satisfaction level of current maintenance of the building

1 (Bad) to 5(Good)

Rating	No of responses	Percentage
1	NA	NA
2	2	1.8%
3	22	20%
4	57	51.8%
5	29	26.4%
Total	110	100%

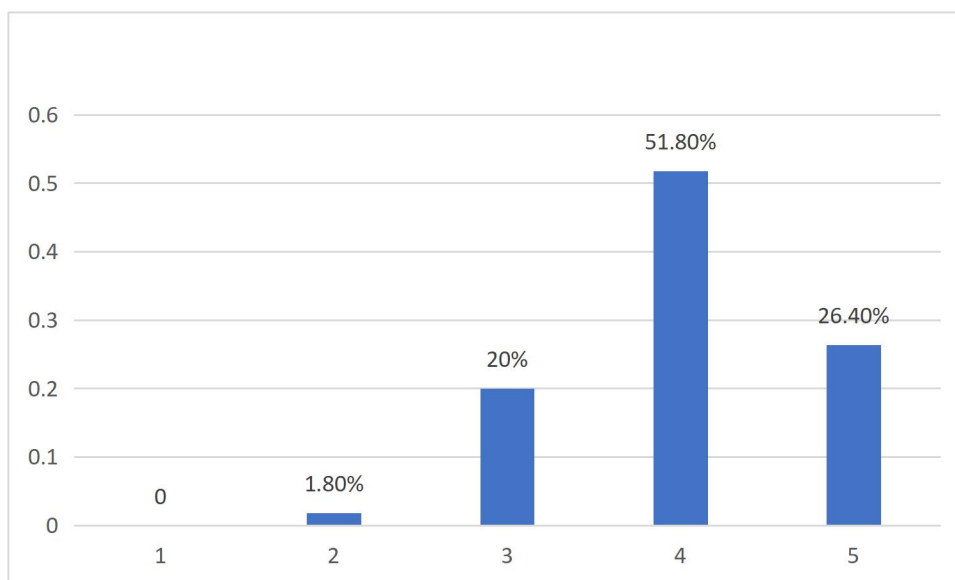


Chart no 4.1.15 rate Satisfaction level of current maintenance of the building.

Interpretation

57% respondents are rated in 4 and 26.4% and respondents are rated in 5 and 20% respondents are rated in 3 and 1.8% are rated in 1 for satisfaction level of current maintenance of the building.

Inference

Majority 57% respondents are rated in 4 for satisfaction level of current maintenance of the building.

Table no 4.1.16 organization provides flexi- time to be able to balance work and personal life.

Satisfaction level	No of responses	Percentage
Highly satisfied	14	12.7%
Satisfied	70	63.6%
Neutral	20	18.2%
Highly unsatisfied	NA	NA
Unsatisfied	6	5.5%
Total	110	100%

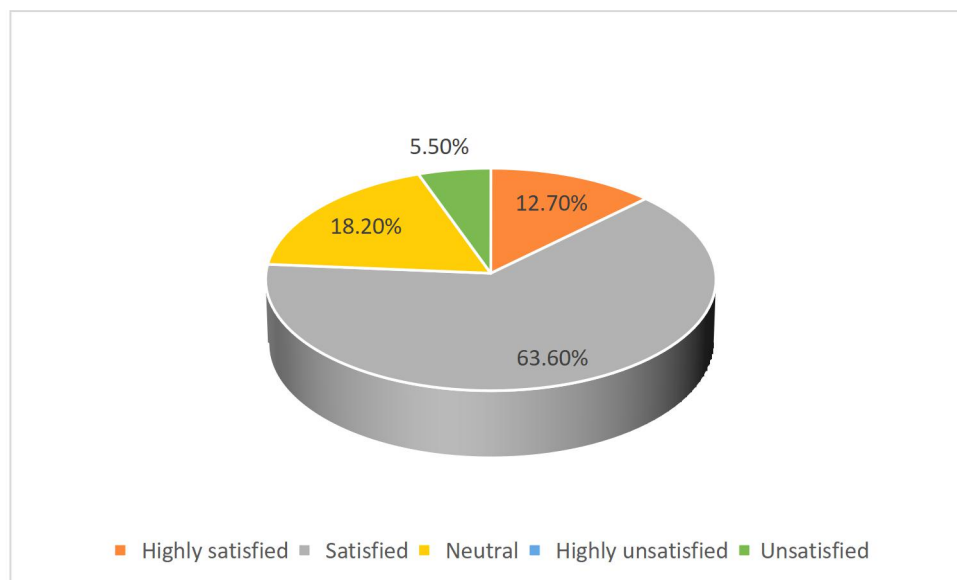


Chart no 4.1.16 organization provides flexi- time to be able to balance work and personal life.

Interpretation

12.7% respondents are strongly satisfied and 63.6% respondents are satisfied and 18.2% respondents are neutral and 5.5% are unsatisfied for organization provides flexi- time to be able to balance work and personal life.

Inference

Majority 63.6% respondents are satisfied for organization provides flexi- time to be able to balance work and personal life.

Table no 4.1.17 Overall satisfaction level of work place environment.

Satisfaction level	No of responses	Percentage
Highly satisfied	33	30%
Satisfied	48	43.6%
Neutral	27	24.5%
Highly unsatisfied	NA	NA
Unsatisfied	2	1.8%
Total	110	100%

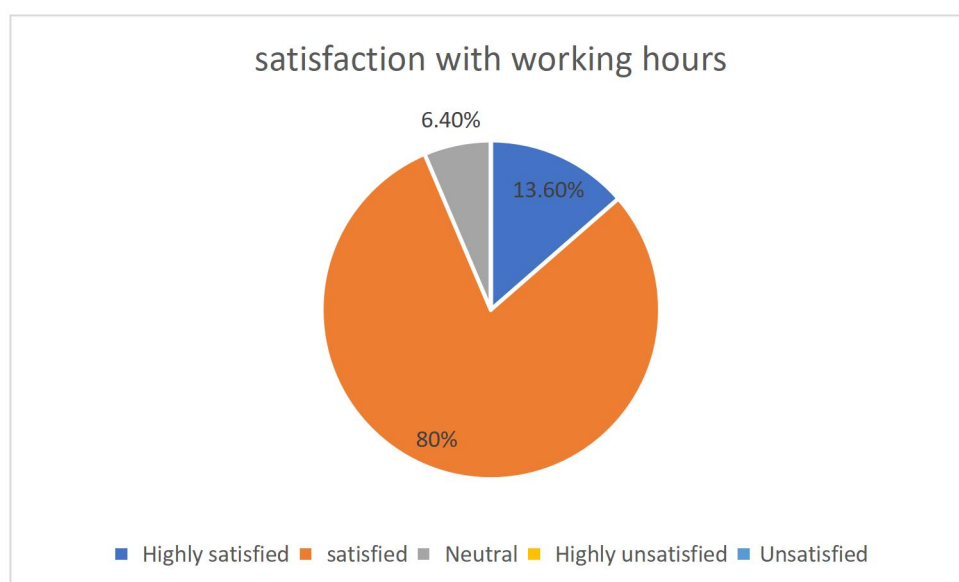


chart no 4.1.17 Overall satisfaction level of work place environment.

Interpretation

43.6% of respondents are satisfied and 30% of respondents are highly satisfied and 24.5% of respondents are neutral and 1.8% of respondents are unsatisfied for Overall satisfaction level of work place environment.

Inference

Majority 43.6% of respondents are satisfied for Overall satisfaction level of work place environment

4.2 STATISTICAL ANALYSIS

4.2.1 Correlation

Null hypothesis: There is no significant relationship between the overall satisfaction and satisfaction with the hospitality provided by the organization.

alternative hypothesis: There is a significant relationship between the overall satisfaction and satisfaction with the hospitality provided by the organization.

Correlations

		overall	hospitality
Overall satisfaction	Pearson Correlation	1	.193*
	Sig. (2-tailed)		.043
	N	110	110
Hospitality provided	Pearson Correlation	.193*	1
	Sig. (2-tailed)	.043	
	N	110	110

*. Correlation is significant at the 0.05 level (2-tailed).

Interpretation

Since p value 0.043 is lesser than 0.05 we accept the alternative hypothesis and reject the null hypothesis there is a significant relationship between the overall satisfaction and satisfaction with the hospitality provided by the organization.

4.2.2 One way anova

Null hypothesis: There is no significant different between the age and satisfaction with the hygiene maintenance of organization.

alternative hypothesis: There is a significant relationship different between the age and satisfaction with the hygiene maintenance of organization.

Descriptives

age

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Highly satisfied	23	2.4783	.59311	.12367	2.2218	2.7347	1.00	3.00
Satisfied	81	2.7037	.81309	.09034	2.5239	2.8835	1.00	4.00
Neutral	6	3.0000	.00000	.00000	3.0000	3.0000	3.00	3.00
Total	110	2.6727	.75552	.07204	2.5300	2.8155	1.00	4.00

ANOVA

age

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.590	2	.795	1.403	.250
Within Groups	60.628	107	.567		
Total	62.218	109			

Interpretation

Since p value 0.250 is greater than 0.05 we reject the alternative hypothesis and accept the null hypothesis is no significant different between the age and satisfaction with the hygiene maintenance of organization.

4.2.3 independent sample t test

Null hypothesis: There is no different between the gender and satisfaction with their working hours of the organization.

alternative hypothesis: There is a different between the gender and satisfaction with their working hours of the organization.

One sample statistics

Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
working hours	male	81	1.9012	0.46381	0.05153
	female	29	2	0.37796	0.07019

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						95% Confidence Interval of the Difference	
		F	Sig.	t	df	Significance One-Sided p	Significance Two-Sided p	Mean Difference	Std. Error Difference	Lower	Upper
working hours	Equal variances assumed	3.807	0.054	-1.03	108	0.153	0.305	-0.09877	0.0959	-0.28885	0.09132
	Equal variances not assumed			-1.134	60.205	0.131	0.261	-0.09877	0.08707	-0.27293	0.0754

Interpretation

Since p value 0.054 is greater than 0.05 we reject the alternative hypothesis and accept the null hypothesis is no different between the gender and satisfaction with their working hours of the organization.

CHAPTER 5

FINDINGS, SUGGESTIONS, CONCLUSION

5.1 FINDING

- Majority 73.6% of the respondents are male category
- Majority 51.80% of the respondents are in the age category of 30 to 40.
- Majority 75.45% respondents education is degree.
- Majority 33.6% respondent's salary is 21000 to 30000
- Majority 62.70% of respondent's have below 5 years of experience in omnex software pvt limited.
- Majority 80% respondents are satisfied with their working hours.
- Majority 73.60% respondents are satisfied with hygiene maintenance in the organization.
- Majority 73.60% respondents are satisfied with hygiene maintenance in the organization.
- Majority 69.1% respondents are satisfied with hospitality provided in the organization.
- Majority 70% respondent are agree for organization provides opportunities for promotion for high performing employees.
- Majority 70% respondent are agree for superiors take a genuine interest in the wellness of employees.
- Majority 50% respondent are agree for Financial support for learning programs motivates me to perform better at work.
- Majority 59.1% respondents are mentioned agree for manager lead by example and create a positive and production work environment.
- Majority 81 of respondents are agree for Office furniture is very comfortable to work.
- Majority 54 of respondents are agree for the necessary information systems are in place and accessible to get the job done.
- Majority 58 of respondents are agree for Overall temperature in workplace helps you to work comfortably.
- Majority 64 of respondents are strongly agree for workplace is provided with artificial lighting to work without straining your eyes.

- Majority 59 of respondents are strongly agree for workplace environment is quiet and clam.
- Majority 57% respondents are rated in 4 for satisfaction level of current maintenance of the building.
- Majority 63.6% respondents are satisfied for organization provides flexi- time to be able to balance work and personal life.
- Majority 43.6% of respondents are satisfied for Overall satisfaction level of work place environment.

5.2 SUGGESTION

Majority of the respondents are happy with facilities provided, hygiene maintenance and overall workplace environment of omnex software solution pvt limited but some respondents has mentioned some valuable measures to improve some facilities in the organization there are canteen in the organization should be developed, parking area of organization should developed.

5.3 LIMITATIONS OF STUDY

- The study is confined to omnex software solution private limited.
- The study is based upon impact of workplace environment in omnex software solution private limited.
- The data collected for the research is fully on primary data given by the respondents.
- Due to storage of time and other constraints, the study has been limited 110 respondents only.

5.4 CONCLUSION

The workplace environment impacts employee morale, productivity and engagement - both positively and negatively. The work place environment in a majority of industry is unsafe and unhealthy. These includes poorly designed workstations, unsuitable furniture, lack of ventilation, inappropriate lighting, excessive noise, insufficient safety measures in fire emergencies are lead to decrease the employee performance. In this research the organization has a good workplace environment and there is no negativity all the employees are satisfied with both their physical place environment and with their management style and most of the employees satisfied with their hygiene maintenance of the organization.

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APPENDIX

1.Name

2.age

(a) 20 to 25

(b) 26 to 30

(c) 31 to 40

(d) above 40

3.gender

(a) male

(b) female.

4.level of education

(a) masters

(b) degree

(c) diploma

(d) others.

5.salary

(a) 10000 to 20000

(b) 21000 to 30000

(c) 31000 to 40000

(d) above 40000.

6.Designation

7.what is your year of experience in omnex pvt limited

(a) below 5 years

(b) 6 to 10 years

(c) 11 to 15 years

(d) above 15 years

8.Are you satisfied with your working hours.

(a) highly satisfied

(b) satisfied

(c) neutral

(d)unsatisfied

(e) highly unsatisfied.

9.Are you satisfied with the hygiene maintenance in the Organization

(a) highly satisfied

(b) satisfied

(c) neutral

(d)unsatisfied

(e) highly unsatisfied.

10.Mention performance of equipment and system in organization.

(a) very good

(b) good

(c) neutral

(d) not bad

(e) bad.

11.Are you satisfied with the hospitality provided by the organization

(a) highly satisfied

(b) satisfied

(c) neutral

(d)unsatisfied

(e) highly unsatisfied.

12.My organization provides opportunities for promotion for high performing employees.

(a) strongly agree

(b) agree

(c) neutral

(d) strongly disagree

(e) disagree.

13.The superiors take a genuine interest in the wellness of his/her employees.

(a) strongly agree

(b) agree

(c) neutral

(d) strongly disagree

(e) disagree.

14.Financial support for learning programs motivates me to perform better at work.

(a) strongly agree

(b) agree

- (c) neutral
- (d) strongly disagree
- (e) disagree.

15. Managers lead by example and create a positive and productive work environment.

- (a) strongly agree
- (b) agree
- (c) neutral
- (d) strongly disagree
- (e) disagree.

16. Physical workplace environment

Physical Workplace	SA	A	N	SDA	DA
16. Office furniture is very comfortable to work					
17. The necessary information systems are in place and accessible to get the job done.					
18. Overall temperature in workplace helps you to work comfortably					
19. Workplace is provided with artificial lighting to work without straining your eyes					
20. Workplace environment is quiet and calm					

17 overall satisfaction level of workplace environment in omnex

- (a) highly satisfied
- (b) satisfied
- (c) neutral
- (d) unsatisfied
- (e) highly unsatisfied.

18.rate Satisfaction level of current maintenance of the building

1.satisfied 5.unsatisfied

- 1
- 2
- 3
- 4
- 5

19 My organization provides flexi- time to be able to balance my work and personal life.

(a) highly satisfied

(b) satisfied

(c) neutral

(d)unsatisfied

(e) highly unsatisfied.

23.Suggest some valuable measures to improve workplace environment in your organization.

