

WORK ENVIRONMENT: CHALLENGES FOR ORGANIZATIONAL PERFORMANCE

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Abstract

In today working environment, organizations are facing several challenges due to the dynamic nature of the environment. Most often the dynamic nature of the working environment impact positively or negatively on the worker attitude, output and performance. The paper looked at the impact of work environment on organizational performance. The paper is purely a content analysis. Based on this, reports on work environment, the worker and the factors necessary for organizational productivity were reviewed. The review of extant literatures on the impact of work environment in organizational performance showed that the work environment whether physical or psychological impacts significantly on workers performance and organizational performance. It is also reviewed that the work environment poses significant challenges for organizational performance. These challenges come in the form of low productivity, workers morale, output and input. Keywords: work, work environment, organizational performance.

Introduction

The workplace can't be sabotaged while deciding organizational performance. Working condition assumes a critical role to the performance of workers in an organ. The working environment condition impacts employee resolve, profitability and commitment - both positively and contrarily (Chandraseker, 2011). The workplace which includes a few elements impacts in transit the employee play out their work. An agreeable and comprehensive working environment condition will help the worker' performance henceforth boosting the organizational performance (Nanzushi, 2015). It is along these lines of significance that organizations must advance outside their customary jobs and safe places to take a gander at better approaches for working. They need to make a workplace where the worker appreciate what they do, feel like they have a reason, have pride in what they do, and can arrive at their potential capacity (Bushiri, 2014).

In today working condition, organizations are confronting a few difficulties because of the dynamic idea of the environment. One of the numerous difficulties for a business is to fulfill its employer so as to adapt up to the ever changing and developing condition and to make progress and stay in rivalry and is to giving the empowering working condition to accomplishing the objectives of the worker in execution and achieving result. It is in informing of the difficulties because of the dynamic idea of the condition that Abdul and Raheela (2014) prompted that so as to expand proficiency, viability, efficiency and occupation duty of worker, and the business must fulfill the necessities of its worker by giving great working conditions. Albeit a lot of studies prompted toward this path. For example, El-Zeiny (2013) comprehends the role of working environment condition plays towards laborers' performance and

profitability in any organization, likewise work place condition are a portion of the numerous components that influence the exhibition of employee in organization.

Bushiri (2014) explicitly mentioned other outcomes of work place environment to organizational performance, the problems as he identified include flexibility of working environment, work noise distraction, supervisor's interpersonal relationship with subordinates, presence of job aid, the use of performance feedback and improve of work incentives in the organization. In the same instance Marium, Emadul & Omair (2017) identified the variables such as leadership, organizational culture, training and development, rewards and incentives and stress, which are all indicators in work place environment as having significant impact in organizational performance. The paper basically examined Work environment and the Challenges for Organizational Performance by simply identifying the basic variable and indicators in work environment for organizational performance.

Methodology

The paper is purely a content analysis. Based on this, content analyses and review of reports on work environment, the worker and the factors necessary for organizational productivity were reviewed. Therefore, the study is using existing studies on workers change dynamics. To improve on the reliability and validity of the paper, multiple secondary sources of data were used.

Conceptual clarity

Work environment

Although there are diverse concepts of work environment within the positions of various scholars, however within the context of this paper, a portion of the meanings of workplace will be talked about. In the situation of Agbozo, Owusu, Hoedoafia and Atakorah, (2017) a good work environment is checked by such attributes as serious wages, confiding in relation between the worker and the executives, value and decency for everybody, and a reasonable outstanding task at hand with testing yet attainable objectives, while Olukunle (2015) characterized in its least complex structure as the settings, circumstances, conditions and conditions under which individuals work.

Briner, (2000) in Olukunle (2015) characterized it as a general class that includes the physical setting (for example heat, types of gear and so on.), qualities of the activity itself (for example remaining burden, task multifaceted nature), more extensive organisational highlights (for example culture, history) and even parts of the extra organizational setting (for example local labour market economic situations, industry division, work-home connections). Cash Zine, (2019) the term workplace is utilized to depict the encompassing conditions in which an employer works. The workplace can be made out of states of being, for example, office temperature, or gear, for example, PCs. It can likewise be identified with variables, for example, work procedures or methods.

Organizational Performance

During the 1980s, performance is characterized as the degree to which an organisation, as a social framework, could consider the means as well as ends (Robbins, 1987). This definition is in accordance with the earlier one recommended by (Georgopoulos and Tannenbaum, 1957). By the by, Cherrington, (1989) characterized organizational performance as an idea of

accomplishment or adequacy of an organization, and as a sign of the organizational way that it is performing viably to accomplish its objectives effectively.

Organisational performance contains the genuine yield or aftereffects of an organization as estimated against its expected yields (or objectives and goals). As indicated by Richard et al. (2009) organizational performance envelops three explicit regions of firm results: (a) money related execution (benefits, return on resources, quantifiable profit, and so on.); (b) item showcase performance (sales, profits, industry outcomes, and so forth.); and (c) investor return (absolute investor return, financial value added).

Work

Work for the most part is utilized to mean the effort of exertion toward some end, economically it alludes to exercises situated toward creating products and ventures for one's own utilization or for pay. (Reskin 2000: 3261 in Margrit and Ann, 2014). a) the regular definition (activities that are paid are work) b) the all-inclusive customary definition (activities are work in the event that they either could be paid or are legitimately identified with paid work, despite the fact that unpaid) c) the objective accomplishment definition (intentional exercises that are arranged towards accomplishing some objective without being enjoyable at the moment) d) the social compulsion definition (exercises that are undesirable, would not be finished by decision, however should be done) e) the energy consumption definition (any action that requires energy and exertion is work (Margrit and Ann, 2014: 5).

Work could be all the more genuinely characterized as an action that produces something of significant worth for others. Cambridge dictionary reference characterized work as a movement, for example, work, that an individual uses physical or mental exertion to do, as a rule for cash.

Work Environment and Organizational Performance: Effects and effects

The nature of the work environment condition impacts on employees' performance and in this manner impacts the organization competitiveness. A viable working environment management involves making workplace alluring, agreeable, acceptable and spurring to the worker to give the employee a feeling of pride and reason in what they do (Humphries, 2005). workers will and are constantly satisfied when they feel their prompt condition; both physical sensations and enthusiastic states are pair with their commitments (Farh, 2012) and how well representatives interface with their organization's quick work environment condition, impacts, all things considered, their mistake rate levels, proficiency and imaginativeness, joint effort with different employees, truancy and, at last their maintenance (Leblebici, 2012) The kind of working environment condition in which employees work decides if such organizations will succeed (Chandrasekhar, 2011).

Physical working environment condition contextualizes the workplace format and structure while psychosocial factors incorporate working condition, job congruity and social support from managers. Policies include business states of workers got from industrial instruments and understandings negotiated with workers and organizations, alongside HR strategies. Workers spend through 50% of their lives inside indoor conditions, which extraordinarily impact their performance capacities (Sundstrom, 1994). Better physical working environment condition will supports employees' performance and at last improve their profitability (Challenger, 2000). Gitonga and Gachunga (2015) study distinguished psychosocial

condition as the most critical factor and had a positive huge relationship at 5% level of hugeness. Kegel (2017) demonstrated that there is likewise a recharged center around the wellbeing, prosperity, and improvement of information of laborers who make up effective organizations today. In this manner one way that organizations can remain serious is to focus on the estimation of the physical workplace. Despite the fact that psychosocial condition was the most noteworthy factor and had positive huge relationship to organizational performance.

Gitahi and Maina (2015) study indicated that psychosocial angles showed the most grounded relationship with worker performance while physical viewpoints and psychosocial perspectives were moderate. In the discoveries of Al-Omari and Okasheh (2015) it is uncovered that the situational compels comprised of variables, for example, noise, office furniture, ventilation and light, are the significant workplace conditions that have negative effect on work performance. In another investigation, Massoudi and Hamdi (2017) distinguished that social segments of office condition greater affect profitability, than the physical parts alone. What's more, that fulfillment of employees towards by and large Workplace Environment prompts efficiency. There is likewise a solid relationship that exists between employer stability and occupation fulfillment; which has huge effect on job environment.

Additionally Nzewi, Obianuju and Chibuzoh (2017) study uncovered a high positive critical connection between physical working environment condition and worker duty. In this occasion Duru and Shimawua (2017) noticed that great physical workplace rouses laborers to invest more energy in their different workplaces, and that workers reacted genuinely better towards the arrangement of good office condition by not absenting themselves superfluously from work, delay to work and other negative disposition were definitely diminished. It is added that acceptable workplace increment singular yield in this way prompting development of an organization.

Conclusion

Organizations today encounter different challenges associated with the working environment. It is a daunting task for many managers or organizations to adapt to the working dynamics of today's working environment. Only but few organizations have been able to adapt to the working dynamics of today's working environment. They have achieved this based on certain adaptation and innovations that's comes with how their organization maintained a healthy working environment. These organizations have considered the safety of the worker, the organizational structures and working tools which they have made assessable for the comfort of their worker.

It becomes important to say that the work environment is very significant to organizational performance since it will enhance output, input, maximize profit, workers welfare and other good outcomes of good working conditions. Organizations therefore must practice and adhere to every factors and necessities for conducive working environment for organizational performance.

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