



A RELATIONSHIP BETWEEN WORK
ENVIRONMENT AND EMPLOYEE WELL-BEING: A
CASE STUDY AT JABATAN PERPADUAN
NEGARA DAN INTEGRASI NASIONAL (JPNIN),
KUCHING SARAWAK

ANGELICA GERIT DAVID

BACHELOR IN OFFICE SYSTEMS MANAGEMENT
(HONS.)
UNIVERSITI TEKNOLOGI MARA (SARAWAK)

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**BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS.)
FACULTY OF BUSINESS MANAGEMENT**

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Problem Statement

There are many factors that influence work place bullying such as poor flow of information, too many work and unmanageable, excessive appraising and monitoring, and given a task that should not be done by a general worker, this will actually resulted in deterioration in organizational life or mostly known as bullying (Thomas, 2012). The factor of stress is known as stressor and the most know stressor is a hostile environment especially pollution in workplace (Houdmont et al. 2010). Usually a company or country government will teach a technique that will be able to make the employee cope with excessive stress by making the worker work harder and tougher, but all of this will actually put a tremendous amount of burden to the employee and this kind of technique cannot be sustain for a long period of time (Wendy, 2013). An employee that work in unsuitable environment will actually quit the company or known as turnover, and employee will have a higher rate of absenteeism for various reason especially health problem (Demet, 2012). Some of the researches showed that a messy and dirty work environment will have a bad influence on the efficiency and health of the employee not only them but their neighbors that work beside them, but some people also get used to the messy and dirty environment and doing their job as if nothing happen (Ricardo, 2013). However, there is a limited study has been done in this area of the employee well-being. Therefore, this study is to determine the factor that influence work environment towards employee well-being.

ABSTRACT

The purpose of this study is to examine the relationship between work environment components (workplace bullying, stress, organizational behavior and physical office environment) towards employee well-being at Jabatan Perpaduan Negara dan Integrasi Nasional (JPNIN) in Kuching Sarawak. At the beginning of this study, the purpose, research questions, significant of this study and other relevant for this study is indicated. In other to collect the data, the researcher used questionnaires as an instrument to find out the information from the respondents. The questionnaires consist of three sections including the demographic information, independent variable and dependent variables. All the data that obtained from the questionnaires has been tabulated using the statistical packages for social science software (SPSS) version 21 for data cleaning. The result indicates that independent variables (workplace bullying, stress, organization behavior and physical office environment) have a positive relationship to dependent variable (employee well-being). It shows that all the variables a significant for this research studies.