A Study on Workplace Health and Hygiene Practices Among Employees

[1] Dr. R.Karthi, [2] Kowsika
[1]Professor, [2]MBA Student,
[1,2]Department of Management Studies,
[1,2]EGS Pillay Engineering College,
[1,2]Nagapattinam, Tamilnadu

Abstract: The present study investigates workplace clean and hygiene practices among employees, with particular focus on employees' awareness of hygiene policies, organizational support in maintaining hygiene standards, challenges affecting workplace hygiene, and the influence of hygiene practices on employee productivity and well-being. The study adopts a descriptive cross-sectional research design and is based on both primary and secondary data. Primary data was collected from a sample of 150 employees working across various departments such as Production, Quality, Human Resources, Maintenance, and other functional areas within the organization.

The findings indicate that employees generally perceive the workplace as maintaining satisfactory standards of cleanliness and hygiene. The majority of respondents reported that sanitation facilities, safe drinking water, waste disposal systems, and regular cleaning activities are adequately maintained. Employees also demonstrated a good understanding of workplace health and hygiene policies, while acknowledging the importance of personal hygiene in ensuring workplace safety and overall well-being. The study identified that management commitment, employee discipline, availability of hygiene resources, and awareness programs significantly contribute to maintaining workplace hygiene standards. However, challenges such as workload pressure, inadequate infrastructure, and insufficient facilities were found to hinder the consistent practice of workplace hygiene.

The Chi-Square test revealed no significant association between gender and awareness of workplace health and hygiene policies ($\chi^2 = 14.284$, $p = 0.075$). Pearson Correlation analysis demonstrated a statistically significant relationship between workplace hygiene practices and employee productivity ($r = -0.164$, $p = 0.044$). Furthermore, One-Way ANOVA results indicated that educational qualification does not significantly influence employees' perceptions regarding the communication of health and hygiene information ($F = 1.075$, $p = 0.362$).

Index-terms: Workplace Hygiene, Workplace Cleanliness, Employee Health, Hygiene Practices, Employee Productivity, Health and Safety, Hygiene Awareness, Organizational Support.

I.INTRODUCTION

Workplace health and hygiene refer to the measures, policies, and practices implemented by organizations to ensure the physical, mental, and emotional well-being of employees. It includes maintaining cleanliness, sanitation, proper ventilation, safe drinking water, waste disposal systems, medical facilities, and safety precautions to protect employees from workplace hazards and occupational diseases. Employees are valuable assets to any organization, and their health significantly influences organizational effectiveness and productivity. A healthy and hygienic workplace creates a safe and comfortable environment where employees can perform their duties efficiently without fear of accidents or health-related issues. Proper hygiene practices such as regular cleaning, sanitization, and maintaining safe working conditions help prevent the spread of diseases and improve employee morale. Workplace health and hygiene also contribute to higher job satisfaction, reduced absenteeism, lower employee turnover, and increased productivity. Organizations that prioritize employee health and hygiene benefit from improved organizational performance, stronger employee commitment, and a positive corporate image. Therefore, maintaining workplace health and hygiene is essential not only for employee welfare but also for achieving sustainable organizational growth and success.

1.2. Statement of the Problem

Despite increasing awareness of workplace health and hygiene, many organizations continue to face challenges in maintaining adequate health and hygiene standards for employees. Insufficient workplace hygiene practices may lead to health issues, increased absenteeism, reduced productivity, and lower job satisfaction. Therefore, this study aims to examine the workplace health and hygiene practices among employees and understand their impact on employee well-being and organizational effectiveness.

1.3. Objectives of the Study

- To examine the existing workplace health and hygiene practices followed by employees in KIML.
- To assess the level of awareness among employees regarding health and hygiene standards.
- To identify the factors affecting workplace hygiene and employee health.
- To analyse the impact of health and hygiene practices on employee productivity and performance.
- To suggest suitable measures to improve workplace health and hygiene conditions in the organization.

1.4. Scope of the Study

This study focuses on examining workplace health and hygiene practices among employees and their importance in promoting employee well-being and organizational effectiveness. It assesses employees' level of awareness and understanding regarding health and hygiene practices adopted within the organization. The study analyses the impact of workplace hygiene on employee health, safety, and productivity while evaluating the facilities and measures provided by the organization to maintain a hygienic work environment. It covers various aspects such as workplace cleanliness, sanitation facilities, safety measures, and employees' personal hygiene practices. The study is based on data collected through employee responses and observations, and it provides suggestions for improving workplace health and hygiene practices to create a safer and healthier workplace.

1.5 Need for the Study

The need for this study arises from the growing importance of maintaining effective workplace health and hygiene practices to ensure employee well-being and organizational success. The study helps to understand the significance of workplace health and hygiene practices among employees and examines whether the organization provides adequate safety and hygiene facilities. It also evaluates how workplace hygiene influences employee productivity and job satisfaction. Furthermore, the study identifies issues related to cleanliness, sanitation, safety measures, and employee welfare facilities within the organization. The findings of this study will assist organizations in enhancing employee well-being, improving workplace conditions, and maintaining a safe and healthy working environment.

II. REVIEW OF LITERATURE

Smith (2018) Smith studied workplace hygiene and employee productivity in manufacturing industries. The study found that clean and hygienic workplaces improve employee motivation and reduce absenteeism. Employees working in healthy environments experienced fewer health problems and better performance.

Johnson and Lee (2019) Johnson and Lee conducted research on occupational health and safety practices among office employees. The study emphasized the importance of clean drinking water, ventilation, and hygienic restrooms for improving employee productivity and satisfaction.

Kumar (2020) Kumar examined workplace hygiene practices in small and medium enterprises in India. The study identified poor sanitation and lack of hygiene awareness as major problems affecting employee health and organizational efficiency.

Patel and Sharma (2020) Patel and Sharma studied the relationship between employee health and organizational productivity. The researchers concluded that organizations providing proper hygiene facilities achieved better employee performance and morale.

Davis (2021) Davis conducted research on hygiene awareness among hospital employees. The study highlighted the importance of handwashing practices, personal hygiene, and infection control methods for maintaining employee health.

2.1 Research Gap

Although several studies have focused on workplace safety and employee well-being, limited research has specifically examined workplace health and hygiene practices and their impact on employees. Therefore, this study aims to assess employees' perceptions of workplace health and hygiene practices and identify areas for improvement.

III. RESEARCH METHODOLOGY

3.1 Introduction

Research methodology provides a systematic approach for collecting, analyzing, and interpreting data to achieve the objectives of the study. This chapter explains the research design, sampling technique, data collection methods, sources of data, and statistical tools used to examine workplace health and hygiene practices among employees.

3.2 Research Methodology

Research methodology refers to the methods and techniques used to conduct the study systematically. In this study, it helps in understanding workplace health and hygiene practices among employees through structured data collection and analysis.

3.3 Descriptive Research Design

The study adopts a descriptive research design to describe employees' opinions and perceptions regarding workplace health and hygiene practices. This design facilitates the collection and analysis of quantitative data through questionnaires.

3.4 Sampling Technique

Convenience sampling technique is used to select respondents based on their availability and willingness to participate in the survey.

3.5 Area of the Study

The study was conducted in Chennai among employees working in a Private Limited Company.

3.6 Population of the Study

The population consists of approximately 600 employees working in the selected organization.

3.7 Sample Size

A sample of 150 respondents was selected for the study.

3.8 Data Collection Method

Data were collected using a structured questionnaire distributed to employees through the survey method.

3.9 Tools Used for Data Analysis

The collected data were analysed using the following statistical tools:

- Percentage Analysis
- Chi-Square Test
- Correlation Analysis
- One-Way ANOVA

3.10 Sources of Data

Primary Data: Data collected directly from employees using a structured questionnaire.

Secondary Data: Data collected from books, journals, websites, and previous research studies related to workplace health and hygiene.

3.11 Hypotheses of the Study

H1: Gender significantly influences the clear understanding and awareness of the organization's workplace health and hygiene policies.

H2: Workplace hygiene levels and a clean working environment have a significant relationship with employee productivity and efficiency.

H3: Educational qualifications significantly influence employees' opinions regarding the clarity and regularity of health and safety communication.

H4: Operational factors such as workload pressure and time constraints significantly affect the consistent implementation of hygiene practices.

H5: Healthy and hygienic workplace conditions significantly enhance employee motivation, morale, and overall job satisfaction

IV. DATA ANALYSIS AND INTERPRETATION

4.1Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	14.284[a]	8	.075
Likelihood Ratio	16.632	8	.034
Linear-by-Linear Association	3.811	1	.051
N of Valid Cases	150		

Interpretation: The Chi-Square test was conducted to examine the relationship between gender and awareness of workplace health and hygiene practices. The obtained p-value is 0.075, which is greater than the standard significance level of 0.05. This indicates that there is no statistically significant association between the variables. Therefore, the null hypothesis is accepted, concluding that gender does not significantly influence awareness levels.

4.2 Correlations

		The overall workplace environment is maintained in a consistently clean, orderly, and hygienic condition across all functional areas	Maintaining proper workplace health and hygiene contributes significantly to improving my productivity and e efficiency:
The overall workplace environment is maintained in a consistently clean, orderly, and hygienic condition across all functional areas	Pearson Correlation	1	-.164*
	Sig. (2-tailed)		.044
	N	150	150
Maintaining proper workplace health and hygiene contributes significantly to improving my productivity and efficiency:	Pearson Correlation	-.164*	1
	Sig. (2-tailed)	.044	
	N	150	150

*. Correlation is significant at the 0.05 level (2-tailed).

Interpretation: The Pearson correlation value is -0.164, indicating a weak negative relationship between workplace hygiene and employee productivity. The p-value is 0.044, which is less than 0.05, showing statistical significance. This means there is a significant relationship between the variables. However, the relationship is very weak and negative, so it has limited practical impact.

4.3 ONEWAY ANOVA

ANOVA					
Information regarding health, safety, and hygiene practices is communicated clearly and regularly to all employees					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.763	3	1.254	1.075	.362
Within Groups	170.377	146	1.167		
Total	174.140	149			

Interpretation: A One-Way ANOVA test was conducted to examine whether employees' educational qualification influences their perception of communication regarding health, safety, and hygiene practices. The analysis showed that the difference among the groups was not statistically significant ($F = 1.075$, $p = 0.362$). Since the p-value is greater than 0.05, the null hypothesis (H_0) is accepted and the alternative hypothesis (H_1) is rejected. Therefore, it can be

concluded that educational qualification does not have a significant influence on employees' opinions regarding the communication of health, safety, and hygiene practices in the organization.

V. FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 Findings

- The majority of respondents (33.3%) belonged to the age group of 25–35 years, indicating a predominantly young workforce.
- Most respondents were male (54%), while female employees constituted 38% of the workforce.
- A large proportion of employees were graduates (42.7%) and postgraduates (34.7%), reflecting a well-educated workforce.
- The production department had the highest representation (36%), followed by the maintenance department (23.3%).
- Most employees (35.3%) had 1–3 years of work experience, indicating a moderately experienced workforce.
- About 72.6% of employees agreed that the workplace environment was maintained in a clean and hygienic condition.
- Around 66% of respondents expressed satisfaction with sanitation facilities, drinking water availability, waste disposal systems, and regular cleaning activities.
- Nearly 66.7% of employees had a clear understanding of workplace health and hygiene policies, showing a good level of awareness.
- Approximately 66% agreed that the organization provides training and guidance on health and hygiene practices, although some employees expected further improvements.
- A majority of respondents (68%) stated that workload and time pressure affect their ability to maintain proper hygiene practices.
- Nearly 65.3% agreed that management commitment plays a significant role in maintaining workplace hygiene standards.
- Around 70% agreed that poor workplace hygiene can increase absenteeism and reduce employee well-being.
- Most employees believed that workplace hygiene positively influences productivity, motivation, job satisfaction, and overall performance.
- The Chi-square test revealed no significant association between gender and awareness of workplace hygiene policies ($p = 0.075 > 0.05$).
- Correlation analysis showed a statistically significant but weak relationship between workplace hygiene practices and employee productivity ($p = 0.044 < 0.05$).

5.2 Suggestions

The organization should focus on improving sanitation facilities and overall hygiene infrastructure to enhance employee satisfaction and maintain a healthy work environment. Regular cleaning schedules must be strictly monitored and implemented consistently across all functional areas to ensure workplace cleanliness. Additional health and hygiene awareness programs should be conducted periodically to strengthen employees' knowledge and encourage positive hygiene practices. Management should also reinforce the monitoring and enforcement of workplace hygiene policies to improve compliance among employees. Adequate sanitation supplies, protective equipment, and cleaning materials should be made readily available at all times to support effective hygiene practices. Furthermore, workload and time pressures should be managed efficiently so that employees can consistently adhere to workplace hygiene standards. Organizations should arrange periodic medical check-ups and employee wellness programs to promote overall health and well-being. Employee feedback regarding hygiene and safety concerns should be regularly collected and addressed to facilitate continuous improvement. Training initiatives should emphasize personal hygiene, workplace safety, and health awareness to build a stronger culture of hygiene within the organization. Finally, continuous improvement strategies should be adopted to further strengthen workplace health and hygiene standards, ultimately contributing to employee well-being and organizational productivity.

5.3 Conclusion

The study concludes that workplace cleanliness and hygiene practices play a vital role in promoting employee well-being, productivity, motivation, and job satisfaction. The findings indicate that employees generally perceive the organization's hygiene standards positively, with most respondents expressing satisfaction with workplace cleanliness, sanitation facilities, and hygiene awareness initiatives. However, issues such as workload pressure, inadequate infrastructure, and the need for enhanced training programs highlight areas requiring improvement. Statistical analysis revealed that gender and educational qualification do not significantly influence employees' awareness and perceptions of workplace hygiene practices. Overall, maintaining effective workplace health and hygiene practices is essential for creating a safe, healthy, and productive work environment. Therefore, organizations should continuously improve hygiene infrastructure, strengthen awareness initiatives, and encourage employee participation to sustain high standards of workplace health and hygiene.

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