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ASSESSING THE AFFECT OF THE WORK ENVIRONMENT ON THE JOB SATISFACTION AT WORKPLACE: A CASE STUDY OF ISRA UNIVERSITY, HYDERABAD, SINDH, PAKISTAN

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Abstract

This study investigated how the work environment influences the employee satisfaction at a workplace. Survey data was collected from the 200 employees working at Isra University, Hyderabad. The outcomes of the results suggested that majority of the respondents believed that they could determine the timings of their work, can set the break times by themselves and can set the pace of the work by themselves. However, on the contrary, the majority of the employees at Isra University, Hyderabad were of the view that they could not leave their work for a shorter period of time and moreover, they could not determine the day off by himself or herself.

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Introduction:-

A person's general contentment and happy emotional state as a result of their work experiences are referred to as a job satisfaction. It is essential to both organizational performance and employee well-being. Positive work environments are fostered by contented employees who are typically more engaged, motivated, and productive (Kara et al., 2023). Job satisfaction is influenced by a number of elements, such as the type of work, the workplace, relationships with coworkers and managers, pay, chances for professional advancement, and the culture of the firm as a whole. When these elements match an employee's ideals and expectations, job satisfaction is probably going to be high. Organizations looking to retain top staff and increase productivity must comprehend and improve work happiness. Employee retention rates are higher when workers are happy, which lowers turnover expenses and promotes a steady staff. They also frequently exhibit greater degrees of dedication, originality, and inventiveness. The researcher's focus on examining how work environment affect job satisfaction is in line with a crucial component of Human Resource Management (HRM). It is widely acknowledged that a fundamental component of employee engagement, retention, and overall organizational performance is job satisfaction. Through investigating the organizational factors that impact job satisfaction, the researcher hopes to address and possibly alleviate issues related to human resource management (Kumari et al., 2021).

Research Background

The study tries to pinpoint particular elements of the workplace and organizational culture that support or undermine job satisfaction by focusing only on emotional factors. The researcher prudently focuses emphasis on organizational issues that can be researched, acknowledging that management has little control over personal matters. This strategic approach makes it possible to conduct a methodical research of the organizational elements that influence employees' job satisfaction levels. It is worthwhile to investigate the researcher's theory that organizational characteristics have a significant influence on job satisfaction (Wang et al., 2023). Organizations can enhance the entire work experience of their employees by implementing focused strategies and making educated decisions based on a comprehensive understanding of the behavior and makeup of these aspects. The researcher's goal of determining how organizational characteristics and work satisfaction relate to each other is a realistic strategy for resolving issues with human resource management. The results of this inquiry may provide insightful analysis and helpful suggestions for businesses looking to improve employee happiness and well-being.

Research Methodology:-

Research Design and Methodology

The current study ascertains the degree to which work environment impact employees' job satisfaction. After physically visiting 200 employees of Isra University in Hyderabad, Sindh, Pakistan, the questionnaire was distributed among them physically. A cover letter outlining the goal of the study, its significance, and a confidentiality statement are included in the research package.

Purpose of the Study

The purpose of this study is to determine how working environment affect employees' job satisfaction at Isra University, Hyderabad. There were 200 out of 250 workers working in this study field by the end of 2023. For this study, the researcher only took into account personnel who are on a permanent basis. The employees were given a survey form with questions based on the goals of the study.

Selection of the Sample

200 workers in total responded as respondents using the criteria listed below.

Organization	Total survey	No of respondent
Isra University, Hyderabad	250	200

Data Analysis Techniques

The information gathered through the questionnaire responses provided by the participants from particular industry. All the characteristics were highlighted during the processing and appropriate tabulation of the gathered data. The Likert scales were ranked in order to turn the theoretical data into numerical values. With the aid of Microsoft Excel and SPSS, statistical methods such as mean, standard deviation, correlation, regression, and test statistics were employed for data analysis and hypothesis testing. Tables, charts, and bar graphs are utilized to display the data.

Tools of Collection of Data

Surveys at the Isra University, Hyderabad were used to gather the primary data. The respondents were personally interviewed face-to-face in order to gather data for this study, using a questionnaire to help. To the degree that it is necessary, every effort has been made to maintain the confidentiality of all the information. The respondents were provided with an environment devoid of any form of coercion, enabling them to be candid about their genuine viewpoints. They have had ample time and support to complete the questionnaire. As a result, every effort has been made to guarantee the precision and dependability of the data gathered for this study.

Data Analysis and Interpretation

Introduction

This study's primary goal is to gauge employee satisfaction at Isra University in Hyderabad, Pakistan. A physical survey was used to gather the data. It took about ten to twelve minutes to complete the survey.

	Frequency	Percent	Cumulative Percent
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Valid	Male	125	62.5	62.5
	Female	75	37.5	100.0
	Total	200	100.0	

Table 4.1: Gender

The table 4.1 above displays the gender distribution of a 200-person sample taken from the "Gender" dataset. The frequency column displays the total number of people in each group. The percentage of each category's population in relation to the 200 total sample size is displayed in the percent column. The cumulative percentage of people up to each group is shown in the Cumulative Percent column, where men make up 62.5% of the total and women make up 37.5%. Analysis and comparison are made possible by the table's clear breakdown of the gender distribution among the sample population.

	Frequency	Percent	Cumulative Percent
25 to 35 years	91	45.5	45.5
36 to 45 years	58	29.0	74.5
46 to 55 years	47	23.5	98.0
56 and above	4	2.0	100.0
Total	200	100.0	

Table 4.2: Age

The table 4.2 displays the distribution of individuals across different age groups in a sample size of 200 persons. The frequency column displays the aggregate count of individuals in each age bracket. The percent column displays the proportion of each age group in respect to the total sample size (200). The % column displays the total percentage of individuals up to each age group, when combined. A total of 91 individuals which accounts for 45.5% of the sample fall into the age range of 25-35. A total of 58 individuals which accounts for 29.0% of the sample fall between the age range of 36 to 45. A total of 47 individuals which corresponds to 23.5% of the sample fall between the age range of 46 to 55. Out of the sample, a total of four individual which accounts for 2.0% of the sample are above the age of 56. The cumulative percentages indicate that the entire group of 200 individuals has been accounted for by the conclusion of the list once the cumulative percentage reaches 100%.

	Frequency	Percent	Cumulative Percent
Master	44	22.0	22.0
MS/Mphil/ME	88	44.0	66.0
Ph.D	64	32.0	98.0
Post Doctorate	4	2.0	100.0
Total	200	100.0	

Table 4.3: Qualification

The table 4.3 presents the breakdown of individuals based on their educational qualifications in a sample of 200 people. The frequency column displays the count of individuals for each level of qualification. The percent column displays the proportion of participants in each qualifying category in relation to the overall sample size of 200. The cumulative percent column displays the total proportion of individuals who have achieved each qualification category. Out of the sample, 44 individuals, which is equivalent to 22.0%, possess a Master's degree. A total of 88 participants, accounting for 44.0% of the sample, have successfully finished MS/Mphil/ME programmes. A total of 64 individuals which accounts for 32.0% of the sample, possess a Ph.D. degree. Out of the sample, 4 persons, which accounts for 2.0% of the total, have successfully finished a Post-Doctorate programme. The cumulative percentages indicate that the entire sample of 200 individuals has been included in the list, with the cumulative proportion reaching 100% at the conclusion. This table offers a glimpse into the educational credentials of the sample group, enabling analysis and comparison based on various degrees of educational attainment.

	Frequency	Percent	Cumulative Percent

05 to 10 years	91	45.5	45.5
11 to 15 years	39	19.5	65.0
15 to 20 years	35	17.5	82.5
20 to 25 years	27	13.5	96.0
26 and above years	08	4.0	100.0
Total	200	100.0	

Table 4.4: Work Experience

The table 4.4 above displays how individuals are distributed across various job experience categories in a sample of 200. The frequency column represents the count of individuals who have work experience falling inside each range. The percent column displays the proportion of participants in each work experience category compared to the overall sample size (200) accumulated. The percent column represents the total percentage of individuals within each work experience category up to that point. A total of 91 individuals, accounting for 45.5% of the sample, possess job experience ranging from 5 to 10 years. A total of 39 participants, which accounts for 19.5% of the sample, possess job experience ranging from 11 to 15 years. Out of the sample, 35 individuals, which is equivalent to 17.5% of the total, possess job experience ranging from 15 to 20 years. A total of 27 participants which accounts for 13.5% of the sample possess job experience ranging from 20 to 25 years. Out of the sample, 08 persons which is equivalent to 4.0%, possess 26 years or more of work experience. The cumulative percentages demonstrate that at the conclusion of the list, all 200 individuals have been included resulting in a cumulative proportion of 100%. This table provides a comprehensive view of how work experience is distributed throughout the sample population. It enables analysis and comparison based on various durations of professional experience.

Results and Discussions:-

		I can determine when to work.	I set break times myself.	I can easily leave work for short periods.	I determine days off myself.	I can determine my own work pace.
N	Valid	200	200	200	200	200
	Missing	0	0	0	0	0
Mean		3.89	4.04	3.25	3.31	3.60
Std. Deviation		1.041	1.019	1.222	.978	1.037
Minimum		1	1	1	1	1
Maximum		5	5	5	5	5

Table 4.5: Statistical Results

The table 4.5 above presents data regarding several aspects of work conditions specifically regarding the level of control individuals have over their work environment. The arithmetic average of the scores for each aspect of the work condition is indicated by the mean. Workers have the most discretion about when to work the most, on average (mean of 3.89). Additionally, they have a fair amount of autonomy when it comes to choosing their own days off (mean of 3.31), their own work pace (mean of 3.60), their own break periods (mean of 4.04) and how easily they can take little breaks from their jobs (mean of 3.25). This measures the degree of score deviation from the mean. A higher standard deviation indicates a wider range of responses. The fact that the standard deviations are so low in this case suggests that each component of the work circumstance's average is closely followed by the answers. The range of responses for each element is shown by the minimum and maximum scores figures. People who feel they have little influence over these factors are represented by a score of 1, while people who feel they have complete control are represented by a score of 5. Employees generally believe they have a moderate to high degree of influence over their working conditions, according to the research. The sense of control is generally positive despite considerable diversity in the replies.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	8	4.0	4.0	4.0
	Disagree	16	8.0	8.0	12.0

	Neutral	24	12.0	12.0	24.0
	Agree	94	47.0	47.0	71.0
	Strongly Agree	58	29.0	29.0	100.0
	Total	200	100.0	100.0	

Table 4.6: I can determine when to work

A comprehensive analysis of the answers to the statement "I am able to choose my own work schedule" is shown in the table 4.6. The number of participants who chose each response option is shown in the frequency column. In this context, "percent" is the percentage of respondents that chose each response option out of the total sample size (200 in this case). The percentage is computed using the Valid Percent field, which eliminates any incomplete or inaccurate responses. It is important to consider only real answers when analyzing data. Whole Percentage shows the overall proportion of participants in each category who have answered. This analysis makes it evident that a sizable majority of respondents (76%) strongly agree or agree that they are capable of choosing when to work. Just 12% of respondents are neutral while 12% of respondents overall disagree or strongly disagree. The majority of respondents think highly of their capacity to choose their own work schedule.

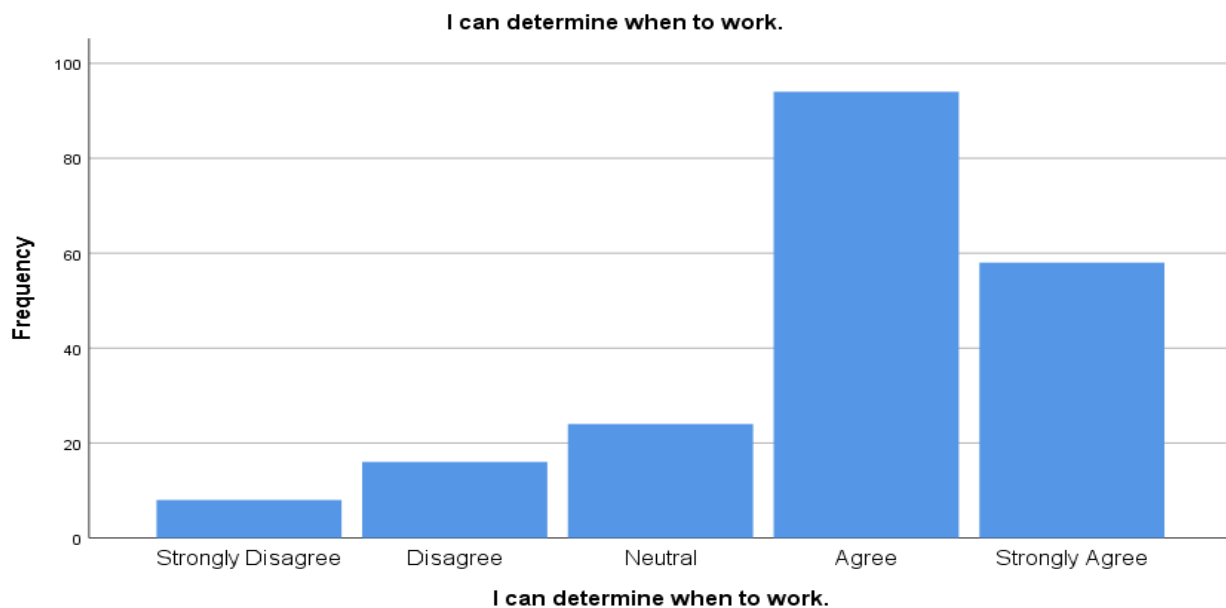


Figure 4.1:- I can determine when to work.

Figure 4.1 shows that the 4% of respondents strongly disagree that they can determine when to work. 8% of respondents disagree. 12% of respondents neither agree nor disagree. 47% of respondents agree. 29% of respondents strongly agree.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	8	4.0	4.0	4.0
	Disagree	12	6.0	6.0	10.0
	Neutral	16	8.0	8.0	18.0
	Agree	93	46.5	46.5	64.5
	Strongly Agree	71	35.5	35.5	100.0
	Total	200	100.0	100.0	

Table 4.7: I set break times myself

Data on respondents' opinions about the statement "I set break times myself" are shown in table 4.7. The number of respondents who selected each response option is indicated by frequency. The percentage in percent indicates the portion of the sample size (200 in this case) that corresponds to each response option among the respondents. To

account for faulty or missing responses, the percentage calculation is adjusted using valid percent. The cumulative percentage of responders up to each response category is displayed using cumulative percent. This breakdown shows that a vast majority of respondents (82%) strongly agree or agree that they have the ability to choose when to take breaks. Just 10% of respondents disagree or strongly disagree, with the remaining 8% remaining neutral. This implies that the majority of respondents believe they are in charge of when they take breaks.

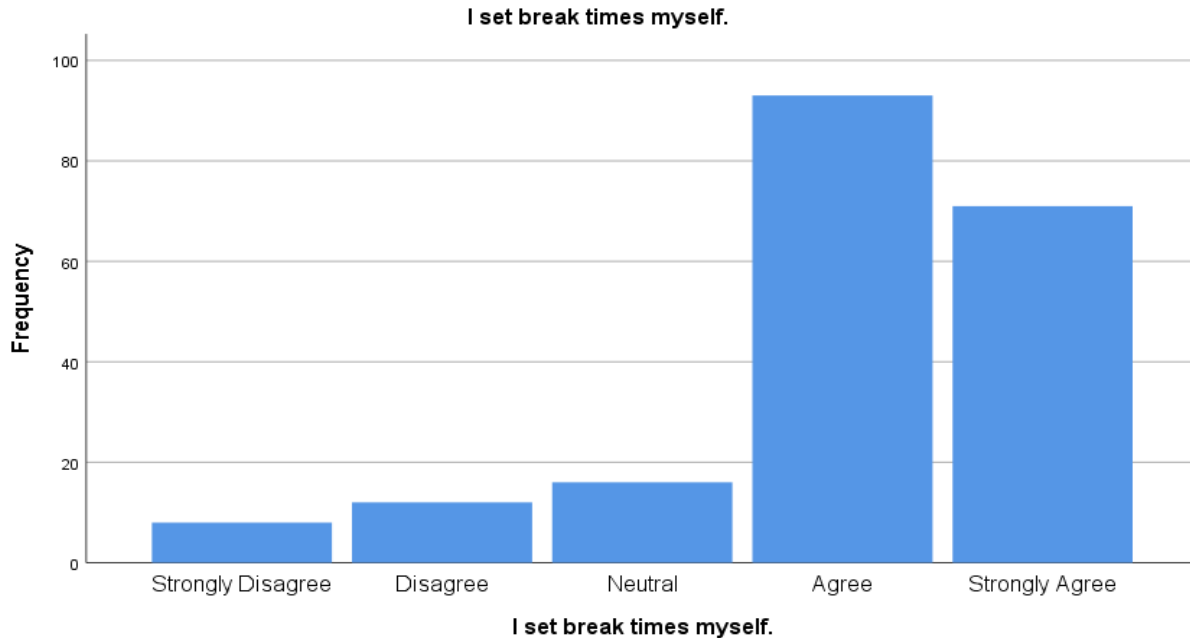


Figure 4.2:- I set break times myself.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	20	10.0	10.0	10.0
	Disagree	38	19.0	19.0	29.0
	Neutral	47	23.5	23.5	52.5
	Agree	63	31.5	31.5	84.0
	Strongly Agree	32	16.0	16.0	100.0
	Total	200	100.0	100.0	

Table 4.8: I can easily leave work for short periods

The opinions of the respondents with respect to the statement "I can easily leave work for short periods" are shown in Table 4.8. The frequency column displays the number of respondents who chose each possible answer. The percentage denotes the portion of the sample size (200) that corresponds to each response option among the respondents. Reliable percentage modifies the percentage computation to account for faulty or missing responses. The cumulative percentage of responders up to each response category is shown by the term cumulative percent. According to this split, the majority of respondents (47.5%) seem to disagree or strongly disagree that they may simply take brief leaves of absence from work. Of the responses, only 47.5% agree or strongly agree, while 23.5% are neutral. This shows that many respondents could find it difficult or restricted to take brief leaves of absence from their jobs.



Figure 4.3:- I can easily leave work for short periods.

Figure 4.3 shows that the 10% of respondents strongly disagree that taking brief leaves of absence from work is easy for them. 19% of those surveyed said they did not agree with whether it was easy for them to take leaves from work for short periods. 23.5% were undecided. 33.5% of those surveyed agreed. 16% of respondents said they strongly agreed and said that they can easily avail short leaves from their jobs by their supervisor at Isra University, Hyderabad.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	8	4.0	4.0	4.0
	Disagree	30	15.0	15.0	19.0
	Neutral	75	37.5	37.5	56.5
	Agree	67	33.5	33.5	90.0
	Strongly Agree	20	10.0	10.0	100.0
	Total	200	100.0	100.0	

Table 4.9: I determine days off myself

Based on respondents' opinions, Table 4.9 shows what they think about the statement "I determine days off myself." Regularity shows how many respondents selected each possible answer. Percentage shows the proportion of responders from the entire sample size of 200 who fit each response option. Total Percentage displays the total number of respondents for each response category. This analysis shows that most respondents (56.5%) are neither in favor of nor against their ability to choose their own vacation days. Just 43.5% of respondents strongly or agree with the statement. This implies that a sizable percentage of respondents might not believe they have total control over choosing when to take time off.

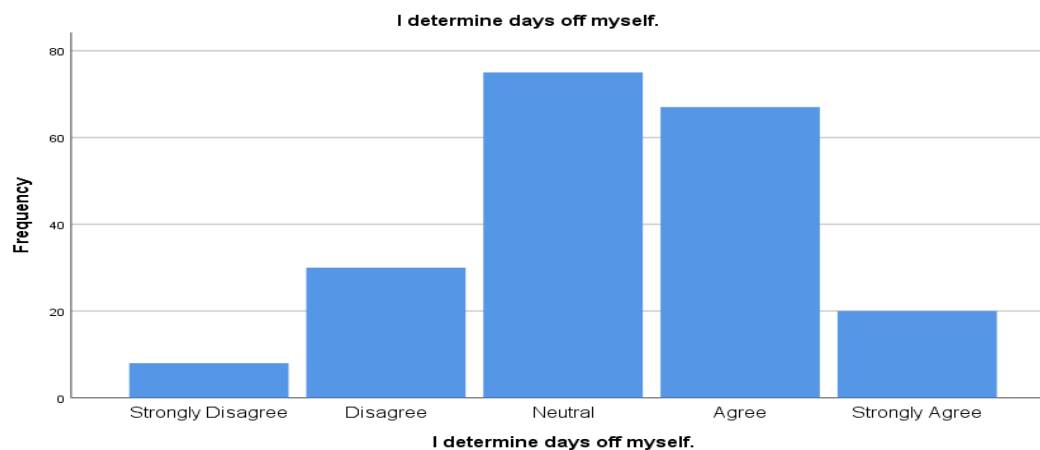


Figure 4.4:- I determine days off myself.

Figure 4.4 shows that 4% of respondents strongly disagree that they choose when to take time off. 15% of those surveyed disagree with the statement that they cannot determine the day off by themselves. 37.5% of participants expressed no opinion. 33.5% of those surveyed agreed with the statement. 10% of those surveyed strongly agreed with the statement that they can determine day off by themselves.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	12	6.0	6.0	6.0
	Disagree	16	8.0	8.0	14.0
	Neutral	43	21.5	21.5	35.5
	Agree	98	49.0	49.0	84.5
	Strongly Agree	31	15.5	15.5	100.0
	Total	200	100.0	100.0	

Table 4.10: I can determine my own work pace

The opinions of the respondents with respect to the statement "I can determine my own work pace" are shown in Table 4.10. The frequency column displays the number of respondents who chose each possible answer. Percentage shows the proportion of respondents from the 200 total sample size who fit each response option. Total percentage shows the total percentage of respondents for all response categories combined. This analysis makes it clear that a sizable fraction of respondents (35.5%) either disagree with the statement or neither agree nor disagree with it. Nonetheless, the majority (64.5%) strongly agree or agree that they are able to set their own work speed. Given that over two-thirds of respondents agreed with the statement, it appears that a sizable portion of respondents felt they have some control over how quickly they work.

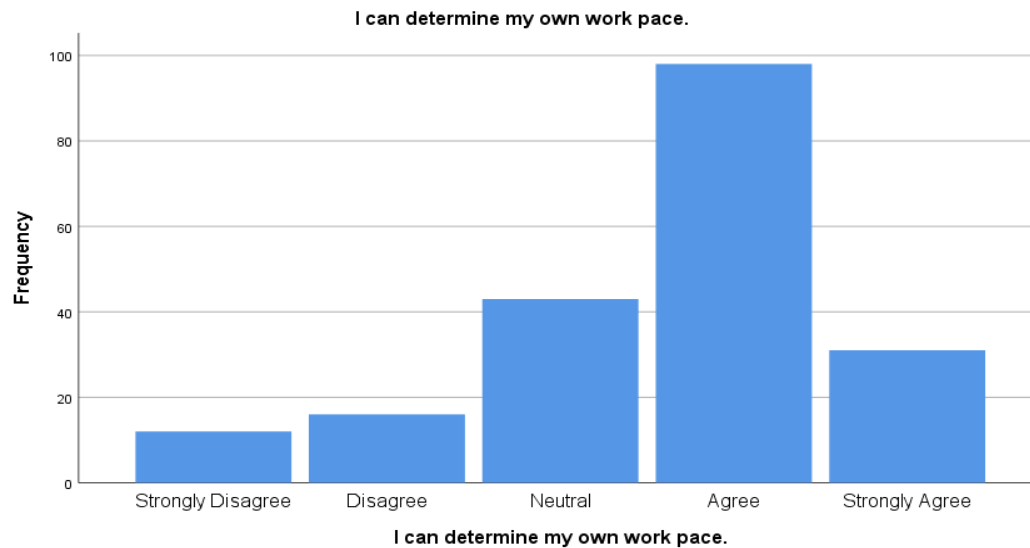


Figure 4.5:- I can determine my own work pace.

Figure 4.5 shows that the 6% of respondents strongly disagree that they can determine their own work pace. 8% of respondents disagree with the statement that they have control over determining their own work pace. 21.5% of respondents neither agree nor disagree. 49% of respondents agree that they can determine their own pace of work. 15.5% of respondents strongly agree that they can determine their own pace of work.

Conclusion:-

This study tested the affect of the working environment on the job satisfaction of employees at Isra University, Hyderabad, Sindh, Pakistan. The study tested the affect of the work culture by using 6 different questions. The outcomes of the results suggested that majority of the respondents believed that they could determine the timings of their work, can set the break times by themselves and can set the pace of the work by themselves. However, on the

contrary, the majority of the employees at Isra University, Hyderabad were of the view that they could not leave their work for a shorter periods of time and moreover, they could not determine the day off by himself or herself. Over and all above, the majority of the faculty and administrative staff were satisfied with the working environment provided to them by the Isra University, Hyderabad and they were motivated in contributing towards the success and prosperity of the university in future.

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