

A SURVEY PAPER ON RELATONSHIP BETWEEN WORK,WORK PLACE AND EMPLOYEE

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Introduction

Change is inevitable. A work, worker, workplace and even employment have to undergo change according to the changing needs and requirement for the purpose of existence, survival and for growth purpose. Time to time, the change takes place. The work workers workplace and employment are the dependent variables on the ultimate objective of the business organization. Not only a predetermined objective but even any change in the objective of organization ultimately mandates to undergo with a change for all the stated variables. A change in the objective of organization sometimes calls for a change in the methods of work to be performed, modified method of work at times even forces to undergo behavioral changes in the workers because sometimes a methodology adopted to perform a task not only requires a technically expert workforce but a good team who can not only perform the task perfectly but also survive and maintain a congenial relation with 360°.

Objectives of the study

to find out the independent variable which plays a major role in order to influence the dependent variables such as work, workers and workplace.

find out the nature of correlation existing between the selected dependent and independent variable.to suggest necessary measures to undergo with change required phenomenon for the purpose of peace harmony and success.

Scope of the study

The scope of the study is restricted to 1 selected institution working environment

The scope of study is confined to the three dependent variables (work, worker and workplace) only which has a responsiveness toward a change in the independent variable (objective of any business organization)

Methodology of the study

Source of dataThe study is purely based on two important primary sources viz., personal observation method and group discussions method

Tools and techniques usedIn the study I have used two types of tools. i.e., questioner and point rating scale

Data analysis and interpretation

In the study I have taken in to consideration the live working atmosphere in a college institution consisting of 6 member staff in a particular department and I have presented my view on a topic after a thorough observation and recalling my personal experiences during 3 years period of time, where I have found a continuous changes in three important variables. Those are: Work, Worker & Workplace. I have classified my study in three phases on the basis of personal observation on my work place within the period of two years and I have named these three phases as survival phase, existence phase and growth phase.

SURVIVAL PHASE: I call this time period as a survival phase, because it was a time period when the concerned course in a college was newly launched and because of this reason the staff and department was newly appointed. This phase has run for one year, where the basic objective of the institution is to promote the course, college and department. This objective is assigned to the staff. The staff is more active and primarily taking necessary care toward promoting the course and department. The basic groundwork on this task is found in the necessary care taken to work towards following major activities *

* Maintaining and improving internal marks of students of this batch.

* Working hard toward sustaining the job.

* Surviving in the under construction staff room and unfurnished classes etc.

During completion of the first phase I observed that 6 member staff was satisfactory for the staffroom allocated to them, classrooms allocated for lectures and I have found that faculties are psychologically boosting students positively toward the atmosphere in class. And not dissatisfied with their low paid salaries.

EXISTANCE PHASE: The objective set up by institution towards promoting the course and department was found to be reached by the commitment of staff and all the forces. And then I found a change after the first phase period and hence I named it as existence phase. I consider it as second phase because I have found a change in the objective of Institution. The institution has changed the objective slightly and the objective was to advertise the college and course, to fill up the increased seats in the course during second phase and to improve the results. During this phase to meet the objective I have found staff coming close and working as a team. During this phase I have observe that staff was concentrating and demanding for following.

Tightening the internal assessment by way of improving the standards of assessment to the students.

* A fully constructed class rooms and structured staff room

* Appeal for seminar hall and digital library etc.

The staff has come close as a team and took initiative toward advertising the course and their efforts have reaped benefits and this has resulted in fulfillment of 78 percent of increased seats.

GROWTH PHASE: the objective set up in the previous phase was reached and praised by the institution. In the next academic year I have found an interesting change in the objective set up by institution. The objective for the academic year was growth in student's performance and development in faculty's teaching career. Once this objective was set up, I have found that some staff was enthusiastically and some staff was forcefully involved in –

* Vesting their interests in participating and presenting national and international seminars, boosting students and involving them to prepare and present papers in seminars.

* Attending workshops

* Attending faculty development programs

During this phase 20 percent of the total staff was PhD enrolled, 2 faculties were NET, SET qualified and 1 faculty qualified JRF. Remaining staff was trying to improve their performance. And then in this phase I found staff was demanding for the increment in their salary. Thus in all the three phases I found objective as a base independent variable which has an impact on the other variables such as work assigned, workers (STAFF), workplace and employment. In all the above three phases the objective was

proven as an independent variable which has impact on the 3 dependent variables. I found change in the objectives of institution from time to time as 1 factor which is commanding a change in the other important variables.

Findings The first objective set up by the institution is to promote the course, college and department. This has resulted in –

a) Maintaining and improving internal marks of students of this batch.

b) Working hard toward sustaining the job.

c) Surviving in the under construction staff room and unfurnished classes etc.

This signifies a change in work methodology, workers participation and adjusting according to the situation in a work atmosphere. During the second phase the new objective was to advertise the college and course, to fill up the increased seats in the course during second phase and to improve the results, this has resulted in – Tightening the internal assessment by way of improving the standards of assessment to the students.

b) A fully constructed class rooms and structured staff room

c) Appeal for seminar hall and digital library etc.

This also signifies a change in a work methodology, workers participation and workplace / work atmosphere in comparison to the first phase stated in above finding.

The objective for the third academic year was growth in student's performance and development in faculty's teaching career. This has resulted in –

- a) Vesting their interests in participating and presenting national and international seminars, boosting students and involving them to prepare and present papers in seminars.
- b) Attending workshops
- c) Attending faculty development programs

During this phase, 20 percent of the total staff was PhD enrolled, 2 faculties were NET, SET qualified and 1 faculty qualified JRF. Remaining staff was trying to improve their performance. And then in this phase I found staff was demanding for the increment in their salary. This also signifies a major and remarkable change in a work methodology, workers participation and workplace / work atmosphere in comparison to the first phase and second phase stated in above findings.

- * In the study during first phase I have found that the dependent variables are positively responding to objective. i.e., every effort was undertaken. Where as in the second phase also the dependent variables were positively correlated where as in case of third phase also the independent variables are positively correlated but then the demand was increased from all the dependent variables.