

Working Environment and Productivity

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Abstract: In this article, the discussion is on how to make such a healthy workplace to get maximum positive results. Around three years of research was served on bridging the connections between working environment and productivity. Having main focus on working environment and productivity, this article showing the strong and significant keys on the same. Data was collected from both the parties i.e. the employer and the employees, in sequence to analyze the gaps between the thoughts and the causes behind them.

Keywords: Disciplinary, Environment, Employer, employees, Motivation, Productivity, Workplace

1. INTRODUCTION

Any person's personality or work shows the environment, he/she is living in. A positive mind cannot flourish if it is surrounded by negativity, thus cannot generate positive thought. Main objective of this article is to find those links which binds both working environment and productivity, mutually. To avail positive and challenging productivity; good working environment should be the basic key to implement. Better health and safety policy would be supportive for a wellbeing working environment at any company level. Work is basically a financial activity. Any company's essential object is to make the goods and provide the services to the society to generate the income. A lot of researches believe that working environment is an extra, nonproductive movement. On the contrary, many debates and share their views that productivity is based on good and healthy working place, because if the worker enjoys his working place; he eventually enjoy the pressure of work as well. However, working environment and productivity are always an observed issue and thus what this article is about.

Same subject was being discussed in the theory of Becker and Huselid that is explaining that productivity is based on healthy working environment, by utilizing investigated data from the four countries namely; Denmark, Sweden, Norway & Finland. Keeping working environment and productivity the main subject, this article explains the effective and approachable practice that would lead to implement a healthy and sound working environment to achieve best productivity and hence, capture the competitive market.

2. KEYS FOR A PRODUCTIVE WORKING ENVIRONMENT

2.1 The power of praise

Praise has such power that a month old baby can understand easily. Motivation of employees is a fundamental key for a healthy working environment (Huges, 2007). Effective and professional managers should cultivate this powerful method of worker enthusiasm. However, often times mainly unnoticed by managers in the workplace, this can be an enormously practical technique of giving human being worker wisdom of value in relation to the actual work being done (Moloney, 2011). Thus praise has, in numerous examples, been shown to radically boost yield.

2.2 Disciplinary Guidelines in Workplace

The encouragement of a working in any environment to get best productivity, disciplinary principles should be applied (Moloney, 2011). If one is not responsible for the bad result of any task, no one will show interest in it as well. To be more precise, every good organization, who offers rewards, also makes its employees liable to face penalty against bad performance. Like losing job is the highest stake which an employee feel, if he/she will not perform as per standards (Milton, D2000). Managers must be well resourceful to find staff's bad performance reason in order to minimize the chances of failure rather just letting the employee go who could be valuable for the company. In this manner, keeping productivity smooth, workplace be more favorable for both employee and employer.

2.3 Give Your Employees Options and Control

Providing the employees the authority to maintain their own workplace according their needs is another key for a better environment to some extent. Like if staff has the right to adjust his/her desk, light, room temperature as per his/her satisfaction; make them feel more secured in their jobs and hence, the result will come more fruitful (Moloney, 2011).

2.4 Employees Are More Productive with Privacy

It's been observed that a worker feels more energetic, creative and enthusiastic if he/she is been provided a space where he or she could perform the job more positively a place where they feel not to be scrutinized by each and every of their movement (J'Istvan in Business, 2010). The workplace must be designed in such a way that they can some of their own territory while sharing same room with other colleagues because ideas seek privacy and peace. The staffs who

works in open offices get sicker, because of easily access other staff's germs, overheard and interrupted (Sackett and DeVore, 2001).

2.5 The Office Environment

In order, to maintain the cultivation of maximum productivity, a healthy and friendly motivational workplace is highly recommended which could be provided by designing a physical outline of an office. Companies, who want best results from their employees, let them feel the ownership of the space which they work (Mike, 2010). No matter it's only a desk, but the employee have the feeling of the authority and ownership that he/she is major part of the firm.

3. CONCLUSION

The clear conclusion of this article that every organization designs strategies to make a work environment in a way, to get maximum fruitful results, which could be the motivation of an employee, penalties to ensure the quality of work, privacy which increases anyone's confidence and comfort zone to perform better and architectural layouts All reflects the productivity in both short and long term.

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