

THE IMPACT OF ERGONOMIC FACTORS TOWARD EMPLOYEES'
PRODUCTIVITY IN A PRIVATE ORGANIZATION

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Abstract

The purpose of this study is to determine the ergonomic factors toward employees' productivity. There were office workspace, lighting, and color as the independent variables and productivity as a dependent variable in this research.

The questionnaire is used as a methodology in order to gain the data for the study. 100 questionnaires are distributed to the employees in a private organization and at the end all of 100 questionnaires were returned.

In carrying out the study, convenience sampling was used to select the employees from all levels in organization and also adapted survey questionnaires from previous study which is Amina Hameed and Shehla Amjad (2009) were used as a collected data.

From the results, the correlation between the workspace and employees' productivity is 0.514**. Meanwhile the correlation between the lighting and employees' productivity is 0.550**, and lastly the correlation between the color and employees' productivity is 0.645**.

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CHAPTER 1

INTRODUCTION

This chapter will explain details about the study. Besides, it also provides the brief background regarding the ergonomics and establishes the theoretical framework for the research.

Background of the Study

Ergonomics or sometimes called “human engineering” is the study about the effect of physiological factors such as light, color, sound, and temperature can be appropriate for the space, furniture, and equipment in order to meet better psychological criteria among workers (Keeling & Kallaus, 1996).

Further, Quible (2000) states that ergonomics is a structured environment to help employees in recognizing their needs and make sure that equipment and tools, the tasks and the environment can work together.

Fritscher Porter (2003) points out that the best solution to gain better efficiency, productivity and contentment in the workplace is by providing an ergonomically sound office. In addition, according to Smith (2003), “ergonomic is positioned to management as a way to improve business performance through better management of human capital”.