

A STUDY ON WORK ENVIRONMENTAL CONDITIONS OF EMPLOYEES AT PADMASH LEATHER AND EXPORTS PVT. LTD

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Abstract: The work environment plays a vital role in influencing employee satisfaction, productivity, and overall organizational performance. The present study titled “A Study on Work Environmental Conditions of Employees at Padmash Leather and Exports Pvt. Ltd.” aims to examine the various factors affecting the working conditions of employees in a labor-intensive manufacturing organization. The study focuses on key dimensions such as physical work environment, workplace facilities, work conditions, health and safety measures, organizational support, and job satisfaction. A descriptive research design was adopted for the study, and primary data were collected through a structured questionnaire from 385 employees using a convenient sampling technique. Statistical tools such as percentage analysis, mean score analysis, and one-way ANOVA were employed to analyze the data and interpret the results.

The findings of the study reveal that employees are generally satisfied with the physical work environment and basic facilities provided by the organization. However, certain aspects such as workload, rest breaks, and communication require improvement. The ANOVA results indicate that there is a significant difference in employees’ perceptions of the work environment across different age groups. The study concludes that while the organization provides a reasonably satisfactory work environment, there is scope for enhancing employee welfare measures, improving communication, and adopting age-specific strategies to further increase employee satisfaction and productivity. The research offers valuable insights and practical suggestions for management to improve overall workplace conditions.

Keywords: Work Environment, Employee Satisfaction, Workplace Facilities, Health and Safety, Organizational Support and Job Satisfaction.

1. INTRODUCTION

In today’s competitive business environment, organizations increasingly recognize that employees are their most valuable asset. The efficiency, productivity, and overall performance of employees largely depend on the conditions in which they work. A healthy and supportive work environment not only enhances employee satisfaction but also contributes significantly to organizational success. The concept of the work environment encompasses various physical and psychological factors that influence employees’ well-being and performance. These include workplace cleanliness, lighting,

ventilation, safety measures, facilities, work conditions, organizational support, and job satisfaction. A positive work environment ensures that employees feel safe, comfortable, and motivated, thereby improving their efficiency and reducing absenteeism and turnover. In labor-intensive industries such as leather manufacturing and exports, working conditions play a critical role in maintaining employee health and productivity. Employees in such industries are often exposed to physical strain, noise, chemicals, and other environmental factors that can affect their performance and well-being. Therefore, it becomes essential for organizations to maintain proper workplace standards and implement effective safety and welfare measures.

Padmash Leather and Exports Pvt. Ltd. is one of the organizations operating in this sector, where maintaining an appropriate work environment is crucial due to the nature of its operations. Understanding the working conditions of employees in such a setting helps in identifying gaps and improving organizational practices. This study aims to analyze the work environmental conditions of employees at Padmash Leather and Exports Pvt. Ltd. It focuses on evaluating various dimensions such as physical work environment, workplace facilities, work conditions, health and safety measures, organizational support, and job satisfaction. The study also seeks to identify issues faced by employees and provide suitable suggestions for improving the overall work environment. By examining these aspects, the research contributes to a better understanding of how workplace conditions impact employee satisfaction and organizational performance, thereby offering valuable insights for both management and future research.

2. REVIEW OF LITERATURE

Table 1.1 Opinion Towards Work Environmental Conditions of Employees At Padmash Leather And Exports Pvt. Ltd

S. No	Author(s) & Year	Title of the Study	Key Findings
1	Ibrahim & Yosepha (2025)	Factors Influencing Job Satisfaction: Work Environment, Workload, Compensation	Work environment significantly influences job satisfaction and employee performance.
2	Agnes Dinda (2024)	Job Satisfaction in the Workplace: A Systematic Literature Review	Employee relations and organizational support improve job satisfaction and productivity.
3	Aggarwal et al. (2023)	Work Environment and Job Satisfaction among Employees	Positive work environment leads to higher satisfaction and reduced employee turnover.
4	Kusuma (2021)	Effect of Working Environment on Employee Performance	Good workplace facilities and harmonious relations improve employee performance.
5	Andarsari & Setiadi (2023)	Work Environment and Employee Loyalty with Job Satisfaction as Mediator	Work environment positively affects employee loyalty and retention through job satisfaction.
6	Tripathi & Chaturvedi (2023)	Factors Affecting Job Satisfaction	Communication, organizational support, and work environment enhance motivation and satisfaction.
7	Yawman (2020)	Organizational Climate and Job Satisfaction	Positive organizational climate increases commitment and productivity.
8	Wakida (2015)	Job Satisfaction, Motivation, and Employee Turnover	Favorable work environment reduces turnover and improves employee motivation.

Source: Compiled by Various Sources

3. OBJECTIVE OF THE STUDY

The main objective of the study is to analyse the opinion towards Work Environmental Conditions of Employees at Padmash Leather and Exports Pvt. Ltd

4. RESEARCH METHODOLOGY

4.1 Research Design:

The present study adopts a **descriptive research design** to analyze the work environmental conditions of employees. This design is suitable as it helps in describing the characteristics of the variables and understanding employees' perceptions regarding their working environment.

4.2 Nature of Data:

- **Primary Data:** Collected directly from employees through a structured questionnaire.
- **Secondary Data:** Collected from journals, books, company reports, and relevant websites to support the study.

4.3 Sampling Technique:

The study uses a **convenience sampling method** to select respondents from different departments of the organization. This method is chosen due to ease of access and time constraints.

4.4 Sample Size:

The total number of respondents selected for the study is **385 employees** working in various departments.

5. DATA ANALYSIS OF INTERPRETATION

Table 1.2 Demographic Profile of the Respondents

S. No	Variable	Category	No. of Respondents	Percentage (%)
1	Gender	Male	220	57.14
		Female	150	38.96
		Other	15	3.90
		Total	385	100
2	Age	Below 25	90	23.38
		25–35	140	36.36
		36–45	95	24.68
		Above 45	60	15.58
		Total	385	100
3	Educational Qualification	School Level	80	20.78
		Diploma	120	31.17
		Undergraduate	130	33.77
		Postgraduate	55	14.28
		Total	385	100
4	Marital Status	Married	230	59.74
		Unmarried	155	40.26
		Total	385	100
5	Department	Production	180	46.75
		Quality Control	70	18.18
		Administration	50	12.99
		HR	35	9.09
		Others	50	12.99
		Total	385	100
6	Work Experience	Below 1 year	60	15.58
		1–5 years	150	38.96
		6–10 years	110	28.57
		Above 10 years	65	16.89
		Total	385	100

Source: Primary Data

Gender:

The majority of respondents are male (57.14%), indicating that the workforce is predominantly male, while females constitute a significant proportion (38.96%), and a small percentage belongs to other categories (3.90%).

Age:

Most respondents fall in the 25–35 age group (36.36%), showing that the workforce is relatively young and active. A moderate proportion is in the 36 - 45 category (24.68%), while fewer employees are above 45 (15.58%).

Educational Qualification:

A large number of employees are undergraduates (33.77%) and diploma holders (31.17%), indicating a moderately educated workforce. Fewer employees have postgraduate qualifications (14.28%), suggesting limited higher academic specialization.

Marital Status:

The majority of respondents are married (59.74%), indicating that most employees have family responsibilities, which may influence their job stability and work-life balance.

Department:

Most employees work in the production department (46.75%), reflecting the operational nature of the organization. Other departments like quality control (18.18%), administration (12.99%), and HR (9.09%) have comparatively fewer employees.

Work Experience:

A significant portion of respondents have 1–5 years of experience (38.96%), indicating a moderately experienced workforce. Employees with 6–10 years of experience (28.57%) also form a considerable group, while fewer employees have more than 10 years of experience (16.89%).

Table 1.3 Opinion Towards Work Environmental Conditions of Employees at Padmash Leather and Exports Pvt. Ltd:

S. No	Statement	Mean Score	Interpretation
Physical Work Environment	Workplace is clean and hygienic	4.12	Agree
	Adequate lighting is provided	4.05	Agree
	Ventilation and air quality are satisfactory	3.88	Agree
	Noise levels are comfortable	3.62	Moderate
	Safety measures are properly implemented	4.12	Agree
Workplace Facilities	Drinking water facilities are adequate	4.2	Agree
	Restrooms are clean and maintained	3.75	Moderate
	Proper seating arrangements are available	3.9	Agree
	First aid and medical facilities are accessible	3.85	Agree
Work Conditions	Working hours are reasonable	3.95	Agree
	Workload is manageable	3.7	Moderate
	Adequate breaks are provided	3.65	Moderate
	Overtime policies are fair	3.5	Moderate
Health and Safety	Proper safety equipment is provided	4.08	Agree
	Safety training is given regularly	3.8	Agree
	Management cares about employee health	3.75	Moderate
Organizational Support	Supervisors are supportive	3.95	Agree
	Communication is effective	3.7	Moderate
	Employees are treated fairly	3.85	Agree
Job Satisfaction	Satisfied with work environment	3.9	Agree
	Environment motivates performance	3.8	Agree
	Feel comfortable working	4.28	Agree

Source: Primary Data

- Employees are generally satisfied with the physical work environment, especially cleanliness and safety measures.
- Basic facilities like drinking water are well appreciated, though improvements are needed in restroom maintenance.
- Work conditions such as workload, breaks, and overtime policies show moderate satisfaction, indicating scope for improvement.
- Health and safety practices are viewed positively, but management attention to employee health can be enhanced.
- Organizational support is fairly good, though communication effectiveness needs strengthening.
- Overall, employees show a positive level of job satisfaction, feeling comfortable and motivated at work.

Table 1.4 Association between Age and Opinion Towards Work Environmental Conditions of Employees at Padmash Leather and Exports Pvt. Ltd – ANOVA

H0: There is no significant difference between Age and Opinion Towards Work Environmental Conditions of Employees

Variables	Source	Sum of Squares	df	Mean Square	F Value
Physical Work Environment	Between Groups	18.72	3	6.24	4.12
	Within Groups	576.9	381	1.51	
	Total	595.62	384		
Workplace Facilities	Between Groups	15.4	3	5.13	3.85
	Within Groups	507.3	381	1.33	
	Total	522.7	384		
Work Conditions	Between Groups	22.5	3	7.5	5.2
	Within Groups	549.75	381	1.44	
	Total	572.25	384		
Health and Safety	Between Groups	12.6	3	4.2	2.95
	Within Groups	542.1	381	1.42	
	Total	554.7	384		
Organizational Support	Between Groups	19.8	3	6.6	4.45
	Within Groups	565.2	381	1.48	
	Total	585	384		
Job Satisfaction	Between Groups	14.85	3	4.95	3.6
	Within Groups	523.95	381	1.37	
	Total	538.8	384		

Source: Primary Data

The One-Way ANOVA test was applied to examine whether there is a significant difference in employees' perceptions of working environment factors across different age groups.

1. Physical Work Environment:

The calculated F-value (4.12) indicates that there is a significant difference among age groups regarding the physical work environment. This implies that employees of different age categories perceive cleanliness, lighting, ventilation, noise, and safety differently.

2. Workplace Facilities:

The F-value (3.85) shows a significant variation among age groups in terms of workplace facilities. This suggests that employee' opinions on drinking water, restrooms, seating, and medical facilities vary based on their age.

3. Work Conditions:

The F-value (5.20), which is the highest among all variables, indicates a strong significant difference between age groups. This means perceptions of working hours, workload, breaks, and overtime policies differ considerably across age categories.

4. Health and Safety:

The F-value (2.95) reveals a significant difference among age groups regarding health and safety measures. This suggests that employees of different ages have varying levels of satisfaction with safety equipment, training, and health-related support.

5. Organizational Support:

The F-value (4.45) indicates a significant difference in perceptions of organizational support among different age groups. This means that supervisory support, communication, and fairness are viewed differently depending on employees' age.

6. Job Satisfaction:

The F-value (3.60) shows a significant difference in job satisfaction across age groups. This implies that employees' satisfaction, motivation, and comfort levels in the organization vary with age.

6. CONCLUSION

The present study titled “A Study on Work Environmental Conditions of Employees at Padmash Leather and Exports Pvt. Ltd.” highlights the importance of a conducive work environment in enhancing employee satisfaction and organizational performance. The findings of the study reveal that the overall working conditions in Padmash Leather and Exports Pvt. Ltd. are satisfactory, particularly in terms of physical environment, safety measures, and basic facilities. However, certain areas such as workload management, rest breaks, communication, and employee welfare measures require improvement. The study also indicates that employees' perceptions of the work environment vary significantly across different age groups, emphasizing the need for age-specific policies and practices. The analysis confirms that a positive work environment contributes to higher levels of job satisfaction, motivation, and employee comfort. At the same time, addressing existing gaps can further enhance productivity and reduce employee dissatisfaction. In conclusion, the organization should focus on strengthening organizational support, improving working conditions, and implementing effective health and safety practices. By doing so, it can create a more inclusive, efficient, and employee-friendly workplace, ultimately leading to long-term organizational success.

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