

The working conditions

[Business](#)



Inadequate performance can be defined as failure of an individual to execute his duties diligently so as to meet the required standards. Apart from inadequate training, there are other factors that contribute to poor performance.

The additional factors contributing to poor performance can be divided into two categories (Cohen, Eimicke & Heikkila 23). The first category includes factors involving employees' characteristics such as motivation, inadequate personnel, poor health and lack of employees' co-operation. The second one comprises factors involving the administration system such as managerial behavior, poor customer relations and poor allocation of resources. Lack of motivation results in inadequate performance since the employees' morale is lowered by the working conditions. For example, a lecturer would not lecture well to students or care if they have submitted their assignments if he or she is not paid well for his efforts. Additionally, employees would choose not to work for long hours if the company does not offer overtime pay.

In both cases, the lecturer and the company's employee would not do their work diligently hence inadequate performance. Lack of adequate personnel in a company would lead to poor performance of the existing staff. The existing staff would be unable to complete their tasks. For instance, a school that is understaffed is likely to have its students fail in exams. This is because the existing staff is over worked and unable to attend to all students (Shavinina 34).

Another factor causing inadequate performance is poor health of the employees. It influences mental state of a person. Additionally, frequent

absenteeism affects one's performance at work. This is because the duties the person was expected to do are done by someone else lacking the experience in the field. Lack of cooperation among employees causes poor performance since employees pursue individual goals instead of the company goals. Poor allocation of resources by the management would affect the company's performance in that the departments that need more resources are not covered adequately.

For example, companies that lack skilled personnel and fail to give priority of finances to human resource department are likely to perform poorly in production of goods and services. Poor customer relations of the company are likely to affect the sales of the company hence low profits and investors' interest in the company. Lastly, the managerial skills of administration are likely to affect company's performance since they influence the employees' level of motivation (Sattler 46). Additionally, the management policies would impact the overall performance of the company. We can therefore conclude that there are other factors besides inadequate training that contribute to poor operation. All the factors must be addressed so that performance can be improved.