

# ENCOMPASSING HUMAN VALUES IN WORK ENVIRONMENT

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## ABSTRACT

*The success of any organisation is dependent on the environment that prevailed within it. Employees working in it are the main pillars of the organizations. Individuals with high morals and values contribute more to the growth and productivity by creating a healthy work environment. In present scenario while hiring an employee, ask about their views of an ideal work environment so as to analyze how good they will fit to the job and to the organization. In recent days organizations are suffering from high job attrition, absenteeism, job dissatisfaction among employees, low productivity and growth as a result of weak work environment and improper human values. Human values are considered to be an important aspect of working environment as it guides to take into account human elements when one individual interacts with other. The purpose of this paper is to define work place environment, human values related to it and how it helps in developing and creating a healthy work environment and its impact on both employees as well as organization. The measure to be adopted by both employers and employees are highlighted in the paper. The paper was conceptualised on the basis of secondary data sources.*

**Keywords:** *Work Environment, Human Values, Positive Work Environment, Job Satisfaction*

## 1.INTRODUCTION

In the present day period, environment will be provided for primary essentials. Environment can be referred to as the situation, objects or state by which an individual is surrounded. It encompasses of a set of natural, social and cultural values prevailing in a particular place at a particular time, influencing the life of every individual. Environment can be categorised as built environment, natural environment and social environment.

Social environment concentrates on physical and social setting in which people dwells or something happens or develops and work environment is a sub-structure of social environment.

When we talk of environment it is not only the natural environment we swell in, work environment is considered as a dominant environment within which most of the people spends maximum hours of a day. Work environment is an area where an assignment is completed. Usually, an employee spends eight to nine hours a day directly on work. But, extensively looking, they work more than eight hours. Working for long hours creates a stressful situation not only in workplace but also in their family lives. Organization faces several challenges due to dynamic nature of the environment. One of the major challenges faced by every organization is to gratify its employees in order to manage with the continuously changing and developing environment. In order to increase effectiveness, productivity, efficiency, reduce absenteeism and increase commitment the employer

must try to satisfy the needs and wants of employees by providing good working environment. Creating a good working environment should not be the only responsibility of the employer, equal responsible should be the employees. Mutual coordination and cooperation are much important for creating a work environment, which will leads to high satisfaction to both employer and employee. Infusing human values with work environment will give rise to an ideal positive work environment which will increase the level of satisfaction of the employees, which will indeed reduce absenteeism, increase productivity, reduce retention. Thus, a correlation exists between work environment, human values and job satisfaction. Most of the organisation lacks to understand the significance of working environment for employees job satisfaction and do not know proper way to inculcate human values with work environment, as a result of which there is always a dissatisfaction and lot of difficulties are faced during work. Such organizations are internally too weak and fails to outshine in market (Aiken, Clarke, & Sloane,2002). The objective of this paper is to analyze how inculcation of human values in work environment will increase job satisfaction of the employees.

## **II.RESEARCH METHODOLOGY**

The research work is based on secondary data sources. The main idea of the paper was conceptualized by reviewing research articulated, thesis, newspapers and websites, etc. Information related to work environment, healthy work environment and human values prevailing within it and job satisfaction were also collected.

## **III.OBJECTIVE OF THE RESEARCH**

1. To explore the crucial impact of work environment in our professional life.
2. How human values incorporated with environment creates a healthy and positive work environment.
3. To explore the impact of healthy and positive work environment on job satisfaction.
4. To encourage organization to implement unique human values to create a positive work environment.

## **IV.WORK ENVIRONMENT: WHAT IT IS:-**

Work environment is an area where an undertaking is completed. Relating to the place of employment, the working environment includes physical geographical location along with its instantaneous surrounding of the workplace. Various other factors also relating to work environment are quality of air, noise level, additional perks and benefits, other facilities provided, cooperation and coordination. Social interaction in workplace is also one of the important factors.

The work environment is composed of two dimensions, one is work and the other is context. Work incorporate various different attributes of the job, such as the way by which the job is carried out and completed, including various task completion training, learning how to control one's own job, a sense of completion of job, diversity in tasks and in the intrinsic values of the work. Outcome shows that there is a favourable link between work environment and intrinsic values of the job satisfaction. The dimension of work environment which also

supports job satisfaction is context which comprises of physical working conditions and social working conditions (Souse-Poza & Sausa-Poza,2000; Gazioglu & Tanselb; Skalli,Theodossiou & Vasileious,2008).

Work environment should also include human values which is much important for job satisfaction. It can involve social interaction at the workplace, including interaction with peers, subordinates and managers. Employees are always allowed to work under a harassment free work environment.

## V.POSITIVE WORK ENVIRONMENT

Most of the time of a day is spent in the work place. It is comparatively critical to ensure that the workplace should stay positive. It is never an easy task for sure to keep workplace positive with multiple personalities, deadlines, work pressure, stresses and other challenges. It has been always a challenge for every employer to create a good work environment for employees. But usually the employees looks and strives for a top-notch grade A workplace, where they can endeavour their role better, be happy and satisfied and the company can get the very best from them.

When employees are valued, genuinely appreciated for their work and good human values are incorporated with work environment it creates a positive work environment which induces productivity. Employees should not be fooled by thinking that the responsibility lies only on the employer or the HR department. Each and every department, every manager and every single employee in the organization is responsible for having an impact on how positive or not so positive a workplace will be.

Human values such as trust, respect, encouragement, patience and attitude are more likely to be seen in return in the workplace. As Mahatma Gandhi said “Be the change you want to see in the world” and in this paper context, the world is workplace.

Some of the factors creating positive workplace are mentioned below:

### 1. *CONDUCT WITH GRATITUDE-*

We all are full of busy schedules, tight deadlines, and are always under some kind of pressure in workplace, but speaking out thank you to anyone who have just made your working day simpler and easier or have given a smile on your face will work and create a positive vibration in the workplace.

### 2. *LEARN TO LISTEN-*

Everybody has their own opinion and has right to speak it. It is always not the idea we want to listen, but it manifests respect and acknowledgement when we give everybody the same opportunity to speak out. Everybody in a team will definitely have some ideas which may be best among other ideas, give them a chance to shine.

### 3. *HAPPINESS AT WORKPLACE AND HAVE FUN-*

The world would be very black and white place if there is no fun and smile. A smile in someone face sometimes make others very comfortable and feel positive. It is obvious that workplace is a serious place, but we should always balance it. Cheerful employee=happy workplace=increased productivity. The cost of a smile and hello is zero, but it can cost million dollar to somebody.

### 4. *AFFIRMATIVE REINFORCEMENT-*

Everybody loves to hear positive feedback, about the job done, completed a project or just the way the work is done. Positive comment and feedback from seniors or another employee will be enough to keep the enthusiasm high to work.

#### 5. *CELEBRATE THE MILESTONES-*

It is very important to celebrate the achievements, wins, completion of targets, etc. at meeting or by going out for lunch or dinner. It is very effective to take out time and go in groups and celebrate small events and catch up with colleagues on a personal level.

#### 6. *SHARE YOUR MOTIVATION-*

Motivation is a feeling which keeps a person satisfied of the work they do. If you are motivated by doing something different then share it with others. It will increase the positive vibes.

#### 7. *BOOT UP YOUR PHYSICAL WORK ENVIRONMENT-*

Physical work environment always has a great impact on our mood and productivity. Proper ergonomic assessment must have been done by employees in respect to their work area. Considering colours, lights, plants always work to have a good work environment.

#### 8. *WORK-LIFE BALANCE-*

We always hear this word, but do it actually exists is always a question and many research has been done on it. When employees fulfil their needs and achieve their goal in life, they become more confident about themselves and in return be the best employee as much as possible. Work-life balance make sure that employees are more exposed to real life experiences other than work, which will help them to increase their creativity and forward thinking in the workplace.

## **VI. RELATING JOB SATISFACTION WITH POSITIVE WORK ENVIRONMENT**

Particularly job satisfaction will be a introduction for feelings that employees have towards the role they are performing at the work place. Job satisfaction will be those fundamental part to employee's inspiration and consolation towards finer execution (Vroom, 1964). Many people have given various definitions for job satisfaction over many years. Hoppok and Spielgler (1938) has defined job satisfaction as unified set of psychological, physiological and environmental conditions which persuades the employees to accept that they are satisfied or happy with the work or jobs they do.

Satisfied employees are important to achieve business goals and organizational effectiveness. Job satisfaction occurs either at intrinsic level or at extrinsic levels. Intrinsic satisfaction is achieved as a result of accomplishment of a task that is performed by the employee. Extrinsic satisfaction depends on peace and harmony among employees. Work environment is an extrinsic satisfaction factor which has multiple dimensions relating to it. When the work environment is positive, happy, cooperative and coordinated the employees feel satisfied and thus the rate of productivity increases. There is always a positive link between job satisfaction and work environment. They are directly proportional to one another. Happy and positive work environment when achieved will also increase the level of job satisfaction among employees. So, it is always beneficial for firms to provide flexible working environment to employees where they feel they are valued and respected and they are a

part of the organisation. It should always be tried that employees moral should be high as it will be reflected in their performance.

## VII. CORE HUMAN VALUES ESSENTIAL FOR POSITIVE WORK ENVIRONMENT

Values form an important part of an individual, even if you are working or non-working. Values are needed in every spear of life. In workplace environment, work ethics and human values are essential because values are the foremost thing which makes a company. It promotes a cooperative climate inside the company. So, this human value will help to maintain behaviour of employees. If the behaviour of the employees are not good, the working environment of the company will be severely affected. Human values promote positivity among the employees, if the employees adheres good behaviour in the workplace it will be reflected in the work and output. It has been always marked that the values within the workplace attracts more employees, because organization with proper values will surely have a good work culture and if work culture is satisfactory then it will ultimately attracts more employees to work within it. All these things can be achieved by including some of the core human values within workplace which are discussed below:

1) **INTEGRITY**- We can describe integrity as the quality of being honest and having strong moral principle. A person working in a company or in any workplace should be honest to oneself as well as to the job. He/She should maintain strong moral principles. He/She should know to distinguish between wrong and right. This will leads to a positive work environment which will indeed increase productivity of each employee, as well as the overall productivity of the workplace.

2) **ACCOUNTABILITY**-The Value of accountability is the willingness to take responsibility for one's own action by this the internal standards of individual and groups conduct as well as external factors can be improved. Responsibility is one of the important standards which must be strongly hold in every organisation. Every individual is responsible of holding it. Responsibility should be taken positively, then only work can be done effectively.

3) **DILIGENCE**- It generally means careful and persistent work or effort. Diligent behaviour is indicative of a work ethic. Here both the employer and employee should take all precautions to make a workplace a safe place to work in.

4) **PERSEVERANCE**- It means doing something despite of difficulty in achieving success. It should be one of the most important value that a person should hold because as we know failure is the pillar of success so this value should be high in an individual so as to overcome difficulties and be productive and have a fruitful workplace with good working environment.

5) **DISCIPLINE**- We can never avoid discipline when we talk of values. Discipline is a prescribed or an orderly conduct or pattern of behaviour. This is very important to have a healthy work environment.

## VIII. CONCLUSION

People always need some kind of moral guides throughout their lives. A lot of people might imagine that they could get by without person however possibilities need aid that they aid are egoist which would be a guideline which is directing them. If it makes me feel good, if I would be happy, if I like it and can stay with it then it is

the right thing for me to do it. If employees are not satisfied or are not happy at workplace can result in lower productivity, lost workdays, and a higher turnover of staff. Proper human values are very important in workplace so as to make workplace a positive and happy place to work in. When there is cooperation and coordination and understanding among employee a stressful work place can also be converted to a happy and joyful workplace and honesty and integrity will prevail which indeed will result in positive vibes in workplace resulting in high productivity, happy faces, reduced stress and most importantly job satisfaction will be there which is an important component of work-life balance and healthy and happy life.

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