



Impact of Solar Energy on the quality of Work Life of IT Employees Reflected through Human Resource Information Management

Mansi Saxena¹, Ashu Raymond² and Yogesh Roy³

¹Assistant Professor, MERI, Janakpuri, India.

²Student, MBA, MERI, Janakpuri, India.

³Student, MBA, MERI, Janakpuri, India.

(Corresponding author: Mansi Saxena)

(Received 29 July, 2019, Accepted 19 September, 2019)

(Published by Research Trend, Website: www.researchtrend.net)

ABSTRACT: Global impacts, multi-tasking job profiles, urge to perform best, retain the position and reflect through necessity or choice is today's working force. The need of an hour says one should strike a balance between work and personal life to work with new spirit every day. The movements of quality of work life become a strategic angle for various organizations which seems achievable from solar energy at times. Solar energy is not only a radiant light and heat from sun but a kit to boost life in living organism. A moderate sun exposure at healthy levels is not only safe but benefits in the multiple forms. The reflection of work after a sun exposure is studied which is reflected through human resource information system, system collaborating human practices with information system to work on every employee with positive attitude. A qualitative research has been done exploring various corporate portals, magazines and websites. 2 focused group study has been conducted for 3 days between 2 IT managers and 6 IT employees of Nagarro Softwares to study the impact of solar energy on their behavior, attitude, performance in work life and at home (quality of work life) via face to face interaction, telephonic conversation and group discussion. The findings suggest the employees who have office job.

Keywords: Solar Energy, Quality of Work Life, Human Resource Information System, Performance, Strategy.

I. INTRODUCTION

Solar power advantages are drawn by humans at all generation. Sun is not just a source of energy but a big pool of economic resource. Economic growth is a physical process but it is achieved with combined efforts of human with natural resources i.e., solar energy. Energy is used to transform materials into useful goods and services with humans' physical and intellectual efforts. At an aggregate level it is being realized, sun exposure at moderate rate is rejuvenating in therapeutic form. Great examples are set across on solar plants, solar cells and so on but on the same end human's small amount of exposure not only uplift the mood in fact uplift the health in multifold times. Solar exposure with healthy dietary patterns improves the stamina, energy and metabolite.

Challenging environment initiated movement towards attitude development, behavior up gradation and creating a balance between work and family life. This movement from stress to enjoyment, work from multitasking jobs, and training to development has made the concept of quality of work life prominent to live a satisfied life which is reflected in the performance of employees and long term stability of an organization [1-5,7, 9, 11].

Walton (1973) stated that negligence of human and environmental values have a depleting effect on the production and the performances, one can retain the focus by giving importance to quality of work life. This is contributed better with the effect of solar power. As the energetic influence of sun is curing the mood shift and depleting health [6]. The changing attitude and competitive scenario made humans work like economic and social animals [14]; therefore, the need of an hour is to improvise the working culture, environment, outlook and perception which will have a multifold effect on performance and behavior of the employees.

HRIS is an information system recording, analyzing and summarizing the employee record on job, performance, attitude and critical incidences with complete information about compensation and promotions [10, 13]. HRIS gives complete information on nature of work, social value, stress undertaken, happiness derived and satisfaction achieved Human work with pleasant environment contributes towards the clarity of work [15], understanding the work to be executed and better output. QWL is by a large is affected by the mind sets influencing their work and personal lives.

The positive and significant relationship between employee and QWL is fostered through the positivity spread in the working organization [16].

II. LITERATURE REVIEW

In 1970's US initiated the humanization of work through quality relation between work, work environment, work culture and performance of workforce diversity in an organization. Every employee wishes for healthy working environment conditions, transparent business objectives, fair remuneration, safety and security (job security), less risk of illness and occupational disease. In this hyper competitive era one need to ensure stability and sustainability, therefore. Information age took an advantage in this phase. HRIS played the role of analyzer, compiler and decision maker for HR practitioners. HRIS comprises of database of an employee from the date of starting till his/her exit, this track of information helps organization to learn about the specific information [17]. In 2003, Hendrickson stated information system is supporting in a form of integrated system to use, gather and analyze information regarding an employee.

Hackman and Oldham (1976) considered psychological growth contributes majorly for quality of work life. These includes employee satisfaction, job responsibility, freedom to take decision and performance feedback. Taylor (1979) identified intrinsic and extrinsic factors that influence the QWL of an employee and relate it to environment exposure. QWL majorly affects self-development skills with in-built willingness to participate in management policies and practices. Which are individual power, employee participation in management and self- development.



Fig. 1. Depicts factors influencing Quality of Work Life.

Fig. 1 depicts factors influencing QWL, where it is not only job, pay and relationship at work gives satisfaction but exposure to sun rays at a moderate level plays an important role. This exposure to sun uplifts the energy, mood, improves the health factor as sun being a direct source of Vitamin D with multifold quality of healing tough diseases like cancer too. Education, family and psychological factors have an equal contribution on QWL providing employee an inspiration, aspiration and desire to sustain for long term [18].

Employee satisfaction relies not only on quality of work and environment but also how work comes to them and how they are made feel stressed about it. This further influenced by the willingness to perform and support the growth of the organization. It's the employee efforts, job performance and willingness to work more and better and better with every task which derived from number of factors like work, work load, market value, society, family, health, benefits derived and contentment [8, 12].

The purpose of technological advancement is achievable through HRIS whose contribution is reflected with the improvement of performances and attitude of the employees. One such contribution is made by solar power too sun being the source of basic energy is affecting the growth pattern and work of employees. A moderate exposure to sun is therapeutic. Healing acts influence employees at work place and their best contribution is reflected through QWL.

Fig. 2 exhibits the functions of HRIS, and clarifies its importance in the industry to manage and maintain employees and resources to fetch maximum benefits in this hyper competitive era.

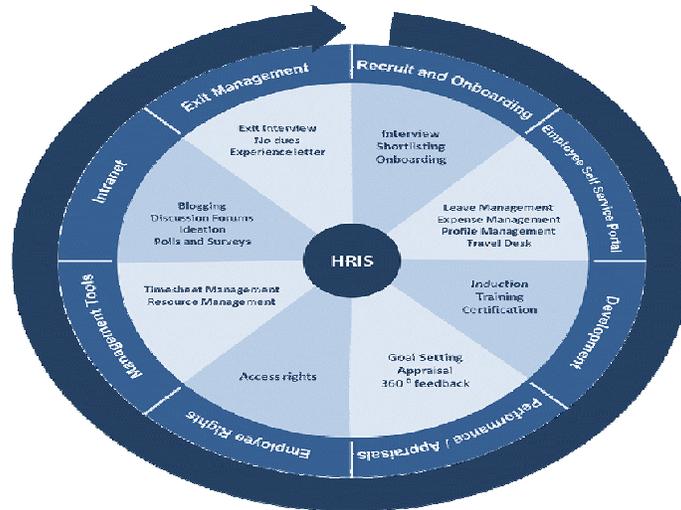


Fig. 2. Exhibits the functions of HRIS.

III. RESEARCH METHODOLOGY

The research is executed with the objective of improving quality of work life through Solar Energy in the form of moderate exposure to Sun reflected through HRIS, to know the contribution of HRIS in meeting the employee satisfaction with their full commitment towards the organization and to know how organizations can meet the expectations of the employees by using HRIS. To meet the objective, a mixed methodology is adopted to collect the data. A qualitative research has been done by exploring various corporate portals, magazines and websites. A descriptive research has been done with 6 employees of middle level management and 2 employees of top management of IT department of Nagarro Softwares for 5 days. Focus group study has been conducted by dividing the group in two. Team A comprising of one leader and three subordinates were exposed to the sun at moderate level and yet asked to perform the assigned task. On the other hand the other group of one manager and three subordinates, teamed B, was asked to sit in a closed room and were given with the task to perform. Detailed study with group discussion was executed along with structured questions to understand the difference in their performances. Care was taken to ensure the privacy of the respondents and their confidentiality is assured.

IV. FINDINGS

The participation of males was 72% and female participation was 28%. People, 39 and above age were 46%, between the age of 33–38 were 32% and between the age of 27–32 were 22%.

Awareness and usage of the software: All the respondents were aware of the software; the usage in work life was even there but they lack systematic usage of the software. 28% their data in the morning of the next day, 53% data only on the work sheets, and 19% on weekends and sometimes some lack to understand where to put the critical information and then they use mailers to transmit the information.

Time management: The group exposed to sun for small intervals were better time managers though sun exposure took their time from movement (in and out of work) but they manage with best results. Team B who were in the work place, were not able to meet the deadline. In fact the other group shows their willingness for sun exposure.

Work and work environment: 88% employees agree that sun exposure has improved their mind set and ideologies of performing a task. HRIS reflected that employee satisfaction in team A has increased considerably in those 5 days.

Compensation Management: The transparent picture analysed by HRIS reflects, that the team A was able to receive better incentives for their performance those 5 working days as their attitude change was reflected in their work performance. Team B could only receive what they were receiving previously in fact the number of absenteeism also grew.

Balance between work and family: When asked are you able to maintain a balance between work and life, the respondents had mixed opinions. Team A states 88% of satisfaction has achieved in those 5 days as know they can pay better attention on both fronts but Team B grew but frustration and instability got reflected in their behavior.

Performance Management: 92% of team A strongly agrees that there performance has shown a positive sign under sun exposure along with the use of HRIS as they were able to track the loophole in their work as they perform and then makes necessary changes to meet the objectives. *Participation:* Participation of Team A was better throughout

the observation period. They showed a positive sign of good decision making with rational thinking. Team B 22% members could participate and other were preoccupied with work and stressed life pull them down. The finding shows that sun exposure at moderate level was rejuvenating. The team exposed to the sun in small intervals showed positive sign in their work, behaviour and attitude. Their performance has considerably moved up and organization has registered multifold benefits from them as compared to the other group who was asked to work in a closed structured room with no sun exposure. HRIS has reflected the change observed in those 5 days of their study. This all has contributed towards improving the quality of work life and focuses that employees are satisfied by meeting many dimension of life.

V. CONCLUSION

The results depicts that HRIS has taken care of employee records, their performances, compensation derived, time management in terms of work assign and meeting client satisfaction, employee participation with great decision making skills, relation with senior and subordinate, motivation, balancing work life with family life and ensures healthy work with healthy working environment. Exposure to sun has added advantage in contributing towards improving quality of work life.

REFERENCES

- [1]. Datta, Tanmoy (1999). Quality of Work Life: A Human Values Approach. *Journal of Human Values*, **5**(2), 135-145.
- [2]. Aderman, M., & Tecklenburg, K. (1983). Effect of relaxation training on personal adjustment and perceptions of organizational climate. *Journal of Psychology: Interdisciplinary and Applied*, **115**(2), 185-191
- [3]. Allen, T. D., Herst, D. E. L., Bruck, C. S., & Sutton, M. (2000). Consequences associated with work-to-family conflict: A review and agenda for future research. *Journal of Occupational Health Psychology*, **5**(2), 278-308.
- [4]. Buchanan, D. A., & Boddy, D. (1982). Advanced technology and the quality of Work Life. *Journal of Occupational Psychology*, **55**, 1-11.
- [5]. Havolovic, S.J. (1991). Quality of Work Life and Human Resource Outcomes Industrial Relations, **30**(3), 469-479.
- [6]. Walton, R.E. (1973). "Quality of working life: what it is?" *Solan Management Review*, **15**(1), 11-21.
- [7]. Sahni (2013). An Evaluation of Quality of Work Life Practices and Effectiveness in Software Industry of Delhi NCR. *Journal of Commerce and Management*, 1-15.
- [8]. Kahn, R. (1981). *Work and health*, New York; Wiley.
- [9]. Busslar, L., & Davis E. (2001/2002). Information System: The quite revolution in human resource management. *Journal of Computer Information System*, 7-17.
- [10]. Srivastava, S., & Bagga, T. (2014). A Comparative Study on the Usage of HRIS in the IT/ITES, Services, and Manufacturing Sectors in the Indian Scenario. *Prabandhan: Indian Journal of Management*, **7**(6), 21-36.
- [11]. Serey, T. T. (2006). Choosing a robust quality of work life. In *Business forum*, **27**(2), 7-11.
- [12]. Seashore, S. E. (1975). Defining and measuring the quality of working life. *The quality of working life*, **1**, 105-118.
- [13]. Bagga, T., & Srivastava, S. (2014). SHRM: alignment of HR function with business strategy. *Strategic HR Review*.
- [14]. Bagga, T. (2012). A study on perception of various social networking sites with special reference to Delhi/NCR. *ZENITH International Journal of Business Economics & Management Research*, **2**(10), 64-79.
- [15]. Alneyadi, B. A., Al-Shibami, A. H., Ameen, A., & Bhaumik, A. (2019). Effect of Transformational Leadership on Human Capital among Public Sector Employees in Abu Dhabi. *International Journal on Emerging Technologies*, **10**, 16-22.
- [16]. Ashoob, T. (2006). Study the relationship between Quality of Work Life and Organisational Commitment of the High schools of Gonbad-e-Kavus city, master's dissertation.
- [17]. Kovach, K.A., Hughes, A.A., Fagan, P., and Maggitti, P.G. (2002). Administrative and Strategic Advantages of HRIS. *Employment Relations Today*, Summer 2002, pp 43-48.
- [18]. Danna, K. and Griffin, R.W. (1999). Health and Well-Being in the Workplace: A Review and Synthesis of the Literature. *Journal of Management* 1999, Vol. **25**, No. 3, 357-384.