Impact of Employee Friendship for Productivity and Job Satisfaction

Abhishek Kavade¹ and Nayana Nimkar²*

¹Student, MBA, ²Professor, Symbiosis School of Sports Sciences, Symbiosis International (Deemed University), Pune, Maharashtra, India

*Corresponding author: director@ssss.edu.in (Nimkar)

Abstract

Background: Relentless rivalry among one another for advancement is a piece of the corporate culture today. The main objective of this research was to study how colleagues motivate each other while maintaining their friendship even while fighting each other for that one position while respecting the workplace they are in. This research doesn't just study an individual's growth but also the growth of the organization through their efforts. Methods: We tried to analyze the different results of having team bonding sessions and meetings by asking them certain questions in the survey. The study examines how workplace friendship, productivity, and job satisfaction are interrelated. The percentage was calculated according to the responses received. Conclusion: The research concludes that as the quality of the Atmosphere of the workplace is directly proportional to the productivity of the company.

Keywords: Employees, Productivity, Motivation, Job Satisfaction, Workplace

How to cite this article: Kavade A, Nimkar N (2020): Impact of employee friendship for productivity and job satisfaction, Ann Trop Med & Public Health; 23(S17): SP231703. DOI: http://doi.org/10.36295/ASRO.2020.231703

1. Introduction:

Job satisfaction is a part of life satisfaction. It is the sum of pleasure which is part of our Job. Job Satisfaction always helps an individual to grow in their respective field of work, every job is assigned and it's completed with a positive note can be called as Job Satisfaction. Employee friendship is one of the most important factors which plays an important role while working in a workplace. Various factors help and individual to understand the level of satisfaction he gets after completing the work at the workplace.

There are close friendships which we see in a workplace that helps an individual to work smoothly and always feel motivated¹. Every Individual has a choice of making friends in the society, but here in a workplace where every individual have their choices of making friends in the society, but here in a workplace where everyone has to behave in a friendly manner with their colleagues So that the productivity is flowing smoothly. In addition to friendships being an important part of the workplace for understanding human values, they understand the attitudes and behaviors of every individual which are shared with their colleagues. The relation of the colleagues must be in a positive manner so that the workplace will always have positive surroundings. Workplace friendships can be directly relatable to an individual aspect for jobs or for the motivation to do work on time and should be productive enough that can help the organization to grow and survive in the market. It will also help the new joiners who are yet to start their professional carrier. This will help them to feel free enough to learn the friendly workplace aspects which will also motivate them to make the organization friendly enough that each and everyone will support each other at the time needed. So, here the workplace friendship plays an important role in an employee's life and it helps the organization to grow more smoothly².
According to Meyer(3) words, friendship is a relationship that is passionately and not forceful. It is a personal relationship that involves the passion of friendship and motivates more and more friends in an organization. There is the various definition of workplace friendship as the base of this friendship. There are many other ways to become friends but the workplace friendships are the one who grows itself over there and it takes no time to be one of the ways to be friends between each other(4). Song(5) tell us those workplace friendships is one of the successful friendships because it has mutual understandings trust between each other and also helpful.

It is a type of relationship which does not have any boundaries. It involves togetherness, a Friendly approach, and freedom of expression. Although Friendship may differ as per the differences certain parameters remain constant. (For example, Trust). Trust is Must. In every relationship. Workforce Friendship has been considered to have the most valuable for both individuals and organizations. According to Bandura(6) Workplace Friendship provides not just resources but also provides support which helps individual to accomplish their job. Once the preset goals are achieved it automatically reduces work pressure, and provides an increase in factors like self-esteem which helps to improve coordination amongst the co-workers and also maintains energy level while working so.

Berman(7) also stated, that when there is friendship at work, people feel comfortable with their workplace friends and they give up feelings of insecurity and uncertainty as they can share anything and everything besides getting judged by the person whom they wish to share. They also share more information and converses with workplace friends about work-related problems and concerns.

Friendship is not just about similar likings but at the same time, there should be moral support from peers whenever needed. Freedom of expressing an opinion is a must to express whatever one wants. There should be encouragement, dignity, and word of caution is required. Being optimistic is the quality required from both sides as needed, by Rai(8).

According to Workplace Friendships previous empirical research concluded that Workplace Friendships can encourage as well as influence employees with all associated factors like job-satisfaction, Mentoring, and some more issues(9). These obstacles are difficult to overcome due to the top-down hierarchy or finding it difficult to communicate with the corresponding person. So the solution to these problems will automatically increase the productivity and performance of the individual employee(10). Additionally, research has proved that the employees who have friends at their workplace help each other and keep a trust so that the work assigned to each and everyone has done with every one supports as well feedback(11).

Organizations focus mainly on the employees who are responsible for the company’s growth by contributing more by their performance to increase the company’s revenue so as a result company must gain profit. To analyze this scenario there is a need for studying the factors which affect the employee’s performance in a realistic manner.(12)

The objective of this research paper is to know how workplace friendships affect the atmosphere in the workplace for the productivity of the company as well as the job satisfaction of the employees.

2. Material & methods:

The statistical population sampled for the research purpose was employees who were working or have minimum of 1 year work experience. Purposive sampling technique was used for the collection of data. The method used in performing the research is the Qualitative method. The survey was circulated among 200 employees. Number of responses received was 120. Response rate: 60%.

Purposive sampling technique was used for the collection of data. There were questions based upon personal experience about the individuals of how they are experiencing their work and how their work is flowing when the workplace is friendly. The questions were about how sports events should affect the team bonding between the employees and how they can feel motivated to work for the company. The study of this research is looking at the actual reality of Workplace friendships according to the individual’s point of view.

3. Results and Discussion:
The data is a mixture of all the working structures which is from all the organizations. So, after the responses which we got from it had the maximum number of females that is around 52.5% and 47.5% were males. So, it is good to see female employees telling about having a work-friendly organization. So, the findings also tell us that the workplace friendship of the employees can lead to a positive framework and allow the company to grow in the market. Many of them also told us about how team bonding sessions every week will help the employees to share things with their colleagues and with that the trust factors develop among themselves. As the trust factors will also help the employees to work with each other more smoothly. 40% of the responders are having 3 or above experience. So, it has more of the younger population involved where it’s good signs for the upcoming generations who are yet to make a mark in their professional carrier. As the young population will come to know about how the workplace should be kept friendly and how friends are helpful in an organization where you are working. It not only gives you new friends but you also learn new things while sharing your experience with every aspect of work.

![Figure 1: Work Experience](image1)

The above figure 1 tells us the people who are having work experience and are telling about how the workplace should be kept friendly.

![Figure 2: Current Workplace Situation](image2)
In the above figure 2.0, the responses tell us that only a few organizations are having a negative surrounding. 17.5% of the responders are telling that their workplace is having excellent vibes for working, 40% of the population says they have a good workplace and 35.5% people say that their workplace is neutral. That means that most companies have their workplace which is friendly and they doing great in terms of their productivity and the employees are also getting their job done in time.

**Figure 3: Sports Events**

In the above figure, 3 tells us there was a question asked by the researcher in the survey about conducting Sports events in from of companies sports day for the employees through which the employees can also feel fresh motivated and it will also help in keeping trust amongst each other so the outcome could be shown in the productivity in the work. It is said that Sports make an individual fresh, motivated, and also helps to bond everyone. When an employee is playing sports then it is said that the employee is very productive. Because, when an individual plays he’s mind and the whole body becomes fresh, hence that individual becomes fresh and fully motivated to continue the work given to him which he will do it in on time. This will affect the whole workplace and hence it will results in maximum profits for the organization. It will also help the employees to maintain team bonding amongst themselves which will, therefore, positively increase the work culture\(^{(13)}\).

**Figure 4: Team Bonding Sessions**
In the above figure, 4 tells the majority of managers are willing to keep team bonding sessions for their employees, as much as the team bonding sessions are conducted, the friendships between the team increase so it also helps the company to grow the productivity and the employees also get satisfied from their job\(^{14}\).

The research analysis suggests that associations may profit by empowering kinships among workers. Working environment companionship can lead representatives to have positive work mentalities, yet the nature of kinship impacts positive work perspectives by workers than fellowship opportunity\(^{15}\). Work environment fellowship is a marvel that has a scope of hypothetical and functional HR suggestions that help the requirement for additional, more straightforward examination. Subsequently, data assembled utilizing the Workplace Friendship Scale might be utilized with certainty to advise the advancement regarding increasingly worldwide HR strategies and practices\(^{16}\).

4. Conclusion:

As studied above we have understood that workplace friendship plays an important role for employees as it increases job satisfaction and for employers as it maintains workplace harmony. Many factors improve and increase workplace harmony and employee motivation towards work. Among all the factors workplace friendship contributes the most for an individual employee’s job satisfaction. Job satisfaction can be increased through various monetary and non-monetary such as appraisals, bonuses, work flexibility, job rotation, sick leaves, medical insurance, allowances, job security, work culture, etc. The statistical tool which was used by the researcher is a Pivot table which represents the graph of the Questions answered by the population.

Workplace friendship should be encouraged by managers as employees may consult a friend before consulting any superior authority. There are many advantages of promoting workplace friendship such as increased emotional well-being, more job satisfaction, increased trust, reduce workplace stress, more loyalty, effective teams, additional support system, increased productivity, increases the sense of contribution, etc. There are also some disadvantages of workplace friendship such as unhealthy competition and disruptions although having friends at work is a good thing employees must also remember that they are being paid for a particular job so they must maintain self-disciplined so that they complete daily task.

There are some standard procedures for workplace companionship, for example, overseeing limits, incorporate non-companions in work ventures, maintain a strategic distance from office tattle, treat each individual from your tea similarly, distinguishing relationship needs. These standard procedures are significant similarly as organizations need to empower efficiency and achievement, they likewise properly need to forestall improper conduct. Provocation, partiality, maltreatment of power, and clashes and intrigue are a portion of the instances of drawbacks that can originate from close social compatibility between colleagues. Work environment kinships present difficulties that private, social associations don’t understanding. Standard procedures ought to be kept up to find some kind of harmony between your own needs and the requirements of the working environment for congruity and commitment. Work-fellowships cause us to feel safe however they additionally help us to perform at a more elevated level.

**Ethical Clearance:** Not applicable

**Source of Funding:** Self-funded

**Conflict of Interest:** There is no conflict of interest among the authors

**References:**

