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The Importance of a Healthy Working Environment in Business

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Abstract: This paper focuse on healthy working condition in business. In business organization different type of employees work together who come from different backgrounds so they have different interest ,behaviour and personalities. So these different type of nature become the reason of conflict with in a organization. Second biggest reason of unhealthy environment in organization is working condition which make the employees stressed and unhealthy. So different work environment results in different way of cooperation and productivity which convert different rate of profit for a business. The study is based on secondary data and past literature and internet based facts. The results of the study suggested that if a organization has healthy, peace full working environment for their employees then there are more opportunities of growth for employees and company itself and absenteeism rate of employees are less and enjoy their work in organization.
Keywords: Business, organization , environment, employess.

I. INTRODUCTION

Nowadays we live in a environment where customer or employees become king of the business organizations. So if any company or organization deny their rights or health , safety then those organization can never grow in the business world. That is why every business try to give best working environment whether it is physical or emotion peace full environment. Organization is nothing but a group of people where different people work together for individual purpose and for common goal. There people come from different backgrounds and environment so everyone have different point of view , behavior ,moreover personalities. So there are so many chances of conflict them .secondly every employees want to work in hygienic environment moreover peaceful where unnecessary noise doesn't come from anywhere.

If any employee feel stress within a organization then it affect his performance. Sometime the reason of stress of a employee is burden of work and conflict with employer or other colleague. sometime family problems also become the reason of stress which can reduce the productivity of employees moreover increase the rate of absenteeism in the organization. Other biggest reason of unhealthy environment with in a organization is physical working conditions like no proper sitting arrangements , no hygienic environment ,without airy rooms ,less technical requirements like lack of computer systems ,internet connectivity , moreover location of business organization in a heavy noisy area when different type of noise come which directly affect the employees and they leave this type of job very easily.

Meaning of healthy working environment " A healthy workplace is one where worker and mangers collaborate to continually improve the health safety and well being of all workers and by doing this sustain the productivity of the business (world health organization, 2009)

A. An Effective Workplace Health And Well Being Program
 Basically it include individual environment , and organization factor moreover organizational factors.
1) Individual factors based on employees well being and on his /her needs such as providing healthy services and information as well as building the knowledge and skill of employees to adopt healthy lifestyle.
2) Environment factors it includes healthy work place for employees like provide them a best physical work environment that supports health and offer resources at right place which increase their productivity .
3) Organizational factors it include healthy vision like active commitment of management and business practices and polices supports and encourage healthy behaviour.

So most people spend 50% of their lives within door environment which influence their mental status actions abilities and productivity. High productivity and better result is come from better working environment .

II. REVIEW OF LITERATURE

Hovik et.all(2008) in their study "An explorative study of health ,safety and environment culture in a Norwegian petroleum company" this study examined the concept of health ,safety an environment between the workers of company the study based on qualitative interview of 31 employees of the company. The finding of the study suggests that managers and employees of the company have different roles and actions moreover views regarding to health safety and environment in the company. Fabius at.all(2013) in their study "The link between workforce health and safety and the health of the bottom line" A study based on the test of hypothesis that best efforts to reduce a work force's health and safety risk with a stock market performance. The study concluded that the companies that build a culture of health by focusing on the well being and safety of their works for yield grater value of their investor. Shoat at.all(2004) in their study "Improving performance and quality of working life" A modal for organizational enterprise" A study examined different perspectives related to organization environment. The result of study was suggested that organizational health increase individual wiliness as well as effectiveness of economic resilience.

III. METHODOLOGY

The study is based on qualitative research and data is collected from secondary sources like   past literature and internet.

A. *Objectives*
1) To find the importance of healthy work environment in company
2) To find the best way of health environment in company

B. *Aspects Of Healthy Working Environment*
There are four aspects of creating healthy working environment in a organization
1) Workplace culture creating a happy organizational culture .every organization has it's own culture that determines its value and set some standards that employees always fellow. If a company create positive workplace culture that motivate employees to do well practices and that environment tends to be healthier and there are not to be upset and unhappy in a organization
2) Health and lifestyle practices employees work for organization and think for it . so they are best asset of organization and putting efforts into employee wellness can motivate better teamwork ,increase productivity and reduce sick leave and workplace accidents.
3) Physical environment and occupational health & safety work environment also include physical environment of office and occupational health & safety of empoyees. Decrease the worry of employees by looking into the safety of the workplace and ensuring all electronic cable are covered and provide the best sitting place where they can sit without worry.
4) Supportive workplace environment every employees are a human being so they have some emotions get brought into workplace so never try ignore them even find the core problem and try to solve the problem and support them by showing concern .sometime employees come with depressed due to losing loved one then show compassion and sit with them. Remember that a supportive workplace culture is the foundation of a healthy workplace environment.

C. *Ways To Create A Healthy Working Environments*
A happy and healthy employee is a productive employee .so there some way to create a healthy working environment :-
1) Promote Wellness motivate their employees for best health physical or emotional exercise like yoga session before start the work. This not only encourages a healthy lifestyle among even team but also give them opportunities to get to know other employees better.
2) Engage with different personalities every organization has different employees so encourage the employees to work with different employees and help the other employees with out any fear
3) Fair employee policy in every organization should fellow a fair employee policy and ensure every employee know about all rule and polices at the top to bottom. If policy changes ensure everyone know about it.
4) Eat healthy providing their employees canteen facility within the organization which provide them breakfast ,lunch and tea coffee time to time. This facility stay them happier and fresh al the time.
5) Team building activities encourage employees for team work and closer to other employees in the organization. These activities help them communication and boosting morale at the workplace .
6) Break time another way of creating healthy environment is encourage them quick 5mint break from chair and regular breaks will assist to relieve muscle fatigue eyestrain and to restore the level of concentration.

7) Clean and comfortable office to make an effort to provide a relaxing atmosphere with comfortable furniture ,working equipment and add a few work lights to make it brighter.

IV. CONCLUSION

Creating a healthy working environment does not costly or difficult .Even a healthy workplace environment increase the productivity and reduce cost of absenteeism , turnover ,work compensation, and medical claims. A healthy working environment attract best men power in the organization and increase the profit rate of businee.

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