

THE RELATIONSHIP BETWEEN PHYSICAL WORKPLACE
ENVIRONMENT TOWARDS EMPLOYEES' JOB PERFORMANCE IN
WISMA BAPA MALAYSIA, SARAWAK

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ABSTRACT

Factors of workplace environment play an important role towards the employees' performance. To investigate the relationship between physical workplace environment and job performance in Wisma Bapa Malaysia, Sarawak, the four factors from physical workplace environment (Amina Hameed,2009) were used which comprises the furniture, noise, lighting and color. 91 office support staff from administration and account department at Wisma Bapa Malaysia were involved whose acted as the respondents in this study. This was accomplished by the method of collection namely questionnaire. Based on the findings, it showed that furniture, noise, lighting and color were important factors which can lead to higher job performance among office support staff at Wisma Bapa Malaysia. Besides, the correlation result revealed that furniture has a strong positive relationship towards job performance. Meanwhile, noise has no or negligible relationship to job performance. Previous studied by Shruti Seghal (2012), in her research finding also found that noise did not have any relationship towards employees' productivity. Moreover, the findings of this study provide a guidance for the top management as a way to improve the job performance among the employees.

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TABLE OF CONTENTS

	Page
AUTHOR'S DECLARATION.....	ii
ABSTRACT	iii
ACKNOWLEDGEMENT.....	iv
TABLE OF CONTENTS.....	v
LIST OF TABLES.....	viii
LIST OF FIGURES.....	ix
LIST OF APPENDICES.....	x
CHAPTER 1	
INTRODUCTION.....	1
Background of the Study.....	1
Statement of the Problem.....	3
Research Objectives.....	5
Research Questions.....	5
Significance of the Study.....	5
Limitations of the Study.....	6
Definition of Terms.....	6
CHAPTER 2	
LITERATURE REVIEW.....	8
Introduction.....	8
Physical Workplace Environment.....	9
Job Performance.....	9
Job Performance in Physical Workplace Environment.....	11

CHAPTER 1

INTRODUCTION

Background of study

Physical workplace environment plays important role in an organization. According to Naharuddin & Sade (2013), factors of workplace environment play an important role towards the employee's performance. The physical workplace environment in which employees work and undertake most of their activities can impact on their performance. The factors of workplace environment give an immense impact to the employees' either towards the negative outcome or the positive outcome (Chandrasekar, 2011). The quality and quantity of work generated by employees are influenced by the physical workplace environment and poor environmental conditions can cause inefficient worker performance. According to Sarode & Shirsath (2014), the quality and quantity of work generated by employees are influenced by the workplace environment.

Better physical workplace environment produces better and performance is affected by many factors such as workers, work environment health and safety moral and cultural aspects (Saleem, Shah, Zaman, Ariff, Shehzad, & Ullah, 2012). According to Kamarulzaman, Saleh, Hashim, Ghani (2011) in the workplace,