
WORKING CONDITIONS AS MOTIVATION FOR EMPLOYEES

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Abstract: Organizations engage their employees to work in extreme working conditions to try to maximize their profits. The term for working conditions refers not only to work with physical hazards, but it also includes psychological difficulties such as stress, overwork, harassment, and so on.

Though many studies have been conducted that relate to these issues, sometimes the results of these studies contradict. For this reason, in order to evaluate the working conditions and the degree of satisfaction of the workers in different countries, research has been undertaken in order to collect additional data on this issue.

The theoretical results show overall satisfaction with working conditions, with the exception of stress-related conditions. The relevance of the samples tested has no effect on the result. It can be concluded that, overall, the results of the research are correlated with the results of the researches found in the literature.

Keywords: working conditions, satisfaction, employees, stress, security

1. INTRODUCTION

Nowadays, organizations face multiple challenges as a result of the dynamic nature of the business environment. Some of the challenges for the organization are to create working conditions to ensure employee satisfaction so that they are able to cope with business environment developments and achieve the desired success. To increase efficiency and productivity, as well as the commitment of employees, the organization must meet the needs of employees by creating good working conditions. However, in their efforts to maximize their profit, organizations can sometimes engage workers to work in extreme conditions. Despite conventional convictions where extraordinary conditions could be considered as working conditions under difficult environmental conditions, such as extreme temperatures, mine work, or other serious physical work. Other authors as extreme conditions define the psychological consequences of stress from overwork, abusive supervision, lack of satisfaction and motivation at work, etc.¹²⁸

While empirical evidence seems to support one another, in most cases, it sometimes happens to be inconsistent. Therefore, since there are plenty of gaps that require further research, this study has been undertaken with the aim of giving a little light by providing additional data to illuminate these issues.

The sample of the workers selected for the research is mixed and with different experiences where most were employed in service sectors of social institutions. After collecting data, to produce consistent conclusions, the results were analyzed and interpreted by comparing them with the results of authors who have done similar research in this field.

2. WORKING CONDITIONS

Working conditions depend mainly on employee downsizing factors. These are reflected in salaries, bonuses, as well as opportunities for training and pro-active development. The emotional factor will also affect the suspension or sleep from that place of work. From the physical aspect of the load to working conditions comes as a result of increasing the overall volume of work. In the psychological aspect, there is also the attitude of the employee towards the employees. The appearance of these factors afterwards with the appearance of the friction and then the stress. The appearance of stress precedes the health problems, especially the psychological ones.

The first question to be asked concerns the way they perceive working conditions and whether they have faced the relevant situation of the obstacles. This may be related to the difficult economic conditions in which the employees are located, where finding a job that suits the choice of employee is difficult.

Another result from data analysis and multiple research shows that participants often face stress as a result of increased volume of work. It is likely that, given the large number of unemployed, these employees may be exploited and overwhelmed by their employers as there are many people who would work if any of them abandoned the job.

¹²⁸ Henle and Gross, 2013

On the other hand, the attitudes of employers, or their peers, causes stress, many participants admit that this happens quite often. This question is related to abusive behavior and harassment in workplaces as a phenomenon that may arise as a result of discrimination of any group of people.

All research, whether male or female, is of any value to each other, with little difference in health and working conditions. The factor that may have influenced the emergence of this non-principled distinction may be the fact that fewer women work in hazardous work than men ¹²⁹.

3. SAFETY AT WORK

The law provides for minimum working conditions when the employee works continuously or intermittently, at his disposal an appropriate working chair is placed. If work requires a standing and long-haired stay, short-term holidays must be provided at time intervals.

Enlightenment of the workplace and access to them should be sufficient to ensure normal work performance. Lighting should be conceived, realized and maintained in order to avoid any weariness of vision.

The ban on smoking should be clear and remember with all possible means. Every environment should be equipped with sufficient fire extinguishers, which must be kept in good working order. Floors and raised platforms, enclosures, as well as access to them, must be constructed, installed and protected in such a way as to provide workers who work in them. Employees should be able to change clothes, put them and their belongings in a place protected from misappropriations, difficult atmospheric conditions and polluting sources.

The employer must make available to the employees the necessary tools to ensure personal hygiene, sufficient water, soap, cleaning and wiping. In every enterprise, hygienic rooms should be built for use by women. In each enterprise, appropriate measures should be taken to provide prompt assistance to any injured person at the workplace.

It is forbidden for one person to hold a heavy load for him and to make available all the necessary manual or mechanical tools to ease the weights they should bear.

4. HEALTH CARE AT WORK

Safety and health at work is a duty of a worker, who must be guaranteed safety and health protection. But even the employee has to fulfill some obligations precisely with regard to safety and health at work ¹³⁰.

The law regulates the obligations of employers to provide workers protection in all aspects related to safety and health at work and takes the necessary measures by preventing the risks for accidents at work and occupational diseases, information and professional training of workers, the organization of collective and individual protection, the organization of the workplace and the necessary means. The establishment and functioning of the protection and prevention, security and occupational health services as a structure that will serve the implementation of preventive measures in the design of the document assessing and preventing the risks arising from the work.

The obligation of employers is foreseen by law to draft a risk assessment and risk assessment document, which contains measures of a technical, organizational, hygienic and sanitary character, which will be implemented according to the specific conditions of the workplace. Another obligation is that in the case of occupational accidents as well as occupational diseases, the employer is obliged to notify the state institutions immediately.

The worker has a duty to use correctly the machinery, equipment, tools, dangerous substances, transport equipment and other means, and to use the individual protective equipment correctly, made available to them and, after use, return them to the place where their safe storage is planned. Also, the employee has the obligation not to release the service, to alter or to arbitrarily shift the security mechanisms mounted on machinery, equipment, utensils, plants and buildings, and to use them properly mechanisms according to the technical guidelines for work safety.

The law provides for the assessment of the accident at work, which means in which cases and situations there are accidents at work. Thus, according to the accident, it is estimated that it has occurred at work or because of work when the employee is injured in such cases as during the performance of the job, according to its description, as well as the performance of another work without the employer's order but for major reasons, in the interest of the job, carrying out another job by order of the employer.

Accidents at work are the groups of employees where by law are defined the most vulnerable categories of risks that affect them in particular. Employers are forced to adapt their workplaces, taking into account the presence of vulnerable groups. The safety and health protection for vulnerable groups should not be a cause for creating disadvantaged situations for in the labor market.

¹²⁹ Ness, 2012

¹³⁰ .Philip Kotler & Kevin Lane Keller

5. SATISFACTION WITH WORK

Another element of working conditions is the ability to work as an independent, where the employee feels satisfaction during the working hours and also from the levs they receive for the work they are doing, This is an issue related to the complaints of employees who often complain that their work is not sufficiently evaluated by their managers¹³¹.

One possible reason may be that employees are not paid well. Even if a person spends large sums of money for his education, there is little chance that he received higher salary. Therefore, employees try to cover this discrepancy by evaluating their performance at work in order to maintain their self-motivating attitude and motivation at the highest possible level.

CONCLUSIONS

The work environment nowadays requires employees to adapt to different circumstances so that the organization can achieve the maximum profit. This results in the commitment of workers to work in extreme working conditions. Our vision was to shed some light on this issue. Stress was identified as a frequent issue as it indicates that job overload is a significant problem that causes stress to employees and, consequently, reduces their productivity in the company. On the other hand, the negative behavior of managers and colleagues is also a factor that affects the level of stress of the employee.

Satisfaction with working conditions in their workplace, care depends on the health and safety because it is a guarantee for the motivation of employees, while on the other hand they want to work independently.

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¹³¹ Semiha Loca ” *Sjellja Konsumatore*”, Prishtinë, 2006

