

Chapter 2014) as the
processes, systems,
structures,



**ASSIGN
BUSTER**

CHAPTER 1 Background of the Study Nowadays, most of the people invest most of their time within their working environments. According to Sundstrom (as cited in Bushiri, 2014) majority of the people spend 50% of their lives within indoor environments, which can enormously affect their mental status, actions, abilities and performance. The working environment affects the employees positively and negatively (Manu, 2015).

Working environment was defined by Opperman (as cited in Bushiri, 2014) as the processes, systems, structures, tools or conditions in the workplace that impact favorably or unfavorably individual performance. Heath (as cited in Samson, Waigano & Koima, 2015) also defined working environment as the physical location as well as the immediate surroundings, behavioral procedures, policies, rules, cultures, resources, working relationship, work location, all of which influence the ways employees perform their work.

Working environment is composed of three sub- environments: the technical (physical) environment, the human environment and the organizational environment (Huysamen, 1997; Opperman, 2002). This research focuses on the physical work environment. Huysamen (as cited in Tio, 2014) described physical work environment as the physical aspect of the working area such as place, lighting, appliances. The physical working environment of the employee includes the overall health and safety of the employee including the identifiable workplace, causes of accidents and illness (Foldspang et al. , 2014). Researches about work environment have shown that the physical working environment has impact on the employees. Amofa, Yawson, and Okronipa (2016); Cintia and Gilang (n.

d.); Jayaweera (2015); Kamarulzaman, Saleh, Hashim, Hashim, and Abdul-Ghani; Rorong (2016); Uchendu, Nnaji, and Nwafor (2016) concluded that physical work environment has significant effect on the employees' performance. In the study of Oswald (2012) was found out that the physical component of the work environment has the strongest effect on the performance level of employees. Working environment plays an important role in motivating employees to perform their task (Marpady & Singhe, n. d.). Most of the studies about physical working environment were conducted on quantitative approach. Amofa et al. (2016); Cintia & Gilang (n. d.); Kamarulzaman et al. (2011); Rorong (2016); Uchendu et al. (2016) conducted the study about physical work environment in quantitative approach. Past researchers on physical work environment are more focused on the significant effects of physical work environments on the employees. However, there are few studies conducted that examined the views of the employees on their current physical work environment. This study aims to explore the views of the employees in their current physical work environment. This study also aims to provide an insight on how physical work environment affects the employees. This also aims to contribute to the knowledge about physical work environment that could be utilized in improving and promoting good physical work environment. Statement of the Problem The purpose of this research is to explore the views of the employees on their physical work environment and provide an insight on how physical work environment affects the employees. Specifically, this study sought to answer the following questions: How do the employees

describe their physical work environment? What were the effects of the physical work environment to the employees? Scope and Delimitation of the Study This purpose of this study is to explore the views of the participants in their working environment and provide an insight on how work environment affects the employees.

The researchers limit their study into physical work environment. The researcher focused on the views of the participants on their current physical work environment and its effects to them. The researchers conducted this study during the month of January to March 2018. The research participants are composed of 10 regular employees who are working for 2 to 5 years at Grandtech Intl Ent Corporation. Importance of the Study The ultimate goal of this study is to contribute to the existing knowledge about the views of the employees in their physical work environment.

The result of this research will benefit a particular group of people. Managers and Supervisors. This study could provide information to the managers and supervisors about the views of the employees on their current physical environment and its effects to them. This study could Employers and Owners. This study could provide a better understanding on the status of the employees' physical work environment and its implications to them.

This study could enable the employers and owners to be informed on how to address the issues relating to physical work environment that could likewise be utilized as a part of promoting and advocating good physical work environment. Future Researchers. This study could serves as reference material of the future researches of the same topic. This study could also

contribute to the knowledge about issues relating to working environment particularly the physical work environment. Definition of Terms Physical Work Environment. It pertains to the environment wherein the employees perform their job.

This includes the elements of physical work environment such as ventilation, lightings, infrastructure, noise, tools, and equipment.