RELATIONSHIP BETWEEN WORKING ENVIRONMENT AND JOB PERFORMANCE

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Abstract: This paper aims to analyze the relationship among the working environment and workeroverall performance. The will try to learn awareness on numerous elements of the running surroundings, consisting of bodily conditions, work layout, organizational way of life, and interpersonal relationships. Facts will be collected via surveys, interviews, and observations
of employees' conduct and work styles. The observe will use statistical analysis techniques to analyze the statistics and identify any correlations among the working environment andworker performance. The consequences of the take a look at are expected to offer insights into how groups can improve their running environment to decorate employee performance
and, ultimately, obtain their business objectives.

INTRODUCTION

Employees' performances decrease when they negatively perceive job safety and security. In turn, their attitudes change by disobeying the rules which leads to an increase in accidents at the workplace. Supervisor support, connections with coworkers, workplace safety and security, working conditions, and esteem requirements are a few aspects of the work environment that have an impact on job satisfaction. In order to provide employees with a comfortable working environment and flexible working conditions, job safety and security, one of the most crucial work environment components, should be carefully enforced at the workplace. Physical working environment, social working environment, and mental working environment are the three components of the working environment, according to Jain and Kaur (2014). the effectiveness of a company that cares about the welfare of its employees. To help its staff focus on their work and be more productive, the organisation would provide a pleasant working atmosphere. Performance of employees may be impacted by the physical working environment, which includes lightings, temperature, noise, office Layout and fresh air. All of those disturbances can cause health discomfort among the employees which lead to decreasing Employees 'performances.

 Temessek (2009) Indicated that the functional décor and design of the workplace environment ultimately helped to improve employees' experience and necessitate better performance. Therefore, the organisation had to enhance the physical working environment in order to keep the staff performance. According to Charles, Reardon, and Magee's (2005) research, a comfortable office temperature encourages employees to perform at their highest level. Due to the nature and requirements of the jobs, the organisation required to improve the physical working environment. In their study, Awan and Tahir (2015) discovered that coworkers had no power over one another and interacted with each other at the same hierarchical level. It was noted that building positive relationships with coworkers is essential for creating a productive work atmosphere. They analysed their results and it was proven that the Relationship with co-worker had strong positive impact with employees' performance. Coworker relationships and peer support will encourage employees to do duties

even if they are not part of their job description and make them feel at home in the workplace. According to Oswald (2012), a supervisor's support is essential for employees to complete their tasks. The supervisor was a resource for the workers who might help them perform better in their current duties and advance into more responsible positions in the future. An Experienced and skillful supervisor supports Employees in performing their work role And assist them further in developing effective roles. Pailhe (2002) revealed that the important Elements in determining work environment Of an organization includes physical, biological, chemical risk in workplace, communication networks, working hours, employee Empowerment, and work speed. Working Hours refers to programs, policies and practices initiated by employees in scheduling Working hours and adjusting the length of Working time to meet their preference

LITERATURE REVIEW

Perhaps the locations, scenarios, conditions, and circumstances in which individuals operate might be used to define it in its most basic form.. Perhaps it may be defined in its simplest form as the settings, situations, conditions and circumstances under which people would prefer to work. Briner (2000) further elaborates it as a very broad category that includes the physical environment (such as heat, equipment, etc.), aspects of the job itself (such as workload, task complexity), broader organisational features (such as culture, history), and even aspects of the extra organisational setting.(e.g. local labour market conditions, industry sector, work-home relationships). It implies that the term "work environment" refers to a combination of the relationships between employers and employees as well as the physical, social, and organisational settings in which people operate. The technical environment, the human environment, and the organisational environment are the three main sub-environments that make up the workplace. Their definition of the term "technical environment" includes the tools, infrastructure, and other physical and technical components of the workplace. workplace settings' elements Workplaces can have various characteristics, elements, or variables that impact employees' physical and mental health. (Briner, 2000). The degree to which individuals interact with elements in their work environments has a significant impact on their error rate, level of innovation and collaboration with coworkers, and absenteeism. These factors include: goal-setting, performance feedback, role congruity, defined processes, supervisor support, mentoring/coaching, opportunity to apply new skills, environmental factors, and physical factors in a company. These factors are listed thus: These elements are listed as follows: Opaque management is a factor that includes things like unclear vision, mission, or objectives; poorly defined systems, policies, regulations, or rules; ambiguous roles; violations of management principles; ineffective and wasteful use of resources; disruption of unity of command; and instances in which individuals get away with lying or failing to do their jobs. A boss who favours one group of employees over another when it comes to their responsibilities; a manager who fails to acknowledge performance; a supervisor who takes credit for a subordinate's accomplishments; boss who fails to give clear instructions and directions; boss who undermines an employee's self-esteem; boss who withholds information from the employee that is necessary for the effective completion of the job; boss who censors an employee's good performance to higher management; manager who holds an employee accountable for mistakes; a manager who contradicts their own statements; boss who lacks initiative; as a result, the staff lacks direction; a manager who manipulates the performance review like "God"; Boss who assigns duties without giving them the go-ahead is restricting the employee's self-esteem. Win-lose policies, power-centering, the creation of favoured groups inside the firm, closed-door practices, subpar fringe benefits, and excessive red tape are examples of company policies. Working conditions include a hot and noisy work environment, hazardous conditions, a dirty workplace, a lack of resources, and outdated equipment. Interpersonal relationships: unproductive politics, a lack of teamwork among employees, backstabbing, empire building, rumour mongering, alienation, mistrust, and sabotage. Pay: Pay less than going rates. Further research on which of these elements of the employment environment has the greatest impact on or makes the greatest contribution to employees, both men and women, on campus, may be of interest.

RESEARCH METHODOLOGY
DATA ANALYSIS

1. What quality have you seen in a colleague that you would like to nurture in yourself?

Through these responses, we learn that employees seek to learn many qualities from their college out of which 36.1% of the responses show that people like to learn leadership qualities from their colleagues, 36.1% would like to nurture the problem-solving skills of their colleagues,18.1% like to nurture the active listening from their colleagues,19.3% of the people try to learn the communication skills from their colleagues.
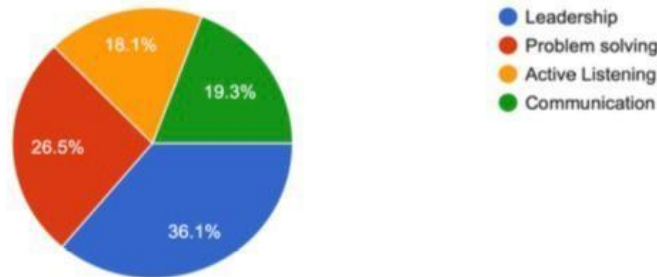

2. How do you see the work you do having on organizational goals?

Through these responses, we learn that 47% of the employee like to take initiative in the organization and take action for the progress of the organization. 32.5% of people like to be the change maker in the organization meanwhile 15.7% of the crowd would like to stay engaged in the activities of the organization.
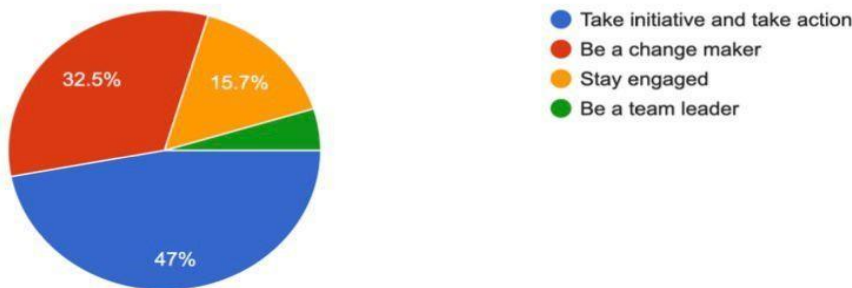

3. What one word would you see to describe our work culture?

Through the responses, we have received 36.1% of the people have chosen their working environment, to be friendly, whereas 31.3%have said that it is challenging,21.7% say that the working condition they are in is motivating them to do better and 10.85% say that it is engaging to work in the organization
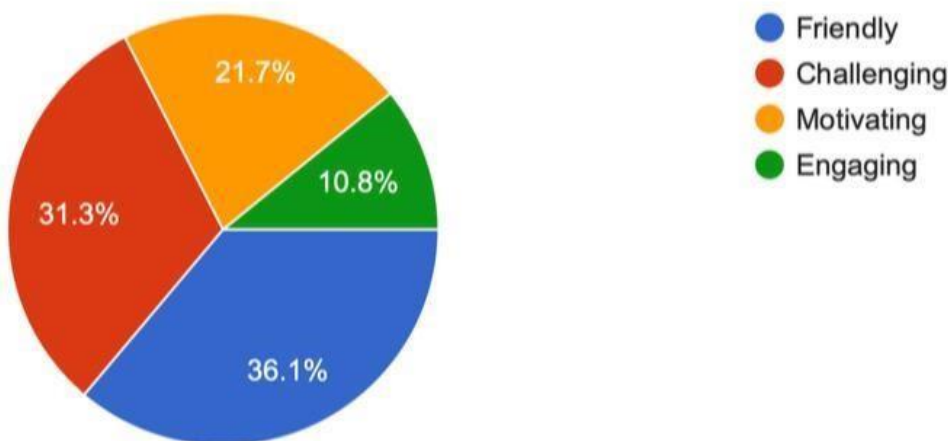
4. which of the following is a potential factor influencing employee performance in a working environment?

The responses show that almost 55.4% of the employees consider all the factors such as lighting, colour scheme In the office, and music played in the office are the potential factor influencing employee performance in the working environment
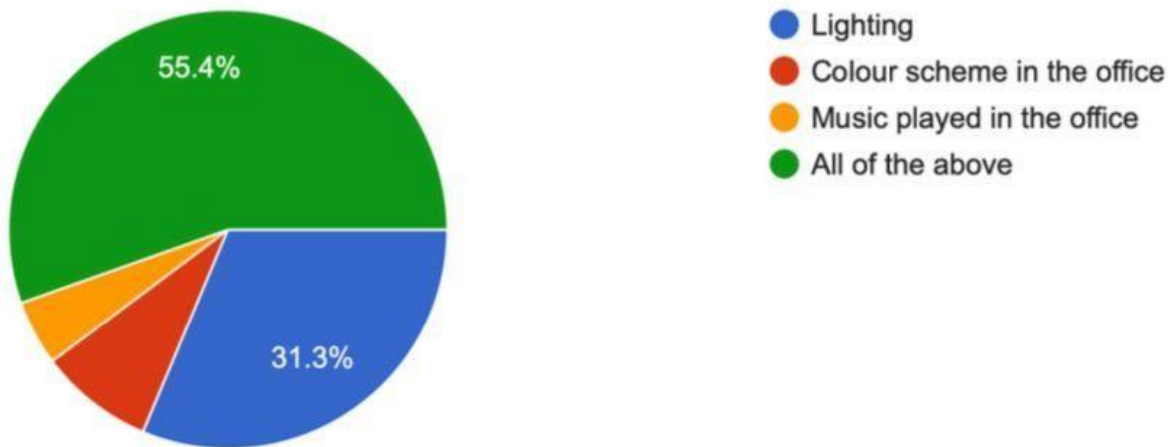

5. which of the following is a potential factor influencing employee performance in a working environment?

Through these responses, we get the conclusion that almost 60.2% of people agree that a positive working environment always leads to higher employee performance.19.3% feel that a negative working environment always leads to lower employee performance.16.9% say that the relationship between working environment and employee performance is complex and content specific.

6. Which of the following is an example of a psychological working environment factor?

Through the responses, we get to know that almost 54.2% say that level of job satisfaction is an important factor.27.7% consider the noise level in the office, whereas 14.5 say that availability of technology tools play an important role in the office
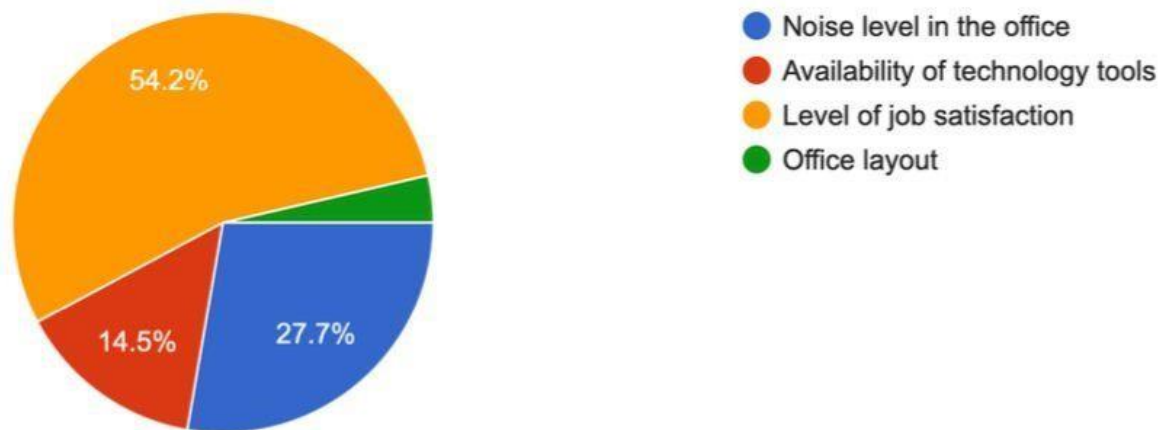
7. Supervisor contribution and relationship with employees play an important role in the job performance of the employee

According to the responses we can see that 73.5% of the people say yes and agree to the statement that Supervisor contribution and relationship with employees play an important role in the job performance of the employee.15.7% say it is neutral and 10.8% disagree to this statement
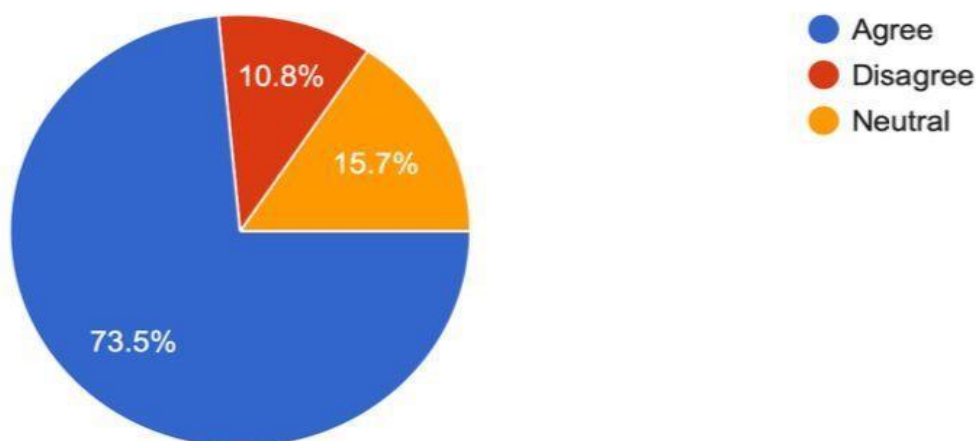
8. Employee development programs help employers to enhance their working capabilities.

According to the survey we get to know that 75.9% agree with the statement that Employee development programs help employers to enhance their working capabilities, and around 20.5% of responses go with the option may be.
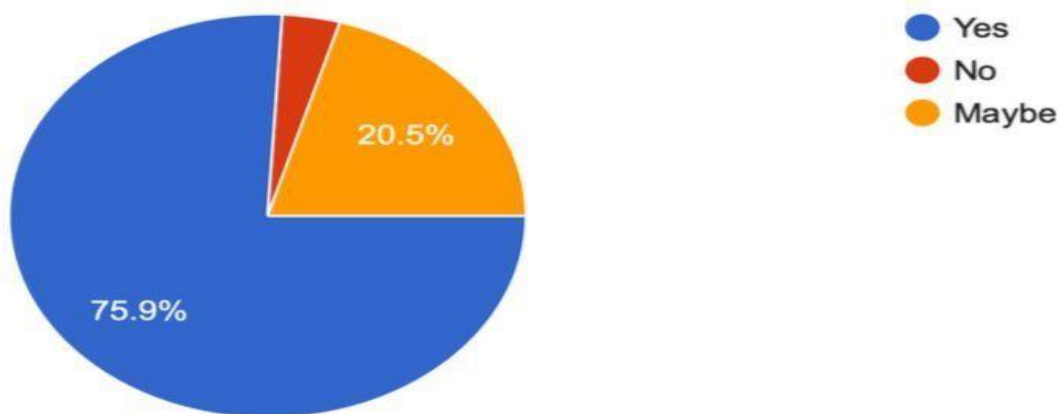
DISCUSION

The connection between the working surroundings and employee overall performance is an vital element of organizational behavior. A advantageous operating surroundings can greatly decorate employee overall performance, motivation, and productiveness, whilst a terrible running surroundings may have unfavourable consequences. A effective work environment is characterised via elements which includes clear communique, mutual respect, possibilities for boom and improvement, truthful and transparent policies, supportive management, and a healthful work-existence stability. Whilst personnel are happy and satisfied with their paintings surroundings, they have a tendency to be greater engaged, committed, and productive. This indicates they're much more likely to deliver brilliant work, achieve their desires, and make a contribution to the fulfillment of the organisation. On the other hand, a poor work surroundings can result in employee dissatisfaction, demotivation, and burnout. Factors that make contributions to a negative work environment consist of bad verbal exchange, lack of popularity, excessive workload, political video games, discrimination, harassment, and a toxic or antagonistic place of business lifestyle. Whilst employees are sad or confused, they have a tendency to be disengaged, unproductive, and vulnerable to making errors, which can have an effect on the best of labor and ultimately harm the company's backside line. In conclusion, it's miles critical for organizations to create a fantastic paintings surroundings that values its personnel and fosters their properly-being. With the aid of making an investment in packages and regulations that sell a tremendous running culture, groups can improve their employee's performance, increase retention charges, lessen absenteeism, and improve the overall organizational weather.

MANEGERIAL IMPLICATIONS

Employee performance and working environment are two critical factors that can impact the success of an organization. Here are some managerial implications of these factors: Recognize the importance of a positive working environment: Managers should recognize that a positive working environment can significantly impact employee motivation, engagement, and productivity. Therefore, they should make efforts to create a positive and inclusive work environment that supports employees' well-being and fosters collaboration and teamwork.Set clear performance expectations: Managers should set clear and specific performance expectations for their employees. This can include defining job responsibilities, outlining performance metrics, and establishing performance goals. Clear expectations help employees understand what is expected of them and can improve their motivation and job satisfaction.Provide feedback and coaching: Managers should regularly provide feedback and coaching to their employees. This can include providing positive feedback for a job well done, identifying areas for improvement, and offering support and guidance to help employees develop their skills and capabilities. Address performance issues promptly: When employees are not meeting performance expectations, managers should address these issues promptly. This can include providing additional training or coaching, setting clear improvement goals, and taking disciplinary action if necessary.Support employee development: Managers should support employee development by providing

opportunities for training, learning, and growth. This can include offering professional development opportunities, supporting employee participation in conferences or workshops, and providing resources to support skill development.Foster a culture of open communication: Managers should foster a culture of open communication, where employees feel comfortable sharing their feedback, ideas, and concerns. This can improve employee engagement and help managers identify issues that may be impacting employee performance or the working environment.Overall, managers should recognize the critical role that employee performance and working environment play in the success of their organization. By creating a positive and supportive work environment, setting clear expectations, providing feedback and coaching, addressing performance issues promptly, supporting employee development, and fostering open communication, managers can improve employee motivation, engagement, and productivity.

Conclusion

As shown from our research, several factors are affecting employee performance. First, organizational knowledge management which has a significant role in improving employee performance through analyzing the current skills, knowledge and ability of employees then design a proper strategy to reduce the gap between the current performance and desired performance. Second, ICT (Information and Communication Technologies) which are considering the core assets of the organization that are working in encouraging employees to improve their performance. The third factor is the empowerment, which has a tremendous impact on an employee's performance to reshape the attitude of organization in dealing with numerous challenges and threaten in the market, especially if the organization is looking for their employees as a competitive advantage for surviving. Fourth, creative and innovative which are playing as a change-agent in promoting the manifestation of a new idea, which lead the organization to face uncertainty and complexity in a highly changing environment.

In My Opinion, it can be concluded that employees seek to learn leadership, problem-solving, active listening, and communication skills from their colleagues. Taking initiative, being a change-maker, and being a team leader are the ways employees see the work they do having an impact on organizational goals. The work culture can be described as friendly, challenging, motivating, and engaging. Lighting, color scheme, music, and all of the above are potential factors influencing employee performance in a working environment. A positive working environment always leads to higher employee performance, while a negative working environment leads to lower employee performance, and the relationship between working environment and employee performance is complex and content-specific. The level of job satisfaction, noise level in the office, and availability of technology tools are important psychological working environment factors. Supervisor contribution and relationship with employees play an important role in the job performance of the employee, and employee development programs help enhance their working capabilities.

LIMITATIONS AND FUTURE SCOPE

FUTURE SCOPE

The relationship between working environment and employee performance is a crucial area of study in the field of organizational behavior. As workplaces continue to evolve, it is likely that this relationship will become even more important in the future. Here are some potential future developments and areas of interest related to this topic:

1. Focus on well-being: As organizations increasingly prioritize employee well-being, there may be a greater emphasis on creating working environments that support physical and mental health.

2. Remote work: The COVID-19 pandemic has accelerated the trend of remote work, and it is likely that this will continue in some form even after the pandemic subsides.

3. Sustainability: Organizations are increasingly concerned with sustainability, and this will likely extend to the physical working environment.

4. Diversity, equity, and inclusion (DEI): There is a growing recognition of the importance of DEI in the workplace. Future research may explore how working environments can be designed to foster a more inclusive culture, and how this impacts employee performance.

5. Technology: As technology continues to advance, there may be new opportunities to use it to enhance the working environment. For example, virtual reality could be used to create immersive workspaces that are tailored to individual employee preferences and needs.

Overall, the relationship between working environment and employee performance is likely to remain a critical area of study as workplaces continue to evolve.

LIMITATIONS

The relationship between working environment and employee performance is a complex one and is subject to various limitations. Some of the limitations are:

1. Individual Differences: Each employee is unique and has a different personality, attitude, and work style. Therefore, the impact of the working environment on employee performance can vary from one individual to another.

2. Subjectivity: The perception of a good working environment varies from person to person. What one employee considers a positive work environment may not be the same for another.

3. Other Factors: Employee performance is influenced by various factors, such as personal life, stress levels, workload, and management style. These factors can have a more significant impact on employee performance than the working environment.

4. Time Lag: The impact of the working environment on employee performance may not be immediate. It may take time for employees to adjust to a new working environment or for the changes in the work environment to show results in terms of employee performance.

5. Causality Issues: It can be challenging to establish a cause-and-effect relationship between the working environment and employee performance. Other factors, such as job satisfaction and motivation, may be influencing the relationship.

6. Resource Constraints: Implementing changes to the working environment can be costly, and organizations may face resource constraints in making such changes. Therefore, the impact of the working environment on employee performance may be limited by resource availability.

Overall, while the working environment can have an impact on employee performance, it is essential to recognize that this relationship is subject to various limitations and should be considered alongside other factors that influence employee performance.

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