

## IMPORTANCE OF THE WORKING ENVIRONMENT

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The conditions in which teachers operate have a direct bearing on their student's learning conditions, and a setting that is trouble-free for teaching is also one that is relaxing for learning. Teachers in schools with pleasant working conditions report high levels of satisfaction and low intentions to leave the field, regardless of the teachers' student demographics or socioeconomic backgrounds. There is a growing collection of studies on the organizational traits of schools. Even though the significance of working conditions is increasingly acknowledged, researchers have only recently started to understand how different workplace factors affect teachers' capacity to teach effectively, sense of self-efficacy, satisfaction with their role and assignment, and desire to stay in their school and profession. (Reaves & Allen, 2018). Teaching conditions are more critical in predicting teacher departure than previously thought. Working conditions, including administrative assistance, school amenities, and class size, are much more significant to teachers than pay and student demographics. Working conditions considerably impact teachers' career aspirations, pay, and incentives.

Meanwhile, the effectiveness of teachers is crucial to the teaching and learning process. Performance is described as the record of results achieved on a specific job function or activity over a specific period and also can be understood as an individual's success in carrying out a task as determined by his actions. Therefore, performance is defined as the degree to which outcomes are attained for carrying out particular activities. Teachers' performance was impacted by several variables, including (1) compensation, (2) safety, (3) interpersonal interactions, (4) workplace conditions, and (5) possibilities for self-

improvement. Based on this opinion, creating a supportive work environment promotes productive and professional teacher performance development.

According to Sedarmayanti (2011), a person's working environment includes all the tools and materials they use, the surroundings in which they operate, and how they organize their individual and group work. A working environment is where teachers conduct their daily activities. It is also asserted that instructors function at their best when they feel secure and emotionally stable. As a result, the workplace environment must promote security. Teachers will feel at ease at work if they enjoy the setting in which they work, and they can carry out tasks efficiently, resulting in significant productivity and excellent performance. Suwatno & Priansa (2011), the physical and psychological working environments often influence the workplace. The physical working environment refers to the surroundings of the teachers. Teachers' job happiness may be impacted by their workspace arrangements, job descriptions, working circumstances, level of visual and acoustic privacy, and other factors. The physical working environment substantially impacts teachers' performance. Results from parallel tests demonstrate that the physical and non-physical working environments substantially impact teachers' performance.

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