A Study on "Work Place Envionment/Culture and Climate".
[A study on 42 employees of Polycab India Pvt Ltd-Halol]

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ABSTRACT : Organizations must step outside their traditional roles and comfort zones to look at new ways of working. They have to create a work environment where people enjoy what they do, feel like they have a purpose, have pride in what they do, and can reach their potential. The study aimed to assess the impact of working environment on employees' performance at POLYCAB INDIA Pvt LIMITED-HALOL. For the purpose of this study, descriptive research design was used. Simple random sampling technique was respectively used to select the respondents for the study.

The study findings indicate that, organization working environment had an impact on members as far as respondents are concerned. The study also revealed that employees' will improve their performance if the problems identified during the research are tackled by the management. The problems are flexibility of working environment, work noise distraction, supervisor's interpersonal relationship with subordinates, presence of job aid, the use of performance feedback and improve of work incentives in the organization so that to motivate employees to perform their job.

In conclusion based on the findings the study recommended that, the organization needs to have periodic meetings with employees to air their grievances to management and serve as a motivating factor to the employees. Management should find ways and means of communicating their goals and strategies to their employees in order to achieve what the organization is in communication, stress free environment all these effects the level of innovation, error rate, team collaboration, employee's performance, speed of work and creativity.

So many organizations not give importance to the office design because office business for, its mission and vision.

Keywords: Work place environment, Facilities, Opportunities, Personal and professional growth, Design, Furniture, Security.

I. INTRODUCTION
Introduction on Rewards and Compensation

Working environment is a broad term and means all your surroundings when working. Your physical working environment is, for example, your work tools as well as air, noise and light. But your working environment also includes the psychological aspects of how your work is organized and your wellbeing at work. Quality of workplace environment is very influential on employee's performance. Researches proves that environment greatly influence the speed of working, mental Ability, actions, utilization of intellectual abilities.

How well the workplace engages an employee impacts their level of motivation to perform. This then influences that employee's, error rate, level of innovation, collaboration with other employees, absenteeism and how long they stay in the job. Performance feedback, role congruity, defined processes, workplace incentives, supervisor support, mentoring, opportunity to apply, goal setting and organizational culture these entire factors effect workplace environment.

Office design includes temperature, light, noise, furniture, air quality, comfort and design required both time and money so these organizations still stuck with boring, unattractive and ultimately unproductive office design. Good office design can make a big difference in employees' satisfaction, attraction, motivation and retention.

As a result all these things increase employees' performance.

Objective of the study:
1. The general objective of this study is to assess the impact of workplace environment on employees' performance at the Polycab India Pvt Limited-Halol.
2. To determine the contribution of performance feedback on employees' performance. 3. To assess the use of job aid towards employees' performance.
4. To determine whether physical work environment has influence on employees' performance.
5. To examine whether supervisor support contribute towards employees' performance.
Sample and Sampling

Methods
Universe / Population
The Universe for the Research is Polycab India Limited Company of Halol. · In this target population will be the employees from the Polycab India Limited Company.
Sample
Sample is the representative of the whole universe. Here, the researcher has used simple random sampling method, and selected 42 respondents from Polycab India Limited-Halol.

Tool of data collection
Google forms were used as a tool of data collection.

Google Forms
    Google Forms is a web-based app used to create forms for data collection purposes. Data gatheredusing the form is typically stored in a spreadsheet. Although there are other online survey apps, Google Forms is an excellent free option. Create polls, surveys, quizzes, and event registration sheets using Google Forms.
    This method of data collection is quite popular. It is being adopted by private individuals, research workers, private and public organizations and even by governments. In this method a questionnaireprepared online is sent (usually by mail or through other social media apps) to the persons concerned with a request to answer the questions. A questionnaire sent online consists of a numberof questions typed in a definite order on a form or set of forms.

II. FINDINGS
· Majority of the respondents (81%) are belongs to the gender Male.

· Majority of the respondents (50%) are belongs to highest qualification in Degree. · Majority of the respondents (100%) are belongs to the Local education background · Majority of the respondents (90.5 %) are belongs to the Single Marital Status in the organization

· Majority of the respondents (42.9 %) are belongs to the 2-4 years length of the service category's employees in the organization.

· Majority of the respondents (52.4%) are belongs to the none length of the service category's employees in the organization

· Majority of the respondents 92.9 % respondents are belongs to the satisfied with the level of comfort in the organization.

· Majority of the respondents 76.2% are belongs to the employees who thinks that work environment reflect on organization culture.

· Majority of the respondents 85.7% are belongs to the employees who thinks that employees can maintain healthy balance between work and their personal life.

· Majority of the respondents 76.2% are belongs to the employees who thinks that flexibility to take time OFF, when employee need.

· Majority of the respondents 88.1% are belongs to the employees who thinks that employee get opportunity to improve skills.

· Majority of the respondents (88.3%) are belongs to the employees are happy with the frequency at which they receive recognition from their manager the organization. · Majority of the respondents (83.3 %) are belongs to the employees feeling about organization celebrates it accomplishment · Majority of the respondents (81 %) respondents are belongs to the employees feeling about organization protect its employers from degmination in the organization. · Majority of the respondents (88.1%) are belongs to the organization supports employee in their professional development in the organization · Majority of the respondents (47.6%) are belongs to the Neutral with organization is dedicated to diversity · Majority of the respondents (42.2 %) are belongs to the Agree with the organization is safe environment for women in the organization.

· Majority of the respondents (76.2 %) are belongs to the organization is well maintained overall in the organization.

· Majority of the respondents (100 %) are belongs to the organization give health and safety training in the organization.

· Majority of the respondents (40.5%) are belongs to the Neutral with organization provides job security in the organization.

· Majority of the respondents (54.8 %) are belongs

to the Agree with organization operates in a socially responsible manner in the organization.

· Majority of the respondents (81.1 %) are belongs to the employees feeling about they are progressing professionally at the organization.

· Majority of the respondents (50 %) are belongs to the give rate 1 about job satisfaction in the organization.

· Majority of the respondents (47.6%) are belongs to the give rate 5 about organization's working environment in the organization.

· Majority of the respondents (78.6 %) are belongs to the employees thinking on working environment influences their work performance in the organization.

· Majority of the respondents (81%) are belongs to the employees think about environment affects employee's performance.

· Majority of the respondents (76.2 %) are belongs to the design of the workplace affects employee's performance in the organization.

· Majority of the respondents (83.3%) are belongs to the employees comfort level can increase employee's performance in the workplace in the organization

· Majority of the respondents (50 %) are belongs to the employee think about furniture can increase employee's performance in the workplace in the organization. · Majority of the respondents (66.7%) are belongs to the employee think about workplace layout can increase employee's performance in the workplace in the organization.

III. SUGGESTIONS

· Based on the results of findings, the following are recommendations for future implementation.

· Periodic meetings with employees to air their grievances to management to serve as a motivating factor to the employees. Managers should also be counselled on their relationships with their subordinates.

· The organization should have a good program in place for their employees work life balance as this can be a great factor to motivate and retain them.

· Management should try as much as possible to build a work environment that attracts, retain and motivate its employees so that to help them work comfortable and increase organization productivity.

· Employers should make available adjustable and flexible furniture to all workers in order to make them more comfortable. This in the long run keeps the employees healthy. · Employers should have in place a good working condition for their employees in order to boost their morale and made them more efficient. An example is making their benefit

programs to suit employees.

· Management should find ways and means of communicating their goals and strategies to their employees in order to achieve what the organization is in business for, its mission and vision.

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