

WORKING ENVIRONMENT: ITS IMPACT TO EMPLOYEES PERFORMANCE

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As many people know, teaching is a noble vocation. It is a passion rather than just a means of subsistence in daily life. Every teacher has an incalculable amount of energy and dedication, especially while juggling daily obstacles and working with students in the twenty-first century.

Teachers' growth and development are greatly influenced by the difficulties they face, the type of environment they work in, and the people in their immediate vicinity. However, what if the environment they work in leads to discrimination, neglect, or abuse, and the learning environment does not support the primary objective of education? Given this type of setting, how can they work passionately and hard in the teaching profession?

Employee well-being and organizational support play a major mediating role between a hazardous workplace and employee engagement. A poisonous work environment and employee involvement show that employees will spread negative opinions among their colleagues. The unpleasant feelings that come with a toxic workplace, such harassment, bullying, and exclusion, can cause employees to suffer needless stress, burnout, despair, and worry. Additionally, the well-being of employees will impact the behaviors that enhance their engagement with the company and their work.

Additionally, organizational support raises employee engagement with the task and the company. As a result, it is also confirmed that when workers feel supported by the company, their sense of belonging to it is increased.

References:

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