



The Relationship Between Working Environment and Employee Performance

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ABSTRACT

A positive working environment is vital in ensuring employee productivity to avoid unnecessary stress to the employees thus affecting their work performances. There are several working environment factors that contributed towards job satisfaction. Hence, this study aimed to investigate the relationship between the working environment and employee performance based on five dimensions of the working environment. The quantitative survey design was utilized in this study and data were collected by using questionnaires. The respondents of this study were administrators from different departments in a local municipality located in Kuching. The data were analysed by using Pearson's Correlation Analysis to measure the relationship between the variables. The finding shows there is a significant relationship between the working environment and employee performance. Support from supervisor was found to be the dominant variables in ensuring a positive working environment.

Keywords: Working environment; Employee performance; Municipality; Human resource; Health

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INTRODUCTION

Employees' performances decrease when they negatively perceive job safety and security. In turn, their attitudes change by

disobeying the rules which leads to an increase in accidents at the workplace. A number of work environment factors which affects job satisfaction includes supervisor support, relationships with colleagues, job safety and security, working ours, and esteem needed (Raziq & Maulabakhsh, 2015). Job safety and security, which is one of the most important work environment factors, should be strictly imposed at the workplace in creating a comfortable working environ-

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