



ASSESSING OF THE IMPACT OF WORK ENVIRONMENT ON PERFORMANCE OF GOVERNMENTAL EMPLOYEE IN JAWZJAN PROVINCE (A CASE STUDY OF JAWZJAN PROVINCE, DEPARTMENT OF EDUCATION AND INFORMATION AND COMMUNICATION TECHNOLOGY)

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Abstract

It is possible to define a work environment as the place where one operates, which implies the around a person. It is the social and technical atmosphere in which a person is required to communicate with several individuals. The job environment has a work environment with a significant effect on the efficiency and productivity of employees. This study aims to provide the necessary data on the variables of the work environment that have an Influence on staff results. Creating a working atmosphere in which workers to increase in Jawzjan governmental offices for the organization, it is important to be efficient in the workplaces. The workplace is, in short, an important part of the job itself. Enterprises to build a work climate where workers must move beyond their conventional roles Enjoy what they're doing, be proud of what they're doing, can meet their potential. The staff of the production firms was the respondents surveyed.

Keywords: *Work environment, employee, good governance, employee performance.*

Introduction

Afghanistan is a country in Central Asia, with Iran to the west and Pakistan to the east. Large, forbidding mountains and deserts cover much of Afghanistan's landscape. Many different groups make up the population. About 15 million people, almost half of the population of Afghanistan, are Pashtuns. Afghanistan is a newly established democracy. The president and two vice presidents are elected every five years under the current constitution. The President is the Afghan Armed Forces' Head of State and Commander-in-Chief. (National Geographic, 2015-2020).

Afghanistan's 2004 Constitution is the culmination of more than a century of legal reform struggles. It is Afghanistan's most democratic and inclusive constitution yet. The 2004 Constitution places a specific focus on the values of democracy, the rule of law, and human rights and freedoms. In addition to the eighth chapter, entitled Public Administration Organization, the Constitution of 2004 contains several important rules and principles. The usefulness of these constitutional initiatives in the Afghan context is subject to debate.

The 2004 Constitution outlines and clarifies the basic structure and foundation of Afghanistan's public administration. However, the Constitution has not been completely enforced in public administration areas. (Mirwais Ayobi, 2018).

The 2004 Constitution's basic principles are focused on administrative law and the structure of public administration. The Islamic Republic, the rule of law, expansive rights, and democracy are key. These principles form the basis for the establishment of a progressive, democratic and modern system. (Mirwais Ayobi, 2018).

Experts in constitutional and administrative law hold widely divergent opinions on the topic of constitutionally mandated Afghanistan's form of the administrative structure. The constitution's paradoxical administrative nature has prevented a consensus among scholars and policymakers on the type and organization of the administrative system in Afghanistan. This post, on the one hand, emphasizes the "preservation of the philosophy of centralism" and on the other hand, requires the "Preservation of the idea of centralists. The article represents a dual constitutional preference, as well as decentralization, for the centralized system. (Mirwais Ayobi, 2018).

The central construct of today's workplace is job efficiency, as noted. Inefficient job performance would cause a catastrophe associated with lower productivity, profitability, and impairment of overall operational quality. The workplace environment can contribute to improved results by providing the right environmental variables, both physical and psychosocial. One research proposed that management should make an additional investment in ergonomic tables and chairs to increase the efficiency of employees. (Visher 2008).

This study examines the effect of work environment variables on performance-related issues in Afghanistan. The relationship between motivation and job performance is one of the most accepted constructs of job performance. This study would show that employee satisfaction appears to be more effective than workers who are not motivated.

Research Objectives:

1. Specify how the organization's working environment impacts employee efficiency.
2. To define the components of the working environment that affect employee efficiency.
3. The relationship between the workplace environment and the output of the manufacturing sector in the province of Jawzjan should be established.

4. To find out the main factors that have a significant effect on their success level in the working environment of the employee.
5. To identify new recommendations, suggestions, and ideas for transforming the working environment and improving the performance of employees.
6. To assess if the physical working environment affects the output of employees.
7. To absorb dynamic awareness of the world in the workplace and make suggestions for future research.

Research questions:

This study aims to find out the variables associated with a working atmosphere that affect the output of employees in the event of two or more offices being relocated under one roof. The company defined would refer to both the individuals who are the office's current employees and the new employees who are heading to the current office. Few physical and behavioral organizational measures have been selected that are related to this analysis, such as comfort level, office layout, furniture, technology, noise, ventilation, lighting, communication, support for supervisors, and job support. These variables were selected because this study focuses on the work environment centered on the workplace and not on the location, such as construction and power plants. Certain question of research has been framed with aims in mind. 1. How performance feedback does is related to employees' performance?

Questions:

- 1-Does job aid have any relation to the performance of employees working in the company?
- 2-What are the physical job conditions that lead to the success of employees?
- 3-What kind of contribution does a supervisor make to the success of employees?
- 4-To change the working environment, how can these variables be improvised?

Scope of the Study

The research aimed to examine the impact of the work environment on the efficiency of workers in government organizations. The target population of this research includes all governmental agency workers in the province of Jawzjan. Some questionnaires will be administered to the employees of the governmental organization through the Human Resource Department. Respondents will include the management of the organization, department heads, senior and junior staff including both permanent and contractual staff.

The Importance of the Study

The main aim of the study is to understand the working environment, which is considered significant and has a greater effect on the success of employees in the organization. Results are expected to pave the way for the organization's authorities. This research is undertaken to understand how the organization's workers view the working environment and job efficiency. The report at the end would also allow staff to air out their complaints to the company and executives. The research will serve as context information for promoting and advocating a healthy atmosphere.

Work Environment and Employee Productivity Overview

In a survey, Hughes (2007) stated that nine out of 10 employees claimed that the nature of the work environment influences employee attitudes and enhances their productivity. Chandraseker (2011) also shows that the office atmosphere is dangerous and toxic in terms of inadequate ventilation, improper lighting, unnecessary noise, etc. In a survey of 31 bank branches, Hameed and Amjad (2009) found that a pleasant and ergonomic office design motivates workers and dramatically improves their efficiency. This research adopts the concept of working conditions relating to the working environment to aspects of the terms and conditions of employment of an employee. Organizations with a comfortable, trustworthy and secure atmosphere achieve greater efficiency, communication, imagination, and economic wellbeing. Productivity is linked to working conditions which, in turn, are linked to absenteeism, retention, implementation of new techniques and methods.

The Impact of the Work Environment on Employee Performance

Whatever this study figures out, the fact that the work atmosphere was statistically important to the productivity of male employees, female employees, senior employees, and junior employees, the working environment must be preserved or enhanced to ensure productivity.

Besides, all of the elements that characterize the working environment were statistically important to employee productivity. The company is therefore recommended to invest in them for this purpose. Similarly, the governmental working environment has a positive effect on the productivity of its workers, so the present must be preserved so that the employees continue to be efficient for the organization.

Jawzjan Governmental Department's Work Environment

Since it was noted that the Jawzjan Government Department Offices' social environment was conducive, the organization would keep an eagle eye on it so that employees' working lives might be better at increasing productivity.

The organization's psychological environment was less favorable, so the organization's management must strengthen the sub-environment that determines the psychological environment to enhance the situation. The salary level must be changed to have a positive effect on their psychological wellbeing to address this issue further, as their salary level was one of the reasons for a bad psychological environment.

Again, to further improve their administrative environment, workers must be made to have a hand in how much they are paid.

Employee Productivity at the Jawzjan Department of Education and Communications and Information Technology

Because there was evidence of absenteeism in the workplace caused by the employees' low level of morale and the demanding nature of their job, the organization is encouraged to incorporate incentive programs to encourage employees to feel that the organization for which they work is respected. The incentive scheme will motivate workers to be more punctual at work and to work harder because the management of the company takes serious care of their well-being.

The organization is also advised to take care of the career and self-development of its staff to maintain productive and experienced workers in the Department of Education and Communications and Information Technology.

Outcomes of Survey Interview

The result of the survey interview shows that work environment is very important for employee performance and productivity it related to several aspects of management and organizations which employees are working there.

As the collected data which is received in this case declared that work environment has a different view for different staff on the organization as the most of employees which were answered for the questionnaire survey that the most significant of aspects of good work environment are justice in a hierarchy system, good management, and good physical work environment.

Findings Summary

However, one of the important points of the organization is the effect of the work environment on employee efficiency, and so the social work environment of government office employees in the province of Jawzjan emerged as the most favorable work environment in other organizations. The psychological work environment in the governmental organization was the least desirable work environment. When workers have well-designed offices and workspaces, the main sub-work environment that helps employees create a conducive physical work environment. The amount of pay had a rather marginal effect on their mental well-being. The employees' co-workers must demonstrate good relationships and be polite to build a conducive social work atmosphere. Rigid command chains adversely impact the culture of social work. Employees do not have a hand on how much they are paid and that makes it unfriendly for the administrative work climate. This study explored the relationship between individual personality, work environment preferences, and success and dedication in organizations to find out the basic result of the effect of the work environment on employee performance cases to better understand the degree to which the people make the position.

Conclusion

The statistics of this study show that tools and work environment have a direct impact on both employees' motivation and their activities. If the situation improves in these two main variables, employees will do things with more interest, which in turn has a positive effect on achieving the goals of the organization and increase the effectiveness and productivity of the organization.

When we specifically consider in some governmental organizations it can be seen that the work environment in some departments is not very important. There are many complaints about the type of approach, the type of management, and the type of environment and organizational culture, and this proves that the work environment has been neglected as an important indicator in increasing productivity.

This is different in the Independent Administrative Reform and Civil Service Commission. The commission has realized the importance of the work environment and it can be seen that there are no specific complaints about the work environment. Unfortunately, a healthy office environment has not yet been discussed in the offices and no significant effort has been made to create it, and the importance of this issue has not yet been clarified for some organizations. The working environment plays a key role in inspiring workers to carry out their jobs. Job delegated. The performance is expected in the dynamic market climate of today. The potential for High performance is becoming increasingly critical in attracting, sustaining, and motivating Competitive organizational settings today. The report also disclosed that employees would increase their efficiency if the issues found during the review are study is tackled by leadership. It was realized at the end of the research that

the work atmosphere of the employee affects their productivity significantly. It is therefore the responsibility of the company to provide a friendly working atmosphere that will influence workers to work safely and easily conduct their jobs.

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