

## ANALYSIS OF HYGIENIC CONDITIONS AT THE WORKPLACE IN INDUSTRIES

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### ABSTRACT:

*This paper covers the need and importance of workplace hygiene in IT Industry. The hygienic condition of the workplace and safety of the employees and visitors. The effective way in implementing workplace hygienic policy to ensure that all employees follow the same standards. The Employees who are happy of the workplace hygiene are surveyed and examined briefly.*

**Keywords:** *Hygienic Conditions, Workplace Environment, Industry Environment, Employee Hygienic.*

### 1. INTRODUCTION

Hygiene is a set of practices performed to preserve health. According to the World Health Organization (WHO), "Hygiene refers to conditions and practices that help to maintain health and prevent the spread of diseases. In general, hygiene refers to practices that prevent spread of disease-causing organisms. Hygiene is also a measure of a person's way of life. A person having good self-hygiene not only enables himself to feel comfort in his skin but it also helps others around that person, to work in comfort. Every workplace and every Industry

has its norms and policies. Cleanliness and hygiene are always a part of these norms and policies. All businesses have a dress code. This dress code is a part of the self-hygiene of employees. Both the office authorities and the employees need to take care of the hygiene conditions. No boss would want a dirty person to represent his company in the market or in front of the public. Similarly, no employee would want to work in a firm with dirty restrooms, cubicles, and environment. The contribution by both the parties is essential for the good reputation of the firm. Overall maintaining a proper hygiene at the workplace is very important for the good reputation.

### 2. OBJECTIVES

This article provides the information on following topics

- To define the need for hygienic conditions in industry.
- To conduct a survey on employee satisfaction on hygienic conditions in an industry.
- Measures to be taken to implement hygienic measures.

### 3. HYGIENE AT WORKPLACE

Hygiene is defined as the way of life of a person. A person who maintains good hygiene is said to have good manners and they make their surroundings pleasing and healthy. In the workplace maintaining the cleanliness and hygiene will be part of organization's policies. This will not only for the reputation and good impression of the industry but also for the good health and safety of all employees.

#### 3.1. HYGIENE VERSUS CLEANLINESS

Hygiene is the habits of a particular person and his practices in his way of life. Hygiene can be of different types, few of them are personal hygiene, medical hygiene, laundry hygiene etc. Cleanliness is having no germs or dirt. One cannot avoid the germs or harmful bacteria completely but a healthy environment can be maintained by following few of the policies. A clean workplace is not just having appearance but it should be germ free and healthy to work.

#### 3.2. PERSONAL HYGIENE VERSUS WORKPLACE HYGIENE

The appearance, habits of an employee is called the personal hygiene. This generally depends on his personal behavior and the environment in which they have grown up. Usage of strong smelling perfumes, arrangement of the work desk, dressing habits,

washing hands, using sanitizers etc falls under personal hygiene. Whereas the office hygiene is a set of rules defined by the management and forcing the employees to follow them for the sake of good health of employees and reputation of organisation. Office hygiene includes the maintenance of reception, lunch rooms and wash rooms and such other common access places in the office.

#### 4. NEED FOR HYGIENIC CONDITIONS IN INDUSTRY

Workplace environment can greatly influence an employee's satisfaction at work. Happy and content workers are productive and are always inspired to do their jobs well. When employees feel happy and hygiene at their workplace, they don't think about changing jobs. They stay loyal to the company where they are treated well which turnover. By keeping the workplace hygiene is the way you can give your employees the kind of environment that will make them feel to work for longer hours.

Maintaining workplace hygiene effectively by following the measures for hygienic workplace facilities may cost money initially but this amount will pay for itself eventually through your employees' improved productivity and reduced absenteeism. The

benefits that an employee gets by a hygienic workplace definitely makes it worth.

An unhygienic workplace will cause a potential carrier of any disease. They can transfer it to their families and friends and, if you are dealing with a highly dangerous disease, it can even start a mini-epidemic. One of the best ways to ensure excellent workplace hygiene is to implement hygiene policies that all parties need to follow.

Need for Hygienic Conditions in workplace are as below.

1. Employee's satisfaction at work
2. For developing companies Better Image
3. Employees will be safe & healthier
4. Prevention for diseases and sickness
5. Reduce Slips, Trips, and Falls

#### **5. MEASURES TO BE TAKEN FOR IMPLEMENTING HYGIENE CONDITION AT WORKPLACE**

In general, employees are greatly influenced by their workplace environment. A hygiene workplace creates a good level of comfort in the employees. Keeping a workplace clean helps in creating a good environment. There are several essential measures that can help maintain the hygiene of the workplace.

- a. Controlling germs at work place to avoid infections. Sanitizing hands and

work place is to be followed strictly. Some infections may not be critical but can cause irritations and causes lack of concentration at work.

- b. Disinfectants are to be used at workplace at the common places like lunch room, wash rooms where there is lot of chances for spreading of germs.
- c. Cleaning products are to be chosen carefully to maintain the environment green and clean. Eco friendly products are to be given priority.
- d. Good ventilation has to be provided in the work place to avoid the spreading of air borne diseases. Humidity level also to be maintained properly to avoid the growth and spread of germs.
- e. Lighting should be sufficient in the work place to prevent the accidents especially at staircases, aisles etc.
- f. Trash disposal has to be planned in a way to avoid the growth of germs and pesticides. Sanitizers to be made available to the employees who handle the disposal of trash.
- g. Floors should be dry enough to avoid the slippage while walking.
- h. Workplace should be organized properly as an unorganized workplace is prone to hazardous accidents. This is helpful in maintain the office assets like computers etc for its long-life.

## 6. STEPS TO FOLLOW WORKPLACE

### HYGIENE

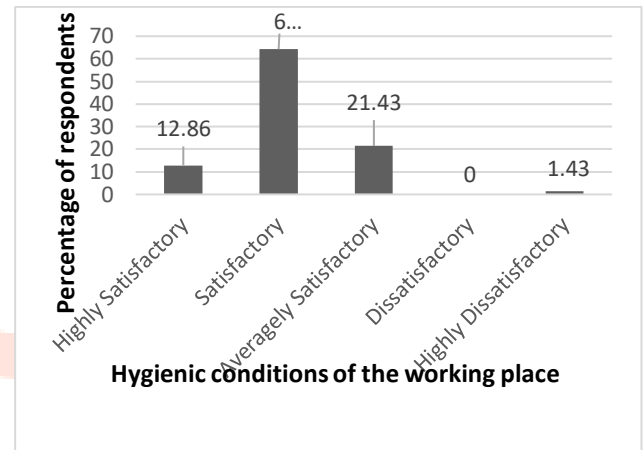
Following are few of the steps that are to be followed in the office to maintain the hygiene.

- Install Hand Sanitizers
- Set Up a Cleaning Schedule
- Setting Up of Garbage Disposal System
- Use Air Fresheners twice a day (In Morning & after Lunch)
- Educating Employees on Hygiene by conducting well programs
- Set separate zones for Eating
- Evaluate the Benefits of Hygiene Practices
- Reward employees for their effort on keeping the workplace in a hygienic condition

## 6. SURVEY ANALYSIS

**Table.1 Hygienic Conditions of the Working Place**

PARTICULARS	TOTAL NUMBER OF RESPONDENTS	%
Highly Satisfactory	9	12.86
Satisfactory	45	64.28
Averagely Satisfactory	15	21.43
Dissatisfactory	0	0
Highly Dissatisfactory	1	1.43
Total	70	100



**Figure 1: Hygienic Conditions of the Working Place**

The total sample size of 70 has been taken for this study. Both male and female employees have been interviewed. The samples are selected on the basis of convenient.

**Inference:** From the above table 12.86% of the respondents are highly satisfied, 64.28% of the respondents are satisfied, 21.43% of the respondents are averagely satisfied, and 1.43% of the respondents are highly dissatisfied.

## 7. RESULT

64.28% of the respondents are satisfied with the hygienic conditions of the working place.

## 8. CONCLUSION

Based on the study on Hygienic Conditions of the Workplace in an Industry it is clear that the industries are very keen in the promoting all the measures for maintaining a good hygiene conditions.

It is matter of great satisfaction that majority of the respondents observe that hygienic condition in a workplace is necessary. There is always scope for improving health and safety measure for the employees. It argues well for the industry that majority of the respondents have expressed their satisfaction with regard to the hygienic condition in the workplace of IT Industry.

At last it can be concluded that the hygienic condition provided by the industry to employees are satisfied and it is commendable, but still lot of scope is there for further improvement, so that efficiency, effectiveness and productivity can be enhanced to accomplish the goals.

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