



## **A STUDY ON FLEXIBLE WORKING CONDITION AND IT'S IMPACT ON PERFORMANCE AND JOB SATISFACTION AT DATAZOIC**

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### **Abstract**

Flexible operating techniques have emerge as extra famous because they boom the pleasant of existence of personnel. Many agencies battle with time management issues such as late arrivals, early departures and absenteeism. This research examine checked out how flexible paintings arrangements can reduce those time control issues at the same time as increasing process pride and performance. Bendy work arrangements permit employees to stability paintings and life commitments. Developing a piece-existence stability for employees can lessen time management troubles. Bendy work arrangements can cause expanded job pride and performance, which blessings each employers and employees. A quantitative studies approach became used with online questionnaires that were dispensed to all employees inside the agency and it turned into proven that bendy paintings arrangements are favored among the general public of employees and that there may be a substantial superb relationship among bendy paintings arrangements and task pride and performance amongst all employees no matter their a long time. The availability of bendy operating hours enriches paintings-lifestyles stability, which will increase job pride and overall performance which incorporates their mindset as well as their loyalty.

**Keyphrases:** flexible paintings, performance of personnel, job pleasure, work existence stability.

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## **1. Introduction**

Bendy working alternatives are such running preparations, the intention of that's to obtain the exceptional viable harmony among the hobbies of the enterprise and the interests of individual employees. They have an effect on how personnel in an agency interact, perform duties, and are led. Flexibility in work preparations can improve customer service and productiveness, and deliver employees the selection to balance work and private responsibilities. Bendy operating hours no longer only contribute to the development of the general surroundings and interpersonal relationships, but also boom the pleasure of labor.

In the twenty first century, technological improvements have reached beyond expectations and the common changes affecting the corporate global have elevated the need for workplace flexibility. It's a manner of thinking and working that enables personnel make a contribution and courses their private lives. It also engages personnel to deliver progressive and innovative solutions to conflicts that occur in their professional and personal lives. The physical workplace surroundings is the maximum important component in keeping an worker glad in nowadays's business world. Today's workplace is exceptional, various, and constantly converting. The everyday business enterprise/worker relationship of old has been grew to become the wrong way up. Workers are residing in a growing economy and feature almost limitless process possibilities. This aggregate of factors has created an environment where the commercial enterprise wishes its personnel extra than the employees want the enterprise.

A flexible paintings association (FWA) that differs from the traditional nine to 5 Monday to Friday operating time table has a very various variety of viable options. FWA will allow enterprise to growth competition between recruitment degrees and workload or customer service necessities, allowing the enterprise to open for longer hours, increasing body of workers availability while workloads are height and less group of workers while commercial enterprise is calm/quiet. Flexible running conditions will extraordinarily assist the personal desires of employees. Diverse corporations offer bendy work alternatives, and personnel are increasingly more recognizing bendy scheduling as an vital factor in accepting or maintaining a role. Flexibility may also encompass the subsequent blessings, such as extended productivity, increased morale, decreased absenteeism and advanced first-class of work. Bendy scheduling creates an environment in which employees are extra happy with both their paintings and their lives.

A massive wide variety of flexible working circumstance research have shown that workers are glad almost about unique workspace functions.

Those capabilities desire by way of customers are surprisingly widespread to their productiveness and workspace performance, they may be lighting fixtures, ventilation rates, get entry to to natural light, acoustic surroundings and so forth.

### **Targets of the Study**

The goal of this have a look at consist of:

- To degree the extent of job pride amongst employee.
- To identify the elements influencing the worker process pleasure.
- To perceive the different factors so one can have an impact on employee overall performance
- To examine the importance among the working conditions and process delight stage.
- To study the boom possibility of employees at Datazoic.

Three. LITERATURE evaluate

The paper is ready the impact of running surroundings on activity delight and how to boom the effectiveness and performance of personnel for this reason to increase business enterprise's productivity [1]. The paper is about work-circle of relatives conflicts of auditors which impacts their performance and job pride [2]. This look at explores the elements that have essential influences on activity understanding and similarly analyses on how the jobs affect income and job pleasure [3]. This paper examines the relationship among work lifestyles stability practices on employee job performance as well as the mediating impact of process delight in the relationship among paintings-life balance practices and employee task overall performance among doctors and nurses in East Malaysia [4]. This paper's remaining purpose become to perceive how flexible operating arrangements can affect the personnel' performance in organizations in Malaysia that specialize in businesses of employees of white-collar age 24 to 60 years vintage [5]. This paper investigates the direct and indirect results of flexible working preparations (FWAs) on go back on labour (ROL) [6]. This look at objectives to degree the impact of bendy running hours (FWH), remote running (RW), and work existence balance (WLB) on employee process delight within the banking enterprise throughout the pandemic [7]. This paper analyses the personnel' satisfaction and retention the various center-level management employees at Sugar factories in Myanmar [8]. This paper attempts an evaluation of the flexible working hours framework method followed through the worldwide banking region throughout covid-19 pandemic generation and its impacts [9]. In this take a look at, the impact of bendy running structures on task pride became tested. As a result of the evaluation, the relationship among flexible operating structures, task satisfaction and its dimensions had been examined and it changed into seen inside the results of the analysis

that flexible operating systems have been powerful on process delight [10].

Four. Statistics series

A random sampling survey changed into taken at Datazoic for this take a look at. The statistics were accumulated with the assist of a questionnaire Seventy six legitimate samples had been collected.

There are four elements to the survey

Part 1 collects the responder's private information like age, gender, qualification, month-to-month income and experience with the agency.

Element 2 collects their opinion on the elements that affect personnel process satisfaction.

Part 3 collects the information concerning the overall performance of personnel on the job.

Component four questions are based totally on the running situations furnished to the employees in the organization.

Five. Method

The reason of this observe is to understand flexible working circumstance and its impact on performance and process satisfaction. The relationship among congestion parameter and effect factors has been analysed to apprehend the responder's opinion. SPSS tool is used to analyse the parameters. Chi-square evaluation, Correlation, One-manner ANOVA, and impartial T check are used to analyse the effect factors.

#### **Characteristics of Respondents**

So as to locate the traits of respondents, the respondents have been asked positive inquiries to classify themselves accordingly. A number of them are Age, Gender and monthly profits. The results for these questions are supplied in tables 1 to three.

Table 1 suggests that seventy six.Three% of respondents are between the age institution of 20-30 Years, 19.7% are among 31-forty years and 3.Nine% are between 41-50 Years.

Table 1 Age of the respondents

<b>AGE</b>	<b>NO. OF RESPONDENTS</b>	<b>PERCENTAGE (%)</b>
20-30	58	76.3
31-40	15	19.7
41-50	3	3.9
above 51	0	0
Total	76	100.0

Table 2 shows that 21.1% of respondents are female, 78.9% are male.

Table 2 Gender of respondents

<b>GENDER</b>	<b>NO. OF RESPONDENTS</b>	<b>PERCENTAGE (%)</b>
Female	16	21.1
Male	60	78.9
Total	76	100.0

Desk three suggests that 1.3% of respondents have completed degree, 1.3% of them are high secondary educated, fifty two.6% of the respondents are

undergraduates, forty four. 7% of them have professional stages.

Table 3 Qualification of respondents

OCCUPATION	NO. OF RESPONDENTS	PERCENTAGE (%)
Diploma	1	1.3
HSC	1	1.3
UG	40	52.6
Professional	34	44.7
Total	76	100.0

2. Results and Discussion

This segment offers the result and analyses the elements influencing task delight. The outcomes of the have a look at had been acquired via analysing of SPSS software program device.

7.1 element influencing employees job pride  
 One-manner ANOVA analysis is used in this look at to recognize the relation among month-to-month profits and activity safety, and to find the factors influencing employees activity pleasure.

Null hypothesis:

H0: there's no vast difference between the monthly income and activity satisfaction.

Change hypothesis:

H1: there is a significant difference among the month-to-month profits and activity pleasure.

From determine 1 One-way ANOVA evaluation, it's miles it's far inferred that there may be no dating between monthly profits and task safety. Month-to-month income isn't always a prime issue affecting the task safety for the personnel.

ANOVA					
job_security					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.243	3	.081	.236	.871
Within Groups	24.744	72	.344		
Total	24.987	75			

Figure 1 One-way ANOVA for Factor influencing employee job satisfaction

7.2 Performance of job by employees

Independent T-test to locate whether or not there may be any tremendous distinction inside the overall performance of task via personnel.

Null hypothesis:

H0: there is no dating among gender and employee overall performance.

Trade hypothesis:

H1: there is a relationship among gender and employee performance.

From determine 2, it is inferred that there may be no large distinction among the gender group and factors that affect the overall performance of personnel.

Independent Samples Test											
		Levene's Test for Equality of Variances				t-test for Equality of Means					
		F	Sig.	t	df	Significance One-Sided p	Significance Two-Sided p	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
Employee performance	Equal variances assumed	1.132	.291	.493	74	.312	.623	.062	.126	-.189	.314
	Equal variances not assumed			.515	22.596	.306	.612	.062	.121	-.188	.313

Figure 2 Independent T-test for the performance of employees

### 7.3 Impact on working conditions and job satisfaction

Correlation analysis is used to discover any relation among working situations and activity pride ranges among personnel.

Null speculation:

H0: there's no dating among working conditions and activity pride.

Trade speculation:

H1: there is a dating among running conditions and process pride.

From figure three, it's far inferred that there's a dating among running conditions and job delight. While the working situations are advanced, the activity delight is also elevated, resulting in fine correlation.

Correlations			
		working conditions	job satisfaction
working conditions	Pearson Correlation	1	.312**
	Sig. (2-tailed)		.006
	N	76	76
job satisfaction	Pearson Correlation	.312**	1
	Sig. (2-tailed)	.006	
	N	76	76

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Figure 3 Correlation analysis for significance between working conditions and job satisfaction

### 7.4 Growth opportunities

Chi-rectangular analysis between age and mastering and profession development among personnel has been executed to realize the boom opportunities available to the personnel in this organisation.

Null speculation:

H0: there is no affiliation among age and mastering and career improvement amongst personnel.

Trade speculation:

H1: there may be an affiliation between age and gaining knowledge of and career improvement among personnel.

From discern 4, it is inferred that there may be no affiliation between the age and the gaining knowledge of and career development among personnel. From this, it's miles understood that regardless of the age, there is boom possibilities for employees on this corporation due to the bendy running conditions supplied to them.

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	5.687 <sup>a</sup>	3	.128
Likelihood Ratio	5.004	3	.172
Linear-by-Linear Association	.621	1	.431
N of Valid Cases	76		

a. 5 cells (62.5%) have expected count less than 5. The minimum expected count is .05.

Figure 4 Chi-Square analysis for growth opportunities

### 8. Remedies To Improve Working Conditions

The findings from the examine suggest a few viable remedies to improve working situations within the agency. The following treatments need to be taken to benefit a fantastic effect at the performance and process pride of the personnel like an progressed interior inside the workplace, advanced verbal exchange and group building sports, increasing responsibility, encouraging interests of personnel and trusting them.

### 3. Conclusion

This studies facilitates to gain an perception to the tendencies inside the discipline of HR within the Indian IT industry. This studies allows to get an overview of HR trends within the Indian IT enterprise. It allows us recognize flexible working hours and also brings interesting records about them. Maximum respondents are in favour of flexible working hours. The maximum essential motives for flexible running situations are to harmonize paintings life and accordingly contribute definitely to the productiveness of the business enterprise. This will help to a point in checking the wear rate. Therefore, management should paintings to retain their talent by way of getting to their wishes to hold

them. Via this research, we also discovered that personnel have a positive opinion of the business enterprise and its regulations, and think that the agency is a better location to work and support their growth. It's miles continually a regarded truth that if a company looks after the needs of the personnel, the worker will serve the agency higher.

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