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**WORKPLACE ENVIRONMENT AND ITS EFFECT ON  
EMPLOYEE PERFORMANCE IN EDUCATIONAL SECTOR  
OF ISLAMABAD**



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## ABSTRACT

Employee performance play a significant role in the success for any organization. For this purpose, organizations are nowadays utilizing many ways to enhance the employee performance. Employees are considered most important to enable organization to achieve success and competitive advantage. Motivated employees and their satisfactory performance depends on the quality of workplace environment. The core objective of this research is to determine the effect of workplace environment on employee performance through analyzing the independent variables which includes job training, organization culture and Job fit. Development of workplace environment in which employees performs productively is essential for the success of an organization. Quantitative research was followed in this study to examine the relationship between variables. In this research, questionnaire survey conducted among the higher educational sector that include universities specifically to investigate the relationship between variables and employee performance. Simple random sampling technique was used in this study. The calculated sample size for the study was 274 and out of which 250 responses were used in the process of analysis of the data. Research study hypothesis tested by means of SPSS software regarding this research. From the results, it is concluded that a strong correlation is found between the variables. The obtained results are significant which shows that the factors of workplace environment which includes job training, organizational culture and job fit had a positive effect on employee performance.

**Keywords:** Employee performance, Job training, Organizational culture, Job fit

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