**THE INFLUENCE OF WORK ENVIRONMENT ON ORGANIZATIONAL PRODUCTIVITY**

**ABSTRACT**

Many enterprises limit their productivity enhancement of employees to the acquisition of skills. However, about 86% of productivity problems reside in the work environment of organizations. The work environment has effect on the performance of employees. The type of work environment in which employees operate determines the way in which such enterprises prosper. The objective of the study is to analyze the impact of work environment on future workers productivity. investigation revealed that factors in both the external and internal work environment as well as employment policies as they currently obtain are unfavorable to the enhancement of labour productivity. It is therefore imperative for governments at the federal and state levels to explore ways of improving and updating infrastructural facilities in order to make work environment more conducive for enhancement of labour productivity. Similarly, job and organizationally related factors and employment policies must be looked into be the respective employers for possible reviews so as to make them more favorable and thereby challenge workers to be more productive. Primary date were used for this study that was generated through structured questionnaires with close ended questions. T-test was used to test the research hypotheses. The results of T-test indicates that employee productivity problems are within the work environment . Conducive work environment stimulates creativity of workers. Improvement in work environment and bad working conditions contributes to low productivity of employees.

**TABLE OF CONTENTS**

Cover page = = = = = = = = = = i

Title page = = = = = = = = = = ii

Declaration = = = = = = = = = iii

Certification = = = = = = = = = iv

Dedication = = = = = = = = = v

Acknowledgement = = = = = = = = vi

Abstract = = = = = = = = = = vii

Table of Content = = = = = = = = viii-ix

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**CHAPTER ONE: INTRODUCTION**

1.1 Background of the study = = = = = = 1-4

1.2 Statement of the problem = = = = = = 4-5

1.3 Objective of the study = = = = = = = 6

1.4 Research Questions = = = = = = = 6-7

1.5 Research Hypotheses = = = = = = = 7-8

1.6 Significance of the study = = = = = = 8-9

1.7 Scope of the Study = = = = = = = 9

1.8 Limitation of the Study = = = = = = 10

1.9 Definition of terms = = = = = 10-11

**CHAPTER TWO: REVIEW OF RELATED LITERATURE**

2.1 Introduction = = = = = = = = 12-14

2.2 Conceptual Framework = = = = = 14-15

2.3 Types of works environment = = = = = 15-16

2.4 General Effect of Works Environment = = = = 16-18

2.5 Factors that influence employee productivity = = 18-22

2.6 Factors influencing employee attitude = = = = 22-25

2.7 Theoretical framework = = = = = = 25-28

2.8 Employee performance = = = = = = 28-30

**CHAPTER THREE: RESEARCH DESIGN AND PROCEDURES**

3.1 Introduction = = = = = = = = 31

3.2 Area of study = = = = = = = = 31

3.3 Population of the study = = = = = = 32

3.4 Sample and sampling technique = = = = = 32-33

3.5 Method of data collection = = = = = = 34

3.6 Description of instrument for Data Collection = = = 34-35

**CHAPTER FOUR: DATA PRESENTATION, INTERPRETATION OF DATA AND DISCUSSION OF FINDINGS**

4.1 Introduction = = = = = = = = 36

4.2 Analysis of questionnaire administration = = = 36-46

4.3 Test of Hypotheses = = = = = = = 46-54

4.5 Discussion of Findings = = = = = = 54-55

**CHAPTER FIVE: SUMMARY, CONCLUSION AND RECOMMENDATIONS**

5.1 Introduction = = = = = = = = 56

5.2 Summary = = = = = = = = = 56-57

5.3 Conclusion = = = = = = = = = 57-58

5.4 Recommendations = = = = = = = 58-60

References

Appendix

**CHAPTER ONE**

**INTRODUCTION**

* 1. **Background of the Study**

The environment is man’s immediate surrounding which he manipulates for his existences; wrongly manipulation introduces hazards that make this environment unsafe and impede the productivity rate of the workers. Therefore, the workplace entails and environment in which this workers performs his work (Chapins 1995) while an effective workplace is an environment where results can be achieved as expected by management (Mike, 2010, Shikder 2002) physical environment affects how employees in an organization interact, perform tasks, and are led, physical environment as an aspect of this work environment have directly affected the human sense and subtly changed interpersonal interactions and thus productivity. This is so because the characteristics of a room or a place of meeting for a group have consequences regarding productivity and satisfaction level. The workplace environment is the most critical factor in keeping an employee satisfied in today’s business world today’s workplace is different, diverse and constantly changing, the typical employer employee relationship of old has been turned upside down. Workers are living in a growing economy and have almost limitless job opportunities. This combination of factors has created an environment where the business needs its employees more than the employees need the business (Smith, 2011).

Lighting and other factors like ergomic furniture’s has been found to have positive influence on employees health (Dilani 2004. Milton, Glencross & Walters, 2000; Veitch Newsham, 2000) and consequently on productivity. This is so because light has a profound impact on workers physical, physiological and psychological health, and on their overall performances at the workplace. Ambient features in office environments, such as lighting,

Temperature, existence of windows, free are movement etc, suggest that these elements of the physical environment influence employee’s attitude, behaviors, satisfaction, performance and productivity (Larsen, Adams, Deal, Kweon & Tyler, 1998, Veitch & Gifford, 1996). Closed office floor plan, whether each employee has a separate office of their own or these are a few people in each closed office, allows staff a greater amount of privacy than an open plan office layout,. they have the chance to work in place and quiet, keeping them focused on the tasks in hand without getting overtly started by what their colleagues are doing. it offers employees a thinking fame or be creative without much interruption (Mubexm, 2001) in the open office plane, noise existences if stressful and demotivating, posses’ high level of distract on and disturbance coupled with low privacy level (E-van & Johnson’s, 2000). with technological development, innovative commucnaiton methods, virtual reality, e-market improvement and alterative work patterns, workplace continues to change rapidly (Challenger, 2000). To accommodates theses rapid changes while maintaining or improving outcomes, organization have increasingly turned to some version of environment such as open office space (Terricone and Luca, 2002. This type of work environment supports new) .

Styles of working and flexible workplace which offers interpersonal access and ease of communication compared to fully enclosed privates offices. This change to open plan office has increased employees productivity compared to closed office spaces (Becker, 2002).

* 1. **Statement of the Problem**

Creating a work environment which promotes well being of employees and increase individual performance is viewed as a strategy for enhancing company efficiency and productivity. Employees normally have expectation and will demand a work environment that facilitates them to perform their work primarily. When this is sufficiently provided, it can boost organizational competitiveness.

In addition, incongruent psychological factors i.e. the non- physical aspects of a work environment, such as working conditions, social support from supervisor and role incongruity also influences negatively on employees performance. The organization of work life is also now a major consideration in Uyo local government council as they attempt to spur exceptionally high performance organizations in Uyo are experiencing high labour- turnover, absenteeism and huge loses caused by employee negligence due to workplace environment conditions (banking survey 20004).

This indicates that perhaps other work environment factors are responsible and need to be studied to established how they influence employee performance.

**1.3 Objective of the study**

The main objectives of the study is to examine the influence of work environment on organizational performance.

1. To examine the possible effects of some identified factors in the external work environment con workers productivity
2. To examine the extent that factors in the work’s place can affect the productivity of workers.
3. To examine the extent which factors in the internal work environment perceived have adverse effects on productivity.

**1.4 Research Question**

1. What are the possible effects of some identified factors in the external work environment on workers productivity?
2. To what extent are factors in the internal work environment perceived as having adverse effects on productivity?
3. How important are some specifically named facilities in the work environment to enhancing workers productivity
4. Does work environment influence workers attitude in increase organizational performance?
5. Is there any relationship between financial rewards, motivation and job performance among workers in the organization?
6. Does adequate work load develops a conducive working environment in the organization.

**1.5 Research Hypothesis**

**Hi**: There is no influence of work environment on organization performance

**Ho**: There is influence of work environment on organization performance

**Hi**: There is no possible effects of some identified factors in the external work environment on workers productivity

**Ho**: There is possible effects of some identified factors in the external work environment on workers productivity

**Hi**: There are no factors on the internal work environment perceived as having adverse effects on productivity

**Ho**: There are no factors on the internal work environment perceived as having adverse effects on productivity

**1.6 Significant of the Study**

The significance of any human endeavours is measured by its relevance to solving human problems. Therefore the significance of the study is measure by its relevance to so living the problems that influence works environment on organizational productivity in Uyo Local Government Council. The project will be of benefits, first and foremost to the Uyo local government administration, as it will in indentified strategies solving work environment problems.

Secondly, it will help the administrative to analyze the impact of workers environment on workers productivity with a view to evaluating the existing physical work environment and to identify type of work environment that will improve workers productivity in the council. Fourthly, the project will be useful to various institution ns especially Uyo City Polytechnic, for gaining greater knowledge and understanding of the effect of public financial management in local government administration influence of work environment on organizational productivity. Finally, the project will be useful to the general public organizations, companies etc that may have interests in the project.

**1.7 Scope of the Study**

This is centered on the influence of work environment on

organizational productivity but due to the wide or vast nature of Nigerian, the research now choice Uyo Local governments as a case study to deal with this particular problem in other local government in Nigeria.

**1.8 Limitation of the study**

The researcher being a students, found it difficult with the time frame given to carrying out the research work. Also, the distribution and collection of the questionnaire to the staff of Uyo local government was not easy for the researcher as the respondents were not always available.

**1.9 Definition of Terms**

**Productivity**: The effectiveness of productivity effort especially in industry, as measured in terms of the rate of output per unit of input.

**Influence**: The aggregates of surrounding things, condition the power to change or affect someone or something ; the power to cause changes without directly forcing them to happen.

**Direct –Action Environment**: The direct-action environments consists of those factors that directly affect and are affected by the organization operations. these factors would include suppliers labour unions, laws and government regulatory agencies, customer and competitors.

**Indirect-Action Environment**: Indirect action environment is those factors that may not have an immediate direct effect on operations but nevertheless influence them. These would including such factors as general economic conditions, technology, social cultural, psychological, political development, demographic, and interest groups.