

# A Study on Influence of Workplace Environment on Employees' Performance

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## Abstract

*The aim of the study is to investigate the intricate connection between worker performance and the workplace., with a particular emphasis on four major components: the physical workspace, organizational culture, job satisfaction, and quality of work. It is well known that an organization's success and employee performance are greatly influenced by its work environment. The social dynamics and organizational culture at work are just as important as the physical surroundings. Employee involvement, workplace fulfilment, and motivation are all enhanced by a collaborative, positive, and supportive work environment, which eventually improves output and quality of work. The research adopts a descriptive design and utilizes a non-probabilistic snowball sampling method to gather data. The study terminates with a few basic suggestions that companies should understand how important a positive work environment is to boosting employee performance.*

**Keywords:** Physical Workplace Environment, Organization Culture, Job Satisfaction, Quality of Work

## Introduction

The work environment has a significant impact on how motivated, productive, and well-rounded individuals are. It includes a variety of elements, such as the workspace's physical arrangement and design, corporate culture, styles of leadership, and resource availability. In today's competitive business market, firms are increasingly understanding the value of building a favourable work environment that supports employee engagement, stimulates collaboration, and promotes overall well-being.

Because it immediately affects their bottom line, businesses are realizing how important it is to create a work atmosphere that supports employee well-being. In addition to attracting and keeping top people, a happy work atmosphere promotes creativity, innovation, and a dedication to the objectives of the company. Through an awareness of the different elements that go into creating a positive and productive work atmosphere, employers may put plans into place to maximize worker output and enhance organizational success.

The office atmosphere has a significant impact on how well employees perform. An appropriate work environment can lower absence rates, boost employee performance, and ultimately raise productivity at the company. Finding the elements of the work environment that affect an employee's performance is therefore crucial.

People's capacity to perform the duties assigned to them can be greatly impacted by the atmosphere in which they are obliged to work. This may have an impact on worker health and happiness as well as productivity. It is sad to note that, most areas of working environment in the developing countries are poor. Unfortunately, few business entities fix their working conditions to offer a comfortable work environment since they consider a comfortable and healthy workplace environment as an expense. If the employee has the motive towards achievement, then they are naturally going to set their sights as attaining an outstanding result. Organizational commitment at workplace is closely related to the population's need to complete their tasks on time, with those that have many friends at work being more motivated.

### **Statement of the Problem**

In many occasions it is considered as a fact that an employee performance is influenced or affected by his workplace environment either favourably or unfavourably. The following study shows that employee loyalty to the company, as well as their level of engagement in their job, is greatly determined by the environment they work in. Workers who are more engaged in their jobs achieve extraordinary performances, while workers who show minimal enthusiasm perform below average. Consequently, understanding the impact of workplace environment on the general output of personnel in an organisation is crucial.

### **Literature Review**

Srivastava, A. K. January 2018, similar study was conducted with 360 technical supervisors and operating core workers to examine how physical and psychological factors within the workplace during work time affect the employees' job satisfaction and performance as well as the organizational effectiveness. Resource reviewed reveal that job satisfaction, job performance and perceived organizational performance was higher in the study participants who perceived their physical working environment as suitable and appropriate. Further, the two elements of the work environment were identified to have greatly influenced the job behaviour of the employees as well as their perception about the effectiveness of their company.

A. Neal, M. A. Griffin, P. M. Hart, (2019), Here the current study examined the influence of what was operationalized as general organizational culture on safety culture and on safety performance. As might have been expected the over all organisational climate was found to have a significant impact on the safety climate which in turn was related to general safety perception of the employees regarding compliance with safety polices and practices as well as carrying out safety activities in the workplace. The results indicated that safety climate had an intermediary role in the connection between general organizational climate and safety performance, while both safety knowledge and motivation followed the same intermediary role in the relationship between safety climate and performance.

Prince Ebuka Chukwu Chandrasekar, Dr. K. January 2021 Work Environment enhances or has the potential of reducing employee engagement, productivity and morale. As indicated in most of the industries the working condition is almost dangerous and ill. More workstation shortcomings comprise substandard workstation design, wrong furniture, poor or negligible air circulation, unsuitable light, high noise level, inadequate firefighting measures, and shortage in protective attires. Companies experience decreased performance because occupational diseases, which are

typical for these conditions, affect employees. As such, and as instanced in this paper, the working environments deter productivity. There is, however, agreement that some of the most important forces motivating an employee and directing his/her behaviour and performance are the stimuli in the working environment.

Prof K Anbuchelagan and Dr. M. Panimalar January 2018. Environment Management System means a procedure based on policies and guidelines effective to have an idea about organizations' environmental impacts and their ability to minimize that. This study was conducted with the Tamil Nadu Textile Processing Mill Society Ltd. Undermine The environment management system fosters environmental protection and may embrace the cleaning of the environment helps organizations to respond to outcomes that may not be considered such as resource or energy use and enables organizations to be more strategically conversant with environmental impacts instead of being the usual reactionary unit.

Weerarathna, R. S. &Geeganage, I. A. P. H. August 2021 Workers remain not only the single strongest product and the most significant asset but also the paramount focus for creating competitive leverage in the future and executing operations in the present. A person spends most of their waking hours at the workplace, so it becomes crucial for the employee's well-being. Implemented values and behaviours come with the people when join because they have certain value and behaviour systems from their past exposures. Albeit it is true that each piece of people management in a firm matters, the total sum constitutes what is referred to as organizational culture, which is perhaps the single most determinant of performance and efficiency of an organization. Which key aspect remains to be repeatedly associated with the success of various enterprises, it is possible to note the existence of a healthy corporate climate.

Naharuddin Nina Munira&Sadegi Mohammad April 2019 this study aims at the findings on how furniture and design structures in the office space contribute or interfere with the efficiency of employees. As for the respondents diversity, the survey was conducted on 139 participants working for Miyazu (M) Sdn. Bhd. Data was collected through the use of the survey in the three major working areas of <org|>This paper shows that the level of an employee's performance is not influenced by the amount of assistance received from the supervisors alone. In the meanwhile work search and effective place fruitfully influence the individuals performance of job help. Job content, clarity of tasks, availability of resources, help received for finding and acquiring a job, support from the supervisor and workplace and physical nature of place influence work quality. The three units determine how the employees affiliates with the company or becomes implicated with the company.

## **Objective**

- To evaluate office layout and design affect productivity, teamwork, and job happiness.
- To control affect the levels of engagement and motivation among employees.
- To enhance the effect of job autonomy and control on employee motivation and engagement levels

## **Research Methodology**

Research methodology involves defining the research problem, selecting the research design, choosing data collection methods, determining the sample size and sampling techniques, conducting data analysis, and ensuring the validity and reliability of the research findings. It serves as the framework that guides the entire research process, ensuring that the study is well-structured, credible, and capable of producing meaningful and reliable results.

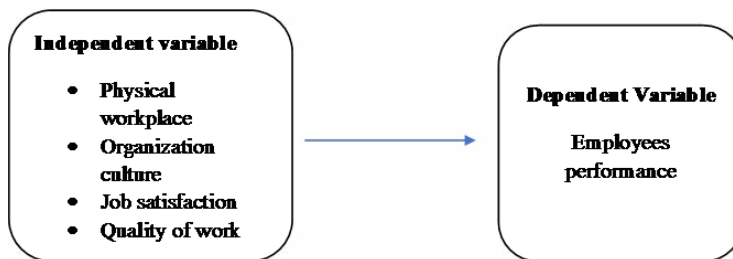
## Research Design

**Descriptive Design:** As the study aims to at observe and describe relationships between variables, determine how various demographic groups react to a certain service, gather information about sample’s preferences for decision-making, we used this design on the research.

**Non-Probability Method:** We used this method of sampling as it can be used for quantitative research, where the population of responses are infinite.

**Snowball Sampling:** We have taken this sampling method as it can be used in quantitative research and it is a respondent driven sampling. The study is based on the sample participants and other people who are potential to participate in the research.

## Research Model



## Data Analysis and Interpretation

### One Way Anova

**Null Hypothesis (H<sub>0</sub>):** There is no significance difference between gender and key factors on employee performance

**Alternate Hypothesis (H<sub>1</sub>):** There is a significance difference between gender and key factors on employee performance

Anova						
		Sum of Squares	df	Mean Square	F	Sig.
Physical Work Place	Between Groups	.208	1	.208	.013	.911
	Within Groups	2554.561	154	16.588		
	Total	2554.769	155			
Organization Culture	Between Groups	7.724	1	7.724	.388	.534
	Within Groups	3064.943	154	19.902		
	Total	3072.667	155			
Job Satisfaction	Between Groups	3.538	1	3.538	.176	.676
	Within Groups	3098.943	154	20.123		
	Total	3102.481	155			
Quality of Work	Between Groups	26.283	1	26.283	1.816	.180
	Within Groups	2228.460	154	14.471		
	Total	2254.744	155			

## Interpretation

As p value is greater than 0.05, we accept null hypothesis. (i.e.) There is no significant difference between gender with factor on employee performance.

## Correlation

**Null Hypothesis ( $H_0$ ):** There is no relationship between the key factor on employee performance.

**Alternate Hypothesis ( $H_1$ ):** There is a relationship between the key factor on employee performance.

## Interpretation

As p-value is less than 0.05, we accept alternate hypothesis. (i.e.) There is a relationship between the factor on employee performance. Regarding the correlation coefficient, there is a substantial positive link between all variables and the performance of the employee.

## Summary of Findings

- This was designed to comprehend the working environment as a label of the physical, social, secure, and financial working environment because employees are growing more and more concerned about their facilities, such as pay rate, working hours, incentives, security, logistics, social interactions, etc.
- The employees expressed their opinions about how the working environment affects their level of job satisfaction. It is imperative to achieve the goal while keeping in mind the organization's vision and mission in order to guarantee a better working environment.
- In areas of finance, security, social interaction, and physical workspace, job satisfaction possesses statistical significance. Thus, it just suggests that the working environments for the staff members of both companies need to be addressed.
- All of the staff members concur that there is a friendly work environment. This indicates that the organization has positive interpersonal relationships. There is room for progress in the company, but the employees don't think so. This indicates that employee performance is less affected by the organization's lack of suitable advancement opportunities.

## Discussion

- Employees are now looking for workplaces that are more comfortable. This is not only a need; there is also a demand for highly skilled workers. The current study's results indicate that if no adjustments are done, employees' job satisfaction will be declining gradually.
- The social dynamics and organizational culture at work can have a big impact in addition to the physical surroundings. Employee motivation, job happiness, and engagement can all be enhanced by a collaborative, encouraging, and supporting work environment. Communication, information sharing, and problem-solving can all be improved by providing opportunities for teamwork, social engagement, and collaboration.
- In order to ensure that employees have a better working environment and to maximize their potential, appropriate measures must be implemented. Because employees who work in a well-designed, flexible, and comfortable setting are more dedicated to their effectiveness and productivity.
- Employee performance can be greatly impacted by the physical, organizational, social, and cultural aspects of the workplace. Businesses that make the effort to provide a happy and encouraging work environment are more likely to observe increases in employee satisfaction and overall business performance.

## Conclusion

One of the most important success elements for firms is employee performance, which they use to outperform the competition, accomplish their objectives, and turn a profit. The study's goal was to examine the different elements that influence worker performance. The factors with the highest

influence on the performances of employees were physical workplace, satisfaction, organization culture and quality of work. This indicates that the dependent variable was most impact by these independent variables. The physical work environment has a major influence on employees productivity, well-being, and cognitive performance, as several studies have shown. Higher levels of motivation, creativity, and problem-solving skills are fostered by a work environment that is supportive, cooperative, and positive. These factors also help to build a sense of autonomy, trust, and belonging. Employee productivity directly reflects the nature of the workplace and the forces that influence it. The office environment is a complicated and multidimensional concept that has a significant impact on worker productivity and quality of work. Organizations may foster an environment that supports employee well-being, engagement, and productivity by carefully examining the physical workspace, organizational culture, and job satisfaction aspects. This will ultimately lead to sustainable competitive advantages and organizational success.

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