

# **“Work Environment and its Impact on Employee Productivity in Pakistan”**



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# DEDICATION

This dissertation is dedicated to my beloved father, **Dr Tariq Khurshid**, who frequently told me as a young child and growing woman that “with hard work you can accomplish anything and become whatever you desire.”

Also, I dedicate this work to my Mother, **Uzma Tariq**, who is a remarkable woman of extraordinary strength. Her valuable support, sincere advice, and prayers carried me through and helped me succeed. You are truly a super human.

And last but not least I would like to dedicate this work to my brothers. I would not have been able to complete my Master degree without the support of my family. Their confidence in my abilities has been driving me to success.

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# Table of Contents

DEDICATION .....	2
ACKNOWLEDGEMENTS.....	3
ABSTRACT .....	6
CHAPTER 1 .....	7
INTRODUCTION.....	7
LIMITATIONS .....	8
CHAPTER 2 .....	9
LITERATURE REVIEW.....	9
WORK ENVIRONMENT .....	9
OFFICE DESIGN .....	10
I. Temperature.....	12
II. Lighting.....	13
III. Spatial Arrangement.....	14
IV. Noise.....	14
V. Furniture.....	15
WORKPLACE FACTORS.....	15
1. Opportunity to apply.....	17
2. Job aids.....	17
3. Goal setting.....	18
4. Role congruity.....	18
5. Performance feedback.....	18
6. Defined processes.....	19
7. Work place incentives.....	19
8. Supervisor support.....	20
9. Mentoring/coaching.....	20
PRODUCTIVITY.....	21
CHAPTER 3 .....	22
RESEARCH METHODOLOGY .....	22
PERFORMANCE AND PRODUCTIVITY.....	22

WORK ENVIRONMENT .....	24
• Office design : .....	24
i. Temperature .....	25
ii. Lighting .....	25
iii. Spatial Arrangements.....	25
iv. Noise.....	25
v. Furniture.....	25
• Work place factors .....	26
i. Opportunity to apply.....	26
ii. Job aids .....	27
iii. Goal setting.....	27
iv. Role congruity .....	27
v. Performance feedback .....	27
vi. Defined processes .....	27
vii. Workplace incentives .....	27
viii. Supervisor support .....	27
ix. Mentoring/coaching.....	27
CHAPTER 4 .....	29
ANALYSIS AND FINDINGS.....	29
STEP 1: .....	29
STEP 2: .....	35
STEP 3: .....	39
STEP 4: .....	71
STEP 5: .....	75
CHAPTER 5 .....	79
CONCLUSION AND RECOMMENDATION .....	79
CONCLUSION.....	79
RECOMMENDATION .....	82
BIBLIOGRAPHY .....	84
CHAPTER 6 .....	87
ANNEXURE A .....	87
ANNEXURE B .....	90

## **ABSTRACT**

This study was undertaken in an attempt to determine the implications the work environment may have on the productivity of employees. In the current market situation jobs are scarce for the average or inexperienced worker but for an individual who has the requisite KSAO's it is an entirely different scenario, for the likes of such employees are always in high demand. Competitors usually whisk off such employees at an available opportunity. To retain such employees the firm should be able to provide the employees not only with an adequate compensation, but also motivate and attract such individuals through factors such as facilities, challenges and of course a positive work environment. To investigate the latter in detail a conceptual frame work was formed. The research technique used to carry out this research was questionnaires. 230 questionnaires were distributed across the country out of which only 163 were returned and 150 were usable.

The crux being that the management should realise if the employees are dissatisfied they can more than easily find employment elsewhere. Mangers and business owners should realise this and work towards creating a positive work environment. Business leaders are urged to consider the link between an effective workplace design and increased business performance while planning and designing new buildings and renovating old ones.