

## **Benefits Of Fostering A Positive Workplace Environment For Both Employers And Employees**

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### **ABSTRACT**

*A positive workplace environment, in general, contributes to enhanced organizational performance and a positive brand image. As a result, the workplace not only grows internally but also receives external acclaim, drawing stakeholders and customers alike. Fostering a healthy workplace environment is connected to greater employee morale and motivation, which leads to increased production and efficiency for businesses. Employee well-being not only reduces stress but also contributes to lower rates of burnout, absenteeism, and attrition. Thus, study emphasizes the influence on talent attraction and retention, as firms with a reputation for fostering a positive workplace culture attract top-tier talent. The study also examines the positive effects of establishing a healthy workplace environment on both employers and employees, highlighting the varied benefits involved with doing so. Positive interactions, employee well-being initiatives, and a supportive culture are all characteristics of a healthy workplace.*

**Keywords:** *Workplace, Employee, Business, Teamwork, Professionalism.*

### **INTRODUCTION**

Human resource management (HRM) assumptions believe that an organization's personnel achieve the best results. Employees are thus considered a vital asset for any company aiming to enhance its productivity. (Nor, A. I. 2018). Before the close of the twentieth century, performance was commonly perceived as a blend of capability and motivation, particularly in the presence of sufficient resources. Employee motivation has thus become a critical component for most managers. When a company's human resources (HR) are completely utilized, it can reach limitless production, efficiency, and productivity. No two employees operate in the same way since everyone has a different work style. Some employees have the best potential independent of incentives, while others earn bonuses very sometimes (Meng, J. and Berger, B.K.2019; Berberoglu, A. 2018). Employee performance is influenced by their readiness and receptiveness to fulfill their responsibilities.

Furthermore, when people are eager to finish their duties, their productivity rises, contributing to improved performance (Raziq, A., and Maulabakhsh, R. 2015). On the contrary, employees, equipment, and materials must be equipped with the necessary resources to carry out their tasks

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effectively, regardless of their individual talent or expertise (Kuruparensothynathan et al., 2016)." Assessments of performance significantly influence emotionally charged aspects of professional life, such as evaluating an individual's dedication and proficiency" (Narcisse, S., & Harcourt, M., 2008). Some experts argue that adopting a well-defined methodology for assessing employee performance is imperative for a company's success (Olson et al., 2018), which is dependent on a safe workplace.

In the past six decades, there has been an evolution in the perception of a healthy workplace. Initially, as (Robin 2003) suggests, an organization's health was predominantly assessed based on its financial prosperity. Many groups have aimed to prevent rather than improve health problems. Companies began providing trips and picnics to their employees in the 1940s. Companies launched fitness programs for their staff in the 1970s and 1980s. Employees in businesses all around the world are now flooded with a plethora of organizational programs aimed at enhancing employee and corporate well-being. Roughly 90% of businesses employing 50 or more individuals have implemented some variation of a health promotion program (Al-dana, 2001).

Employee productivity is the most essential and pressing issue in any firm, and it has become a perfectly normal and natural characteristic of modern global competition dominated by cultural, religious, and ethical disparities. Because global business takes place under one roof and people from various backgrounds and work styles join together to accomplish similar corporate goals, conflict can happen in any sort of collaboration. Organizations frequently attempt to get their employees to collaborate, and conflict emerges when people with various work styles, goals, motivations, and methods collaborate on opposing priorities (Parashar and Sharma 2020). Insults, lack of collaboration, abuse, animosity, and, in extreme circumstances, fighting and bodily harm to others can result from such interactions.

## **IMPACT OF WORKPLACE ENVIRONMENT**

It is widely acknowledged that there is a beneficial correlation between affective commitment and employee performance. This means that employees who believe their company treats them well (for example, through fair rehabilitation and engagement in decision-making processes) boost their interpersonal connection to the organization and consequently their performance and effectiveness (Mahmood Aziz, H et al., 2021). Furthermore, employees who are highly devoted to attaining corporate goals have a strong sense of responsibility for their tasks, but employees who are less committed to reaching company goals do not. Some research has found a link between normative commitment and employee performance (van Rossenberg, Y. G. T et al., 2018). Employees in a healthy workplace feel valued, respected, and safe. Here are the effects of a positive work environment on employees:



Source: - Authors Own

### **Fig.1 Benefits of a Positive Workplace Environment on Employees**

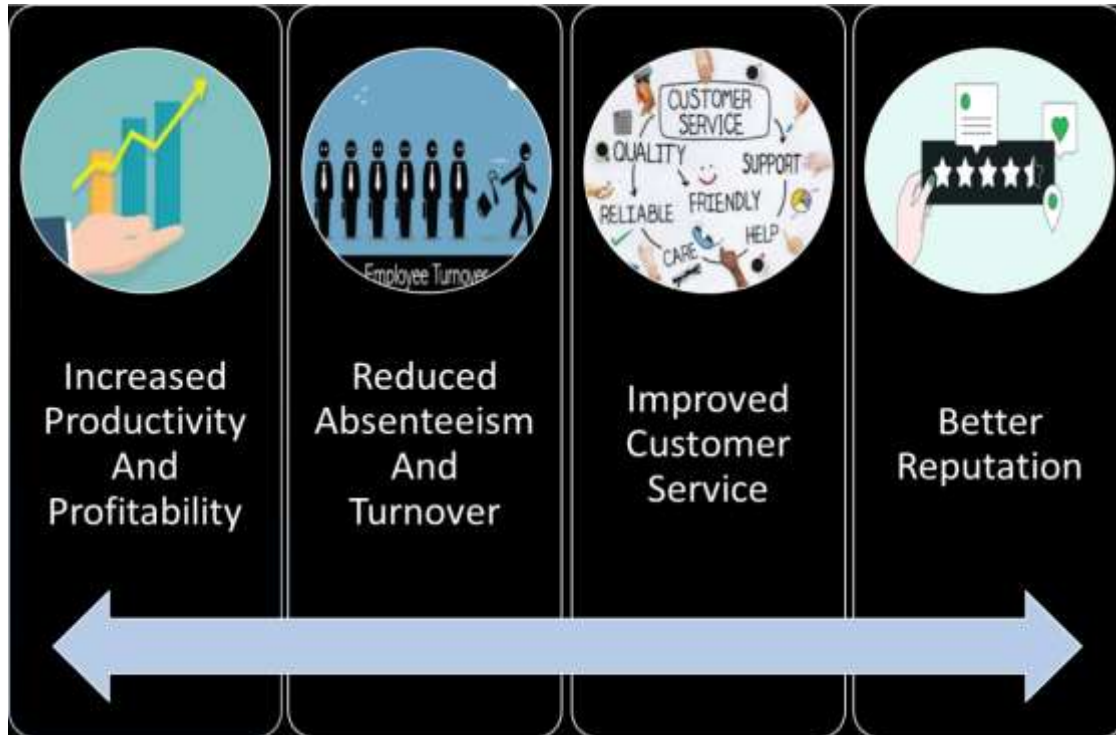
Employees' physical and mental health can benefit from a healthy work environment, one who feel supported and respected are less likely to suffer from stress, burnout, and other health difficulties. So those who are happy and involved in their work are happier and more engaged in their work and it has the potential to boost productivity and creativity.

A positive work atmosphere can assist individuals in striking a better work-life balance. Employees, on the other hand, are more likely to profit from flexible work arrangements and to feel supported in their home lives. The one who work in a favorable work environment are more likely to have possibilities for professional progression and development. This is due to the fact that their employers are more likely to invest in their training and development.

A healthy work atmosphere benefits not just the employees, but also the employer. To attain financial success, many businesses rely on a ruthless, uninhibited, and uncompromising mentality. A significant and expanding body of research in positive organizational psychology, on the other hand, reveals that a competitive workplace is not just detrimental to long-term productivity, However, fostering a positive environment yields significant advantages for employers, employees, and the organization's bottom line.

While the belief that stress and pressure can boost productivity is pervasive, leading organizations may overlook the concealed expenses associated with such investments. However, these employers are unable to discern between stress and eustress, according to (Seppälä 2017).

Some of the points under the impact of positive workplace environment on employers are given below: -



Source: - Authors Own

**Fig.2 Impact of Positive Workplace Environment on Employer**

Employees that are happy and engaged are more likely to be productive. This can result in increased profitability for the company. Content and motivated employees are prone to higher attendance rates and lower turnover, thereby reducing costs associated with recruitment and training. Moreover, their enhanced job satisfaction often translates into exceptional customer service, potentially elevating client satisfaction levels and fostering repeat business.

A company with a positive reputation as a wonderful place to work will recruit and retain top personnel. This may provide the company with a competitive advantage.

### **CONSEQUENCES OF UNHEALTHY WORKPLACE ENVIRONMENT**

An unhealthy workplace environment can have a range of negative consequences for both employees and organizations. Here is a summary of the key points from your reframed response:

- **Employee health issues:** Poor working conditions can lead to physical and mental health issues for employees, such as respiratory infections, musculoskeletal ailments, exhaustion, stress, anxiety, and depression.
- **Reduced Productivity:** Employees in unhealthy work settings are often less productive as a result of issues such as poor management, a lack of communication, and a stressful environment. Employees in unfavorable work settings are more likely to be absent or on sick leave owing to stress-related illnesses.
- **High Turnover Rates:** Unhealthy work environments contribute to high turnover rates as employees seek better chances or a healthier work environment elsewhere.
- **Legal and compliance issues:** A workplace that fails to meet health and safety standards may face legal ramifications. Neglecting to adhere to health and safety regulations can lead to consequences such as fines, litigation, and damage to the organization's legal reputation.

- **Reduced Creativity and Innovation:** Employees in toxic work settings may feel unmotivated and disinterested, resulting in lower creativity and innovation.
- **Impact on Employee Morale:** Unhealthy workplace environments contribute to low employee morale, leading to a lack of enthusiasm and commitment to work.
- **Erosion of Trust and Employee Engagement:** Trust is a crucial element in any workplace. Unhealthy environments can erode trust between employees and management, leading to disengagement. Employees are less likely to be committed to their roles and may become cynical about organizational goals.

Organizations should prioritize developing a pleasant, healthy, and inclusive work environment that supports employee well-being and happiness in order to counteract these negative impacts. Improving communication, supporting work-life balance, providing enough resources, and eliminating any toxic components within the workplace culture can all contribute to this.

## SUGGESTIONS

Cultivating a positive workplace environment benefit both businesses and employees by increasing productivity, profitability, employee happiness, engagement, and retention rates. To do this, a culture of respect and inclusion must be established in which people feel appreciated regardless of their background or organizational position. Moreover, fostering work-life balance is crucial, necessitating the implementation of flexible work arrangements and demonstrating unwavering support for employees' personal endeavors. By providing enough possibilities for career growth and development, employers ensure that their employees may continue to learn and succeed in their careers. Encouraging collaboration and teamwork fosters a sense of comfort among employees to work together seamlessly and share innovative ideas. Moreover, creating a safe and supportive environment is paramount, where employees feel shielded from harassment and discrimination. By conscientiously incorporating these practices, employers can effectively shape a healthy workplace environment that brings about mutual benefits for all involved.

## CONCLUSION

A toxic work environment may be devastating for both people and businesses. Physical and mental health problems, reduced productivity, increased absenteeism, high turnover rates, poor team dynamics, negative impact on organizational reputation, legal and compliance issues, decline in innovation and creativity, impact on employee morale, and erosion of trust and employee engagement are all outcomes that could occur.

Organizations should prioritize developing a pleasant, healthy, and inclusive work environment that encourages employee well-being and happiness to avoid these negative repercussions. Improving communication, supporting work-life balance, providing enough resources, and eliminating any toxic components within the workplace culture can all contribute to this. Organizations that invest in a healthy workplace environment can enjoy a variety of benefits, including higher productivity, profitability, employee happiness, engagement, and retention. A healthy workplace is also more likely to recruit and retain top people, which can provide a competitive edge to the firm. Subsequently promoting a healthy workplace environment is not only moral, but also financially beneficial.

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