A Study on Work Environment and its Impact on Employees Performance at Boston Business Solutions

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Abstract*: This research presents a thorough examination of the supermarket's sales data, focusing on customer behaviour, regional performance, and payment preferences. The supermarket has successfully cultivated a diverse customer base, with a nearly equal split between normal customers and members. This balanced customer distribution suggests a stable foundation for growth, particularly through strategic initiatives aimed at increasing membership and enhancing customer loyalty. The supermarket's regional presence is well-balanced across major cities, including Mandalay, Naypyitaw, and Yangon. Sales are dispersed equally among these regions, indicating that the supermarket has established a strong foothold in each market. This balanced distribution provides an opportunity to tailor strategies to the specific characteristics and preferences of each city, potentially driving increased market share and customer satisfaction through localized approaches. Analysing supermarket sales data is necessary for selecting wisely in business situations and ensuring long-term success. Sales data can also uncover issues in the supply chain, helping supermarkets run more smoothly and efficiently. By examining sales in different regions, supermarkets can adjust their products and promotions to better fit local preferences, improving sales in specific areas. Financially, analysing sales data helps with accurate budgeting and pricing strategies, leading to higher profits. Additionally, it allows supermarkets to evaluate their performance in relation to rivals and quickly adapt to changes in the market, helping them stay ahead. Analysing sales data helps supermarkets understand their customers, operate more efficiently, tailor strategies to different regions, and make better financial decisions, all of which contribute to their growth and success.*

Keywords: Work life balance, work from home, HR consultancy, HR Strategy and Planning, Compliance and Legal Support, Performance   Management   Training and Development, HR Process   Optimization, Change Management, Leadership Development, Employee Engagement and Retention., HR Technology Implementation

I. INTRODUCTION

Any organization's ability to succeed in the fast-paced commercial world of today depends heavily on its people resources. There is a growing need for HR advisory services as Indian businesses understand the importance of acquiring and managing talent well. HR consultants provide a wide range of services to help firms maximize their human resources, from talent acquisition and management to training and development.

Boston Business Solutions Pvt Ltd., (BBS) is an Organization constituted with a vision to help organizations with a one-stop business solution by providing products and services consistent with corporate development objectives and future growth plans. Whether we push the limits of existing technology, or invent the products and services of tomorrow, we are dedicated to stretching the definition to the possible extent. We at BBS understand the value of re-engineering as a company, and we've reorganized quickly to better meet the changing needs of our clients. BBS is ideally positioned to assist companies in their efforts to restructure, spot fresh chances for expansion, and ease their entry into uncharted territory. We help companies to think ahead. Business today is evolving faster than at any other time in history, and tomorrow there are going to be bigger challenges that are unpredictable today. But to survive and

thrive, we must imagine that future and we must anticipate it. Even while we are helping to solve your business challenges today, we think about the future and create processed steps to take you there, which is what gives us the competitive edge in what is to come. BBS works with a team of professionals to turn all the business dreams into reality, supported by their strong hands-on experience, niche solutions and focus on details. We take your business needs from inception through successful incorporation, even exceeding your expectations in a mix of creativity, turnaround time and excellent quality with effective cost.

II. OBJECTIVES

- To understand the Elements of influencing the performance of employees.
- To find out if workers' productivity is impacted by their physical workspace.
- To Assess how employees' performance is impacted by the work place environment.
- To Recognize the atmosphere and outcomes of the business

III. LITERATURE REVIEW

1. Herzberg's Two-Factor Theory (1959)

- Summary: Herzberg's theory differentiates between hygiene factors and motivators. Hygiene factors (such as working conditions, salary) prevent dissatisfaction, while motivators (such as achievement, recognition) drive satisfaction and performance.
- Relevance: This theory provides a foundation for understanding how the work environment influences employee satisfaction and productivity.

2. Maslow's Hierarchy of Needs (1943)

- Summary; According to Maslow's theory, people are driven by a hierarchy of wants that progresses from basic physiological demands to safety, social belonging, esteem, and self-actualization.
- Relevance: Employees' performance is linked to their ability to meet needs such as a safe work environment and social support.

IV. RESEARCH METHODOLOGY

Primary and secondary data are both employed to acquire data for this analysis. Primary data, like those gathered via a questionnaire, are those obtained initially; secondary data, on the other hand, are those that are kept somewhere else after being acquired from other sources.

Primary Data

The primary data was only obtained by the analyser, and it is authentic. There are two ways to collect data: surveys and interviews. Using raw data as a tool, we collect data in experimental testing during the research phase. The management and employees of Evertz India Pvt Ltd were questioned and a questionnaire was utilized to collect data for this study. The main argument in favour of employing data collection techniques for information gathering is that they facilitate analysis and surveying, which provide analysts access to information that would be otherwise hard to get by.

Secondary data

Since papers, articles, magazines, forums, publications, and some other materials kept in the archives, including statistics reports, are indirect sources of data, secondary data is now available and gathered by them. Secondary data for the aforementioned study was gathered from multiple sources, such as papers, articles, and websites that dealt with the research's subject.

Research design

In order to conduct the study, a descriptive research design describes the attributes of the respondents and the data.

- **Sample design:** Sample Unit: Random sampling method is used to collect data.
- **Sample size:** 100 respondents data is been selected from all the 3 levels of hierarchy.

V. DESCRIPTIVE ANALYSIS

5. 1 Overall work environment at Boston Business Solutions?

Rating	Percentage
Excellent	11%
Good	59%
Average	25%
Poor	4%
Very Poor	1%

Analysis:

The employee ratings at Boston Business Solutions reveal a generally positive work environment, with 59% of employees satisfied and 11% deeming it excellent. However, the 25% rating it as average suggests there are areas for improvement. The 4% who rated the environment as poor indicate some unresolved issues that warrant attention. Addressing the concerns of the average and poor ratings can enhance overall satisfaction and engagement, while promoting the strengths recognized by the excellent ratings can help foster a culture of excellence and retention within the organization.
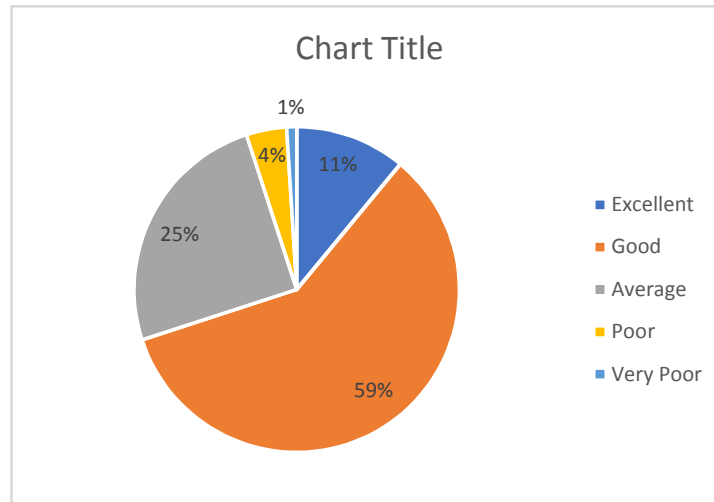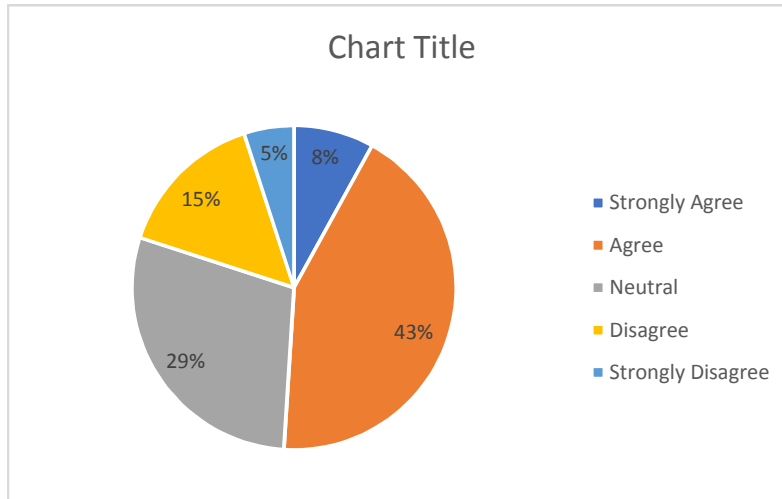

Interpretation:

Given this distribution of ratings, Boston Business Solutions should aim to enhance the work environment to move more employees from "Good" to "Excellent." Although most employees (59%) are generally satisfied, focusing on the concerns of those who rated the environment as "Average" (25%) could raise their satisfaction levels. Additionally, while the percentage of negative ratings ("Poor" and "Very Poor") is small (5%), it remains important to identify and address the underlying issues contributing to dissatisfaction in these groups. The general morale and experience of employees can be raised with this strategy.

5.2. Do you feel the office layout and facilities support your ability to work effectively?

Response	Percentage
Strongly Agree	8%
Agree	43%
Neutral	29%
Disagree	15%
Strongly Disagree	5%

Analysis:

The pie chart reveals that a considerable share of respondents (43%) agree that the office layout and facilities support their ability to work effectively, while 29% remain neutral on the subject. A smaller portion, 8%, strongly agree, reflecting a higher level of satisfaction. On the other hand, 15% disagree, and 5% strongly disagree, expressing a certain amount of discontent with the design and amenities.

Interpretation:

Based on this distribution of responses, the company should focus on improving the office layout and facilities to better support employees in their work. While 43% agree and 8% strongly agree that the current setup is effective, the large neutral group (29%) suggests many employees are indifferent pointing up possible areas for development that can raise satisfaction.

Addressing the concerns of the 15% who disagree and the 5% who strongly disagree is also important to reduce dissatisfaction. By implementing targeted improvements based on employee feedback, the company can create a more supportive work environment, leading to greater employee engagement, productivity, and retention.

VI. ANOVA

HYPOTHESIS

HO-There is no significance influence of work environment on employees on employee performance.

HI-There is influence of work environment on employees on employee performance.

Dependent Variable: Employees Performance

Independent Variable: Work Environment

1. Work culture
2. Infrastructure
3. Flexibility
4. Ethics
5. Training
6. Benefits

Multiple R value: 0.531

R square valus: 0.235

Model Summary

Model	R	R Square	Adjusted R square	Std. Error of the estimate
1	531	282	235	1.10218

A Predictors: (constant), Benefits, Infrastructure, Flexibility

Work environment, Ethnics, Training

VII. FINDINGS

Work Culture

Openness Workers are at ease sharing their thoughts openly.

- **Planning:** A clear plan is communicated and agreed upon by most employees.
- **Harassment:** No harassment issues are reported within the company.
- **Equal Opportunities** Every employee receives the same opportunities without bias.
- **Work Distribution:** Work burden is fairly distributed among employees, and they agree with this distribution.
- **Encouragement:** Employees are encouraged and valued for who they are.

Infrastructure:

- **Cleanliness:** Employees agree that workstations are always clean.
- **Restrooms:** Most employees strongly agree or agree that restrooms and washrooms are always kept neat.
- **Drinking Water:** The provision of drinking water by the company is deemed satisfactory by the personnel.
- **Parking:** Adequate vehicle parking space is available on company premises.

Flexibility:

- **Work-from-Home:** Employees are provided with the option to work from home when needed.
- **Work Sharing:** Employees can share their work with co-workers when necessary.

Ethics:

- **Business Conduct:** Employees agree that business is conducted ethically.
- **No Favoritism:** Employee favoritism does not exist.
- **Training Programs:** Employees are provided with training programs.
- **Recognition and Rewards:** Recognition and rewards are given for outstanding work.

Training:

- **Training Classes:** Regular training classes are provided to employees.
- **Additional Training:** Extra training is provided to handle unexpected conditions.
- **Inclusive Training:** All employees are included in training programs.

Benefits:

- **Promotions:** Employees are happy with the company's promotion activities.
- **Stock Options:** Stock options are not provided.
- **Paid Leave:** Special provisions are made for paid leaves.
- **Medical Insurance:** Medical insurance is provided to employees.
- **Extra Pay:** Additional pay is given for extra work.

Time Bound:

- **Timeliness:** Employees agree to complete their work within the provided time.

Efficiency:

- **Performance Evaluation:** Employee performance is evaluated and rewarded accordingly.

VIII. CONCLUSION

The study shed important light on the working conditions at Evertz India Pvt Ltd and demonstrated the critical impact that the workplace environment plays in motivating staff members to perform well. The study emphasizes that although monetary rewards are significant, they are insufficient to motivate achievement in the cutthroat and fast-paced economic world of today.

Key Findings:

- **Impact of Working Climate:** The working environment plays a pivotal role in motivating employees to carry out their tasks effectively. A supportive and engaging work environment is vital to sustaining high production and general efficiency levels.
- **Role of Management:** Employees indicated that their productivity would improve if management addressed the problems identified in the study. This points to the need for proactive problem resolution to enhance workplace conditions.
- **Organizational Responsibility:** It is the organization's responsibility to foster an enjoyable work atmosphere that encourages employees to perform their tasks with satisfaction. A

A productive workplace is essential to accomplishing the aims and objectives of the company. In conclusion, a well-designed work environment is a key factor in enabling employees to deliver their best performance. Ensuring that the work climate supports employee well-being and addresses their concerns is essential for driving growth and meeting organizational goal.

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