

The Impact of Employee's well- being on Work Performance at Retail Outlets with special reference to Vishal Mega Mart Moradabad.

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Abstract:

Nowadays it's a great burden on every organization to improve the working conditions so that the employees can work efficiently and effectively with the full zeal and full productivity. Lethargic mood can affect the employee's efficiency and productivity which ultimately lead to low profitability to the organization. The recognition of the significant role of psycho-social environment led to the emergence of organizational psychology, and furthers the concept of quality of work life. In this paper we like to focus on the link between employee well-being in the workplace and its effect on productivity at Vishal Mega Mart at Moradabad Region.

Keywords: Wellbeing; Quality of work life; psycho-social environment.

Introduction:

Employees well -being plays key role in the performance of employees in an organization. The strategic intention of organizations today is to achieve innovation and also encourage workers to work better, smarter and faster. Realizing the current challenges of the business environment and to make survival possible, organizations have begun paying emphasis on managing the performance of their employees, fulfilling their comfort needs by providing an effective workplace environment that also helps them to attract and retain talent.

Work environment is different, diverse and constantly changing. The term work environment can be associated with

- The physical condition of the building.
- Healthy work environments will be free from problems associated with sick building syndrome,
- Poor ventilation.
- Social interactions at the workplace,
- Interaction with peers, subordinates, and managers.
- Generally, employees are entitled to a work in an environment that is free from harassment.
- A hostile work environment exists when unwelcome sexual conduct interferes with an employee's job performance,
- Offensive work environment.

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Significance of the Study:

This study at its completion will lead to benefits the manager, employees, and the organization as a whole. The primary concern of the study is to analyze the working conditions of the Vishal Mega Mart which is thought to be very important influence on employees' performance in the organisation. The study will serve as background information for promoting and advocating good environment for improved performance of the employees of the organisation. It will also serve as background information for future research of the same topic and as a blueprint for determining the actual work environment on employee's performance in an organisation.

Literature Review:

Employee performance is defined as whether a person executes their job duties and responsibilities well. Performance is a critical factor in organizational success. Job performance relates to the act of doing a job. Job performance is a means to reach a goal or set of goals within a job, role, or organization (Campbell, 1990), but not the actual consequences of the acts performed within a job. Campbell (1990) affirms that job performance is not a single action but rather a "complex activity" (p. 704). According to the Lyubomirs, 2001, there is no clear definition for employee wellbeing but everyone can understand the meaning of this term. Fisher (2003) realized that most of the organization owners and managers realized that satisfied and healthy employees contribute the organizational productivity than others. This reflects that employee wellbeing has considerable impact on performance and endurance of organizations in different ways. Performance in a job is strictly a behaviour and a separate entity from the outcomes of a particular job which relate to success and productivity. It is related to the willingness and openness to try and achieve new aspects of the job which in turn will bring about an increase in the productivity of the individual (Sinha, 2004). According to Haynes (2008), the physical environment with the productivity of its occupants falls into two main categories office layout (open-plan versus cellular offices) and office comfort (matching the office environment to the work processes), and the behavioral environment represents the two main components namely interaction and distraction. For individuals to maintain good rates of motivation and physical and mental health, it is necessary that they feel good about themselves, their lives, and the events that occur in them (Imaginário, Vieira & Jesus, 2013).

Objective of the study:

The objective of the paper is to find the link between employee well-being in the workplace and its effect on productivity at Vishal Mega Mart at Moradabad Region.

Research Methodology:

The present study adopted a descriptive survey research design to investigate the influence of work environment on employee's performance and productivity. The populations of the study are staff of Vishal Mega Mart, Moradabad. A sample of 50 respondents was selected through simple random sampling method in the present study. Both the primary and secondary data were the source of data collection and the interview schedule was the tool through which the primary data were collected by administering on the respondents. The collected data has been analysed by using percentage method, Likert scale method & statistical tool Chi-square test.

Data Analysis & Inferences:**Table 1 Demographic characteristic of employees:**

Status	No. of respondents	Percentage
Age		
Below 20 years	0	0
21-30 years	25	50
31-40 years	20	40
41 & Above	5	10
Experience		
Below 2 years	15	30
3-4 years	30	60
5 years & Above	5	10

Inference: The table shows that 50% of the respondents are belong to age category 21-30years, 60% of the respondents are belongs to experience 3-4 years.

Table 2 Rating scale factors:

STATUS	NO. OF RESPONDENTS	PERCENTAGE	RATING	LIKERT SCALE	MEAN
FEEL TIRED					
NONE OF THE TIME	5	10	5	25	2.84
A LITTLE OF THE TIME	4	8	4	16	
SOME OF THE TIME	20	40	3	60	
MOST OF THE TIME	20	40	2	40	
ALL OF THE TIME	1	2	1	1	
FEEL NERVOUS					
NONE OF THE TIME	12	24	5	60	3.42
A LITTLE OF THE TIME	4	8	4	16	
SOME OF THE TIME	30	60	3	90	
MOST OF THE TIME	1	2	2	2	
ALL OF THE TIME	3	6	1	3	
FEEL RESTLESS					
NONE OF THE TIME	4	8	5	20	2.82
A LITTLE OF THE TIME	5	10	4	20	
SOME OF THE TIME	20	40	3	60	
MOST OF THE TIME	20	40	2	40	
ALL OF THE TIME	1	2	1	1	
FEEL DEPRESSED					
NONE OF THE TIME	2	4	5	10	2.28
A LITTLE OF THE TIME	5	10	4	20	
SOME OF THE TIME	8	16	3	24	
MOST OF THE TIME	25	50	2	50	
ALL OF THE TIME	10	20	1	10	
FEEL WORTHLESS					

NONE OF THE TIME	3	6	5	.15	1.83
A LITTLE OF THE TIME	1	2	4	4	
SOME OF THE TIME	12	24	3	36	
MOST OF THE TIME	4	8	2	8	
ALL OF THE TIME	30	60	1	30	
FEEL STRESSFULL					
NONE OF THE TIME	5	10	5	25	2.42
A LITTLE OF THE TIME	2	4	4	8	
SOME OF THE TIME	10	20	3	30	
MOST OF THE TIME	25	50	2	50	
ALL OF THE TIME	8	16	1	8	
FEEL HOPELESS					
NONE OF THE TIME	2	4	5	10	2.32
A LITTLE OF THE TIME	4	8	4	16	
SOME OF THE TIME	8	16	3	24	
MOST OF THE TIME	30	60	2	60	
ALL OF THE TIME	6	12	1	6	

Inference:

1. This table shows that the mean value obtained is 2.84 which is lesser than 3 which mean that most of the time employees feel tired.
2. This table shows that the mean value obtained is 3.42 which is lesser than 4 which mean that little of the time employees feel nervous.
3. This table shows that the mean value obtained is 2.82 which is lesser than 3 which mean that most of the time employees feel restless.
4. This table shows that the mean value obtained is 2.28 which is lesser than 3 which mean that most of the time employees feel depressed.
5. This table shows that the mean value obtained is 1.83 which is lesser than 2 which mean that all of the time employees feel worthless..
6. This table shows that the mean value obtained is 2.42 which is lesser than 3 which mean that most of the time employees feel stressful.
7. This table shows that the mean value obtained is 2.32 which is lesser than 3 which mean that most of the time employees feel hopeless.

Table 3 Chi- Square Test

FACTOR	DEGREE OF FREEDOM	SIGNIFICANCE	TABLE VALUE	CHI-SQUARE VALUE	RESULT
There is relationship between age factor and wellness	12	5%	21.026	13.221	Accepted
There is relationship between well-being & productivity	12	5%	21.026	10.154	Accepted

Inference: There is significant relationship between age factor & wellness. Also there is significant relationship between well being & productivity. Therefore Vishal mega mart must implement employee wellness programs for the employees.

Conclusion & Further Research area:

Recently concept of wellbeing has gained the more attention of both human resources practitioners and scholars. Also it is evident that employee wellbeing is showing a positive association with many of the human resources functions such as motivation, employee engagement, job satisfaction performance etc. These human resources functions are very critical for the success of any organization.

This calls for future research that would replicate the present status utilizing a wider variety of samples and especially involving many studies from different contexts and cultural backgrounds. Many researchers are warranted in the future who would like to move forward with the topic of employee wellbeing to examine the practicality of the topic and influence of different aspect of employee wellbeing to the human resources management.

In the above analysis it was found that Vishal Mega Mart have to do something in the field of employee wellness, if they want to increase the efficiency & productivity of the employees.

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