The dynamics of work environment and its impact on organizational objectives

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Abstract

Purpose: The purpose of this research is to analyze the importance of the internal work environment and how it can promote organizational productivity. A work environment in the organization must be taken seriously because it is a way of defining the organization itself, it embraces all physical features in the workplace that can promote effective work operation, the ability of workers to relate properly, interact effectively, and connect well with their colleagues or those in the top-level management on work-related issues.

Research Methodology: This article adopts the secondary data through consultation of several textbooks, magazines, journals, and other publications.

Findings: It was observed that the organization fails to promote a good internal working environment, poor working conditions, disordered workplace, fails to include the employee in decision-making processes which can affect the level of productivity and hinder organizational objectives.

Limitations: The major limitations to the study are time constraints, access to literature, and the age of data since the research is based on secondary data.

Contribution: The research can contribute immensely to the growth and development of any organization either public or private and every other government ministry on how to manage the internal work environment.

Keywords: Employee's performance, Organization structure, Productivity, Work environment

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1. Introduction

The work environment of any organization is equally important as the employee itself, it is the settings, structure, circumstances, and general conditions employees of labor work. It can be further explained in a more comprehensive classification that embraces or include the physical arrangement of a workplace (e.g. temperature, machines, tools and equipment, etc.), the features or nature of the job itself which includes the workload, routine, job structure and complex nature of the job), in a more comprehensive or extensive organizational features (e.g culture and history of the organization) and other additional or further organizational setting such as general labor market conditions, industrial sector and official and unofficial or interpersonal relationship that exist between the workers. The work environment is the totality of the connectivity or interdependence that exists among the employees (workers or subordinate) in the organization and the employers (management or superior) and the environment of work which comprises of the technical aspect of work, the human relations, and the organizational environment. In general, the work environment is very essential because it emphasizes on the general working condition, the settings of the workplace, safety protocols, working hours, the work itself, and the relationship that exist between the employee and the employers. It's very important that the workers have a good working environment, it can mean a lot to them and serve a motivational factor in getting the best out of the workers in other to contribute to organizational productivity. Other

perceived work environments as a composite of two elements; the physical and behavioral elements. The physical element of the environment deals mainly with the connectivity between the workers or employees in an organization with the physical office environment, how they cope with and adjust with it, for example, office building or infrastructure, machines, and equipment while the behavioral elements of the environment consist of how workers in workplace relate, interact or connect with each other. The work environment is described by many factors put into consideration, some consider the employees' engagement and job satisfaction as well. The work environment of an organization can have a positive or negative impact on productivity because it has the power to influence the whole organization as a whole, the employee's performance, and even the leadership strategies.

In recent studies, a working environment plays an important role towards the employees 'performance. Working environment is argued to impact immensely on employees' performance either towards negative or the positive outcomes (Chandrasekar 2011). The work environment has been categorized into three major sub – environments to justify its definition, they include the technical environment, the human environment, and the organizational environment, they all played a huge role in getting and improving organizational productivity. The technical environment comprises machines, tools, equipment, technological setup, and every other physical component that can be found in the workplace. The human environment is the composition of the workers in the workplace, the peers or colleagues, workgroup or team, that an employee relate or interact with, the management of leadership of the organization are also in the group of the human environment, it entails the relationship of all human being in the organization either the top-level management that are the executives or the lower cadre of workers in the organization. It can be further explained as the formal or informal interaction, the superior-subordinate relationship that exists in the organization. The organizational environment includes the systems, procedures, practices, methods, values, and beliefs which has been laid down by the management to control the activities of the workers or the operation of the organization.

On the other hand, organization is the process of setting a goal or some objectives with the hope of assembling different individuals or groups of individuals, enlightening them, and creating a bond between or among them so they can gear their efforts, skills, and abilities towards the realization of the objectives that brought them together (Emmanuel, 2021). Organization is the process of combining the work that individuals or groups have to perform with facilities necessary for its execution, that the duties so performed provide the best channels for efficient, systematic, positive, and coordinated application of available effort (Sheldon, 2003). The organization need to provide a good working environment for the workers in other to achieve the set goals, objectives, it's very essential but the inability of the organization to understand the essence of the working environment for employee or workers job satisfaction and consequently, it can affect the workers and gives them a lot of difficulties when performing their functions and task which can negatively lead to lower productivity and can alter the general performance of the organization. To achieve higher productivity, the organization needs the employees at their best and for them to be at their best, the employees need a good working environment that can only be provided by the organization. When the organization ignores the work environment, it will always affect the goals to be achieved because the working environment consists of safety to employees, job security, good relations with co-workers, recognition for good performance, motivation for performing well, and participation in the decision making process of the firm but many organization is guilty of all these (Briner, 2000). Organizations and companies that are interested in improving their productivity and quality of work must try to create a sense of security, pride, autonomy, and responsibility in employees and know that they are treated equally; The workplace is like their home (Mohammad, Seyyed, & Majid 2021)

2. Literature review
The concept of work environment
The nature of the work environment can significantly determine and affect the efficiency and productivity of employees in the organization. Since years back, the work environment has been a core discourse and according to Fayol (1949), work environment does not only concerns the presence of equipment and types of machinery but also the activities of the top-level management of an organization

and all ethics or principles of the work environment. Every aspect of an organization that ensures productivity is said to characterize the work environment and as such, the activities of top-level management either in decision-making processes or treating of workers determines their productivity. Herzberg (1966) also sees the work environment as all physical things that characterize the organization. In this sense, these physical things can include; equipment, types of machinery, and other items within the organization which could support smooth operation in the working environment. The working environment is "an entirely" which comprises the totality of forces, actions, and other influential factors that are currently and, or potentially contending with the employee's activities and performance (Kohun, 2002). The working environment can also mean those processes, systems, structures, tools, or conditions in the workplace that impact favorably or unfavorably individual performance (Opperman, 2002). The working environment can also be seen as a condition where individuals can do their jobs in an ideal, secure, healthy, and comfortable way (Sedarmayanti, 2003). It can also be defined as the ability to share knowledge throughout organizations depending on how the work environment is designed to enable organizations to utilize the work environment as if it were an asset. This helps organizations to improve effectiveness and allows employees to benefit from collective knowledge (Brenner, 2004). A good working environment will lead to a better fit between workspace and employees and results in improving behavior and stress-related emotions. A good working environment changes employees' approach towards a job (Vischer, 2006).

To sum it all, work environment comprises of all physical features in a workplace that aids effective work operations, the ability of workers or employees to relate, interact and connect with their co-workers or those in the top-level management on work-related issues, decision making processes, and every other activity that concern with employees working conditions and their job satisfaction with a focus on achieving organizational productivity. The workplace environment is an important component of work-life for employees as employees spend a significant part of their time at work, and it affects them in one way or the other. It is concluded that the employees who are satisfied with their work environment can lead towards more positive work outcomes (Kamarulzaman, Saleh, Hashim, Hashim, & Abdul-Ghani, 2011). The working environment of the organization which comprises the external and internal environmental factors have a way of influencing the performance of the employee and their job functions, the policies or course of actions of the organization, rules guiding the organizational operations, the cultural or social values, resources for organization daily routine, the working connectivity and the settings of the workplace influences the employee and their work functions. An environment that focuses on people and has stirred them to be in its workforce, and provides them the prospect to perform efficiently is called an attractive environment or supportive environment. (Awan & Tahir, 2015). It's very important that the organization provide a good work environment for the workers, the significance of the working environment influences the motivational level and the general performance of the employees or workers

Employees' performance and productivity
There are different opinions and ideas that surround performances, it can be considered basically as the record of results achieved over a period of time. When considering the individual or personal basis, it can be seen as a record of the person's accomplishments or feat over the course of time. Performance can refer to the degree of accomplishment of the tasks given or assigned to an employee. It reflects how well an employee is fulfilling the requirements of a job he or she is assigned to do. So many scholars and authors have to define what performance entails. Performance is something that the person leaves behind and that exists apart from the purpose (Kane & Kane, 1996). Performance is the outcome of work because they provide the strongest linkage to the strategic goals of the organization, customer satisfaction, and economic contributions (Bernadin, Kane, Ross, Spina, & Johnson, 1995). In essence, employees' performance in the organization is very important because it contributes to organizational productivity. Very importantly, the employers are expected to provide suitable and right working conditions in order to make sure the performance of employees meets the required standards. Employees' performance is depending on the willingness and also the openness of the employees themselves on doing their job (Sinha, 2001). Ducker (2020) describes productivity as a means to balance between all factors of production that will give the maximum output with the smallest efforts. Employees' productivity which can also be called the workers or workforce productivity is a system of

evaluating the competencies of a worker or group of workers' productivity, it may be assessed in terms of productivity of an employee in a specific period of time depending on the organization and system put in place (Business Dictionary, BD). Employees' productivity is when the employees of an organization can yield or produce output as expected of them or even more than expected towards a greater achievement of the organization. This is can be achieved through an appropriate and constant internal and external environment of the organization. Critically thinking, when employees are involved in making decisions, their morale to work and achieve higher productivity can be realized because their ideas and opinion might be heard, their creative mindset is considered and they have this sense of belongingness. And when the work environment is conducive and well taken care of, the employers can get the best out of the employees. A suitable work environment serves as a stimulating factor towards guiding employees' behavior and leading to high productivity in the organization. Employees and the general organizational productivity depends and can be measured by the work environment of such organization employee's action need to be assessed, By assessing the actions of employees, an organization may appraise the number of its workforces as exceptional, even if the organization may have been unsuccessful in meeting its set targets (Emmanuel, Gilbert, & David, 2021).

Figure 1. Factor that can contribute to productivity

The figure above illustrates factors that can contribute to productivity at work or in an organization, the work environment is so critical because employees' work surrounding affect and influences their mood, drive, thinking and general performance in the organization, the second which is the processes involved in getting the task done is very essential, the steps, methods for carrying out the task must be a reliable one. Goals and objectives must be clearly stated to boost the morale of the employee on the task to be performed, consistently, goals and objectives need to be evaluated, the employees' wellness encompasses the mental and physical health or capabilities of the employees, it is very important to take note of the employees mental and physical health, employees need to be at their best with a sound mind and good health and they need to be taken good care of when they are sick. Constant training of employees will prepare them for their task, an untrained employee is a clueless employee, on the job training and all other types of training can help boost employees' performances, the last which is motivation is very important, different things motivate different staff, and the employees must be motivated in other to give their best when performing their task.

Classification of work environment

Woodward & Psych (2000) classify or categorize the work environment into three, the physical environment, the social environment, and the administrative environment.

The physical environment of the organization includes the various workload in the organization, technology or equipment to be used in other to get work or task done effectively and efficiently, availability of material supply to aid operations without delay, shift timings, and working hours which might be divided into two or three-shift depending on the organization, those organization that places their staff on three-shift methods have the morning shift from the hours of 6 am and 2 pm, the afternoon which is the second shift is for 2 pm to 9 pm and the last shift from 9 pm to 6 am the following morning including break time or rest time, etc. The physical environment is also negatively affected by the different hazardous features around such as misplaced equipment, malfunctioning machinery, and congestion. If these factors are not analyzed, researched, and fixed, employees could be negatively affected (Sweeney, 2003).

The social environment of the organization consists of interpersonal relations among workers or how workers relate with each other in the workplace, multiple teams with a different task to aid healthy competition and specialization, works could be divided among the available teams or unit, the management style, and their support is also a determinant factor it could be autocratic, democratic and laissez-faire management style depending on the top-level management, status at work and autonomy depend on how the employees of the organization can work on their own account, decision making is very essential as well because employee also loves to participate in decision-making processes, culture, and climate. The social environment is the interaction between all employees at a corporation. This would also include the characteristics of individuals and the positions of the employees. Therefore it is increasingly important to examine the physical and social factors of a company's workplace (Sweeney, 2003).

The last one which is the administrative environment comprises of organizational structure that is, procedure that highlight how certain activities are directed in the organization towards achieving the set goals, organizational goals are also very important because it is the reason for establishing the organization in the first place and all efforts must be geared to the realization of the set goals, policies for promotion, leave, transfer is very important, promoting employees to higher ranks or cadre is essential because they are been recognized for job well done and it can drive them to be more responsible, promotion can be set to be a ultimate reward for dedication and loyalty towards the organization, there are different policies that aid employees promotion in organization, it is also important that employees go on leave since they are not machine, even machines breaks down, they are entitled to either annual, casual or sick leave, and on the matter of performance evaluation, employees need to be evaluated or appraised for based on their job and engaging them in training if need be. A well-structured and grand organization looks after and maintains the needs of its employees. Vigorous workers in grand organizations achieve peak performance and maintain the organization's value (Kiyatkin & Baum, 2012).

Work environment and physical factors that can affect workers' productivity

Different writers have highlighted different physical factors and how they can affect workers' productivity in the organization. According to Badayai (2012), he gave five classifications of main factors of the unpleasant or unfriendly working environment. They include the followings:

   i. Air factor
   ii. Temperature factor
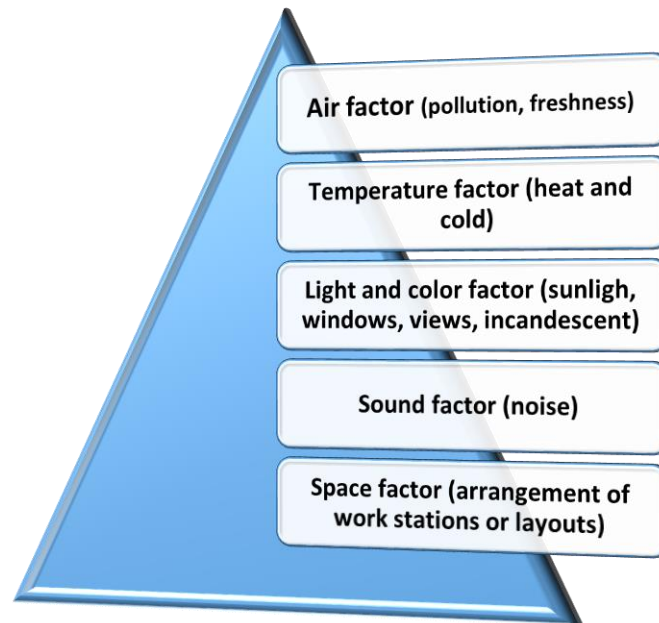   iii. Light and color factor
   iv. Sound factor
   v. Space factor

Figure 2. Factors that can affect employees' productivity
Source: Extracted from "The influence of work environment on job performance by Al-Omari, K & Okasheh, H. (2017).

i.   The air factor

In the work environment, the air factor is very influential because it plays a significant or extensive function in relation to work behavior, precisely on job performance. Air quality is very important to the health of the workers, their comfort when performing their task and the overall job performance. Air pollution such as odors and dust can cause critical distress, uneasiness and the feelings of unwillingness to the employees which can lead to a decline in the level of productivity and job performance in the organization.

ii.   The temperature factor

According to studies, an appropriate and decent temperature in the workplace or organization can increase productivity and reduce stress among the employees. High temperature can affect employee's performance in the organization, the surrounding environment is very critical and should be taken relevantly, a very hot temperature can lead to heat stroke, fainting, exhaustion, muscle cramp among others while too much cold temperature can lead to shivering, cooler body heat, hypothermia. Although it depends on the body structure, Sehgal (2012) suggests that a thin person might prefer a higher temperature but persons that are not so thin might prefer a lower temperature to work better.

iii.   The light and color factor

According to research, exposure to natural light in the workplace can impact employees' quality of life. The extent of light required in an organization is dependent on the various types of various tasks or undertaking to be performed by the workers. Some tasks are performed indoors while some tasks are done outdoors, depending on when they are performed, is it daytime (morning) or is it nighttime. As a consequence, it is a way to either increase or decreases the performance level of the employee towards set goals and the overall productivity of the organization. The brightness of office light influences concentration, alertness, and task performance (Sehgal, 2012). Modifying the quality and nature of light can appreciably enhance working experience and productivity in the organization. On the other hand, cool colors might stimulate or arouse unhappiness and depressed feelings, while warm colors generally motivate friendly, cordial, and positive emotions (Ching and Binggeli, 2012). There is a way color impacts employees' performance through influencing their individual moods and also stimulating their feelings.

iv.   The sound factor

Any sound or combination of sounds that are deemed unpleasant can be referred to as noise. A noisy work environment or organization leaves employees in a state or some conditions that can affect the qualities of their job functions or performance. When employees are exposed to high levels of sound it may lead to several diseases such as cardiovascular disease, endocrine, and digestive reactions, particularly in complex jobs not in straightforward jobs (Melamed, Fried, & Froom, 2001). Some offices are either open – office layout or closed – office layout. The open office layout although promote teamwork, good communication, and response but might also boost noise in the workplace. A noisy environment can distract workers which can affect their job.

v.   Space factors

The physical arrangement or outline of the organization is very significant when it comes to productivity maximization. Although open–office layout as earlier discussed promotes promote teamwork, good communication, and response in the workplace that can boost employees' productivity. If the work environment is too crowded, it can lead to strain, anxiety, pressure, and some other psychological effect that can affect humans. And when employees experienced all these, they tend to be unhappy. The office settings which includes the arrangement of shelves, chairs, tables among others have a specified role to play in the organizational productivity

Organization and the significance of organizational structure

To some persons, an organization refers to the coming together of a group of people but it is more than that when considering other factors. An organization is made up of two or more people working together cooperatively within identifiable boundaries to accomplish common goals or set of objectives (Hodge et al, 2003). It is a collection of people who with the same consciousness coordinate efforts, pursue and contributes to the attainment of a common purpose (Olakunle, 2008). The organization is the pattern of ways in which a large number of people, too many to have intimate face-to-face contact with all others, and engaged in the complexity of tasks, relate themselves to each other in the conscious, systematic establishment and accomplishment of mutually agreed purposes. An organization is a process of identifying and grouping the work to be performed, defining and delegating responsibility and authority, and establishing relationships for the purpose of enabling people to work most effectively together in accomplishing objectives (Louis, 1958). In essence, viewing the differences in the above definition, an organization comprises the procedure of setting goals or purpose, bringing different groups of people together and dividing them into the unit, assigning roles and responsibilities to them by clearly defining the objectives and work method or procedure to them so they can gear their respective towards accomplishing the set goals or objectives.

It is so important to describe the structure of an organization because an organization structure indicates the relationship that exists between the different levels of position in the organization (superior-subordinate or management – employee) in terms of authority and responsibilities, that is, who instruct and who responds to instructions. It is very important in the organization, an employee or a subordinate should know whom to report to when performing their task. The significance of organizational structure in the work environment is very important and can help gear employees towards accomplishing their objectives. Some of the significance of organizational structure includes the following:

i.   An appropriate and structured work environment or organization can help improve teamwork among the workers and productivity because it can provide the framework that can allow people to work together effectively due to the proper composition of positions.

ii.   When an organization is well structured, it helps determine the location of decision-making in the work environment. Decision-making cannot just be taken by someone or a group of persons that are unfit to take decisions but by some group of persons that are found in the top-level management and some delegated workers in the organization.

iii.   A well-structured organization can help to stimulate creative thinking and initiative among the workers in the organization because it provides them with a well-defined pattern of authority. Although the final decisions reside with the boss or head of unit as the case maybe but even the lower subordinates are given the opportunities to give their opinion or ideas on situations.

iv.   A well-structured organization helps to provide a pattern of communication and coordination. The communication will be structured and coordinated, communication can either be a top-down approach or a bottom-up approach. The top-down approach of communication gives room for the higher authority to determine the organization's goals, how to achieve them through their decisions and communicate it down to their subordinate, and the bottom-up approach emphasizes that the subordinate or those in the lower cadre can also participate in decision-making processes.

A well–structured organization or work environment helps workers to know what their roles are all about, how to go about it and how to relate to other roles. An industrial organization is divided into six activities according to Henri Fayol, technical, commercial, finance, accounting, managerial, and security activities. All these unit knows their roles in a structured work environment and how to perform their task and relate with each other unit to achieve the set goals and objectives.

Anaylzing the two-factor theory of Frederick Herzberg in a work environment

Frederick Herzberg is an American psychologist who introduced the two-factor theory factor which he also called "motivator – hygiene theory". According to him, there are some job factors that result in satisfaction while there are other job factors that prevent dissatisfaction. He further explained that the opposite of satisfaction is no satisfaction and the opposite of dissatisfaction is no dissatisfaction. The hygiene factors according to him are those job factors that are essential in the workplace and can serve as motivation in the work environment. Although, this does not really solve the problem of long–term satisfaction in the workplace and the absence of these factors at the workplace can lead to dissatisfaction among workers that can affect organizational productivity and objectives. On the other hand, the motivator factor can help yield positive satisfaction, it helps influence the workers' performance. The employee within an organization can be motivated in different ways in order to get maximum output and productivity. These rewards can either be intrinsic or extrinsic. The internal rewards are given to employees that have accomplished more challenging task and the external rewards given to employees involves recognition or compensation for an accomplished task (Chandrasekar, 2011).

Work environment is essential when the work environment is comfortable, the employee can focus on their job correctly and it will lead to a better employee performance, which leads to improved organizational productivity (Kamarulzaman et. Al, 2011). How well employees are associated with an organization, affects how employees behave within the organization settings, including their motivational level, innovative behavior, absenteeism, interaction with other employees, and job security or retention. Employees' productivity is the most significant interest in recent times and it is affected by the working environment in many ways (Mwendwa, McAuliffe, Uduma, Masanja & Mollel, 2017). It is very important for organization to motivate their employees, motivating them influences them to put in their best towards organizational objectives. When employees are treated justly and appreciated for task accomplishment, it boosts their morales in order to achieve more, improve their overall performance towards various tasks and enhance productivity level in the organization.
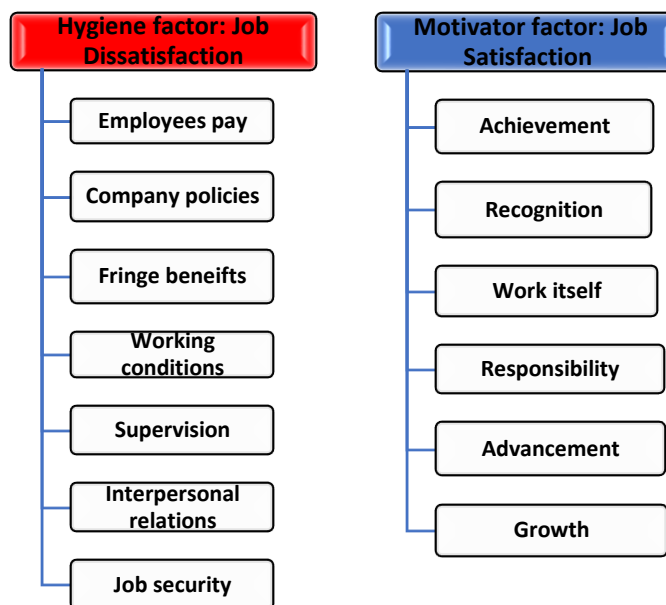
Figure 3. Hygiene and motivator factors

Hygiene factors

The hygiene factors are also called dissatisfiers or maintenance factors, they are very important in the work environment because the employees need those factors to avoid dissatisfaction. The hygiene factors represent the physiological needs that the employees needed to sustain their life, they are factors that are needed to be met to avoid employees' dissatisfaction at the workplace. They include the following:

i.   Employee's pay: the employees' pay information of wages or salary should be structured appropriately and reasonable enough to meet the demands of the workers. When employees are paid reasonably and promptly, it can influence them to work and gear their effort towards organizational objectives. It should also be equivalent to those in the same line of work.

ii.   Company's policies: how rigid or flexible organization procedures are, can affect the work environment. Policies that aid workers' leave, promotion, working hours, breaks among others should be fair and clear and should not be too rigid.

iii. Fringe benefits: the organization should compensate the workers for their efforts through the provision of health care plans or health insurance, leave allowances, loans, and every other beneficial program for them and their family members.

iv.   Working condition: the working conditions or the condition in which the worker work should be a safe environment, a clean and hygienic one. It should be well maintained, the workplace, the equipment and other machines for performing the task.

v.   Supervision: when supervising the workers in the organization on their task, it must be fair and appropriate. The workers should also be given reasonable autonomy in making decisions that concerned them or their task.

vi.   Interpersonal relations: the relationship that exists between the employees and their colleagues and between them and their superiors or subordinate should be a friendly one, and appropriate and accepted one. Conflict and misunderstanding should be settled reasonably.

vii. Job security: the workers want to feel secure, safe at their place of work. They want to be assured that they will keep their job even in the future, the organization should give them that confidence that they are not losing their job, offering job stability will always give the workers motivation to be faithful in their task which will positively affect the organization.

Motivational factors

The motivational factors influence the workers to achieve more and to put in superior performance, employees find the motivational factors inherently rewarding. When workers perform their job and meet organizational objectives, it is encouraged that they should be motivated to accomplish more. Motivational factors at the workplace can include:

i. Sense of achievement: the employees must be given an opportunity to achieve their task, their job or task must provide them with a sense of achievement, by so doing, the employee will have a proud feeling when they complete their task and they can be fulfilled about it.

ii. Recognition: when organizational objectives are realized, employees should be praised and recognized for a job well done. The organization must provide an avenue to praise and recognized the employee for success.

iii. Work itself: when work is meaningful, inspiring, and challenging for employees, it drives them to put in their best. When the task is exciting, it keeps the employee motivated.

iv. Responsibility: the employee should be given the opportunity in other to be responsible and own their task. Task should be assigned to them and they should be held responsible and be accountable for their various task.

v. Growth: the organization should give the workers the opportunity to grow and develop themselves with new skills, methods, or procedures for carrying out tasks. Training of employees through seminars, workshops, or re-orientation should be encouraged and carried out frequently.

vi. Advancement: career advancement and promotion are very essential and a motivator for the employee. When employees are being recognized for accomplishing a task, it is good they advance in other to face more demanding responsibility

Frederick Herzberg provided four stats that could occur in the two-factor theory he proposed. They are illustrated below:
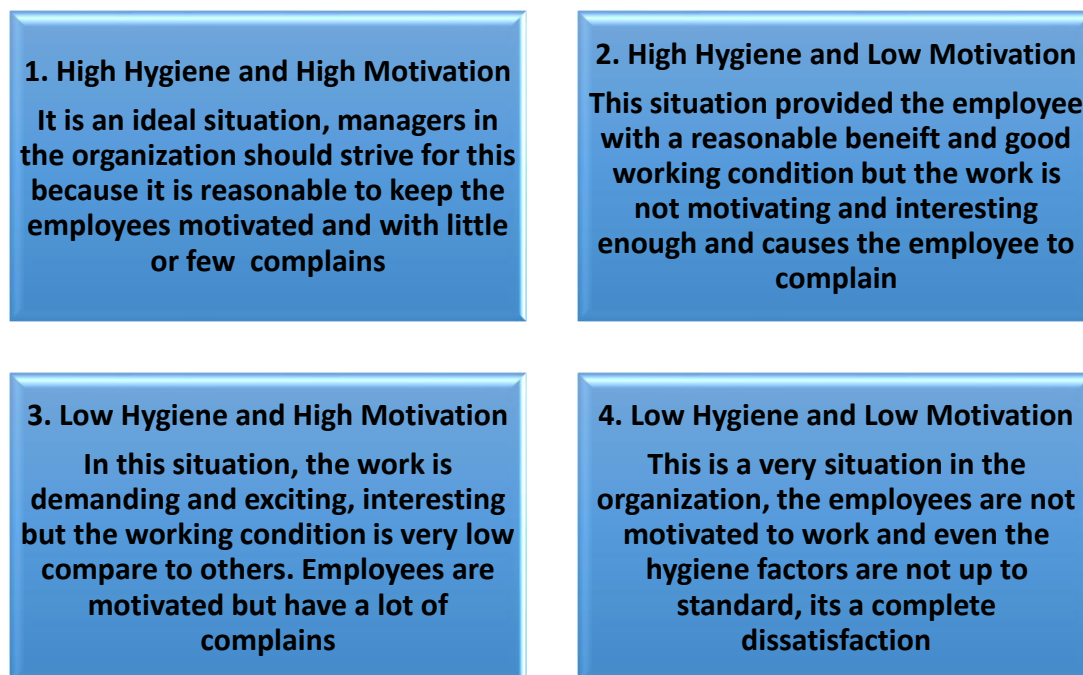
1. High Hygiene and High Motivation **It is an ideal situation, managers in the organization should strive for this because it is reasonable to keep the employees motivated and with little or few complains**	**2. High Hygiene and Low Motivation** **This situation provided the employee with a reasonable beneift and good working condition but the work is not motivating and interesting enough and causes the employee to complain**
3. Low Hygiene and High Motivation **In this situation, the work is demanding and exciting, interesting but the working condition is very low compare to others. Employees are motivated but have a lot of complains**	**4. Low Hygiene and Low Motivation** **This is a very situation in the organization, the employees are not motivated to work and even the hygiene factors are not up to standard, its a complete dissatisfaction**

Figure 4. Four stats that could occur in the two-factor theory

In essence, when applying the two–theory factor, it must be noted that the hygiene factors are not causing dissatisfaction, this can only be done when the organization sees the importance of the employees, supporting them and allowing them to participate in decision-making processes that concern them. They should be treated with respect and their pay should complement their duties and functions. The organization must also take note that the employee must have job satisfaction, they should be given a more interesting and complex task to perform, as they also progress, more responsibilities should be

given to them. When employees find interest in their duties or assigned tasks, they tend to perform more and put their effort towards organizational objectives.

Internal and external work environment
The work environment can also be grouped into two main environments, the internal and the external environment, they both have a way of influencing the workers and the organizational objectives. The internal environment comprises of those factors found within the workplace that have an impact on work and the organization. The following are found in the internal work environment:
  i.   The physical condition of the workplace
  ii.   Work procedures and methods
  iii. Machines, tools, and equipment to be used
  iv.   Workspace or layout and office arrangement

The external environments are factors that are outside the office organizations which affect the work environment directly or indirectly. They include the following:
  i.   Employees general welfare
  ii.   Religious and socio-cultural factors
Introduction of new technologies and work procedures.

3. Research methodology
This study is a review study to investigate and observe the influence of the work environment towards organizational objectives. The secondary data used for the study include those from relevant textbooks, journals, and seminar papers. It should be noted that the researcher only made reference to secondary sources of data in order to either approve or to disprove an argument being put forward in the project or to confirm such views.

4. Results and discussion
A working environment where workers are appreciated and recognized for work done, inclusion in decision-making processes, being given flexible working conditions, conducive working environment, provision of modern equipment for the task, financial rewards and motivation, good training scheme, and management that support the employee will have great impact or positive influence on their performance. This might result in high-level job satisfaction on the workers' path and thus make the workers more productive, dedicated towards their task, more motivated to work hard, and more persuaded to get high productivity for the organization, benefiting them for the accomplishment of the organizational objectives on the long run. Poor working conditions can limit employees to render their skills and capabilities and attain full potential, so it is essential that the organization understand the importance of a good working environment. The working environment should be taken more seriously within the organizations to increase the motivation and commitment level of the workers. It benefits both the organization and the employees when a good working environment is in place which will help the organizational objectives and increase productivity. It was observed that some of the employees have no idea of the organizational objectives, high presence of the poor working condition in various organizations, disordered work environment or arrangement, disunity between the employee and employer among others. Both the external and internal factors like work procedure or methods, new innovation, socio-cultural factors, and the overall employee's general welfare still affect the environment of the organization.

From the various findings and observations, the first critical point is for the organization to clearly define the set goals and the objectives of the organization to the employee, a well – defined goals and objectives will motivate the employee when performing their task, organizational objectives should be communicated to them, it will give them clear cut on how to perform their task, the necessary methods to use. The use of modern technologies, equipment should be put in place to help them on the path of their task, when the objectives are communicated to the employee required tools and equipment needed should be provided to them to increase productivity and efficiency, modern equipment also help simplifies work.

The employee should be given an opportunity to have pleasing and clear career growth and advancement, when the organization gives them the opportunity to move forward on their career path, it will help the employee to perform their task judiciously and to accomplish higher organizational productivity. Career advancement prevents job dissatisfaction, gives the employee a sense of purpose, more responsibilities, and new interesting opportunities. The most organization fails to recognize their employees for work done or task completed, when the organization fails to recognize the employees' efforts or achievement, it can lead to demotivation or discouragement, employees need to be encouraged for work done.

The general work environment, workspace or layout, and office arrangement should be improved, when everything is in order, a conducive work environment can give high morale to the employees and help them put in their best has regard to their work provision which can help increase organizational productivity. A good and structured work environment with an appropriate workplace or office layout and arrangement gives proper ventilation. In the light of this, unnecessary sound or noise should be controlled in the workplace to avoid distraction, then from several findings, it shows that noisy environment and when an employee is exposed to such conditions, it has a way of affecting the qualities of their task performance.

Communication is very important in the work environment and not just communication but feedback and response. Communication is the interchange of messages between people for the aim of achieving common objectives, organizational goals, and methods to accomplish their need to be communicated to the employee, the vision and the mission of the organization need to be communicated to them, the top-level management also needs to assess the feedback or response gotten from the employee in other to make good decisions. Communication between the employees and the management and among the employees can promote trust and loyalty, encourage better teamwork, and can boost employees' performance.

5. Conclusion

Every organization deserves a good work environment. It is evident that a good work environment can positively affect the productivity of the organization and also be a motivational factor for the employee of the organization. Features in the organization like good working conditions, effective supervision, good office layout, company policies, job security, career growth and advancement, recognition for work done or achievement, good communication system, good incentive plans among others are necessary for the workplace. The system, procedures, practices, methods, values, and beliefs which has been laid down by the management to control the activities of the workers or the operation of the organization in general must also be reviewed to promote organizational productivity.

The following recommendations will be given based on the research study:

1. A good and supportive workplace or environment will lead to higher productivity. When the workers drive pleasure and take pride in what they do, how they work, and where they work, they are likely to see it move forward. A good and structured work environment motivates the employee to have a goal-oriented attitude, they push themselves to reach the organization's goals and objectives. For higher productivity, a good and structured work environment needs to be encouraged.

2. When making a decision in the organization, the subordinate should also be considered to contribute in decision-making in the workplace, it can boost their morale and give them a sense of importance although the final decision making should rest with the superior. Employees want to be heard and partake in decision-making processes, especially in matters that concern their well–being and interest. The organization should encourage employee involvement in management or decision-making, this will greatly contribute to organizational objectives.

3. When new methods and new technologies are introduced for carrying out a task, the organization must organize intense training and development programs for the workers, even when there are no new technologies or methods, training in form of seminars or workshops must be organized to improve and enhance the skills, ability and job performance of the workers in the organization. Constant and quality training gives the employee more ability and new

orientation on how work can be done in the workplace. This can serve as a positive impact in the work environment which can influence the employee's performance and lead to the accomplishment of organizational objectives.

4. Promotion and recognition should be given to the employee when they accomplish their objectives and when they fully deserve it. Promoting employee improves their ambition and gives them more desire for accomplishing their goals and that of the organization. Recognizing their efforts for job performance will also boost their morale and motivate them to put in more effort.

5. It is very important that the organizations must on a regular or yearly basis review the salaries and wage structure of the employees in the organization and ensure that their salaries and wages are commensurate with the skills, ability, and experiences of the employees and must be comparable to other organizations in the same line of duties. Reviewing the wage and salary structure of the employees in an organization is very important, it gives the employee the chance to receive compensation that matches their duties and is beneficial for their morale.

6. A job security scheme or plan must be developed by the organization to enhance employees' confidence. When the employee feels that their job is secured and certain, they work with morale and a positive attitude which can help attain the organization's objectives.

Limitations and study forward
The major limitations to the research work are time constraints because the researcher's other engagement, access to works of literature that can contribute immensely to this research, and the age of data, lack of accessibility to document affects the researcher to have sufficient and adequate document. The researcher focuses more on the internal environment of the organization and how it affected the task performance of the employee and the general organizational objectives or productivity. For further studies, the external environment should be considered.

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