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Research Article

A Study on Employee Satisfaction with Workforce Facilities

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Abstract

Employee satisfaction with workforce facilities plays a crucial role in overall productivity, engagement, and retention. This study examines the impact of workplace amenities, including office infrastructure, rest areas, sanitation, and recreational spaces, on employee satisfaction. A well-equipped and comfortable work environment significantly enhances employee morale, reduces stress, and fosters a positive organizational culture. Data gathered from employee feedback and surveys indicate that factors such as ergonomic workspaces, cafeteria services, and accessibility to wellness facilities contribute to higher job satisfaction. Organizations investing in modern and employee-centric facilities experience improved efficiency and lower turnover rates.

KEYWORDS: Employee Satisfaction, Workplace Facilities, Work Environment, Job Retention, Organizational Productivity

1. INTRODUCTION

Employee satisfaction is directly influenced by the quality of workplace facilities. A well-maintained and comfortable work environment enhances productivity, reduces stress, and boosts overall morale. Facilities such as ergonomic workspaces, clean restrooms, recreational areas, and dining options play a crucial role in shaping employee experiences. Organizations that invest in modern and employee-friendly amenities tend to have higher retention rates and improved performance. This study explores the impact of workforce facilities on employee satisfaction and highlights the need for organizations to prioritize workplace improvements for a more motivated and efficient workforce. This study explores the relationship between workforce facilities and employee satisfaction, highlighting the significance of

investing in employee-centric amenities. By understanding the impact of workplace facilities on job satisfaction, organizations can implement strategies to improve working conditions, enhance employee well-being, and ultimately achieve better business outcomes.

2. OBJECTIVES OF THE STUDY
Primary Objected
- A Study on Employee Satisfaction with Workforce Facilities.

Secondary objective
- Assess employee satisfaction with office conditions and amenities.
- Evaluate the adequacy and effectiveness of office facilities
- Identify areas for improvement to enhance the overall workplace Experience

3. REVIEW OF LITERATURE
Workplace Design and Satisfaction (2016) – M. Alan: Found that ergonomic design, including furniture and lighting, significantly improves employee comfort and job satisfaction.

Office Environment and Job Satisfaction (2017) – P. L. Robertson: Highlighted that factor like natural light and noise management positively influenced job satisfaction and employee engagement.

Technology Integration in Workplaces (2018) – N. W. Singh: Showed that the integration of advanced technology and collaborative tools boosted employee productivity and satisfaction.

Office Environment and Job Satisfaction (2017) – P. L. Robertson: Highlighted that factors like natural light and noise management positively influenced job satisfaction and employee engagement.

Technology Integration in Workplaces (2018) – N. W. Singh: Showed that the integration of advanced technology and collaborative tools boosted employee productivity and satisfaction.

Office Layout and Productivity (2019) – H. K. Park: Found that well-designed office layouts that balance open spaces and private areas increase employee satisfaction and productivity.

Workplace Amenities and Retention (2020) – S. J. Foster: Demonstrated that on-site amenities like gyms and wellness programs led to higher employee retention and satisfaction.

4. RESEARCH METHODOLOGY
This study employs a descriptive cross-sectional research design, where data is collected at a single point in time to assess employee satisfaction with workforce facilities. A stratified sampling method is used to ensure a diverse representation of employees across different departments. The sample size for this study is 102 employees. Both primary and secondary data sources are utilized, with primary data collected through structured surveys and questionnaires, and secondary data obtained from company reports and existing literature. To analyse the data, Chi-Square tests, ANOVA, and percentage

analysis are applied to determine significant relationships between workplace facilities and employee satisfaction. The study aims to identify key workplace factors affecting employee well-being and performance while considering limitations such as subjectivity in responses, small sample size, and the time-sensitive nature of satisfaction levels.

5. DATA ANALYSIS AND INTERPRETATION

Table 1: Age

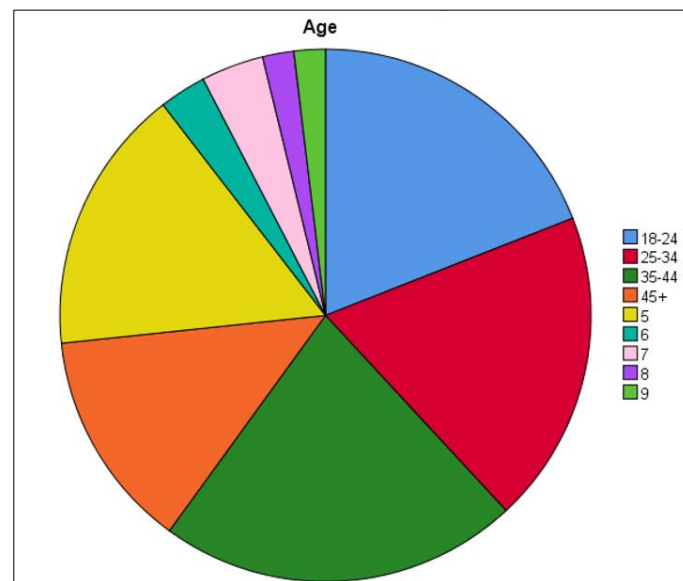| Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18–24	20	2.0	19.0	19.0
	25–34	20	2.0	19.0	38.1
	35–44	23	2.3	21.9	60.0
	45+	14	1.4	13.3	73.3
	5	17	1.7	16.2	89.5
	6	3	0.3	2.9	92.4
	7	4	0.4	3.8	96.2
	8	2	0.2	1.9	98.1
	9	2	0.2	1.9	100.0
	Total	105	10.5	100.0	
Missing System		894	89.5		
Total	Total	999	100.0		

Figure 1: Age

Inference
1. The valid age data is limited, representing only 10.5% of the total, due to a large amount of missing data (89.5%).
2. Among the valid responses, the distribution is skewed towards younger age groups (18-44), with the 35-44 group being the most frequent.
3. The numerical age categories (5-9) are unclear and require clarification to understand their meaning within the data.

Table 2: Gender

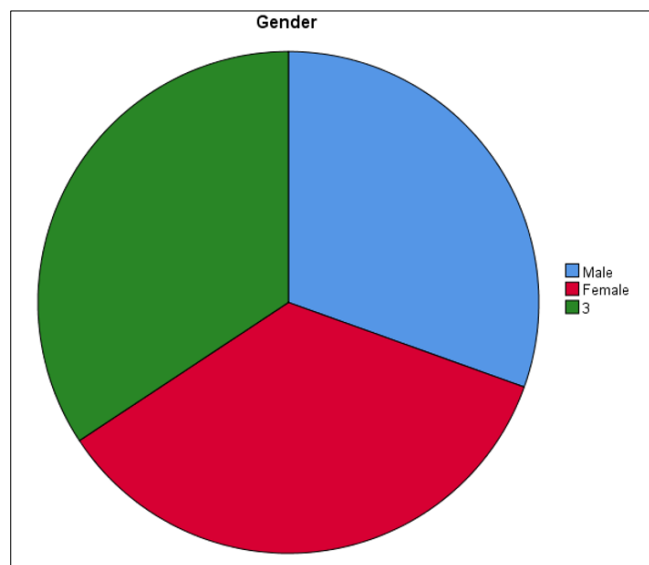| Gender		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	32	3.2	30.5	30.5
	Female	37	3.7	35.2	65.7
	3	36	3.6	34.3	100.0
	Total	105	10.5	100.0	
Missing (System)		894	89.5		
Total		999	100.0		

Figure 2: Gender

Inference
Male: 32 respondents identified as male, representing 30.5% of the valid data.

Female: 37 respondents identified as female, representing 35.2% of the valid data**.**

Anova
H0: There is no difference in the mean ratings of the kitchen facilities across the different groups.

H1: There is a difference in the mean ratings of the kitchen facilities across the different groups.

Table 3: Anova

ANOVA					
How are the kitchen facilities (microwave, fridge, etc.) in the break room?					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	17.385	4	4.346	2.562	.043
Within Groups	161.175	95	1.697		
Total	178.560	99			

Inference: There are statistically significant differences in how different groups rated the kitchen facilities in the break room (p = .043).

Chi-Square
The chi-square test shows a significant relationship (p=.006) between the comfort ratings of workspaces. This means the ratings are not evenly distributed; some comfort levels are chosen more than others

H0 (Null Hypothesis): There is no association between the comfort ratings of workspaces and the observed distribution of responses. In other words, the ratings are evenly distributed across the categories.

H1 (Alternative Hypothesis): There is an association between the comfort ratings of workspaces and the observed distribution of responses. In other words, the ratings are not evenly distributed across the categories.

Table 4: Test statistics

Test statistics	
How would you rate the comfort of your workspace?	
Statistic	Value
Chi-Square	12.320[a]
Degrees of Freedom (df)	3
Asymp. Sig.	0.006

a.   0 cells (.0%) have expected frequencies less than 5.
The minimum expected cell frequency is 25.0.

Suggestions
To enhance employee satisfaction with workforce facilities, organizations need to prioritize both physical and psychological comfort in the workplace. Employers should consider conducting regular surveys to gather employee feedback on current facilities and identify areas for improvement. Upgrading amenities such as clean and accessible restrooms, comfortable break rooms, ergonomic furniture, and safe, well-ventilated working environments can greatly boost morale. Additionally, providing wellness facilities like gym access, relaxation areas, or health support services can contribute to overall job satisfaction. Ensuring reliable internet connectivity, updated equipment, and adequate space also improves productivity and comfort. By showing genuine concern for employee well-being through thoughtful facility management, organizations can foster a more engaged, motivated, and loyal workforce.

6. CONCLUSION
The study on employee satisfaction with workforce facilities reveals that the quality and availability of workplace amenities play a vital role in influencing overall job satisfaction, productivity, and employee retention. Employees are more motivated and engaged when they feel comfortable, safe, and supported by their working environment. Factors such as clean and well-maintained infrastructure, ergonomic furniture, proper lighting, recreational spaces, and wellness facilities significantly contribute to a positive work atmosphere. The findings highlight the importance of continuous evaluation and improvement of workplace facilities to meet employee needs and expectations. Therefore, organizations that invest in upgrading and

maintaining their facilities are more likely to foster a loyal, efficient, and satisfied workforce.

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