

A GOOD WORKING ENVIRONMENT

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Employee productivity, as perceived as the heart and soul of every organization, directly impacts organizational success. While spending a considerable part of their lives at the workplace, employees tend to possess an innate strong need for safety, security, and comfort. This is because a good working environment influences an employee's cognitive and emotional states, behavior, concentration, actions, and abilities. Hence, so as to extend an employee's engagement and performance, and induce a high level of productivity, employers should develop a conducive working environment for their employees.

How can the working environment impact one's working spirit and performance? Based on a study, employees prefer a working environment that develops interaction, collaboration, and innovation between colleagues. It somehow gives a sense of purpose to the organization. Brainstorming becomes easier since employees with different ideas, perspectives and expertise can easily work together in order to come up with an innovative solution. An environment where there are positive and supportive workmates increases an employee's willingness to collaborate and reciprocally, resulting in an increased level of team productivity.

Also, employees prefer a working environment that is less risky. A workplace where an employee can carry out his duties without any hindrance and hazard. An environment where tasks are to be performed comfortably. Chaotic and improper surroundings introduce hazards that in return make the working environment unsafe and stressful. A snug, less stressful, and pleasant working environment invites

motivation and in effect generates optimum productivity for workers. It somehow changes an employee's behavior and approach towards employment and in effect impacts his performance.

Lastly, employees' satisfaction with the management significantly affects their work performance. Good support from the management considerably contributes to a high level of employee motivation, inversely, dissatisfaction ends up in a decreased level of employee engagement. Disappointments and reduced management credibility and inconsistency become contributory factors to an employee's frustration, reduced engagement, and staff leaving. It will then become harder for those leading the organization to effectively lead, as decisions become harder to implement and organizational goals will be harder to realize.

A good working environment equally prioritizes both organizational success and employee satisfaction and happiness. Maintaining a positive working environment not only increases employee productivity but also improves morale, fosters growth for workers, promotes collaboration, and reciprocally, improves the organization's overall productivity and success.

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