

## Comparative Study about organizational Ergonomics between IT Sector and Banking Sector

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**Abstract:** *In today's competitive world employer is more focus on employee welfare and benefits. Employee is important resource for any organization. Companies are focusing on the employee health and wealth. Healthy workforce is result more productivity and more output. Ergonomics is work law related sitting jobs. The purpose of this paper is to Comparison between organizational Ergonomics awareness and practices in IT & Banking Sector. This study examines the following factors: Work Environment, Work Posture, Office design, Ergonomics Furniture. There is no one permanent practices which show the significance of the influence of all these above broad points because different organizations place different emphasis on these pointers depending upon their correctness impacting organizational Ergonomics. Based on understanding of the primary data collected by the researcher, suggestions are drawn which give a complete view on the various practices that both sector companies or Banks should adopt to keep the Organizational Ergonomics.*

**Key word:** *Work Environment, Work posture, Office Design, Ergonomics Furniture, organizational Ergonomics.*

### I. Introduction

In the past few years, there has been a strong trend for corporate organizations and businesses to reconfigure the spaces of their offices in new ways and models. In addition, the shift towards more exhilarating and flexible workplace environment and the need to meet the diverse and growing expectations and requirements of different employees has led to the rise of debates

about how and where productive work is accomplished. Respondents said that they regarded their place of work as a symbol of whether or not they were valued by their employer. Office ergonomics has been recommended by many studies as one of the key guides to equipping employees at the workplace to help produce best performance. It is the quality of the employee's workplace environment that

most impacts on the level of employee's motivation and subsequent performance.

Ergonomics is the science of fitting jobs to people. Ergonomics encompasses the body of knowledge about physical abilities and limitations as well as other human characteristics that are relevant to job design. Ergonomic design is the application of this body of knowledge to the design of the workplace (i.e., work tasks, equipment, and environment) for safe and efficient use by workers. Ergonomics is an applied science concerned with designing and arranging things employee use so that the employee and things interact most efficiently and safely. Look at ergonomics as a way to improve productivity.

In this research study about the various Organizational Ergonomics practices that help employee well-being and productivity in the organization. Today employee ergonomics practices are the highest primacy of organizations due to increasing health problem of the employee.

## **II. Why Comparison between the IT Sector and Banking Sector**

IT and banking sectors employees working longer duration on computer workstation. Employee health and well being is dependent on the working environment

provide by the organization. Working environment is properly support to the working style and sitting requirement of the employees. The work environment impact on the Job accurateness and Productivity is proven by the many researchers.

Experiments revealed that ergonomic changes are able to bring about an improvement in job accuracy by over 25% in the errors committed which is quite high, while this was not observed in the control group. The impact of environment on performance is found to be in the form of lowered accuracy, whereas, certain researchers hitherto believed that only the rate of work may suffer Not only does the human body go through wear and tear due to improper working conditions, it also affects the performance adversely. (Alok Saklani & Shweta Jha)

### **IT Sector**

In IT Sector employees are sitting hours together. There are no limits for sitting works and working hours. Employee are not aware about the impact on health their issues. Many surveys show that IT Employees health issues are more comparatively other sector employees like Telecommunication, Pharmaceutical and other.

The laptop with a tilt angle of 15° had a better heat removing effect than the laptop with a tilt angle of 0°. The findings of the study will provide designers for creating new laptop computers in order to reduce the influence of the ergonomic design of laptops on users. (Sheng Lee; Wen-Ching Su; Yu-Syuan Wang, Publication Date: 2010)

The purpose of this handbook is to provide all employees with information to reduce personal injuries and occupational illnesses associated with computer use. This guide is a revision of the Computer User's Handbook published in March 1997. This guide reflects general industry safety guidelines that promote safe workstations for employees who work at computers. (The Computer User's Guide to Ergonomic Workstations)

### **Banking sector**

In today's Competitive world in banking sector employees also working for longer duration and sitting work posture. Banking sector also convert into IT technology for Customer services. Each and every truncation is now computerized so they are more work on the desktops.

The findings of this study show that office design is very vital in terms of increasing employees' productivity. Comfortable and

ergonomic office design motivates the employees and increases their performance substantially. (Revati C. Deshpande)

### **Statement of the problem**

"IT and Banking Sector are really aware or implementing organizational ergonomics practices"

### **III.OBJECTIVES**

The objectives of the research are:

- To Analyses the awareness of ergonomics amongst employees of IT and Banking Sector.

### **IV.RESEARCH METHODOLOGY**

Structured Questionnaire Method was used to collect the data from IT and Banking sector of the selected IT units and banks Pune City.

- **Research Design**

This study is an analytical study, as it deals with a problem that extensively exists and challenges especially the Human Resource Managers and the organizations to develop different strategies to keep people with the organization for a sufficiently longer time. The study researcher use questionnaire tool.

Sample Frame: Pune City

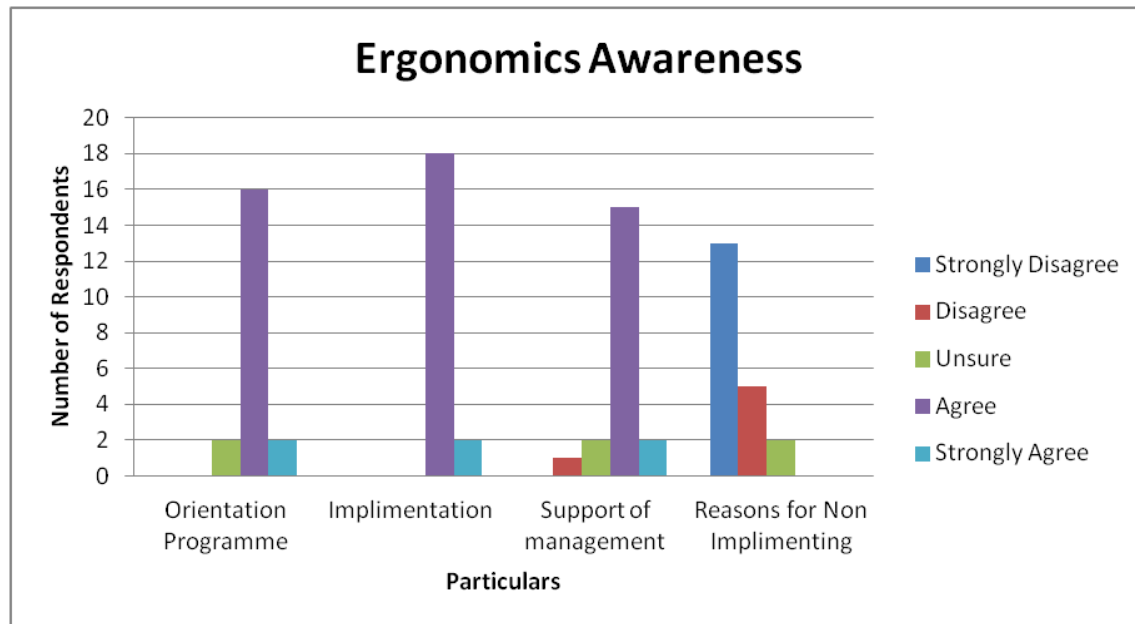
Sample Size: 20 respondents  
from IT Sector.

20 respondents from Banking  
Sector.

Sample Technique: Convenience Sampling

## V.DATA ANALYSIS

### IT SECTOR



Graph: 1.1

Graph number 1.1 shows that 80 % employees are agree that awareness of ergonomics is done in information Technologies Company by orientation programme whether as 10% employees are agreed for this. 10% employees are unsure about this Awareness method.

### BANKING SECTOR

#### Graph Number 2.1

Existing status of ergonomics practices in Banking Sector are shown in table no.2.2It shows that 70% employees are satisfied about furniture at workplace and they are

strongly agreed about arrangement of furniture.60 % employees are Disagreed that their work area is quiet .80% don't have antiglare treatment to prevent glare and hence they are disagreed.

## VI. MAJOR FINDING

- Banking sector is less aware comparatively in IT Sector is more aware about Ergonomics Practices.
- IT sector employee is getting more work friendly environment than Banking Sector.

- Both sectors are having sitting jobs so workplace Injuries also more or less same.

- The research conducted has small sample sizes with minimal respondents in the Banking sector and IT Sector. This implicates that a larger sample size would be ideal in deducing future outcomes and hypotheses.

## **VII. CONCLUSION**

Through this research paper researcher observe that IT and BANKING Sectors organization implemented different types of organizational practices. If organizations want survive in this competition world so they have follow the Ergonomics practices and make their work force Healthy.

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