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RELATIONSHIP BETWEEN WORK PLACE CONDITIONS AND INDIVIDUAL PERCEPTIONS OF JOB SATISIFACTION

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ABSTRACT

In today's contemporary world, when the level of stress brought on by one's place of employment is steadily increasing, stress has become an extremely widespread issue. An unfavourable emotional behaviour as a consequence of elements connected to work is the subject of this event. One of the key human criteria that enables employees to accomplish their task well is having a workplace environment that is physically comfortable. The setting in which an employee is required to work has the greatest impact, both positively and negatively, on the employee's work engagement and productivity. The subjects of the study were registered nurses working in public hospitals, and there were a total of 50 people that participated in the survey. According to the findings of the study, providing a physically pleasant atmosphere for workers is critical to ensuring that they are happy in their jobs and that they are productive.

***KEYWORDS**: stressed, workplace, workforce, frustration, employment, tension, occupational*

INTRODUCTION: CONCEPTUAL FRAMEWORK

Every every job comes with its own own brand of stress. Every worker feels the effects of stress in some shape or another at some point or another. On the other hand, excessive stress at work may be considered a hazardous component of the job and is often linked to a variety of mental and physical health issues.

The term "workplace tension" or "professional burnout" refers to the feeling of a negative emotional state, such as frustration, concern, anxiety, or despair, brought on by one's business environment or profession. It will have a detrimental impact on the employee's health as well as their overall wellness. People often spent a significant amount of their working lives in the setting in which they performed their jobs. Therefore, from a humanitarian standpoint, it is necessary for this aspect of their working life to be, to some degree or another, pleasant, acceptable, and satisfying. People's life would not provide much of a sense of fulfilment if their places of employment were not really pleasant. At its core, job satisfaction may be boiled down to a person's perspective on the work that they do. It is representative of a complex aggregation of cognitive, affective, and behavioural inclinations, just as any other attitude does.

According to Smith, Kendall, and Hullin's (1969) definition of job satisfaction, it is "an effective reaction to the reality of the situation - connected with a perceived difference between what is

anticipated and what actually experienced." It is also possible to look at it as a "physical emotional condition that occurs in the person as a result of perceived attributes of the work in his choosing of his frame of reference." This interpretation is another way of looking at it.

According to the aforementioned framework, an individual's level of job satisfaction is a sum of their feelings about four main facets of their job: pay, benefits, work environment, and career development. Two of these groups include on-the-job features or variables that are fundamental to the job (intrinsic factors). The other two aspects deal with non-work-related factors that are thought to influence workers' attitudes and attitudes about their jobs (Pestonjee, 1973, 1981). What follows is a list of these classes:

- The type of the work, the days of labour, the other employees, the possibilities available on the job, etc.
- Management includes things like supervising, participating, being rewarded and punished, being praised and criticised, and so on.
- Relationships with other people, such as friends, neighbours, and associates, etc.
- Adaptation on a personal level, including feelings, health, environment, and loving relationships, etc.

METHOD and Approach

Purpose: The purpose of this research is to investigate the connection between a positive work atmosphere and high satisfaction with their jobs.

RESEARCH Assumptions: The healthy workplace seems to have a considerable impact in a direction that is unfavourable to job satisfaction

VARIABLES

The actual conditions of the workplace make up the independent variable.

1. Outcome variable – scores on job satisfaction
2. Sampling Procedure – The population is comprised of female nurses working in a variety of medical centres located in the agra district. The participants in the study are a sample of fifty female nurses who work in public hospitals.
3. DESIGN - Based on the amount of working experience they have, they are separated into two groups: those with 5 to 10 years and those with twenty - five years.
4. Source of Data — To begin, I participated in group discussions with the nurses, with around three to ten people in each discussion group. After that, I requested that they provide a brief account of the aspects of the hospital's environment that contribute to the patients' experience of stress. The primary data was gathered via the use of a questionnaire administered to fifty female nurses.
5. Methods FOR THE COLLECTION OF DATA - Data collection was accomplished via the use of a survey based on the Job Satisfaction Scale, which was created by Johnson and Kumar in 1999. Each of the 30 items on the scale contains five options for responses, and respondents must choose the one that best reflects their feelings about the topic at hand. Based on the results of the interviews with the nurses, a five-point scale was developed.

6. Outcomes: a calculation was made to determine whether or not there was a significant amount of difference. 05 levels for the external atmosphere of the workplace, the amount of stress, and the number of decades of experience.

Table 1 demonstrating a statistically significant disparity between the workplace atmosphere and workplace stress

Cluster	*M*	*Average*	*Standard Deviation*	*t test*
Environment of work.	*60*	*15*	*2.56*	*Overall value 2.55 Level 0.05*
WORK-RELATED STRESS	*40*	*12*	*1.99*	*The t-value of 1.99 disproves the hull hypothesis.*

M - means Size

Table 2 revealing a clear-cut relationship between work expertise and stress

Cluster	*M*	*Average*	*Standard Deviation*	*t test*
8 – 19 decades	*55*	*8.56*	*1.56*	*Overall value 2.14 Level 0.05*
20 – 90 decades	*55*	*8.44*	*1.44*	*The t-value of 1.88 disproves the hull hypothesis.*

M - means Size

Under the liner hypothesis, Table 1 indicates that "there is no considerable difference between corporate environment and work motivation." The acceptance of the alternative explanation and the data suggest that the physical work environment is highly connected to occupational stress. This is evidenced by the fact that the null hypotheses was accepted.

According to Table 2, In other words, "there is no substantial difference between business environment and experience-based workplace stress," which is the null assumption. These results provide support to the hull theory. Both groups experience the same level of environmental stressors regardless of their median life expectancy.

CONCLUSION

The survey questioned female nurses working in government clinics in the Agra region about their working conditions and how satisfied they were with their jobs. Numerous studies have indicated that the high mental and physical demands of the nursing profession make nurses more vulnerable to developing occupational stress. A person's physical and emotional well-being may suffer if they are forced to endure an unpleasant environment on a regular basis. Nurses of all ages are suffering from burnout due to the horrible conditions in which they must work. Nurses of all experience levels report

feeling stressed by the deplorable working circumstances. The findings connected the high levels of stress and job dissatisfaction experienced by nurses to the unfavourable physical characteristics of the workplace.

SUGGESTIONS

It's clear that the way we perceive space via our senses is crucial. Better productivity among employees is directly correlated with the quality of their physical working conditions. It's not only good for the contractor's health, but it also boosts productivity. There is a perception that the way we organise our spaces and our capacity to adapt them to optimal working circumstances are sources of anxiety. The management team at the hospital has to address the issue of the nurse's working conditions. Even if there are always budgetary constraints in smaller towns and districts, a clean external structure is at least the very minimum required prerequisite for work satisfaction. More research is needed to determine which types of unfit buildings have the most impact on district-level nurses' morale.

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