

An Investigation Of The Factors That Influence Workplace Performance

***V. Vidhya, **Dr. Jayakani**

¹P.h.D Research scholar, Department of commerce, VISTAS, Pallavaram

²Associate professor, Department of commerce, VISTAS, Pallavaram, dxjkpn@gmail.com

ABSTRACT

Workload and work environment are two aspects that can influence employees' effectiveness in the pursuit of organisational objectives. The goal of this study is to see if workload and work environment have an impact on bank employee performance. The study's sample consists of 200 workers from various public sector banks who were chosen using a proportionate random selection technique. Multiple regression tests are used to assess the given data. The findings of this study show that employees' performance is influenced by their workload and work environment. A pleasant work environment, both physically and non-physically, such as strong relationships with coworkers, encourages individuals to improve their performance. Based on these data, it can be stated that offering employees a good workload stimulates them to work more, and providing a pleasant work environment increases their performance.

KEYWORDS: Work Place, Banks, Employees, Engagement.

1. INTRODUCTION

India presents unique hurdles in the form of a rapidly expanding information base, a worldwide market, rapidly changing product demand, and a diverse population with high expectations. Because spirituality promotes Workplace performance, and Workplace enhances performance, Workplace performance, dedication, motivation, and spirituality might be regarded crucial for achieving the desired goals in this context. Workers in the twenty-first century place a greater focus on 'meaning in work' than in the past. They are looking for more meaning and fulfilment in their jobs.

As a result, the postmodern management paradigm emphasises employee participation as well as spiritual concepts and practises in enterprises. However, no research has been done to determine the antecedents of Workplace performance and to investigate the relationship between Workplace performance, workplace spirituality, commitment, motivation, and employee performance. As a result, the current investigation was deemed necessary. Job qualities, rewards and recognition, perceived organisational and supervisor support, and organisational fairness are just a few of the antecedents of Workplace performance that have been found.

An engaged employee collaborates with coworkers to improve the organization's success. As a result, every firm must work to increase and promote Workplace performance. Many studies also imply that having higher levels of Workplace performance reduces the likelihood of turnover. As

a result, it's critical to comprehend the characteristics that boost Workplace performance in the banking industry (antecedents of Workplace performance).

2. REVIEW OF LITERATURE

Truss et al., (2006) states that workplace performance refers to a person's excitement for their job. An engaged employee is dedicated to their work and invested in the company's goals, and they collaborate with coworkers to improve the organization's performance. Workplace performance aids him in forming a positive relationship with his job.

Dogar (2015) defined that Workplace performance boosts the company's growth and productivity. Workplace performance can be used as a retention tool. It is advantageous for both the company and the employees. He goes on to say that dissatisfaction is caused by a variety of factors such as demography, working conditions, and job satisfaction, all of which influence workplace performance. As a result, he comes to the conclusion that Workplace performance level in private banks is very non satisfactory.

Johnson (2008) states that Organizations benefit from having engaged leadership teams because engagement necessitates commitment from the top. He/she also said that in the competitive global economy, organisations need have leaders who are capable of moving beyond their main tasks.

Markos and Sridevi (2010) defined that Employee disengagement is mostly caused by poor management, which results in lower work commitment. As a result, the researcher discovered a method to address this disengagement by following a few techniques. Start from the top, improve workplace performance through two-way communication, provide adequate possibilities for development and progression, and provide 29 employees with suitable training., have a strong feedback system, build a distinctive corporate culture, focus on top performing employees.

3. OBJECTIVES OF THE STUDY

To determine the factors that influence workplace performance.

The purpose of this study is to look into the relationship between the antecedents of workplace performance.

To investigate the relationship between workplace performance antecedents and employee performance.

4. METHODOLOGY

A total of 237 bank workers were included in the study (out of which data of 200 respondents was analysed). The data were acquired mostly by the delivery of structured questionnaires, and the data type was primary. In the early stages of the study, an exploratory research design was adopted with the primary goal of gaining insight and understanding into the significance of workplace performance. The pilot survey, as well as the building of the scales and data collecting, used a

descriptive study design. The data collected through the structured questionnaire were subject to computations in the form of table which made the calculations and analysis easy.

The data was analysed using a variety of statistical tools and techniques, including independent samples t-tests, ANOVA, CFA, and structural equation modelling.

5. ANALYSIS AND IMPLICATIONS

Demographic Characteristics		Frequencies	Percentage
Gender	male	124	62
	female	76	38
Marital Status	Married	115	56
	Unmarried	85	44
Qualifi Cation	Graduate	79	39.5
	Post Graduate	41	20.5
	others		
		80	40
Designation	Officer	126	63
	Asst.manager	42	21
	manager	32	16
Age	Below 25	64	32
	26-35	84	42
	36-45	16	08
	Above 45	36	18

Significance of gender, organization for Workplace performance (independent samples t-test results)

Variable	Category	Mean	SD	t value	p value	Hypothesis Result
Gender	Male	3.78	0.62	0.856	0.043	Accepted
	female	3.70	0.51			
Organisation	Govt.	3.76	1.01	1.492	0.040	Accepted
	Private	3.65				

Significant at 0.05% level of significance

Comparison of mean workplace performance scores – demographic variables.

Variable	F value	P value	hypothesis
Age	1.008	.455	NOT ACCEPTED
Marital status	1.251	.286	NOT ACCEPTED
Designation	1.864	0.002	ACCEPTED
Qualification	0.632	0.005	ACCEPTED

Organizational performance is influenced by workplace performance, commitment, motivation, spirituality, and employee performance. According to the research, workplace performance, motivation, spirituality, the number of dependents, and years of service are all closely related. Spirituality, the number of dependents, years of service, and drive are all antecedents of Workplace performance as spirituality and motivation have significant relationship with engagement.

Commitment does not have significant relationship with Workplace performance hence it is not an antecedent of Workplace performance. Current study emphasises that Workplace performance, motivation, spirituality and commitment leads to employee performance and male employees are more engaged and motivated than female employees.

Workplace performance has no significant relationship with commitment, hence commitment is not a predictor of workplace performance. Workplace performance is influenced by motivation, spirituality, and dedication, according to the current study, and male employees are more engaged and motivated than female employees.

Workplace performance is influenced by spirituality and motivation. An engaged employee completes fundamental job responsibilities on schedule and meets the company's objectives. They put in extra effort and perform better, are more motivated and confident in their work, and remain strongly devoted to the organisation. The presence of higher levels of workplace performance reduces the likelihood of turnover. High levels of workplace motivation and spirituality lead to high levels of workplace performance, which in turn leads to high levels of employee performance.

Finally, managers should be aware that the workplace performance process necessitates long-term relationships in order to develop commitments and mutual reliance. Workplace performance is an ongoing, long-term activity. According to the organisational and cultural strategy of engagement (Frank et al., 2004), engagement is a set of acts and steps (Shaw, 2005) that require the effort and participation of organisational members. The success of a company hinges on the performance of its employees.

REFERENCES

1. Truss, C., Soane, E., Edwards, C., Wisdom, K., Croll, A. and Burnett, J. (2006) Working Life: Employee Attitudes and Engagement. London, CIPD.

2. Dogar, N (2015), "Relations between organizational commitment and demographic factors: a research in banking sector", *Academicus - International Scientific Journal* , pp 103- 115
3. Filipkowski, M. and Johnson, C. M. (2008), "Comparisons of Performance and Job Insecurity in Union and Nonunion Sites of a Manufacturing Company", *Journal of Organizational Behavior Management*, Vol.28, No.4, pp.218 – 237
4. Markos, S., and Sridevi, M. S., (2010), "Workplace performance: The key to improving performance", *International Journal of Business and Management*, Vol. 5, No. 12, pp .89-96.
5. Kress, G., Jewitt, C., Bourne, J., Franks, A., Hardcastle, J., Jones, K., et al. (2005). *Urban Classrooms, subject English: Multimodal perspectives on teaching and learning*. London: Routledge Falmer