

4.3.6 Workplace Affecting Employees' Performance

Workplace environment plays a vital role in motivating employees to perform their assigned work. In this wide industrial area all over the world, the employees are facing a serious problem in their work place akin to environmental and physical factors as everyone knows the majority of industry is dangerous and harmful. According to ECOTOC (2005), it was about securing a safe working environment, provision, proper use of employees' equipment and prevention of 'slips and trips'.

Employees' performance was impacted as people who work in such environment were prone to occupational disease and productivity is decreased due to the workplace environment. A research by Chandrasekhar (2011) a good environmental and most important workplace environment factors that either led to engagement or disengagement is shown in Figure 4.22 below. There are also other factors that may give impact on performance like environmental factors and physical factors as quality of the employee's workplace environment that most effects on their level of motivation and subsequent performance.

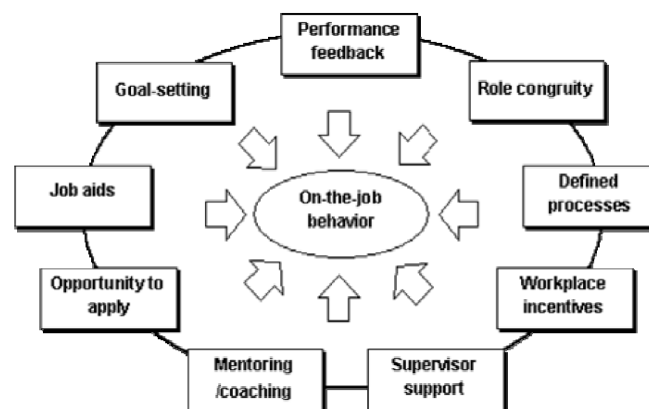


Figure 4.22: Workplace Factors Affecting Employee Performance (Chandrasekar, 2011)

According to Chandrasekar (2011), employees' performance were affected by several factors which includes goal-setting between the employees and their immediate supervisor or as part of an organization's formal performance management process and performance feedback that consists of both positive feedback on what the employee is doing, as well as feedback on what requires some improvements.

Based on the respondents' survey analysis in Figure 4.23 below, 57% of them agreed and 19% of them were strongly agreed that the management has created an open and comfortable work environment for them. In the other hand, 12% of the respondents disagreed and 12% of them didn't know about it. It means that an open and comfortable workplace is very important for employees. Thus safety and health working measures and protections are the highest consideration as company' management priority.

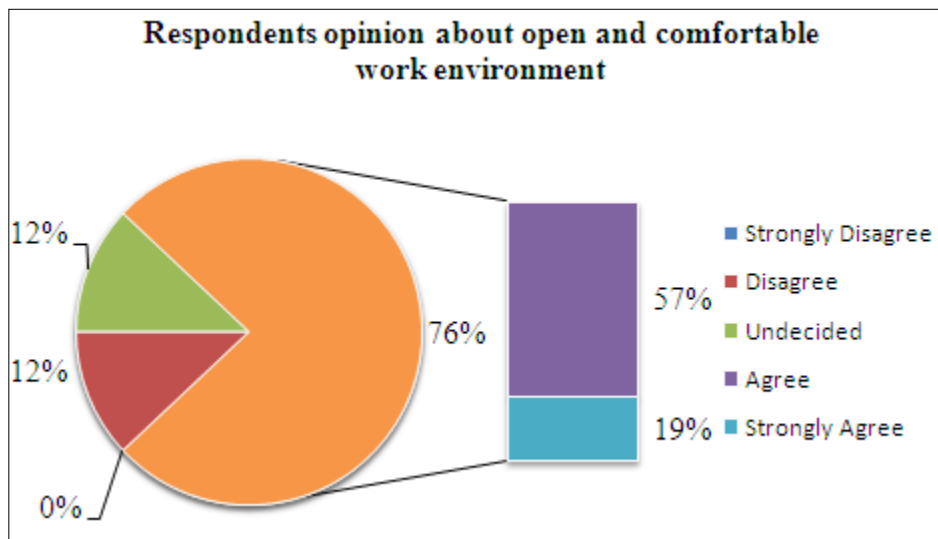


Figure 4.23: Respondents' Opinion about Open and Comfortable Work Environment

New and efficient ways to work will be encouraged by developing all of that. Figure 4.24 below shows to us that 75% of the respondents were agreed and 19% were strongly agreed that they encourage themselves to develop a new and more efficient ways to do work. It means that the Company organization has successfully promoted a safety and health efficient and a productive working environment.

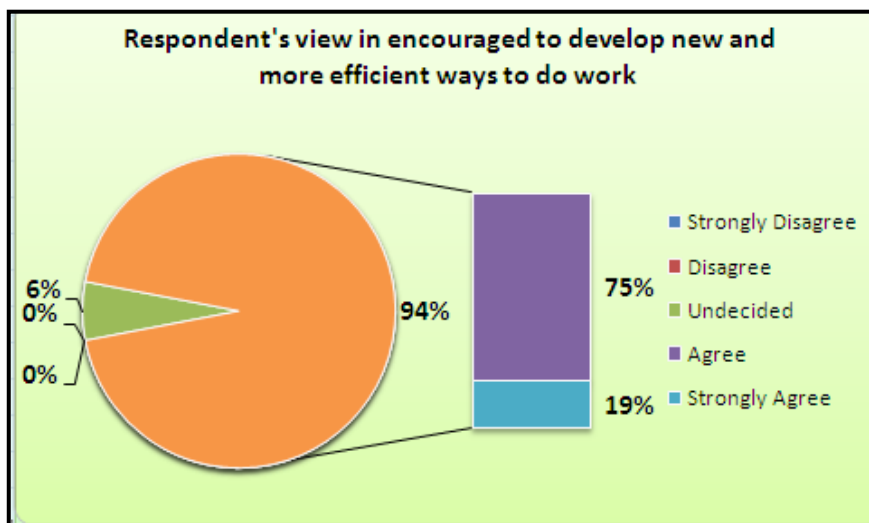


Figure 4.24: Respondents' View in Encouraged New and More Efficient Ways to Work

Employees are given the right under Article 19, with the promulgation of the ILO Convention that concerning OSH and Working Environment, No. 155 in 1981, to have adequate information about safety as well as the right to enquire about any related matters to enable them to participate effectively. Employers also had made the arrangements with safety and health representatives in organizing, planning and implementation to improve OSHMS and to establish the efficiency of functioning in a SHC. Table 4.13 below shows the mean score for each item in the attitude in a work environment.

Table 4.13: SPSS Result Analysis of Attitude in a Work Environment

Attitude in a work environment	Mean	Std. Dev.	Level
Training is provided	4.30	0.60	High
Treated with respect by management & people	4.16	0.66	High
Efficiently and Effectively	4.15	0.39	High
Encouraged to develop new and more efficient	4.13	0.49	High
Job requirements	4.12	0.61	High
Employees work well together	3.94	0.81	High
Access to the information	3.84	0.65	High
Recommend others to work for company	3.70	0.67	High
Decision making	3.64	0.85	High

Result in Table 4.13 above show us statistical analysis as the detail items listed; training provided (mean=4.30, std.dev=0.60), treated with respect by management and the people (mean=4.16, std.dev=0.66), efficiently and effectively (mean=4.15, std.dev=0.39), encouraged to develop new and more efficient (mean=4.13, std.dev=0.49), job requirement (mean=4.12, std.dev=0.61), employees work well (mean=3.94, std.dev=0.81), access to the information (mean=3.84, std.dev=0.65), recommend others to work for this Company (mean=3.70, std.dev=0.67) and decision making (mean =3.64, std.dev=0.85).

All the items in Table 4.13 were high mean score and the most important element in the attitude in a work environment was training is provided as how to handle the environment of working place. The lowest rank of item was decision making in working environments. From the findings above, the decision making need to be improve. In the other hand, in creating a safe working condition, employees should be allowed to participate actively in safety and health matters and cooperate with the employers as employees themselves to make decisions about safety workplace and job improvement.

Workplace Safety Inspections

As summary, the Company emphasizes on good housekeeping program and physical arrangement (Appendix 33) which include careful planning, a clean-up schedule, effective inspection and continuous enforcement of housekeeping rules and physical arrangement of goods, plant layout and items which will eventually lead to a safe and healthy working environment.

In minimizing the accident at workplace and factory, the Company has their own safety inspection. With the purpose of Safety Inspections is to ensure compliance with applicable regulations and standards, this safety inspection was carried out monthly by the Supervisor, Executive or Manager responsible. To ensure safety, health, environment and welfare arrangement at workplace are managed and controlled accordingly and to satisfy ***Regulation 12 (a) of Occupational Safety and Health (Safety and Health Committee) Regulation 1996*** and other requirements related to ESH, the Company have their own Plant Safety Inspection and Audit (Appendix 34).

Detail Safety Inspection Procedures at Company was shown in Appendix 35. By having the safety inspection procedure, the potential hazards that having the capacity to cause accidents/ incidents at the workplace will be recorded. Company's Safety Inspection/ Audit Form were shown in Appendix 36. Others than that, in reduce the accident referring to OSHMS, the management also having good responsibilities on reduce the accidents from happened. Detail pictures prove the efforts done by management of Company in improve an industrial accidents, traffic accident and also vehicle control guidelines.