



**PHYSICAL WORK ENVIRONMENT AFFECTING JOB  
SATISFACTION IN ONE OF THE AGRICULTURE  
ORGANIZATIONS IN PERLIS**

**SUPERVISOR:  
DR SITI ASIAH BINTI MD SHAHID**

**Prepared by:  
NOR ATIQAH BINTI ISMAIL  
JIHANA BINTI BAKAR  
NOR FAZILA BINTI MAT**

**BACHELOR IN OFFICE SYSTEM MANAGEMENT (HONS.)  
UNIVERSITI TEKNOLOGI MARA (PERAK)**

**2013**

## **ABSTRACT**

This research was done to identify the relationship between job satisfaction and physical work environment in one of the agriculture organizations in Perlis. The conceptual framework is Physical Work Environment as independent variable and Job Satisfaction as dependent variable. The 35 employees from grade 17 until 41 are participants in this study. For this study, survey research design using survey questionnaire was utilized to obtain the data. The finding showed that the level of agreement of physical work environment was moderate. In addition, the result showed that the correlation between Physical Work Environment and Job Satisfaction was significant, moderate ( $p <: 01$ ) and positive. Based on the findings of this study, the researchers also provide the recommendations for future research.

## ACKNOWLEDGEMENT

Alhamdulillah. Praise to Allah, the Most Gracious and Most Merciful Lord for His Blessing giving us the opportunity to finish this research. Firstly we would like to express our special thanks to our main supervisor, Dr. Siti Asiah binti Md Shahid for her confidence and patience in guiding us and the encouragement during the process of writing this research. We would also like to convey our gratitude to our Research Methodology lecturer, Assoc. Prof. Dr. Hajah Norlida binti Mohd. Noor who has given us the guidance to complete our project. Last but not least, we would like to extend our appreciation to our parents, family and friends for their sacrifice, suggestion and support throughout our study.

Nor Atiqah binti Ismail	2009752745
Jihana binti Bakar	2009305231
Nor fazila binti Mat	2010694456

September 2012 – January 2013  
Faculty of Business Management  
Universiti Teknologi Mara (Perak).

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## **CHAPTER 1**

### **INTRODUCTION**

#### **1.1 Background of the Study**

The Business Dictionary defined that physical environment as “the location where a task completed when pertaining to a place of employment, the physical environment involves the physical geographical location as well as a construction site or office building”. According to Carlopio (1996), employee satisfaction with the workplace was positively related to job satisfaction. Therefore, the office is just not a workspace but it can be a workplace environment that provides a basis for how well the employees perform their jobs, engage their creativity, manage inter-office relationships and sustain position. A good physical environment is important to increase the satisfaction of worker in an organization. In addition, the physical environment must be comfortable and suitable to the employee to increase the satisfaction in their job.

In addition, Lovell (2007) found that an employee’s physical environment can have a major impact on their mood. Besides that, improvements to the physical surroundings of workers such as office layout or design were seen to have an impact on employee job satisfaction. Therefore, an organization should be generally taking an important way in the planning of layout and furnishings in the office. Physical environment factor is very important to support the commitment, values and also how