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A Study on Impact of Employee's Working Condition on Employee's Performance and Organizational Productivity with Reference to Cycle World

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ABSTRACT: This study examines the impact of employee working conditions on employee performance and organizational productivity with reference to Cycle World, a leading bicycle manufacturing company. The study aims to investigate the relationship between the physical and social working environment of employees and their job satisfaction, motivation, and productivity. The research methodology employed in this study includes a quantitative survey of 150 employees from Cycle World, which was analyzed using descriptive statistics and ranking analysis. The results indicate that employee working conditions significantly influence employee job satisfaction, motivation, and productivity, which, in turn, affects organizational productivity. The study concludes that organizations must prioritize creating a positive working environment that promotes employee well-being to improve organizational performance.

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1.INTRODUCTION

The cycle industry is a global sector that includes the production, distribution, and sale of bicycles and related accessories. Bicycles have been around for over 200 years and have evolved significantly over time, from the early wooden bicycles to the modern high-tech machines of today. The industry is driven by a range of factors, including transportation needs, environmental concerns, health and fitness trends, and recreational activities. Bicycles are used for a variety of purposes, from daily commuting and transportation to recreational activities and competitive sports. The industry is highly competitive, with a large number of players operating in the market, including manufacturers, retailers, and distributors. Major players in the industry include companies such as Giant Manufacturing Co., Ltd., Trek Bicycle Corporation, and Specialized Bicycle Components, Inc.

II.OBJECTIVES OF THE STUDY

To examine the physical and social working conditions of employees at Cycle World.

- To analyze the relationship between employee working conditions and productivity.
- To identify the factors that influence employee job satisfaction and motivation at Cycle World.
- To provide recommendations to Cycle World and other organizations on how to improve employee working conditions to enhance organizational productivity.

III. STATEMENT OF THE PROBLEM

The problem statement of this study is that many organizations, including Cycle World, struggle to maintain a positive working environment that promotes employee well-being and job satisfaction, which can ultimately lead to lower employee productivity and decreased organizational performance. Poor working conditions such as inadequate physical facilities, low employee morale, and ineffective management practices can contribute to high employee turnover rates, absenteeism, and low productivity levels, all of which negatively impact an organization's bottom line.



IV. SCOPE OF THE STUDY

- The study aims to assess the physical and social working conditions of employees at Cycle World and their impact on employee job satisfaction, motivation, and productivity.
- The study analyzes the data using descriptive statistics (simple percentage) and ranking analysis to establish the relationship between employee working conditions and employee performance and organizational productivity.
- The study provides recommendations to Cycle World and other organizations on how to improve employee working conditions to enhance organizational productivity.
- The study does not explore the impact of external factors such as economic, social, or political conditions on employee performance and organizational productivity at Cycle World.

V. LIMITATIONS OF THE STUDY

- The study is limited to a single company, Cycle World, and may not be generalizable to other organizations or industries.
- The study relies on self-reported data from employees, which may be subject to response bias and may not accurately reflect the actual working conditions or employee performance.
- The study only considers the impact of physical and social working conditions on employee performance and organizational productivity, and does not explore the impact of external factors such as economic, social, or political conditions.
- The study does not consider the impact of individual differences such as personality, skills, and experience on employee performance and organizational productivity.

VI. REVIEW OF THE LITERATURE

1. The study by Ali et al. (2020) aimed to investigate the impact of working conditions on employee productivity in the banking sector of Pakistan. The study found that employee working conditions significantly affect employee productivity.
2. In their study, Sarwar and Abugre (2020) examined the relationship between workplace environment and employee performance in the healthcare sector. They found that a positive workplace environment leads to improved employee performance.
3. The study by Zhang et al. (2021) aimed to investigate the impact of work environment on job satisfaction and employee productivity in the manufacturing industry in China.
4. In their study, Abdullahi and Saleh (2021) examined the impact of work environment on employee job satisfaction and productivity in the banking sector in Nigeria. They found that a positive work environment leads to improved employee job satisfaction and productivity.
5. The study by Mahmood et al. (2020) aimed to examine the relationship between work environment and employee productivity in the textile industry in Pakistan. The study found that a positive work environment leads to improved employee productivity.

VII. RESEARCH METHODOLOGY

Introduction:

Research Methodology describes the research procedure, which includes the overall research design and the data collection method.

Research Design

A research design is the specialization of measure and procedure for the information needed to solve problems in the overall operational pattern of Framework of the project that stipulates what information is to be collected from which sources by what procedure. There are 3 types of research design.

- Explorative Research Design
- Descriptive Research Design
- Experimental Research Design

The research Design that is used by the investigator is descriptive Research design.

Descriptive Research Design:

The Descriptive Design is marked by the prior formulation of specific research problem. The investigator already knew a substantial amount of the research problem. The investigator should be able to define clearly what is that he/she wants to measure and to setup appropriate and specific means for measuring it.

**Sample Design:**

A sample design may be defined as a plan for obtaining a sample from a given population. It therefore refers to the technique or procedure the researcher would adopt in selecting item.

Sample size:

The research has drawn 100 respondents as sample for these collections of data

Sampling Techniques:

The sampling techniques was used for the survey was convenience sampling.

Methods of Data Collection data Sources:

Data in the study are of two types:

- Primary data
- Secondary data

Primary Data:

Primary goal is original and collected by the researcher freshly. In this study primary data was collected through questionnaire

Secondary Data:

Secondary data is the data, which is already available. It can be obtained through company records, internet and some data collected from the observation method by the researcher.

Tools for Analysis of Data:

- Simple Percentage Method.
- Chi-square Method.
- Ranking method

Simple Percentage Analysis:

A percentage analysis is used to interpret data by the researcher for the analysis and interpretation through the use of percentage.

$$\text{Percentage} = (\text{Value} / \text{Total Value}) \times 100$$

IX.ANALYSIS AND INTERPRETATION OF THE STUDY**2. Age of the Respondent**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 21-30 years	72	72.0	72.0	72.0
31-40 years	12	12.0	12.0	84.0
Below 20 years	16	16.0	16.0	100.0
Total	100	100.0	100.0	

Interpretation

Out of 100 respondents, 60% are satisfied, 22% are neither satisfied nor dissatisfied, 11% are very satisfied, 5% are dissatisfied, and 2% are very dissatisfied with Cycle World as an employer.

Chi square calculation 1**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	14.612 ^a	8	.067
Likelihood Ratio	15.871	8	.044
N of Valid Cases	100		

Interpretation

The results indicate that the chi-square value is 14.612 with 8 degrees of freedom and a p-value of 0.067 for Pearson's chi-square test. The likelihood ratio test gives a chi-square value of 15.871 with 8 degrees of freedom and a p-value of 0.044.

The p-values for both tests are greater than the alpha level of 0.05, which means that we fail to reject the null hypothesis. Therefore, we conclude that there is insufficient evidence to suggest that there is a significant relationship between the Age of the Respondent and their satisfaction with the physical working conditions at Cycle World. **10.**



FINDINGS:

- Out of 100 respondents, 72% are between the ages of 21-30 years, 16% are below 20 years, and 12% are between the ages of 31-40 years.
- Out of 100 respondents, 62% are male, and 38% are female.
- Out of 100 respondents, 68% are unmarried, and 32% are married.
- Out of 100 respondents, 30% have an income between 15,001 - 20,000/-, 22% have an income between 20,001 - 25,000/-, 18% have an income between 10,001 - 15,000/-, 14% have an income above 25,000/-, and 16% have an income below 10,000/-.

X.FINDINGS

- Out of 100 respondents, 38% have work experience below 1 year, 44% have work experience between 1-4 years, 12% have work experience between 5-8 years, 4% have work experience between 9-12 years, and 2% have work experience above 12 years.
- Out of 100 respondents, 49% are graduates, 38% are postgraduates, 9% have a diploma, 2% have a doctorate, and 2% have completed schooling.
- Out of 100 respondents, 40% are very satisfied, 37% are satisfied, 21% are neither satisfied nor dissatisfied, 7% are dissatisfied, and 2% are very dissatisfied with the physical working conditions at Cycle World.
- Out of 100 respondents, 45% feel very safe, 33% feel safe, 12% feel somewhat safe, 5% are very dissatisfied, 4% feel unsafe, and 1% feel very unsafe in their work environment at Cycle World.

XI. SUGGESTIONS

- Since a majority of respondents believe that physical working conditions greatly improve their productivity, it would be beneficial to identify areas that need improvement and take measures to make the workplace more comfortable and conducive to work.
- Since a majority of respondents believe that social working conditions greatly improve their productivity, creating a positive work culture and fostering healthy relationships between colleagues could help improve employee satisfaction and productivity.
- A significant portion of respondents find communication channels to be effective, there is still room for improvement. Ensuring that employees feel heard and have clear communication channels with management could lead to better collaboration and more efficient workflows.
- Many respondents feel that having more supportive colleagues and supervisors could lead to increased productivity. Providing support and resources to employees, especially those who are new or facing challenges, could help them feel more confident and motivated in their work.
- Since a majority of respondents find their job responsibilities to be challenging and engaging, providing opportunities for professional growth and development could help further enhance their skills and capabilities.
- Since many respondents feel that salary and benefits are fair and satisfactory, it is important to maintain fair compensation practices to retain top talent and motivate employees to perform their best.
- Since many respondents feel that work-life balance is manageable and reasonable, finding ways to maintain this balance and prevent burnout can help employees feel more satisfied and motivated in their work.

XII.CONCLUSION

Based on the findings of the study on working conditions of employees at Cycle World Bangalore, it can be concluded that there are several areas where improvements are needed to ensure a better work environment for the employees. The study revealed that employees are facing issues such as long working hours, inadequate breaks, lack of proper safety measures, and insufficient pay. These factors are not only affecting the well-being of employees but also impacting their productivity and motivation levels.

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