

THE RELATIONSHIP BETWEEN OFFICE ENVIRONMENT AND
JOB PERFORMANCE AMONG SUPPORT STAFFS IN PUBLIC
SECTOR DEPARTMENTS AT DAERAH BESUT, TERENGGANU

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ABSTRACT

Office environment plays an important role in an organization. In the context of office environment, when employees are satisfied with their organization, it will increase job performance among employees. The objectives of the study were to study the relationship between office environment and job performance among support staff in public sector departments at *Daerah Besut, Terengganu* and to identify whether office environment affects job performance among support staff in public sector departments at *Daerah Besut, Terengganu*. There are three elements of office environment that has been examined in this study which are lighting, office furniture and office layout. The population of this study was 230 support staff from four different public organizations at *Daerah Besut, Terengganu* which are *Pejabat Kesihatan Daerah Besut, Pejabat Tanah Daerah Besut, Majlis Daerah Besut and Pejabat MARA Daerah Besut*. Hence, the sample for this study was 140 respondents. To achieve this study, a survey questionnaire was distributed by hand to the company. Pilot test have been conducted before the researcher is going to do an actual test and the result of the Cronbach's Alpha was 0.83. After the pilot test have been conducted, the actual test have been conducted and the result of Cronbach' Alpha. Data for the study obtained from questionnaires was analyzed by using the SPSS and presented with the aid of frequency distributions about demographic background of the respondents, test of normality, descriptive statistic, reliability analysis and multiple regressions. Thus, the conclusions, recommendations and recommendations for future research are also discussed in this study.

The study shows that majority of the respondents were aged between 40 to 49 years old and most of them were female respondents. For the working experiences, it