Available online at https://www.gyanvihar.org/researchjournals/ctm_journals.php
Suresh Gyan Vihar University International Journal of Economics and Management
E-ISSN: 2455-7528
Vol.13 Issue 2 Page No 1-3
December 2025

"Factors Influencing Human Behaviour to Enhance Workplace Performance"

Dr. Sanjeev Kumar Mathur
[1] Dean & Professor, ISBM, SGVU, Jaipur
[1] sanjeev.mathur@mygyanvihar.com

***Abstract*— The purpose of this paper is to get an understanding of the various comprehensive aspects that determine people's behavior and thereby improve their work performance. A progressive organization that is on the go to enhance productivity and create a ripple effect on the market due to its exceptional performance being carried out by the workforce has to take into consideration a number of factors pertaining to how the workforce thinks, perceives, believes, inspires and gets involved in the cohesive acts of creating wealth for the organization. This paper explores psychological, social, and organizational factors that define employees' behavior focusing on ten scholarly sources for a detailed analysis.**

***Keywords*- Human Behavior, Workplace Performance, productivity, Psychological Factors.**

I. Introduction

In the present growing world of competition, it has become very essential to pen down some strategies that can focus on increasing the performance of employees in the workplace. Performance can be defined as human behavior which is determined by several factors to a large extent. Therefore, the objective of this paper is to establish and discuss these aspects to facilitate an improved understanding in timely executive intervention aimed at improving workforce output and morale.

II. Psychological Factors

2.1 Motivation

In essence, motivation is a major determinant of the performance of the employees in an organization. The need theories, for instance Maslow's needs hierarchy [(1)] as well as the Herzberg's [(2)]two factors theory put much consideration to the motivators. Deci and Ryan (2000)[(3)]opine that extrinsic motivation, which originates from personal satisfaction, is the most effective approach to long-term high performance. It is a never-ending quest of human beings inhabiting on this planet to keep on aspiring for things that they find are in possession of others and they get fascinated by. What we see around us is nothing but an extension of basic human needs, i.e. food, cloth and shelter. The chase is endless. It is only money that can buy any material thing and fulfill requirement. For example, some may feel motivated to earn enough money through their efforts at workplace to dine out in a five-star hotel with family once or twice, while others may be happy with their gourmet rendezvous with the iconic restaurants of the town once or twice with their family members. There would be a class of professionals who would be motivated to work hard to earn money to wear Louis Phillipe outfits while others would strive hard to earn more to rig out in Louis Vuitton outfits.

In nutshell, the motivating factors differ from one to another individual. The organizations need to comprehend that every individual seeks to fulfill his wants in accordance with some hierarchy of importance.

2.2 Stress and Anxiety Management

Employee performance has a direct relationship with the levels of stress and anxiety prevailing over at workplace. The less stress and anxiety level in the organization, better the cognitive and emotional responses of the employees. The discernible impact will be on the outcome of results in the organization in terms of productivity and well-being of the employees and organization thereof. The levels of stress can be kept under control through the adoption of proactive approach and farsightedness of the system. An ability to see things likely to happen in advance leads to preparedness in advance and when the opportunity meets the preparation, a masterpiece is expected to happen which will not only boost the morale of the employees, but also the impetus to the growth of the organization. (4)

Another factor which may be instrumental to mitigate the anxiety from all ranks in the system is proper time management. An organization is expected to do complex time-bound tasks which require the breaking up of such complex tasks into manageable smaller fragments and then taking them up through a piecemeal approach for the accomplishment with finesse.

Mental alacrity is also overarching in its own way, and fatigued minds can't add value to the business performance. The persistent worry for the performance can be eschewed

Available online at https://www.gyanvihar.org/researchjournals/ctm_journals.php
Suresh Gyan Vihar University International Journal of Economics and Management
E-ISSN: 2455-7528
Vol.13 Issue 2 Page No 1-3
December 2025

through healthy work-life balance. Cheerfulness and freshness – two essential ingredients of desirable performance of employees can be achieved by making them encourage to practice meditation and physical exercises. A proper workload management does wonders for organizations. (5)We have an example of Indian Cricket Team which has been delivering exemplary results in international tournaments due to key members' well thought out workload management.

3. Job Satisfaction

Satisfaction with the job can easily be noted to affect productivity at the workplace. According to a study, job satisfaction is likely to enhance productivity, employee involvement and organizational commitment.(6) Some factors that are likely to affect users' job satisfaction include clarity of roles in the job, flexibility in work, incentives, autonomy and trust(7)

Thus, higher job satisfaction is greater would be the productivity of the individuals of the organization.

The meaningful engagement of employees is crucial to the success of the organization. Every employee wants his boundaries of performance through the usage of possessed skills-set be challenged in a job that he enjoys the most. It is often seen that employees deliver and make a substantial contribution to the overall productivity of the organization provided they get the right kind of environment to deliver with adequate resources. A pinch of confidence in their capabilities with a fair amount of freedom to deliver after briefing the task does wonders. A job being explained with absolute clarity marvelously clears the employees' minds and helps them channelize their efforts in the right direction. (8)

4. Social Factors

4.1 Workplace Relationships

It is overarching to identify and infuse positive relations in the workplace since this increase in productivity in organizations which is the outcome of bringing the employees together effectively to work in tandem for creating a robust winning culture in the organization. This cements a positive culture of dedication, determination and diligence where workforce goes all out for "in for a penny, in for a pound' spirit. According to Social Exchange Theory (Blau, 1964), there must be support from family and friends at the workplace which in turn affects job satisfaction and organizational commitment. Trust and communication within a team is vital to create cohesiveness of the team, thereby enhancing the productivity of the team.(9)

5. Leadership Style

Thus, leadership has a major influence on the behavior and output of employees. Inspiration cum motivation is one of the five practices of transformational leadership that has been supported by literature to enhance performance (10). Supervisors who extend their support and show concern to employees effectively create good working conditions that improve workers' productivity.

Business culture is one of the most influential organizational resources upon which much depends to ensure strict compliance with the activities of employees and organizational objectives, thus affecting organizational performance. Referring to Schein (10), strong organization culture fosters value like innovation, flexibility, ethical values etc. end up yielding higher performance. Positive culture defines the norms, beliefs, and behaviors within an organization so that the workers have an appreciation of the goals of the entity.

As a concept, innovation within organizational culture enables the workforce to be creative and more accepting of change with the overall effect of enhanced neat solving and productivity. A culture that respects change makes employees able to respond to change more easily and helps the organization to be operative and competitive. Further that adherence to the ethical standards encourages trust and integrity, both which are very vital when it comes to market reputation and stability.

Working relations between employees and the management are also determined by the organizational culture of the business. When people can speak freely and listen to one another, the organizations are more successful at creating strong teams and sharing available information. In addition, organizational reward structures can enhance people's performance due to appreciation of the corporate culture that encourages them to do their best.

Thus, organizational culture is an essential factor that shapes employee behavior to be coincident with the company objectives and increases organizational performance through innovation, flexibility at work, ethics, and interpersonal interactions.

6. Training and Development

The need to have ongoing competency training is a key necessity that contributes to performance in the workplace. Skill development, education, and career development enhance the employees' morale and productivity since they are encouraged to go for training programs. Kirkpatrick (1994) also stated that training can be an important tool in helping employees to be ready to perform the required tasks in the organizations through proper training programs.(12)

Enhancement training promotes prompt and standard skills in the execution of organizational goals and objectives since it updates workers on new technological intelligence in the operations of that industry. The acquisition of knowledge through training implies to the preparation of the employees with an enhanced awareness of what their positions entail,

 C o r r e s p o n d e n c e t o - S a n j e e v K u m a r M a t h u r

Available online at https://www.gyanvihar.org/researchjournals/ctm_journals.php
Suresh Gyan Vihar University International Journal of Economics and Management
E-ISSN: 2455-7528
Vol.13 Issue 2 Page No 1-3
December 2025

thus decreasing the likelihood of mistakes and enhances efficiency. Further, training programs that focus on career development map out career opportunities within the organization and develop the employees' interest and loyalty.

There is also evidence that when employers provide training for their employees it leads to satisfaction and repeat employment. Working alongside this, Geschiere opined that when employees believe that the organization cares for them and is willing to take time to train them, they would always be loyal to that company. Also, the provision of training and development promotes employees' interest in the organization's activities, thereby eliminating monotony.

Training should therefore be customized to suit the organization and its employees since it forms the basis of every organization. This involves a discussion and evaluation of the employees' strengths, weaknesses, opportunities and threats with a view to determining the deficiency of skills and knowledge. Further, the use of workshops, online lessons, and practical skills obtained during the assignments will add variety to the training process and consider all the learners' needs and expectations.

Therefore, it is necessary to provide training for employees continually as it positively affects the skill level and staff motivation. Hence, skill development, knowledge management, and career advancement are some of the proven effective ways through which employers can work towards enhancing the performance of their employees as well as the overall organizational performance.

7. Environmental Factors

7.1 Work Environment

There is a close relationship between the physical and psychological climate in a work environment and productivity. Environmental characteristics including the workspace design, amount of illumination, noise level, and comfort in terms of the sitting structures prevalent determine productivity and well-being of the people. The nature of workplace that is designed in a proper manner minimizes stress levels and improves concentration.(13)

7.2 Technology

Technology has implications by enhancing friendliness and efficiency in the space of work. The use of sophisticated equipment and software enhances the execution of duties, processing information and sharing information hence making work tiresome and time-consuming to accomplish.(14)

III. Conclusion

Comprehending factors that control behaviors within organizations' workplaces is crucial to firms planning to improve workers' productivity. Thus, psychological factors, social factors, organizational factors and even environmental factors all play a major role in influencing general employee behavior. Thus, by controlling these factors, the organizations can foster a environment that would enable them to achieve the organizational goals and ensure that their employees are always happy. And in keeping with people's needs for motivation, job satisfaction, positive interpersonal relationships, good leadership, and strong organizational culture and environment there is high productivity at the workplace. Applying specific measures aimed at these aspects often results in enhanced performance, employees' satisfaction, and higher retention levels. In conclusion, I would like to stress the fact that the comprehensive perception of the processes occurring in an organization and the impact on employees' behaviors are the primary factors in achieving organizational goals.

References

[1] Maslow, A. H. (1943). A theory of human motivation. Psychological Review, 50(4), 370-396.
[2] Herzberg, F., Mausner, B., & Snyderman, B. B. (1959). The Motivation to Work. Wiley
[3] Deci, E. L., & Ryan, R. M. (2000). The "what" and "why" of goal pursuits: Human needs and the self-determination of behavior. Psychological Inquiry, 11(4), 227-268.
[4] Ruth V. Aguilera, Alfredo De Massis, Riccardo Fini, Silvio Vismara (August, 2023).Organizational Goals, Outcomes, and the Assessment of Performance: Reconceptualizing Success in Management Studies.Journal of management Studies. Wiley
[5] Brendon Stubbs · Davy Vancampfort · Lee Smith · Simon Rosenbaum · Felipe Schuch · Joseph Firth (November, 2018). Physical activity and mental health. The Lancet Psychiatry. Vol.5, Issue11.
[6] Locke, E. A. (1976). The nature and causes of job satisfaction. In M. D. Dunnette (Ed.), Handbook of industrial and organizational psychology (pp. 1297-1343). Rand McNally.
[7] Locke, E. A. (1969). What is job satisfaction? Organizational Behavior & Human Performance, 4(4), 309–336)
[8] Pauline Walsh, Patricia Owen, and Nageen Mustafa (2018), The creation of a confidence scale: the confidence in managing challenging situations scale, Journal of Research in Nursing, Volume 26, Issue 6, Page 483-496)
[9] K.Majini Jes Bella (2023), Exploring The Impact Of Workplace Relationships And Employee Job Satisfaction, International Journal of Scientific Research in Modern Science and Technology.Volume 2(Issue 8):55-62)
[10] Bass, B. M. (1985). Leadership and performance beyond expectations. Free Press.
[11] Schein, E. H. (1992). Organizational culture and leadership. Jossey-Bass.
[12] Kirkpatrick, D. L. (1994). Evaluating Training Programs: The Four Levels. Berrett-Koehler.
[13] Dul, J., & Ceylan, C. (2011). Work environments for employee creativity. Ergonomics, 54(1), 12-20.
[14] Brynjolfsson, E., & Hitt, L. M. (2000). Beyond computation: Information technology, organizational transformation, and business performance. Journal of Economic Perspectives, 14(4), 23-48.