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**DOES WORK ENVIRONMENT EFFECT ON EMPLOYEE
PERFORMANCE: CASE STUDY IN THE UNIVERSITY SECTOR OF
LAHORE PAKISTAN.**

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ABSTRACT

The Present study explores the working environment and efficiency of employees in district Lahore Punjab, Province of Pakistan. It aims to test a model focused on five workplace dimension and their impact on employee efficiency. The data have been collected from 120 employees from University sector in Lahore and processed via the STATA software. Pearson correlational and regression analyses had used, to evaluate the relationship of the variables selected. The findings of the analysis indicate that the majority of employees are people under supervision. The correlation findings from Pearson demonstrate that all the independent variables are related strongly and significantly to employee achievement, particularly in the physical conditions of work that represent the most positive and essential relationship. In comparison, the findings of regression analyze indicate that employees' success depends primarily on physical working conditions and preparation as well as organizational activities. The result was that the entire premises were upheld. The working environment influences the capacity of an individual to work Secure, professional and organizational performance goals compatible. The working environment influences the capacity of an individual to work Secure, professional and organizational performance goals compatible. The employees need to be trained to handle job workload effectively and efficiently. The current study shows that improving working conditions leads to better enactment of employees. It could lead to improved organizational success due to employee retention and retention efforts to perform well in their workplaces. The present study reveals that improving working conditions leads to higher performance of employees. Improved organizational success due to work-life balance and retention efforts to perform well in their workplaces.

INTRODUCTION

To achieve clear objectives, each university must control its internal strengths and weaknesses. The organization is the hierarchical organization formed by combining various types of resources to achieve certain goals. Assume that fusions and partnerships contribute to economic interdependence because of technological developments, globalization, and organization's market atmosphere. The performance of the employee is multidisciplinary and indispensable to a successful organization. The performance of jobs is a product of three factors: ability, commitment and design, and terms of work. Knowledge includes skills, abilities, and skills the employee carries to work; commitment is the encouragement that the employees put out in order to get the job performed, and the complexity of the working environment accommodates the circumstances to promote the performance of the workforce. By researching the performance of employees in different cultural environments, the present study contributes to the existing knowledge. The goal is to analyze the effect of the working environment on the performance of staff working in Lahore's University sector.

In yet additional research study results show that competitive spirit, efficiency, and effort are the strongest determinants for the performance for the front-line employees. The direct effect on the results of the competition is therefore more intense than efforts. The organizational engagement has been reported to be a mediator of age-work relationships. Positive behavioral changes related to stimulus programs. Workplace conditions, which include friendly policies on human resources, can boost productivity, commitment to the organization, and general performance of employees. The performance of the organization depends on the various factors that contribute to

the working environment. The university combines employees, policies, and procedures. The university combines employees, policies, and procedures. In light of the literature, we explore the correlation of each Figure1

CONCEPTUAL FARMWORK



Social Support

Social assistance means support for a person to conduct his / her work efficiently from his / her friends, superiors, and friends. Social assistance as a partnership mechanism is seen in the literature. Greenhaus and Parasuraman in the 1994 edition. It can even be split into two groups, for example, social support related to work and personal social support. The current research focuses on social assistance related to the functioning of the agencies, including the boss and the employees. People with community support at work are reported to be more successful than those with no social support at work. The colleagues provide other people with a sense of belonging, encouragement and fellowship. Furthermore, it has been noted that the trust of colleagues is linked to the desire to share resources with other colleagues.

Physical conditions of labor

In evaluating the employee's working behavior, work quality depends on safe and sound working conditions. A significant predictor of employee behavior in mixture with social and psychological influences is the organizational environment. It is shown that working conditions are related to the participation and satisfaction of employees, which element of the variable influencing employee efficiency.

ultimately contributes to greater participation in Staff efficiency.

Kazmi et al. (2008) explore the impact on the efficiency of medical employees in stressful work environments. The findings show that stress and work performance contribute to inversely. The perceived adequacy or inadequacy of the physical and psychological working environment has also been reported to have a significant effect on an organization's work satisfaction or perception of its workplace performance.

Features of employment

Mentioned a Positive relationship between employee perceptions of pay plans and management interactions. Payment practice and promotion practices are influenced by the performance of community sector employees, while perceived employee performance is impacted by performance assessment practices. It is believed that employees appear to show good working attitudes when they earn high-performance compensation. Therefore, it is claimed that compensation policies could be related to the rise in pay and performance. They can help too through, maintain and encourage behavior such as the sharing of knowledge, creativity, quality as well as employee satisfaction.

Development and training

Learning and development practice is planned to meet the demands of the modern age for employees and organizational growth. It aims to develop and enhance employees' awareness and skills. Education has a strong relation to the success of employees. Indicated that training and education are key to improving efficiency. Organizations invest extensively to improve employee skills in order to maximize work success, job satisfaction, and workforce participation. These skills and knowledge can be enhanced with the required technical / non-technical training and coaching.

Practices for social interaction

Communication is the exchange of meaning, verbal or non - verbal, from one person to another or from many people. The easy and straightforward way to get and share information, so that employees can easily find work through difficult situations. Interaction from individual to individual is generally viewed as a straightforward sense triangle: the messenger, the message, and the receiver discovered better associations between communication between organizations, organizational engagement, and job performance. For social interaction, building and maintaining relationships, effective interpersonal communication abilities are essential. Bad communication skills can harm ties irrevocably; affect efficiency, happiness, results, morality, trust, loyalty, faith in oneself, and even bodily strength. This study examines the working environment and performance of employees based on existing literature and tests the following assumptions.

H1: Public maintenance has an optimistic effect on employee efficiency

H2: The physiological conditions of work have an optimistic impact on employee efficiency

H3: Employment characteristics have a positive impact on employee performance

H4: Learning as well as growth have a positive impact on employee efficiency

H5: Communication practices have a positive impact on job satisfaction

METHODOLOGY

This research explores the effects of job performance and organizational performance (social assistance, physical working environments, employment conditions, training, and development practices). The data were obtained by simplistic, random sampling methods from University employees. The collection and processing of data took two months to complete. In order to determine the link of the selected variables, the data were analyzed by the STATA to apply statistical tests, i.e., descriptive statistics, Pearson correlations, and regression analysis. The 300 questionnaires were distributed to Universities employees, 120 of whom provided detailed answers. The survey response rate is 48.0%. Information was obtained through the use of a modified version of research instruments, through a standardized questionnaire in English using a personal communication approach. introduced the social support method. The products have been measured in a Likert scale of between 1 and 5 points. The alpha coefficient of Cronbach indicates $\alpha=0.78$ for this structure, which demonstrates high reliability have documented employee perceptions of physiological work conditions. During a five-point Likert scale, from one to five, the specific dimension of physical working environments is measured strongly in disagreement with working conditions. The alpha factor $\alpha=0.87$ is perfectly accurate. An updated edition of also reported work characteristics.

RESULTS AND DISCUSSION

The consequence of working conditions on employee performance is explored in this report. In order to find out the relationship between variables, different types of test statistics techniques were used such as is descriptive statistics, Pearson's correlation, and regression analysis.

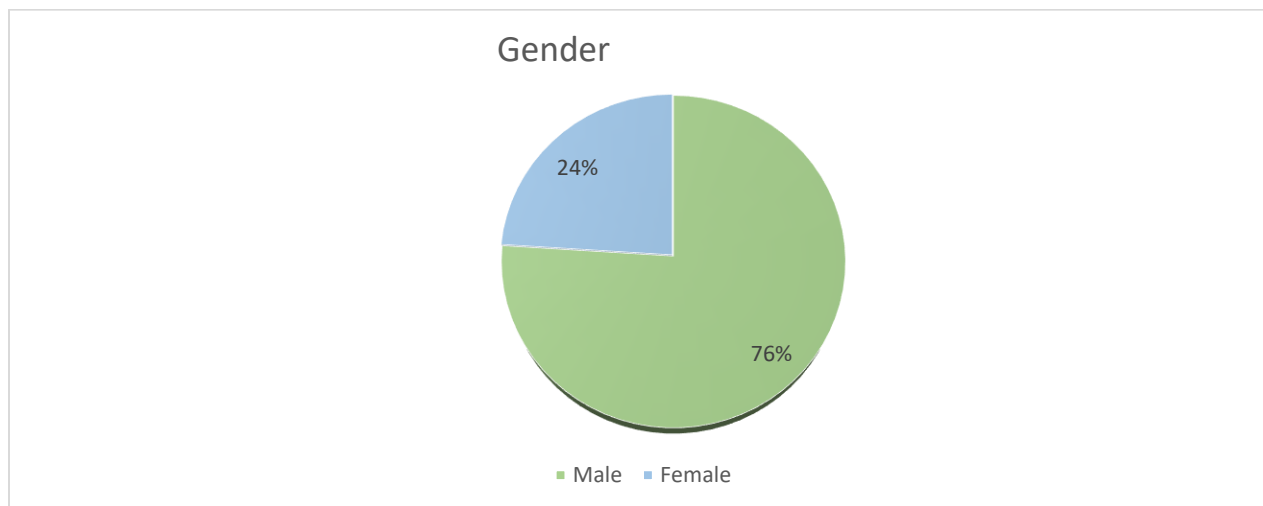


Figure:2

Author own Calculation's

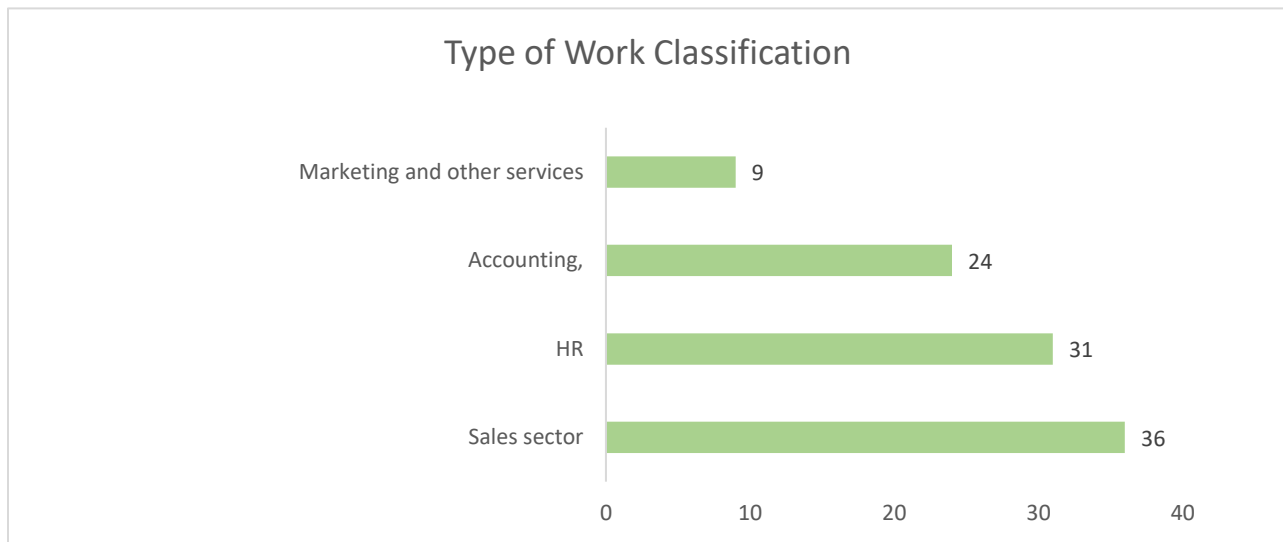


Figure:3

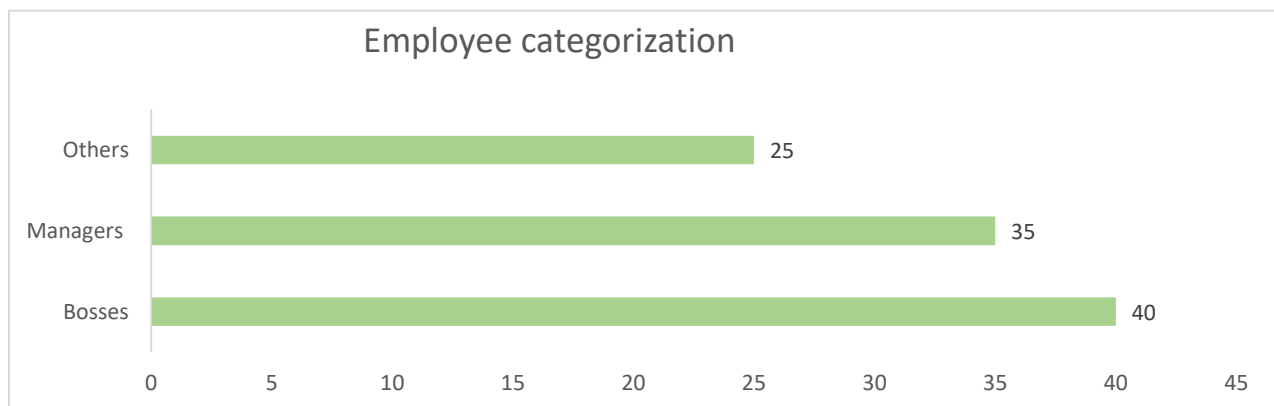


Figure:4

Figure 2-demographic characteristics demonstrate that the bulk of respondents are amongst 29 and 38 years of age. 76 percent of participants are male and 24 percent are female. [Figure 3] Shows that Employees have been categorized according to the classification of the staff and show that 40% of the sample responses consist of managers (bosses), Thirty-five percent of managers, and the rest comprise 25% of the total.

(Figure 4). Likewise, there were 36% of employees in the sales sector, 24% in accounting, 31% in the human resource department (HRD), and just nine percent working in marketing and other services.

Pearson 's correlation, which is illustrated in Table 1, discusses the relationship between chosen variables. All objective factors, such as social support(ss), physical environments, job requirements, training & development, and communication, are directly linked to the performance of employees.

Table 1

Variables	Correlation	P= value(two tailed)
Social Support	0.890***	0.000
Working Environment	0.908***	0.000
Job Characteristics	0.869***	0.000
Training and development	0.845***	0.000
Communication Process	0.890***	0.000

Source: Author own calculations

Multiple regression analysis described in **Table 2** evaluated the degree of effect of the selected variables. The findings of multiple regression analysis suggested that the dependent (employee performance) variable is linked to independent ones (SS, PWC, JC, TDP, and CP)

$$\text{Employee performance} = \alpha + \beta_1 + \beta_2 + \beta_3 + \beta_4 + \beta_5 + \varepsilon \dots\dots\dots$$

Eq-1

$$\text{Employee performance} = \alpha + \beta_1(\text{social support}) + \beta_2(\text{physical working conditions}) + \beta_3(\text{job characteristics}) + \beta_4(\text{training and development practices}) + \beta_5(\text{communication habits}) + \varepsilon \dots\dots\dots \text{Eq2}$$

Table 2.

	Social Support	Working Environment	Job Characteristics	Training and development	Communication Process	R ²	F- statistics
Coefficients	0.324	0.545	0.193	0.610	0.523	0.80	142.50
SE	0.327	0.423	0.145	0.192	0.123		
T-test	3.92	4.901	3.092	3.210	4.301		
P-value	0.123	0.000	0.492	0.000	0.004		

Source: Author's own Calculations

The results indicate that the SS ($\beta=0.324$) does not affect employee performance significantly; PWE ($\beta=0.545$) indicates that employee performance has a clear positive and significant effect. Comparably, the characteristics of the employment ($\beta=0.193$) are not very positive, reflecting the strong positive and significant impact on the performance of the employee ($\beta=0.610$). Finally, CP ($\beta=0.523$) demonstrates a strong, optimistic, and meaningful link by the performance of employees.

Table 2 reveals that R² is 0.80 and 142.50 is F-statistic. The R² indicates that 80 percent of the variation in the efficiency of employees is attributed to independent variables. All the assumptions have been supported by the findings. The first hypothesis is adopted, but the

findings indicate a poor positive effect on employee efficiency of social support. The second argument was supported by the major effect on employee efficiency of the physical working conditions. The findings also indicate a favorable effect of the third hypothesis. Employee efficiency characteristics. The fourth hypothesis also indicates that there is a strong connection between training and workforce growth and employee performance. Eventually, the outcomes show a positive correlation between communication and employee performance. The results of this research supported the findings from previous research that factors such as social support have an impact on employee performance.

CONCLUSION AND SUGGESTIONS

For organizational research, the working environment is an essential factor. This study examines the working environment and the efficiency of employees in Pakistan. The objective of an analysis is to test a model based on 5 working environment parameters and their impact on employee efficiency. Data from 120 employees in the University sector have been collected and processed via STATA to use descriptive and inferential statistical research; Pearson correlation and regression were used to examine the relationship of the chosen variables. The findings indicate that most of the employees are male and work at the top management levels. The Pearson correlating results represent the best positive link amongst the indicators of the workplace and the performance of employees, especially in physical working conditions. Although the findings of a few regression analyze indicate that the performance of employees depends mainly on physical working circumstances, recruitment and training, and communications. The results indicate that organizations should improve their contact networks and processes to enhance the job efficiency of their employees. The latest research indicates that changing working conditions leads to the improved output of employees. This will boost the university's efficiency by attracting employees and the retained employees do their best to maintain excellent performance in certain places of business.

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