

Lack of Infrastructure, Amenities and Facilities: Barrier Within the Course of Up-Gradation of Organizations



Radhika Kapur

Abstract: *In all types of organizations, individuals in leadership positions and management need to be well-informed in terms of infrastructure, amenities and facilities. They need to put in efforts to their best abilities in making these available. These are the key in promoting enhancement of overall environmental conditions within workplace. These make the individuals feel comfortable within the working environment. Furthermore, they will be able to concentrate efficiently on their tasks and activities. The different types of infrastructure, amenities and facilities are, power supplies, water supplies, restrooms, clean drinking water, heating and cooling equipment in accordance to the weather conditions, communication networks, transportation facilities, ramps, elevators, parks, buildings and overall environmental conditions. For this purpose, management of financial resources is regarded to be of utmost significance. Furthermore, they need to hire the services of service providers, i.e. electric workers, repair workers, technical assistants, plumbers, carpenters, painters, gardeners, and so forth. All these individuals need to be efficient and well-informed in terms of different types of job duties and responsibilities. On the other hand, lack of infrastructure, amenities and facilities is a barrier. Therefore, lack of infrastructure, amenities and facilities is a barrier within the course of up-gradation of organizations. Hence, throughout one's jobs, wholehearted efforts need to be made in managing these in an efficacious manner. The main concepts that are taken into account in this research paper are, understanding the meaning and significance of infrastructure, amenities and facilities, advantages of making provision of infrastructure, amenities and facilities and measures to be implemented in making provision of infrastructure, amenities and facilities.*

Keywords: *Amenities, Facilities, Human Resources, Infrastructure, Job Duties, Management, Organizations, Up-gradation*

I. INTRODUCTION

The individuals, belonging to all communities, categories and socio-economic backgrounds have one of the primary goals of getting engaged in employment opportunities. In all types of employment settings, all the members are required to feel comfortable. As a consequence, one will be able to concentrate on their job duties and responsibilities in a satisfactory manner.

Manuscript received on 01 March 2021 | Revised Manuscript received on 28 March 2021 | Manuscript Accepted on 15 April 2021 | Manuscript published on 30 April 2021.

* Correspondence Author (s)

Dr. Radhika Kapur*, Pedagogy and Organizational Culture in Nursery Schools, Delhi University, New Delhi, India. Email: radhikakapur2004@hotmail.com

© The Authors. Published by Lattice Science Publication (LSP). This is an [open access](https://creativecommons.org/licenses/by-nc-nd/4.0/) article under the CC-BY-NC-ND license (<http://creativecommons.org/licenses/by-nc-nd/4.0/>)

The individuals in leadership positions need to ensure, they make provision of infrastructure, amenities and facilities. These are necessary in creating an amiable and pleasant environment within the workplace (Severt, 2021). The different types of infrastructure, amenities and facilities are, power supplies, water supplies, heating and cooling equipment in accordance to the weather conditions, furniture, communication networks, transportation facilities, restrooms, ramps, elevators, buildings, parks, and overall environmental conditions. These need to be managed in a satisfactory manner. As a consequence, all the members will render an important contribution in leading to an increase in motivation and concentration levels towards job duties. Therefore, making provision of infrastructure, amenities and facilities is regarded to be of utmost significance.

The individuals in leadership positions are required to make sure, they manage financial resources in an adequate manner. These are the monetary resources. These are utilized in order to make purchases of various items, acquire the services of service providers, bring about changes in different factors and fulfil different types of needs and requirements. The individuals are required to make sure, they manage financial resources in a satisfactory manner. These are the resources, which are the key in achievement of organizational goals and leading to up-gradation of overall structure of the organizations (Schofield, 2022). Furthermore, one will be able to achieve organizational goals and lead to up-gradation of overall structure of the organizations. In addition, the amenities and facilities are required to be put into operation in a satisfactory manner. Furthermore, one is able to put in efforts to their best abilities in carrying out their job duties and responsibilities in a well-organized and regimented manner. Therefore, it is necessary for individuals, throughout their jobs to be well-informed in terms of different types of ways of making provision of infrastructure, amenities and facilities. The provision of these are facilitating in leading to up-gradation of motivation and concentration levels.

A. Understanding the Meaning and Significance of Infrastructure, Amenities and Facilities

The individuals are required to make provision of infrastructure, amenities and facilities in all the professional settings, i.e. educational institutions of all levels, training centres and various types of employment settings. The members, belonging to all positions in the hierarchy of the organizations are required to be well-equipped in terms of job duties and responsibilities.

Lack of Infrastructure, Amenities and Facilities: Barrier Within the Course of Up-Gradation of Organizations

Furthermore, they need to augment information in terms of different types of methodologies and procedures, which are facilitating in doing well in one's job duties. As a consequence, one will be able to meet the expectations of individuals in leadership positions. In this manner, one will be able to achieve organizational goals and lead to up-gradation of overall structure of the organizations.

As a consequence of making provision of infrastructure, amenities and facilities, one will be able to hone concentration levels towards putting into operation job duties and responsibilities. The main reason being, they will feel comfortable within the working environment. In this manner, one will be well-prepared to carry out all types of job duties and responsibilities in a well-organized and disciplined manner. Therefore, individuals are able to acquire an efficient understanding of the meaning and significance of infrastructure, amenities and facilities, when these are contributing in making the working environmental conditions comfortable.

The members, belonging to all job positions are usually engaged in full-time or part-time jobs. They normally come to the workplace six days in a week and one day is an off. Hence, within the workplace, they need to feel comfortable. In some cases, individuals are not ambulatory and make use of elevators. On the other hand, heating and cooling equipment is required in accordance to the weather conditions. Hence, in order to spend one's time in an appropriate manner, it is necessary for individuals to be well-equipped in terms of different types of facilities. If the weather is too hot, the individuals do need cooling equipment in their offices. On the other hand, if the weather is too cold, the individuals require heating equipment.

When these are not available, one will not only feel uncomfortable within the workplace, but the health conditions of the individuals will also get effected. Hence, making provision of infrastructure, amenities and facilities is regarded as vital in spending long working hours in a satisfactory manner. As a consequence, the mind-sets of the individuals will be stimulated. Furthermore, they will put in efforts to their best abilities in carrying out their job duties and responsibilities in a well-organized and disciplined manner. Therefore, one is able to acquire an understanding of the meaning and significance of infrastructure, amenities and facilities, when these are leading to enhancement of competencies and abilities.

All the members, throughout their jobs need to acknowledge the meaning and significance of traits of morality, ethics, diligence and conscientiousness. These traits are important to individuals on a comprehensive basis. These are facilitating in coping with different types of problems and challenging situations in an adequate manner. Furthermore, one will contribute efficiently in differentiating between appropriate and inappropriate aspects. In addition, individuals will reinforce the traits of efficiency, honesty, truthfulness and righteousness. As a consequence, one will be well-prepared to carry out all types of job duties and responsibilities in a well-ordered and disciplined manner. Furthermore, one will be able to meet the expectations of individuals in leadership positions.

Through making provision of infrastructure, amenities and facilities, members will be able to implement the traits of

morality, ethics, diligence and conscientiousness. The main reason being, they will form positive viewpoints in terms of various factors and individuals, whom one is working and dealing with. Furthermore, one will reinforce a constructive approach. As a consequence, all the members will render an important contribution in possessing the abilities to work under stress. This is approving in incurring the feeling of job satisfaction and retaining their jobs. Therefore, an understanding of the meaning and significance of infrastructure, amenities and facilities is acquired, when these are contributing in implementing the traits of morality, ethics, diligence and conscientiousness.

B. Advantages of Making Provision of Infrastructure, Amenities and Facilities

Within all types of organizations, industries and factories, individuals are required to carry out number of job duties and responsibilities. The individuals are in office jobs, where they are required to make use of different types of technologies to implement job duties. On the other hand, when they are employed in production and manufacturing organizations, they are required to make use of machines, tools, apparatus and equipment in order to generate desired outcomes. Hence, it is understood on a comprehensive basis that making provision of infrastructure, amenities and facilities is regarded to be of utmost significance (4 Reasons Why Facilities Management is Important, 2019). This is advantageous to the members and overall structure of the organizations. Furthermore, it is vital to be well-equipped in terms of advantages of making provision of infrastructure, amenities and facilities, i.e. feeling comfortable within working environment; leading to up-gradation of motivation and concentration levels; inculcating the traits of morality, ethics, diligence and conscientiousness; promoting enhancement of organizational culture; incurring the feeling of job satisfaction and retaining their jobs. These are stated as follows:

C. Feeling Comfortable within Working Environment

As a consequence of making provision of infrastructure, amenities and facilities, one will be able to hone concentration levels towards putting into operation different types of job duties and responsibilities. The main reason being, they will feel comfortable within the working environment. In this manner, one will be well-prepared to carry out all types of job duties and responsibilities in a well-organized and disciplined manner. Furthermore, one will be able to augment information in terms of different types of methodologies and procedures, which are facilitating in doing well in one's job duties. As a consequence, one will be able to meet the expectations of individuals in leadership positions. In this manner, one will be able to achieve organizational goals and lead to up-gradation of overall structure of the organizations. Feeling comfortable leads to up-gradation of motivation levels and one will be able to carry out tasks and activities in a well-organized and satisfactory manner.

Therefore, feeling comfortable within working environment is regarded as one of the indispensable advantages of making provision of infrastructure, amenities and facilities.

D. Leading to Up-gradation of Motivation and Concentration Levels

The members, belonging to all positions in the hierarchy of the organizations are required to be well-equipped in terms of job duties and responsibilities. Furthermore, they need to augment information in terms of different types of methodologies and procedures, which are facilitating in doing well in one's job duties. As a consequence of making provision of infrastructure, amenities and facilities, one will be able to lead to up-gradation of motivation and concentration levels towards putting into operation different types of job duties and responsibilities. The main reason being, their mind-sets will be stimulated and they will put in their best efforts in carrying out all tasks and activities in a well-organized manner. Furthermore, one will be able to possess the abilities to work under stress. One of the important aspects that needs to be taken into account is, individuals will be able to augment information in terms of different types of subjects and concepts. In addition, one will contribute efficiently in leading to up-gradation of confidence levels. Therefore, leading to up-gradation of motivation and concentration levels is one of the significant advantages of making provision of infrastructure, amenities and facilities.

E. Inculcating the Traits of Morality, Ethics, Diligence and Conscientiousness

Through making provision of infrastructure, amenities and facilities, members will be able to implement the traits of morality, ethics, diligence and conscientiousness. The main reason being, they will form positive viewpoints in terms of various factors and individuals, whom one is working and dealing with. Furthermore, one will reinforce a constructive approach. In other words, when one will possess an optimistic approach, one will be able to do well in their job duties and achieve desired goals and objectives. As a consequence, all the members will render an important contribution in possessing the abilities to work under stress. This is approving in incurring the feeling of job satisfaction and retaining their jobs. One of the important aspects that needs to be taken into account is, when members are feeling comfortable within the workplace, they will be able to acknowledge and implement these traits in a satisfactory manner. Hence, making provision of infrastructure, amenities and facilities is regarded to be of utmost significance. Therefore, inculcating the traits of morality, ethics, diligence and conscientiousness is an expedient advantage of making provision of infrastructure, amenities and facilities.

F. Promoting Enhancement of Organizational Culture

As a consequence of feeling comfortable within the workplace, members will render an important contribution in promoting enhancement of organizational culture. The traits of decency, integrities, meticulousness and scrupulousness are regarded as vital. These traits are important to individuals to a major extent (Section 4, 2020).

These are facilitating in coping with different types of dilemmas and challenging situations in a satisfactory manner. Furthermore, one will contribute efficiently in differentiating between appropriate and inappropriate aspects. In addition, individuals will reinforce the traits of efficiency, honesty, truthfulness and righteousness. As a consequence, one will be well-prepared to carry out all types of job duties and responsibilities in a well-organized and disciplined manner. Furthermore, one will be able to contribute in promoting enhancement of organizational culture. Through making provision of infrastructure, amenities and facilities, members will be able to implement all the factors to enhance organizational culture. The main reason being, they will form positive viewpoints in terms of various factors and individuals, whom one is working and dealing with. Therefore, promoting enhancement of organizational culture is an eminent advantage of making provision of infrastructure, amenities and facilities.

II. INCURRING THE FEELING OF JOB SATISFACTION

Providing infrastructure, amenities and facilities enables the individuals to incur the feeling of job satisfaction. The members, belonging to all job positions in the hierarchy of the organizations will augment their knowledge and understanding in terms of job duties and responsibilities. Furthermore, they will be able to augment information in terms of different types of methodologies and procedures, which are facilitating in doing well in one's job duties. As a consequence, one will be able to meet the expectations of individuals in leadership positions. In this manner, one will be able to incur the feeling of job satisfaction. As a consequence of making provision of infrastructure, amenities and facilities, one will be able to hone concentration levels towards putting into operation different types of job duties and responsibilities. The main reason being, they will feel comfortable within the working environment. In this manner, one will acquire appreciation and reverence from other individuals. As a consequence, members will feel satisfied with their jobs. Therefore, incurring the feeling of job satisfaction is a renowned advantage of making provision of infrastructure, amenities and facilities.

A. Retaining Their Jobs

Providing infrastructure, amenities and facilities enables the individuals to retain their jobs. As a consequence, the individuals will augment information in terms of job duties and responsibilities; generate information in terms of methodologies and procedures; utilize different types of modern, scientific and innovative methods and materials; feel comfortable within the working environment; lead to up-gradation of motivation and concentration levels; inculcate the traits of morality, ethics, diligence and conscientiousness; promote enhancement of organizational culture; incur the feeling of job satisfaction; meet the expectations of individuals in leadership positions and create an amiable and pleasant environment within the workplace.

Lack of Infrastructure, Amenities and Facilities: Barrier Within the Course of Up-Gradation of Organizations

When the working environmental conditions, when there will be provision of infrastructure, amenities and facilities, one will be able to render an important contribution in honing motivation and enthusiasm levels. As a consequence, the job performance of the individuals will be in accordance to expectations of individuals in leadership positions. Furthermore, when the job performance of the individuals is appreciated by leaders, they will render an important contribution in retaining their jobs. Therefore, retaining their jobs is a prominent advantage of making provision of infrastructure, amenities and facilities.

B. Measures to be Implemented in Making Provision of Infrastructure, Amenities and Facilities

In all types of organizations, individuals in leadership positions need to make provision of infrastructure, amenities and facilities. These are regarded as the key in creating pleasant and amiable environmental conditions. Hence, in the overall organizational structure, it is necessary to make these available (Resource, 2022). The individuals are required to augment their information in terms of measures, which are necessary in making these available. The different types of measures are required to be put into operation in a well-organized and satisfactory manner. One of the important aspects that needs to be taken into account is, positivity needs to be reinforced in all types of measures. In other words, these need to be favourable to the members as well as the overall structure of the organizations. These are complicated or manageable, these can be implemented in less amount of time or can be more time-consuming and these are put into operation on one's own or through working in co-ordination with other members. Therefore, measures to be implemented in making provision of infrastructure, amenities and facilities are stated as follows:

C. Management of Financial Resources

The individuals in leadership positions are required to make sure, they manage financial resources in an adequate manner. These are the monetary resources. These are utilized in order to make purchases of various items, acquire the services of service providers, bring about changes in different factors and fulfil different types of needs and requirements. These are the key in achieving organizational goals and leading to up-gradation of overall structure of the organizations. The individuals are required to make sure, they manage financial resources in a satisfactory manner. These are the resources, which are the key in achievement of organizational goals and leading to up-gradation of overall structure of the organizations. Furthermore, one will be able to achieve organizational goals and lead to up-gradation of overall structure of the organizations. In addition, the amenities and facilities are required to be put into operation in a satisfactory manner. Furthermore, one is able to put in efforts to their best abilities in carrying out their job duties and responsibilities in a well-organized and regimented manner. Therefore, management of financial resources is regarded as one of the indispensable measures to be implemented in making provision of infrastructure, amenities and facilities.

D. Management of Technical, Material and Information Resources

Management of technical, material and information resources is regarded to be of utmost significance in making

provision of infrastructure, amenities and facilities. The technical resources are various types of technologies, i.e. computers, lap-tops, I pads, scanners, printers, photocopiers, audio-visual aids, projectors and so forth. Material resources are the tools, devices, apparatus, machinery and equipment. Information resources are, books, articles, reports, projects, newspapers, magazines, other reading materials and internet. The internet is regarded as one of the prominent sources that is utilized in order to augment information in terms of various types of subjects and concepts.

Furthermore, individuals will be able to obtain answers to all types of questions that are overwhelming and clarify their doubts. In order to make provision of infrastructure, amenities and facilities, the management of technical, material and information resources is regarded as indispensable. These are essential in doing well in one's job duties and responsibilities, achieving different types of goals and objectives and leading to up-gradation of overall structure of the organizations. Therefore, management of technical, material and information resources is one of the significant measures to be implemented in making provision of infrastructure, amenities and facilities.

III. CONDUCTING RESEARCH

In making provision of infrastructure, amenities and facilities, one needs to conduct research on regular basis. It is conducted through making use of various sources, i.e. books, articles, reports, projects, newspapers, magazines, other reading materials and internet. The utilization of different types of information resources enables the individuals to augment knowledge in terms of various types of subjects and concepts. Furthermore, individuals will be able to obtain answers to all types of questions that are overwhelming and clarify their doubts. One of the important aspects that needs to be taken into account is, individuals are able to generate information in terms of meaning and significance of infrastructure, amenities and facilities.

In other words, they understand that why these are essential and noteworthy. Hence, conducting research is regarded as vital in understanding that in order to promote enhancement of organizational culture, achieve organizational goals and promote enhancement of overall structure of the organizations, one needs to make provision of infrastructure, amenities and facilities. These are regarded as vital in creating an amiable and pleasant environment within workplace. Therefore, conducting research is an expedient measure to be implemented in making provision of infrastructure, amenities and facilities.

A. Hiring Service Providers

In managing infrastructure, amenities and facilities, the hiring of service providers is regarded to be of utmost significance.

The different types of service providers are, electric workers, repair workers, painters, carpenters, plumbers, gardeners, and welders.

These are the individuals, whose services are required in management of infrastructure, amenities and facilities. Hence, these need to be hired in a satisfactory manner. When hiring takes place, there are certain factors that needs to be taken into account, i.e. work experience, morality and ethics, communication skills and interactive abilities, and competencies and abilities.

The research studies have indicated that in some cases, the service providers are for more than 20 years. They are carrying out their job duties and responsibilities in an efficient manner, hence are communicated with in an effective manner. In other words, cordial and amiable terms and relationships are developed with these individuals. As a consequence, they make visits when they are contacted. Furthermore, they are rendering an important contribution in carrying out different types of job duties and responsibilities in a satisfactory and well-organized manner. Therefore, hiring service providers is an eminent measure to be implemented in making provision of infrastructure, amenities and facilities.

B. Maintaining Cleanliness

The cleanliness needs to be maintained in all types of infrastructure, amenities and facilities that are available. The individuals, who are making use of different types of infrastructure, amenities and facilities such as, machinery and equipment normally keep a rag and carry out the task of cleaning. On the other hand, cleaning custodians are hired in order to clean different types of infrastructure, amenities and facilities. The individuals are required to understand that when these will be cleaned, one will be able to make use of these in an effective manner. Hence, this is an important task, which needs to be put into operation in a well-organized and satisfactory manner.

The individuals in leadership positions and hiring authorities need to ensure, they are taking into account certain factors, i.e. work experience, morality and ethics, communication skills and interactive abilities, and competencies and abilities. One of the important aspects is, mutual understanding needs to be developed with these individuals. As a consequence, they make visits when they are contacted. Furthermore, they are rendering an important contribution in carrying out different types of job duties and responsibilities in a suitable and well-organized manner. Therefore, maintaining cleanliness is a renowned measure to be implemented in making provision of infrastructure, amenities and facilities.

C. Preventing Wastage

The individuals in all job positions in the hierarchy of the organizations need to ensure, different types of infrastructure, amenities and facilities needs to be managed in an efficient manner. All the members need to understand that they should make use of these only to the extent that is required and prevent wastage. The wastage needs to be prevented of all types of resources. The individuals are required to understand that when they will be preventing wastage, one will be able to make use of these in an effective and satisfactory manner. Hence, this is an important task, which needs to be put into operation in a disciplined and agreeable manner.

In carrying out the task of preventing wastage in a well-organized manner, one needs to augment information in terms of different types of job duties and responsibilities. Furthermore, one needs to be well-informed in terms of different types of methodologies and procedures. In addition, one will make use of different types of modern, scientific and innovative methods and materials in putting into operation various types of tasks and activities. Therefore, preventing wastage is a notable measure to be implemented in making provision of infrastructure, amenities and facilities.

D. Being well-informed in Terms of Tasks and Activities

The members, belonging to all positions in the hierarchy of the organizations are required to be well-equipped in terms of tasks and activities. Furthermore, they need to augment information in terms of different types of techniques, which are facilitating in doing well in one's tasks and activities. As a consequence, one will be able to meet the expectations of individuals in leadership positions. In this manner, one will be able to achieve organizational goals and lead to up-gradation of overall structure of the organizations. As a consequence of being well-informed, one will put emphasis on making provision of infrastructure, amenities and facilities.

In this manner, one will be able to hone concentration levels towards putting into operation different types of tasks and activities. The main reason being, they will feel comfortable within the working environment. In this manner, one will be well-prepared to carry out all types of tasks and activities in a well-ordered and disciplined manner. Furthermore, one will be able to ensure, their work is favourable to overall structure of the organizations. Therefore, being well-informed in terms of tasks and activities is a noteworthy measure to be implemented in making provision of infrastructure, amenities and facilities.

E. Being Informative Regarding Methodologies and Procedures

Throughout the implementation of job duties and responsibilities, one needs to be well-equipped in terms of different types of methodologies and procedures. These are referred to the ways of carrying out tasks and activities in a well-organized manner. Furthermore, all the members will be able to augment information in terms of different types of modern, scientific and innovative methodologies and materials, which are facilitating in doing well in one's job duties. As a consequence, one will put emphasis on making provision of infrastructure, amenities and facilities. In this manner, one will be able to meet the expectations of individuals in leadership positions.

Another important aspect is, one will be able to achieve organizational goals and lead to up-gradation of overall structure of the organizations. As a consequence of making provision of infrastructure, amenities and facilities, one will be able to hone concentration levels towards putting into operation different types of job duties and responsibilities. The main reason being, they will feel comfortable within the working environment.

In this manner, overall organizational structure will be enhanced. Therefore, being informative regarding methodologies and procedures is a suitable measure to be implemented in making provision of infrastructure, amenities and facilities.

F. Forming Positive Viewpoints regarding all Individuals

In making provision of infrastructure, amenities and facilities, one needs to form positive viewpoints in terms of all individuals. There are some job duties, which are carried out on an individual basis, whereas, there are others, which are carried out through working in collaboration and integration with other members. Hence, the formation of positivity in viewpoints and perspectives will be facilitating to the individuals in carrying out their tasks and activities in a well-ordered and satisfactory manner. Within all types of professional settings, the individuals are required to ensure, they develop mutual understanding with others.

The availability of communication networks is facilitating in communicating with other individuals. This enables the individuals to augment knowledge in terms of various types of subjects and concepts. Furthermore, individuals will be able to obtain answers to all types of questions that are overwhelming and clarify their doubts. In addition, support will be available from others in providing solutions to different types of problems. Hence, positivity in viewpoints and perspectives will be approving in providing infrastructure, amenities and facilities. Therefore, forming positive viewpoints regarding all individuals is a prominent measure to be implemented in making provision of infrastructure, amenities and facilities.

IV. REINFORCING A CONSTRUCTIVE APPROACH

Reinforcing a constructive approach is regarded to be of utmost significance in doing well in one's job duties and responsibilities, achieving desired goals and objectives, meeting the expectations of individuals in leadership positions and leading to up-gradation of overall structure of the organizations. The members of the organizations, belonging to all job positions are required to put emphasis on reinforcing a constructive approach. Through making provision of infrastructure, amenities and facilities, one will be able to carry out this task in a well-organized and satisfactory manner. Furthermore, one will be able to lead to up-gradation of motivation and concentration levels towards implementation of tasks and activities.

The availability of communication networks and transportation facilities are vital in making visits to different places and in communicating with other individuals. This enables the individuals to augment knowledge in terms of various types of subjects and concepts. Furthermore, individuals will be able to obtain answers to all types of questions that are overwhelming and clarify their doubts. In addition, support will be available from others in providing solutions to different types of problems. Hence, positivity in viewpoints and perspectives will be approving in providing infrastructure, amenities and facilities. Therefore, reinforcing a constructive approach is a productive measure to be implemented in making provision of infrastructure, amenities and facilities.

V. CONCLUSION

Infrastructure, amenities and facilities are necessary in creating comfortable environment within workplace. Advantages of making provision of infrastructure, amenities and facilities are, feeling comfortable within working environment; leading to up-gradation of motivation and concentration levels; inculcating the traits of morality, ethics, diligence and conscientiousness; promoting enhancement of organizational culture; incurring the feeling of job satisfaction and retaining their jobs. Measures to be implemented in making provision of infrastructure, amenities and facilities are, management of financial resources, management of technical, material and information resources, conducting research, hiring service providers, maintaining cleanliness, preventing wastage, being well-informed in terms of tasks and activities, being informative regarding methodologies and procedures, forming positive viewpoints regarding all individuals and reinforcing a constructive approach. Finally, it can be stated, infrastructure, amenities and facilities are essential in leading to progression.

DECLARATION STATEMENT

I must verify the accuracy of the following information as the article's author.

- **Conflicts of Interest/ Competing Interests:** Based on my understanding, this article has no conflicts of interest.
- **Funding Support:** This article has not been funded by any organizations or agencies. This independence ensures that the research is conducted with objectivity and without any external influence.
- **Ethical Approval and Consent to Participate:** The content of this article does not necessitate ethical approval or consent to participate with supporting documentation.
- **Data Access Statement and Material Availability:** The adequate resources of this article are publicly accessible.
- **Authors Contributions:** The authorship of this article is attributed as a sole author.

REFERENCES

1. Ningsari, L. C., & Sutawijaya, A. H. (2019). What is Linked between The Green Human Resources Practice with Sustainability Business. In *International Journal of Engineering and Advanced Technology* (Vol. 8, Issue 6s3, pp. 313–321). <https://doi.org/10.35940/ijeat.f1051.0986s319>
2. Severt, N. (2021). Job Responsibilities: How to Describe Your Current Duties [+Examples].
3. Anupa, M. (2021). Role of Human Resources Information System (Hris) in Accelerating Organizational Effectiveness – It Companies Perspective. In *International Journal of Management and Humanities* (Vol. 5, Issue 6, pp. 22–25). <https://doi.org/10.35940/ijmh.f1245.025621>
4. The Role of the International Labor Organization in the Human Resource Management System. (2019). In *International Journal of Innovative Technology and Exploring Engineering* (Vol. 8, Issue 9S3, pp. 169–175). <https://doi.org/10.35940/ijtee.13034.0789s319>
5. Role of Electronic Human Resources Management Systems in the Growth of Web Based Business. (2019). In *International Journal of Recent Technology and Engineering* (Vol. 8, Issue 2S11, pp. 3814–3817). <https://doi.org/10.35940/ijrte.b1501.0982s1119>

AUTHOR PROFILE



Dr. Radhika Kapur, schooling from Loreto Convent, Bachelors of Arts in Sociology from Jesus and Mary College. Masters of Business Administration from YMCA, New Delhi. Ph. D from Delhi University. I have 15 years of work experience in the field of research and writing I have written more than 100 research papers currently working as a librarian in Delhi School of Journalism, University of Delhi.

Disclaimer/Publisher's Note: The statements, opinions and data contained in all publications are solely those of the individual author(s) and contributor(s) and not of the Lattice Science Publication (LSP)/ journal and/ or the editor(s). The Lattice Science Publication (LSP)/ journal and/or the editor(s) disclaim responsibility for any injury to people or property resulting from any ideas, methods, instructions or products referred to in the content.