

# **IMPACT OF WORK CLIMATE ON EMPLOYEES HEALTH**

**By**

**MUNAZA KHANZADA  
16403**

A thesis presented to the Department of Management Sciences, Bahria University  
Karachi Campus, in partial fulfillment of the requirements  
of the MBA degree





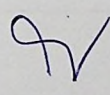
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## MBA Thesis

### 2<sup>nd</sup> Half-semester Progress Report & Thesis Approval

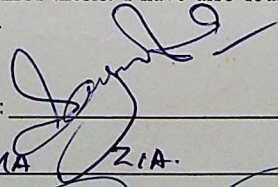
#### Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Sig.
5	21 <sup>st</sup> -March-2015	Teacher's cubicle	Discussed about research methodology, sample size, and variables	
6	19th-April-2015	Teacher's cubicle	Discussed about results and hypothesis	
7	30th-May-2015	Teacher's cubicle	Discussed about conclusion, recommendation and future implications	

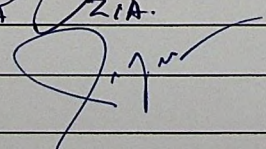
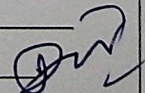
#### APPROVAL FOR EXAMINATION

Candidate's Name: MUNAZA KHANZADA Registration No. 16403  
 Thesis Title: IMPACT OF WORK CLIMATE ON EMPLOYEES HEALTH

I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at ----- that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature:  Date: 7<sup>th</sup> September 2015

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HOD'S Singnature:  Date: 

## ABSTRACT

**Purpose:** The purpose of this study is to find the relationship between working climate on employee's health. This study examine the employees job stress, mental and physical health condition and work attitude with the relationship of working climate of private firms. This research study uses the primary data for exploration of results.

**Methodology:** This research study uses the reliability test of data by using cronbach Alpha. To analyze the working climate in organization and its impact on employees, this research used the different scenario of employees' health in work environment context to examine the employees' mental and physical health, job stress and work attitude. This research examines the primary data by using close ended questionnaire. By using regression analysis we find the relationship between dependent and independent variables.

**Finding:** The results of Cronbach Alpha value show that the data is reliable and valid for the further testing. The value of Cronbach Alpha value is more than the standard value for each variable. The regression analysis shows that there is 81.2% of variance explained by the predictors. In other words, work climate have 81.2% influences on male and female mental and physical health. The F values were to find the significance of the R square value. The F value indicated that the predictors were significantly explaining the independent variable. The value of Durbin Watson was more than 1.8 that means there is no auto correlation between the independent variables.

**Practical implication:** This research helpful for the decision making of corporate regarding employees health and their job stress in the different working climate. It is also useful for the future research regarding corporate environment.

**Keywords:** Employees mental health, physical health, Job stress, work attitude and work climate.

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