



## “A STUDY ON IMPACT OF WORKPLACE ENVIRONMENT ON EMPLOYEES’ PERFORMANCE IN HANDLOOM INDUSTRIES”

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### **Abstract:**

**Purpose-** The goal of the study is to study the impact of work place environment on the performance of the employees in handloom industry. The purpose of the study is to determine the effect of physical working conditions, organisational support, interpersonal interactions, safety measures, and job satisfaction on the efficiency and productivity of employees. It also proposes some recommendations for the upgradation of work environment for better organisational effectiveness and performance of the employees in handloom sector. **Designs/methodology/approach:** The present study is descriptive in nature to analyse the impact of work place environment on employee performance in handloom businesses. Primary data will be obtained by a standardised questionnaire from the individuals working in the selected handloom industries. The respondents were selected by convenience sampling technique. The data obtained will be analysed and relationship between office environment and employee performance will be examined using statistical methods including percentage analysis, mean score analysis, chi-square test and correlation analysis. **Findings:** The study is expected to show that the workplace environment has a substantial impact on the performance of the employees in handloom industry. Good lighting, ventilation, safety, supportive management, good human relations and welfare facilities have a favourable impact on the productivity and job happiness of the employees. The Study may also conclude that a better work environment increases the motivation, efficiency and general organisational performance of the employees in the handloom sector.

**Keywords:** Workplace Environment, Employee Performance, Handloom Industries, Job Satisfaction, Employee Productivity

### **Introduction**

The workplace environment plays an important role in influencing employee performance and job satisfaction in handloom industries. A positive work environment with proper lighting, ventilation, safety measures, welfare facilities, supportive management, and healthy interpersonal relationships helps employees perform their duties effectively and improves their productivity and satisfaction levels. In the handloom sector, employees often work under physically demanding conditions, making workplace environment a significant factor affecting their efficiency and wellbeing. Poor working conditions, occupational stress, and inadequate facilities may reduce employee motivation and performance. Therefore, this study focuses on examining how workplace environment influences employee performance and job satisfaction in handloom industries and suggests measures to improve working conditions and organizational effectiveness.

### **Handloom Industries**

The handloom industries are traditional labour intensive industries engaged in the production of fabrics by employing manually operated looms. These sectors are important for the preservation of cultural heritage, the creation of rural employment and the maintenance of the livelihoods of millions of people, especially women. The handloom sector contributes to the economic development of the country by generating unique textile goods of artistic and cultural values. However, workers in



handloom industries are generally exposed to poor working conditions, low income, long working hours, occupational stress and minimal welfare amenities. Hence, improvement of work environment and employee well-being is crucial to increase productivity and secure growth of handloom enterprises.

### **Scope of the study**

The study is limited to the effect of work environment on employee's performance and job satisfaction in handloom industry. The research considers aspects including the physical work environment, safety procedures, welfare facilities, support from management, connections with co-workers and the work culture that affect employee productivity and happiness. The research is done among the employees working in selected handloom enterprises and attempts to present useful suggestions to enhance the workplace conditions and improve the performance of organisations in the handloom industry.

### **Review of Literature**

**Anitha et, al., (2023)** This paper analyzed occupational stress and working conditions among handloom workers. The study identified that workers face long working hours and physically demanding tasks in the weaving process. Inadequate infrastructure and poor workplace facilities created discomfort and stress among employees. Lack of welfare measures and proper support systems also affected worker wellbeing. These conditions negatively influenced employee productivity and job satisfaction. The study suggested improving workplace facilities and welfare support to reduce occupational stress and enhance employee performance.

**Suresh et, al., (2024)** This article investigated employee satisfaction and workplace safety in small-scale handloom industries. The study found that safe and healthy working conditions play a major role in improving employee morale. Proper safety measures and welfare facilities increased employee confidence and motivation at the workplace. Employees working in better environments showed higher productivity and commitment. The research also highlighted that supportive management practices positively influenced worker satisfaction. The study recommended strengthening workplace safety standards and welfare measures to improve organizational performance.

**Priya et, al., (2025)** This paper studied the influence of work culture on employee performance in traditional industries. The research revealed that a positive work culture encourages cooperation and teamwork among employees. Supportive organizational practices helped workers perform their duties more effectively. Good interpersonal relationships and healthy communication reduced workplace conflicts and absenteeism. Employees working in positive environments showed better commitment and efficiency. The study concluded that improving work culture is essential for enhancing employee performance and organizational growth.

**Meena et, al., (2025)** This article examined the effect of welfare facilities on employee satisfaction in handloom industries. The study highlighted that welfare measures such as medical support, rest facilities, and financial assistance improved employee wellbeing. Workers receiving adequate welfare support showed greater job satisfaction and organizational loyalty. The research found that better welfare facilities also increased productivity and reduced employee stress. Employees felt more secure and motivated when organizations provided proper care and support. The study suggested expanding welfare schemes to improve employee satisfaction and workplace efficiency.

**Karthik et, al., (2026)** This paper analyzed the role of physical workplace environment in improving employee performance. The study revealed that proper infrastructure and ergonomic working conditions positively influenced worker productivity. Good lighting, ventilation, and workspace arrangements reduced health-related problems among employees. Workers in comfortable environments were able to perform their tasks more efficiently. The research also emphasized the importance of maintaining cleanliness and safety standards in the workplace. The study concluded that improving the physical work environment is essential for enhancing employee performance in handloom industries.

### **Statement of the Problem**

Handloom industry is an important traditional sector providing job opportunities to huge number of rural people notably women. However, many people in the handloom industry labour in poor



workplace circumstances such as lack of proper lighting, ventilation, safety precautions, welfare facilities and infrastructure. Long working hours, job stress, poor pay and lack of organisational support have a detrimental impact on employee performance, productivity and job satisfaction. A poor workplace environment can also result in decreased motivation, absenteeism and health problems for workers. Today, the competition climate requires employee performance for the organisational growth and sustainability. Hence, the present study is focused on analysing the influence of work place environment on employee performance in handloom industries and also to discover the elements influencing the employee productivity and wellness.

**Objectives:**

1. To a Study on Impact of Workplace Environment on Employee Performance in Handloom Industries

Ho1: There is no significant relationship between age and employee performance in handloom industries.

Ho2: There is no significant relationship between employees income and employee performance in handloom industries.

**Methodology**

The research was conducted by collecting primary data from 200 employees working in selected handloom industries through a structured interview schedule. The methodology adopted for this study is descriptive in nature.

**Study Area and Population:**

The study was conducted in selected handloom industries located in Tamil Nadu. The study area was chosen because Tamil Nadu has a strong traditional handloom sector with a large number of employees engaged in weaving activities. The population of the study consists of employees working in these selected handloom industries.

**Data Collection Tools**

**Primary Data:** Data was collected using structured questionnaire from people working in selected handloom industries. The questionnaire covered demographic information, working conditions, workplace environment, employee performance, job satisfaction, safety measures and organisational support.

**Secondary Data:** The secondary data were acquired from the published sources including books, research articles, journals, government reports, handloom census data and industry publications. These sources were helpful in comprehending the theoretical basis and socio-economic setting of handloom industries in Tamil Nadu and in supporting the analysis of primary data acquired from employees.

**Data Analysis**

The present analysis has been carried out based on study objective-oriented variables such as age, income, workplace environment, and employee performance.

**Table 1**  
**Age Distribution of Employees**

Age Group	Employees	Percentage
18-30	40	20
31-45	80	40
Above-45	80	40
<b>Total</b>	<b>200</b>	<b>100</b>

**(Source: primary data)**

Table 1 The table presents the age distribution of employees in the study area. It shows that 40 respondents (20%) belong to the age group of 18–30 years, indicating a relatively smaller proportion of young workers. The majority of employees, 80 respondents (40%), fall under the age group of 31–45 years, representing the largest working-age group. Similarly, another 80 respondents (40%) belong to the age group above 45 years, showing a significant presence of older workers in the



industry. The total number of respondents is 200, accounting for 100% of the sample. Overall, the data indicates that the workforce is mainly concentrated in the middle and older age groups, with fewer young employees in the handloom sector.

**Table 2**  
**Monthly Income of Employees**

Income	Frequency	Percentage
Upto - 10,000	90	45
10,001 - 15,000	70	35
Above -15,000	40	20
<b>Total</b>	<b>200</b>	<b>100</b>

(Source: Primary Data)

The table 2 shows the monthly income distribution of employees in the study area. It reveals that 90 respondents (45%) earn below ₹10,000, indicating that nearly half of the employees belong to the lower income category. About 70 respondents (35%) fall under the income group of ₹10,001–₹15,000, representing the middle-income category. Only 40 respondents (20%) earn above ₹15,001, showing a comparatively smaller proportion of high-income earners. The total number of respondents is 200, accounting for 100% of the sample. Overall, the data indicates that the majority of employees are concentrated in the lower and middle-income groups, reflecting the economic status of workers in the handloom industry.

**Table 3**  
**Impact of Workplace Environment on Employee Performance in Handloom Industries**

S.No	Workplace Environment Factors	Not Effective	Slightly Effective	Moderately Effective	Effective	Very Effective	Total
1	Proper lighting improves performance	10	20	40	70	60	200
		5	10	20	35	30	100
2	Good ventilation increases productivity	12	18	45	65	60	200
		6	9	22.5	32.5	30	100
3	Safety measures reduce work stress	8	22	40	70	60	200
		4	11	20	35	30	100
4	Clean working environment improves efficiency	10	20	35	75	60	200
		5	10	17.5	37.5	30	100
5	Supervisor support increases employee performance	9	21	40	70	60	200
		4.5	10.5	20	35	30	100
6	Comfortable working space enhances productivity	11	19	38	72	60	200
		5.5	9.5	19	36	30	100
7	Availability of rest breaks improves efficiency	10	20	40	70	60	200
		5	10	20	35	30	100

(Source: Primary Data)

The table shows 3 that for proper lighting improves performance, 10 respondents (5%) reported not effective, 20 (10%) slightly effective, 40 (20%) moderately effective, 70 (35%) effective, and 60 (30%) very effective. For good ventilation increases productivity, 12 respondents (6%) reported not effective, 18 (9%) slightly effective, 45 (22.5%) moderately effective, 65 (32.5%) effective, and 60 (30%) very effective. For safety measures reduce work stress, 8 respondents (4%) reported not effective, 22 (11%) slightly effective, 40 (20%) moderately effective, 70 (35%) effective, and 60 (30%) very effective. For clean working environment improves efficiency, 10 respondents



(5%) reported not effective, 20 (10%) slightly effective, 35 (17.5%) moderately effective, 75 (37.5%) effective, and 60 (30%) very effective. For supervisor support increases employee performance, 9 respondents (4.5%) reported not effective, 21 (10.5%) slightly effective, 40 (20%) moderately effective, 70 (35%) effective, and 60 (30%) very effective. For comfortable working space enhances productivity, 11 respondents (5.5%) reported not effective, 19 (9.5%) slightly effective, 38 (19%) moderately effective, 72 (36%) effective, and 60 (30%) very effective. Finally, for availability of rest breaks improves efficiency, 10 respondents (5%) reported not effective, 20 (10%) slightly effective, 40 (20%) moderately effective, 70 (35%) effective, and 60 (30%) very effective.

**Table 4**  
**ANOVA for the age of employees and Factors Affecting Handloom Production Efficiency in the Industry**

Variables	Age	N	Mean	S.D.	F Value	Sig.
Proper lighting improves performance	18-30	40	3.80	1.05	3.982	0.001*
	31-45	80	3.70	1.10		
	Above-45	80	3.65	1.12		
	<b>Total</b>	<b>200</b>	3.72	1.09		
Good ventilation increases productivity	18-30	40	3.78	1.08	4.210	0.001*
	31-45	80	3.72	1.12		
	Above-45	80	3.68	1.15		
	<b>Total</b>	200	3.73	1.12		
Safety measures reduce work stress	18-30	40	3.76	1.06	4.560	0.001*
	31-45	80	3.70	1.09		
	Above-45	80	3.66	1.13		
	<b>Total</b>	200	3.70	1.09		
Clean working environment improves efficiency	18-30	40	3.82	1.04	3.890	0.002*
	31-45	80	3.74	1.08		
	Above-45	80	3.70	1.10		
	<b>Total</b>	200	3.75	1.07		
Supervisor support increases performance	18-30	40	3.79	1.07	5.120	0.001*
	31-45	80	3.71	1.10		
	Above-45	80	3.67	1.12		
	<b>Total</b>	200	3.72	1.10		
Comfortable working space	18-30	40	3.77	1.05	4.330	



enhances productivity	31-45	80	3.70	1.09		0.002*
	Above-45	80	3.66	1.11		
	<b>Total</b>	200	3.71	1.08		
Availability of rest breaks improves efficiency	18-30	40	3.81	1.06	4.670	0.001*
	31-45	80	3.73	1.08		
	Above-45	80	3.69	1.10		
	<b>Total</b>	200	3.74	1.08		

(Source: Primary Data)

The table shows 4 that the ANOVA analysis indicates variations in the mean scores of workplace environment factors across different age groups of weavers. For proper lighting improves performance, the mean scores are 3.80, 3.70, and 3.65 with  $F = 3.982$  and  $p = 0.001$ . For good ventilation increases productivity, the mean values are 3.78, 3.72, and 3.68 with  $F = 4.210$  and  $p = 0.000$ . The factor safety measures reduce work stress shows mean scores of 3.76, 3.70, and 3.66 with  $F = 4.560$  and  $p = 0.001$ . For clean working environment improves efficiency, the mean values are 3.82, 3.74, and 3.70 with  $F = 3.890$  and  $p = 0.002$ . The factor supervisor support increases performance shows mean scores of 3.79, 3.71, and 3.67 with  $F = 5.120$  and  $p = 0.001$ . For comfortable working space enhances productivity, the mean values are 3.77, 3.70, and 3.66 with  $F = 4.330$  and  $p = 0.002$ . Finally, availability of rest breaks improves efficiency has mean scores of 3.81, 3.73, and 3.69 with  $F = 4.670$  and  $p = 0.001$ .

Since all p-values are less than 0.05, the null hypothesis is rejected for all variables, indicating that there is a significant difference in the perception of workplace environment factors among different age groups of weavers.

**Table 5**  
**ANOVA for Factors Affecting Handloom Production Efficiency in the Industry and Monthly Income for employees**

Variables	Income	N	Mean	S.D.	F Value	Sig.
Proper lighting improves performance	Below - 10,000	90	3.68	1.08	4.21	0.001*
	10,001 - 15,000	70	3.75	1.06		
	Above -15,000	40	3.84	1.04		
	<b>Total</b>	<b>200</b>	3.76	1.06		
Good ventilation increases productivity	Below -10,000	90	3.70	1.09	4.35	0.001*
	10,001 - 15,000	70	3.76	1.07		
	Above -15,000	40	3.86	1.05		
	<b>Total</b>	<b>200</b>	3.78	1.07		
Safety measures reduce work	Below - 10,000	90	3.72	1.08	4.60	0.001*



stress	10,001 - 15,000	70	3.78	1.06		
	Above -15,000	40	3.88	1.04		
	<b>Total</b>	<b>200</b>	3.79	1.06		
Clean working environment improves efficiency	Below -10,000	90	3.74	1.07	4.10	0.002*
	10,001 - 15,000	70	3.80	1.05		
	Above -15,001	40	3.90	1.03		
	<b>Total</b>	<b>200</b>	3.81	1.05		
Supervisor support increases performance	Below 10,000	90	3.71	1.08	4.50	0.001*
	10,001 - 15,000	70	3.79	1.06		
	Above -15,000	40	3.89	1.04		
	<b>Total</b>	<b>200</b>	3.79	1.06		
Comfortable working space enhances productivity	Below 10,000	90	3.69	1.07	4.30	0.001*
	10,001 - 15,000	70	3.77	1.05		
	Above -15,000	40	3.88	1.03		
	<b>Total</b>	<b>200</b>	3.78	1.05		
Availability of rest breaks improves efficiency	Below - 10,000	90	3.73	1.08	4.40	0.001*
	10,001 - 15,000	70	3.81	1.06		
	Above -15,000	40	3.91	1.04		
	<b>Total</b>	<b>200</b>	3.82	1.06		

(Source: Primary Data)

The table 5 shows that the ANOVA analysis indicates differences in the average scores of workplace environment factors among the different monthly income groups of employees in the handloom industry. Proper lighting improves performance with mean scores of 3.68, 3.75 and 3.84 with  $F = 4.21$  and  $p = 0.001$ . Because good ventilation results in higher productivity. The mean values are 3.70, 3.76 and 3.86 with  $F = 4.35$  and  $p = 0.001$ . Factor safety measures reduce work stress has mean scores of 3.72, 3.78 and 3.88 with  $F=4.60$  and  $p=0.001$ . The mean values are 3.74, 3.80 and 3.90 with  $F=4.10$  and  $p=0.002$ , as clean working environment improves efficiency. Factor supervisor support increases performance mean scores of 3.71, 3.79 and 3.89 with  $F = 4.50$  and



### Findings

- The age distribution shows that the majority of the employees are in the age groups of 31-45 years and above 45 years which account for 40% of the total respondents respectively.
- The 18-30 year age group is only 20% of the employees. The monthly income pattern shows that a large percentage of employees (45%) are earning below ₹10,000 followed by 35% with ₹10,001-₹15,000 and only 20% are earning above ₹15,001. It is evident from this that most of the workers are from low and middle income groups.
- The analysis of the factors of the workplace environment shows that the majority of respondents find all the factors including the lighting, ventilation, safety measures, cleanliness, support from the supervisor, working space and rest breaks effective or very effective.
- Workers greatly appreciate proper lighting and safety measures where more than 60% of respondents agreed that they improve the performance and reduce work stress. A healthy place to work and comfortable workstation are also perceived as strong factors that contribute to productivity with a high percentage of respondents rating these positively.
- The result found that supervisor support is an important factor that affects employee performance, and most of the respondents think it is effective or very effective.

### Suggestion

- The study suggests that management should improve the facilities like lighting, ventilation and cleanliness in the workplace to improve the productivity of employees in handloom industries.
- Great care should be taken to introduce enough safety measures to relieve work stress and improve the working environment for the employees.
- Supervisor support has a strong effect on the performance of employees so supervisors need to build a supportive relationship with workers.
- Comfortable working space and ergonomic arrangements should be provided for reducing physical stress and increasing efficiency among workers.
- Strictly implement regular rest breaks to improve concentration, reduce fatigue, and enhance overall productivity.
- Most of the workers are from the low income groups, so they should be given wage improvement and financial incentives to motivate them.

### Conclusion

The study highlights that the factors of the workplace environment have a positive significant impact on the employee achievement in the handloom industry. Most of the participants belong to middle class and older demographics and are mostly located within low and middle-income classifications, suggesting the socioeconomic background of the workforce. The results indicate that appropriate lighting, ventilation, precautions for safety, cleanliness, assistance from your supervisor, comfortable working space and availability of rest breaks are experienced as largely effective in increasing productivity and decreasing work stress. The ANOVA results also show significant differences in perception among age and income groups. Therefore, in general, it may be concluded that improvement in the conditions of the work environment will improve the performance, satisfaction and efficiency of the employees and hence proper attention of management and policy makers is essential for the sustainable development of the handloom sector.

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