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Employees' Performance and Working Environment and Its Connection to Entrepreneurs

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In order to be successful entrepreneurs, sometimes we cannot work alone. Sometimes, we need a helping hand to manage our business either we have mentor that could guide us into the right path or employees that are committed to their craft. In order for entrepreneurs to manage their employees well, they need to know about employees' performance and the working environment that they will be provided.

Employees' Performance

Employees' performance can be described as how individuals take actions and contribute to behaviors that are in line with organizational objectives (Zainab and Khairunnisa, 2015). Purnama (2017) defined employees' performance as someone in the workplace who carried out their duties and responsibilities. He further stated that individual's ability, level of the work done and lastly support from the organization affect employee performance. He mentioned that employee performance can be improved if these three factors are present for the employee and performance can decline if one of these factors is missing. This is in line with Rivai (2004) findings that state performance is the results of a person's ability, desire and environment. Mangkunegara and Waris (2015) measured employee performance in terms of attendance, target work, responsibilities, initiative and teamwork whereas Purnama (2017) measured employees' performance in terms of quality, quantity, efficiency and accuracy. Therefore, in this study, employee performance is measured by how the workers completed their task, responsibilities, taking the job seriously, rarely make mistakes, quality of the work and if the workers meet the requirement set by the agency.

Working Environment

Working environment can be defined as a composite of three major sub environment: the technical environment, the human environment and the organizational environment (Opperman, 2002). Technical environment refers to tools, equipment, technical infrastructure and other physical or technical elements. It creates conditions that enable employees to perform their responsibilities and activities efficiently. Human environment refers to interaction between employees and peers, supervisors, subordinates, team members and management. Human environment is designed to encourage informal interaction in the workplace and aimed to produce productivity through exchange of ideas and knowledge sharing. Organizational environment includes system, procedures, practice, values and philosophies; and management tends to have control over this kind of environment (Opperman, 2002).

Organizational environment is measured by wages, working hours, opportunity advancement and two ways communication at work (Nina Munira and Mohammad, 2013; Watanabe et al, 2017). When working environment is not conducive, employee performance will be adversely affected, thus, the image of the organization can be diminished since employee performance will reflect organization effectiveness (Chandrasekar, 2011). He later discussed that organization needs to create working environment that encourage employees' productivity in order to increase their profit or customer satisfaction. Many studies have related high productivity and employees' performance to workplace environment (Opperman, 2002; Chandrasekar, 2011). Therefore, improving the working environment will have positive impact on employee performance.

To summarize, in order for entrepreneurs to have successful business, they need to understand about employees' performance and preparing for conducive working environment for its workers as it will affect the overall performance of its business.

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