

The Impact of Green Environment on Employee stress in Brandix Casual Wear Private Ltd. Seeduwa

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Introduction

The industrial revolution stabilized in Europe in the 18th century. Eventually the industrialization as a phenomenon that contributes to the advancement of the mankind widely expanded geographically in various countries. At present due to the attraction to the concept of industrialization and to the trust placed on it has become a rapidly expanding economic process. As a result of that the strong developed countries of the world as well as the third world countries are consuming the results of industrialization. As a whole the contribution of industrialization on the socio-economic progress of country has a high value. Industrialization is a broad social process that caused a massive social transformation as well as a contributing factor for social modernization. The industrial field became stronger within a short time as per the obtaining environmental resources and releasing of waste.

Furthermore the equilibrium between human beings and environment was weakening. As a result of this overloading garbage, destroying sources of energy, pollution of land and air, Mining garbage to water, increasing global temperature because of gases released by vehicles and factories increased. It was needed to pay attention of the whole world community in minimize above the situations. It's expected to study the impact of Green Environment on Employee stress. In here, by this research attention is given to what is "Green Environment" at first.

Sustainable Development and the Green concept which were established in order to reduce the harm to environment caused by industrial revolution and development process are connected to each other. Green Environment is "It is not the process which only increases the quantity of production units, but producing ecofriendly products with high quality in the production process while reducing the adverse effect towards the environment" (Jayakody, 2004). As well as Green concept define "It was possible to obtain higher output with the use of lower input in a particular production process or a supply service" (Pathirana, 2010).

The attention for the Green Environment concept was paid in 20th century within Sri Lanka. Greenhouse gases released within Sri Lanka is about 0.04% out of Greenhouse gases released by the world (Gamage, 2011). For the purpose of minimizing of releasing Greenhouse gases, Sri Lanka sustainable Power Authority was established in 2007. They give their considerations for some sections like protecting, environmental system including

energy, clean ventilation, trees and animals which ensure the environmental stability, facing for challenges due to changes in weather, using land resources, garbage management, protecting water, green industry e.t.c. There are so many established industries within Sri Lanka and by turning them in to green concept. It will be able to generate more effective economic products.

Because of whom always suffering from stress, fear of disaster, fatigue, resistance regarding a trouble can occur (Herath, 2011). The production possibility of such a firm is less and several of the organization may not be stable.

Garment industry takes a great place among all industries within Sri Lanka. A larger number of employees are employed in garment industry which is a production industry. There is a need of turning in to Green concept in order to improve their mentality for every employee, more ventilation should be provided and sufficient lighting facilities should be there (Abewickrama, 1998). It indicates the necessity of entering in to a Green Building concept in industries. Then it will be able to acquire needs more effectively.

Research Problem

Brandix group has acquired a great place as a pioneer in environment friendly garment producer and as innovator. As a production company, they were able to maintain an image internationally by broadening their products through various fields by improving employee productivity and facing successfully for changes in market conditions.

This research was done to find whether Green Environment planning in Brandix Casual Wear in Seeduwa causes the employee stress or not? Because on this questions, Such as Nature of the Green Environment concept, extent to which Green Environment concept contributed for employee mentality, if Green Environment planning has not affected to employees mentality, what factors have caused? That and how were addressed conduct Green Environment concept in a way of improving more effective employee mentality.

Objectives

The main objective is to recommend how to minimize employee stress through an effective Green environment concept by considering whether it has impacted on employee stress or not.

Special Purposes are finding the nature of Green Environment concept, extent to which Green environment planning contributed for employees mentality, If green environment concept has not affected to employees mentality, what factors have caused that situation?, How to plan and conduct Green Environment concept to improve more effective mentality.

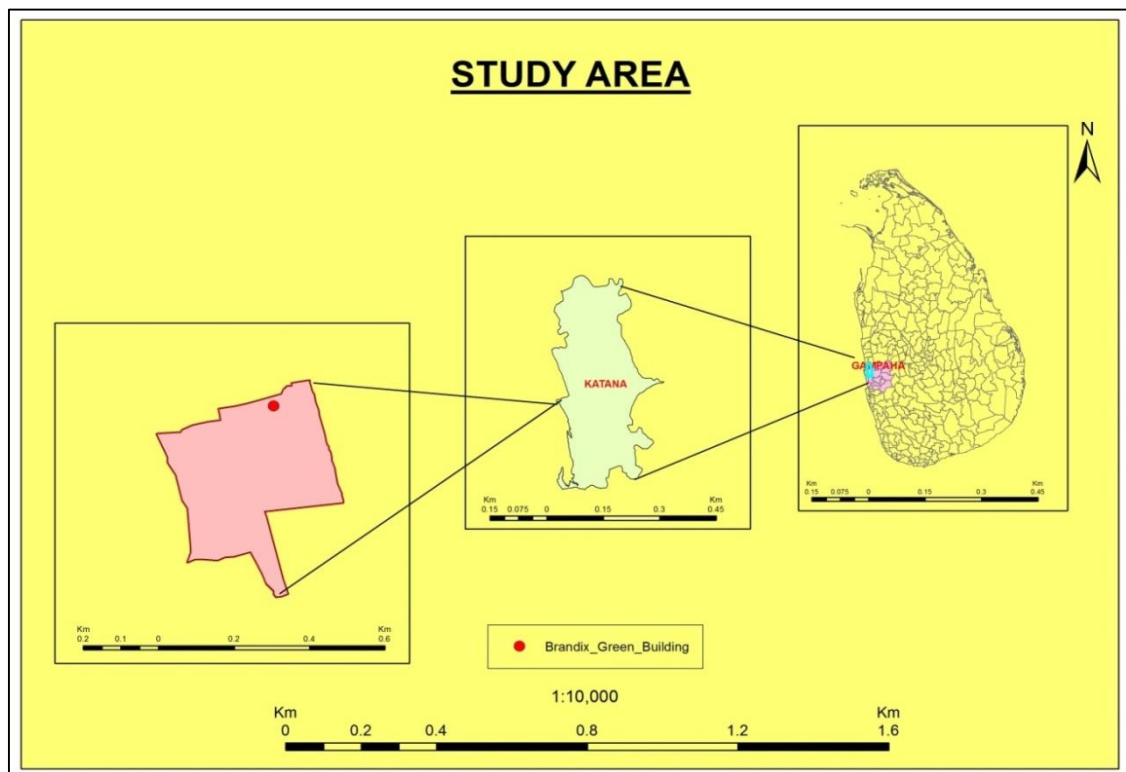
Methodology

It includes some main sectors. Under that, conceptual framework, hypothesis testing, Introduction of research area, population, sample, sampling, Methods of collecting data, Methods of analyzing data and the time framework.

Under conceptual framework it is expected to analyze quantitative and qualitative data. Then the dependent variable (y) and factors affecting the depended Variable (x) should be building up.

Hypothesis testing was established by using factors that are helpful for the Green Environment concept. When doing the research, it was used a building in which Green Environment concept is implemented. It was selected a suitable through the population in there. In methodology research area is important under that its location, information related to its location, information related to its physical, social and economic background are included to select data.

Primary and secondary sources, their purposes and information collected by those are included.



Conclusions

Here attempts to investigate the extent to which the main purpose and specific purposes are fulfilled or not. Here the main purpose is to give recommendations as to how to minimize employee stress through an effective Green Environment concept by considering whether it affects on employee stress or not. Under that, it's also clear that factors belonging to Green Environment concept affect the employee stress. Hence, it is found that 4 variables out of 5 belonging to Green Environment Concept affect to employee stress.

Along this, the variable described above, used for the investigation, according to the intensity of affecting the employee mind stress on write down like this.

According to the study Seeduwa Brandix Casual Wear has started the following recommendations are forwarded to reduce employee stress.

Variable	Chi-Value	Contingency Coefficient	Correlation
Pure Ventilation	36.01	0.61	Strong Relationship
Suitable Sunlight	29.17	0.57	Strong Relationship
Plantations	17.45	0.47	Weak relationship
Physical adjust	24.82	0.29	Weak relationship
Using Environment Eco friendly colors	10.82	-	-

1. Build glass windows to each system to flow pure ventilation to the work environment.
2. Further, grow plants within the company building.
3. Annually organize a trip for employees.
4. Appoint an officer to take actions for the problems regarding company and personal matters of employees.
5. Within work environment establish a system to provide music to employees.
6. Give opportunities to employees to show their skills.
7. Implement programs to aware employees about Green Environment concept.
8. Introduce a clear methodology to introduce the mind difficulties within work environment to administration.
9. Generating energy only uses sunlight.
10. Implement daily physical health programs to reduce employee mind stress.

According to the survey, the influence from that has analyzed from statistical and qualitative data based on the influence to employee mind stress from Green Environment concept.

Keywords: Employee Stress; Green Environment; Greenhouse Gases; Industrialization; Sustainable Development

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