

Getting the Ball Rolling: A Research on Physical Working Environment towards Employees' Job Performance in Malaysia

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ABSTRACT

Employees' performance is a very crucial factor to the company, as for now; there are many companies who support their workers to work from home rather than working in the office, due to COVID-19 Pandemic. Therefore, the researchers want to study the impact of control, satisfaction and distraction over working environment that might have certain impacts on employees' performance. The unit of analysis in this study were made up of 133 employees in selected industries in Malaysia which are from manufacturing, education, public administration and also hospitality sector. The respondents are four states in Peninsular Malaysia which are Terengganu, Johor, Pulau Pinang and Selangor. The data was gathered using self-administered questionnaires by using a seven point likert-scale. The data collected then will be analysed using SPSS 20 for two analysis statistic, including inferential statistics and descriptive analysis. The results from this study shows that working environment, distraction in working environment, control over working environment and satisfaction over working environment do have a positive impact towards employees' performance.

Keywords: Employee Performance, Working Environment, Control, Distraction, Satisfaction