



The Impact of Work Environment on Employee Productivity: A Case Study of Business Centers in University of Benin Complex

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Abstract

The productivity of employees in any organization is one of the significant administrative subjects that have gotten noteworthy attentions from employers of labour and organization at large. As increasing concerns in organization is for their employees to be productive in achieving given duties, which in turn contributes to the success of the organization. There are numerous factors that tend to mar or enhance employee's productivity, out of which work environment is a prevailing factor. This paper was geared towards analyzing work environment and determining what impacts it holds on employee productivity. The study employed a descriptive and quantitative approach, as first hand data was retrieved from the respondents. The study employed the use of questionnaires on a 5-point Likert scale, from the target sample of 147 business centers registered in University of Benin Ugbowo campus. The data was retrieved, cleaned and was analyzed using SPSS software. The data was analyzed via frequency counts and presented in tables and percentages, while advance analysis, the regression t test was also carried out in other to achieve the research objectives. Every organization sought after a better employee, a high productive employee. Hence, this result will be useful to organizations and employees as well as they both are the prima facie of this study. Every organization and employee in Nigeria and across the world would be enlightened on how their work environment actually affects employee productivity. There are numerous organizations, from different industries, different sizes and different sector facing different environmental challenges. However, the study was based only on small scale business registered in the University of Benin. Hence the study may only give a general outlook and not an accurate overview of how work environment affects employee productivity for all organization irrespective of their sizes, industries, sector and so on.

Keyword: Work Environment, Employee Productivity, Workload, Worker, Organization

JEL Classification: M5, M120

Paper Classification: Research Paper

Introduction

It is a general accepted phenomenon that man's environment is his/her direct environs that he/she is in charge of Hobbs et al, (2014), characterized the working environment as a climate

wherein the laborer plays out his work. The work environment was also considered to be as a climate where results can be accomplished through the board in charge and likewise (Shikdar et al., 2002). The working environment climate is the most basic factor in keeping a worker fulfilled in the present business world. The present work environment is extraordinary, different, and continually evolving. The run of the mill boss/worker relationship of old has been flipped around. Employees are living in a developing economy and have practically boundless openings for work. This blend of elements has established a climate where the business needs its employees more than the workers need the business (Todaro & Smith, 2009). Numerous organizations neglect to comprehend the significance of workplace for worker work fulfillment and subsequently face a great deal of challenges during their work. Such organizations are inside feeble consequently; unfit to bring creative items into the market to surpass their rivals (Aiken, Clarke & Sloane, 2021). Employee workforce is a fundamental part during the time spent accomplishing the mission and vision of a business. Employees should meet the presentation measures set by the organization to guarantee the nature of their work. To fulfill the guidelines of an organization, employees need a workplace that permits them to work unreservedly without issues that may control them from performing up to the degree of their maximum capacity. With mechanical turn of events, imaginative specialized strategies, augmented reality; e-market improvement and elective work designs, work environment keeps on evolving rapidly (Challenger, 2011).

To oblige these quick changes while keeping up or improving results, organizations have progressively gone to some rendition of climate, for example, open office space (Depledge, 2013). This kind of workplace bolsters new styles of working and makes the work place adaptable, which offers relational access and simplicity of correspondence contrasted with completely encased private workplaces. This change to open arrangement office has expanded worker's productivity contrasted with shut office spaces (Danielson & Bodin, 2008). Open office makes libertarian framework with equivalent working conditions that lessens the separation among employees and improves correspondence stream (Kolen & Brennan, 2014).

A decent work environment climate is probably going to pay off in various substantial manners. Firms can gain enhancements in notoriety, productivity, ability obtaining, worker maintenance and commitment. Work environment climate assumes a critical function in guaranteeing worker's occupation execution (Naharuddin & Sadegi, 2013) since it might affect employee resolve and productivity (Chandrasekar, 2011). A quality working environment climate is said to impact individuals around the organization in various manners including their occupation execution. Work environment ecological factors, for example; lighting, commotion, correspondence and brain research uphold are said to intensely affect workers spirit in which may influence their work productivity (Boyce et al., 2013). Additionally, contradictory work environment climate, ineffectively planned workstations, unsatisfactory office furniture, absence of ventilation and inadequate well-being measures are likewise patrons of occupation related diseases.

Massoud and Hamdi (2017) cited that the employee withdrawal is expanding and it turns out to be more basic to make the work environment, emphatically impact workforce. More significant compensations and pay advantages may appear to be the most probable approach to pull in workers. Be that as it may, nature of the physical work environment climate may likewise impact an organization's capacity to enlist and hold capable individuals. A comprehension of workplace and worker productivity can't be over-underscored or seen as an exaggeration in each organization. A helpless workplace will see its worker's fitness accomplish nothing as far as productivity. Therefore, due to the unfavorable impact of workplace on worker execution, the requirement for arrangement of good physical workplace for laborers was expressed

by Nelson(1990) after the 1st world war. During this period, different administration was worried about the significance of keeping up reliability and confidence through the disposal of aggravations, for example, temperature, clamor and contamination from their current circumstance.

Objectives of the Study

The point of this study is to research and learn whether different contingent elements in a workplace have any impact on the productivity of employees. This study specifically aims to:

- i. Determine if a safe workplace influences employee productivity.
- ii. Investigate whether work load impacts employee productivity.
- iii. Evaluate the impact of supervisor's support on employee productivity.

Research Hypotheses

The research hypotheses are stated in the null form.

H₀₁: There is no significant link between safe workplace and employee productivity

H₀₂: There is no significant link between workload and employee productivity

H₀₃: There is no significant link between supervisor's support and employee productivity

Literature Review

Work Environment

There have been a few endeavors by researchers in conceptualizing the workplace. It might be characterized in its least difficult structure as the settings, circumstances, conditions and conditions under which individuals work. It is additionally explained by Briner (2000), as an extremely general class that includes the physical setting (for example heat, supplies and so forth), attributes of the employment itself (for example outstanding burden, task multifaceted nature), more extensive authoritative highlights (for example culture, history) and each part of the extra authoritative setting (for example nearby work economic situations, industry area, work-home connections). It implies that workplace is the whole of the interrelationship that exists among the representatives and the businesses and the climate wherein the representatives work which incorporates the specialized, the human and the authoritative climate. Bjerkan(2010) characterized work environment climate as the arrangement of three significant sub-conditions which consist the specialized climate, the human climate and the hierarchical climate.

As indicated by him specialized climate alludes to devices, hardware, innovative foundation and other physical or specialized components of the working environment. The human climate incorporates the companions, others with whom representatives relate, group and work gatherings, the administration and the executives The human climate can be deciphered as the organization of conduct and casual connection among associates; groups just as manager subordinate relationship that exist inside the system of organizations. Such connection (particularly the casual organization), probably, gives road to spread of data and information just as cross-treatment of thoughts among workers. Obviously, it has been set up in past investigations that workers' relational relations at work environment will in general influence their spirit (Meyer et. al.2012). Theoretically, whatever influences assurance at work is probably going to influence work efficiency. As per Yusuf and Metiboba, (2012) the third kind of workplace, authoritative climate incorporates frameworks, methods, practices, qualities and ways of thinking which work

heavily influenced by the board. In the expressions of Akintayo (2012), authoritative climate alludes to the prompt errand and operational climate where an organization draws its sources of info, measures it and returns the yields in type of items or administrations for public utilization. The assignment and operational climate incorporates factors, for example, supplier's impact, the customer's job, the partners, socio-social factors, the public economy, innovation, enactments, administrative arrangements and ways of thinking. All these go far in affecting peoples psych and demeanor towards work. These three sorts of conditions can additionally be ordered into two fundamental sorts, in view of the impact they apply on the individuals at work. In his investigation of representative character profile at function as influenced by the workplace, Kyko (2005) sets that worker character profile isn't static as it is dynamic and changes with the working encounters in the authoritative climate. Consequently, numerous creators group the workplace into favorable and poisonous conditions (Akinyele, 2010; Chaddha, Ravi & Noida, 2011; Yusuf & Metiboba, 2012 and Assaf, & Alswalha, 2013). Favorable working environment conditions give pleasurable encounters to the representatives and help them in the elements of character profile, while poisonous working environment conditions gives difficult encounters and de-complete employees' conduct. Kyko accepts that ineffective or uncertain representatives can change to be profitable and be more dedicated to work in helpful.

Safe / Conducive Work Environment

Wellbeing implies insurance from physical peril. As indicated by the business word reference, Security alludes to relative opportunity from peril, danger, or danger of damage, injury, or misfortune to work force as well as property, regardless of whether caused intentionally or coincidentally. It is the condition of being protected from risk or damage. Bakker and Dollard (2010) built up a model of work environment psycho social security atmosphere (PSC) to legitimize the causes of employee commitment and laborer mental well-being. As per Dollard and Bakker (2010), psycho social well-being exists when somebody is liberated from mental and social danger. An organization with psycho-social well-being will improve the degree of work commitment.

Workplace well-being portrays approaches and methodology set up to guarantee the security and soundness of employees inside a work environment. It includes danger ID and control as indicated by government principles, and progressing security preparing and training for workers. Work environment well-being includes making strategies and keeping crisis materials accessible for worker and director use while at a work site. Organizations are legitimately answerable for building up and keeping up a workplace where employees can work securely, without danger to their physical and mental well-being and government assistance. Similarly, employees are obliged to: follow any authoritative prerequisites, hierarchical approaches and techniques; work as per concurred safe work practices; and utilize all methods gave to ensure their well-being and security. One of the significant angles in well-being is that the organization ought to give care and backing towards their workers. Direct chief ought to likewise deal with their employees. As indicated by Vinarski-Peretz(2014), a workplace that is open and steady will cause the employees to feel that it is a protected climate, which will make the employees to be more dedicated to their work. Work environment well-being and security have large ramifications on work commitment and in general business execution. Gallup did a survey on their employees, on worker commitment named the Condition of the American Workplace and the outcome indicated that around 40percent of the employees would leave their work when their managers overlook them. This influences the efficiency, quality and employee's security (Sohel & Rainhan, 2015). Boss and employee well-being and security duties are frequently endorsed in enactment and

upheld by guidelines, codes of training and principles. These give an establishment to rules on work environment well-being, remuneration and recovery. There are a wide range of sorts of safe practices remembered for work environment well-being. This incorporates giving a medical aid unit to worker wounds, brilliant leave gives up section and leave entryways and a rundown of telephone numbers posted close to office or office phones. Books with crisis data are additionally among the manners in which a business can help encourage a sheltered workplace. A sheltered and agreeable workplace cause employee to feel great about coming to work and this gives the inspiration to continue them for the duration of the day.

Adequate workload in the Work Environment

Work is without a doubt a significant angle in the lives of most people, possessing a noteworthy part of their ability to be self - aware. Past the money related advantages that work gives, one's work/vocation is known to bring life fulfillment and self-improvement (Mannheim & Schiffrin, 1984). Outstanding burden is commonly characterized as the procedures engaged with the exhibition of an errand which comprise of the cooperation between asset flexibility and task request (Schur et al., 2014). This definition recommends that outstanding burden is worried about the connection between the undertaking request and the individual's assets, which incorporate aptitudes, information, conduct and assignment discernment Remaining burden alludes to the power of employment tasks (Ainin et al, 2015). It is a wellspring of mental worry for employees. Stress is a functioning perspective where people face both as a chance and as requirement. Under-utilization of human abilities or neglecting to arrive at the maximum capacity of the workers is likewise one reason to expand pressure (Robbins et. al, 2011). An examination led by Campbell et al. (2007) on administrative and proficient worker's affiliation found that 65.5percent of the laborers accepted a five-day work week would assist them with bettering deal with their private issues and would permit them to invest more energy with their families and furthermore, improve their personal satisfaction which helps in improving their productivity at work. Various examinations secured that position pressure impacts the employees work fulfillment and their general exhibition in their work. Actually, present day times have been called as the 'age of nervousness and stress' (Rehman et al. 2012). Unnecessary work impedance with family is additionally connected with more noteworthy pressure generally, work burnout, expanded non-appearance and higher turnover (Duranni, 2020).

Supervisor's Support

According to Namatovu(2018) supervisor support is can be defined as employees' views concerning the degree to which their supervisors value their contributions and care about their well-being. Supervisor support is also known as supervisor's consideration, and as such, it refers to the degree to the degree of support supervisor's give to their employees or subordinates by recognizing their effort and contributions.

According to Eisenberger et al., (2002) supervisors are regarded as agent of the organization because they are responsible for leading and supervisors are responsible for coordinating and evaluating employees' job performance.

Thus, feedback from a supervisor is seen as a sign of support on the part of the employee. This in turn is further strengthens the commitment of the employee and in turn increases his productivity in the workplace (Mohammed & Ali, 2016).

Employee Productivity

Productivity can be defined as a measure of the efforts of an individual or group of persons to effectively and efficiently convert input resources into output (Cocker et. al, 2013).

According to Faisal et al. (2015), productivity can also be defined as the time spent by the employee in achieving organization set goals.

Employee productivity is the integration of the individual and work environment in achieving the objectives of the organization. In other words, employee productivity does not have a single operational definition but rather encompasses the type of organization and the context of the work (Bulak & Turkyilmaz, 2014).

Employee productivity is a product of various factors like working environment, HR motivational policies, supervisors support, individual capability and organizational structure. It is sometimes measured in terms of performance.

Empirical Review

The topic of employee productivity and work environment has Kirchmeyer, (1995) showed negative connections in the middle of involvement of work and hierarchical duty. Outstanding task constrain can be positive prompting expanded productivity.

Kurlkani, Sharad and Kurlkani(2012) highlighted work life balance, motivation level psychological conditions, social dialogue, management and leadership coherence, transparency develop a good working environment and a good working environment leads to increase organization productivity.

Similarly, Ansari et. al.(2015) study reveals that a well-coordinated work-life balance practice will impact employees productivity in a positive way. Inferring that a happy employee will be self-driven compared to one that is not.

Matthew and Khann(2016) highlighted the fact that the quality of the working environment which includes safety, health and comfort can greatly impact increase or reduce job satisfaction. They mentioned poor lighting, noise as components that can lead to inefficiency of employees.

Zhou et al. (2016) proposed and examined the impact of supervisor support and role ambiguity on productivity associated with presenteeism. They also established that there was a mediating effect of employee's role between supervisor support and employee productivity. Results of the study showed that supervisor support indirectly influenced productivity of employees.

Similarly, Kang and Kang (2016), carried out a research in a multinational company operating in South Korea on completed measures of job stress and perception of high-commitment HRM. From their hierarchical regression analysis on employee recognition of high commitment reduced job stress and perceived supervisor support reinforcement, they discovered that job stress was reduced whenever employees were duly recognized and appreciated by their supervisors.

Mokaya et. al (2013) discovered that factors like remuneration and promotions and working conditions played important roles for employees' level of productivity. Also Yasin (2013) found out that the productivity of employees will increase by keeping working conditions and working environment up to certain level of engagement, this will decrease if work load is increased. Arokiasamy (2013) found that the factors like compensation, rewards, job security and Compensation, rewards and job security were also seen to improve commitment at work and seen

to bring a sense of belonging and responsibility to the organization in question.

According to Okeke, Echo and Oboreh (2016), excessive workload can lead to lower productivity. A long - term substantial outstanding task at hand can influence an employee's physical or psychological well-being, execution, or productivity. This means that a sizeable remaining tasks at hand have been appeared to negatively affect turnover

Manu and Sinosh (2016) researched further with employees of government establishments and discovered that the work environment in Obuasi municipal assembly was significant to the productivity of employees. He concluded that the psychological wellbeing of the employee was instrumental to the commitment and productivity of the employee.

Massoudi and Hamdi(2017) carried out a research on the impact of working environment in Foreign Private banks on employee productivity. They discovered that there was a keen relationship between the behavioral components of the working environment and employee productivity ascompared to just the physical component of the workplace.

Shazad et.al. (2018) conducted a survey involving 2000 employees from various organizations and industries designated at multiple levels. It was discovered that nine out of ten employees believed that a workspace quality affects the attitude of employees and increases their productivity. Employees who are well engaged tend to be more productive than those who are not.

Furthermore, Bassit, Hermina and Kautsar(2018) analysed the influence of internal motivation along side working environment on employee productivity. They discovered that internal motivation was dependent on the state of the work environment. Stressing that the spirit and ethos of an employee determines his productivity.

In line with the findings of Bassit, Hermina and Kautsar(2018), Adam and Nurdin (2019) established a similar result that the collective influence of individual characteristics, organizational characteristics and work environment had a strong effect on the level of productivity of employees in their respective organizations.

Talukder and Galang (2021) investigated the impact of supervisors support on employee performance. Their findings indicated that was a significant mediation between supervisor support and employee performance only through Work Life Balance (WLB) and organizational commitment.

Research Methodology

The study hired a descriptive and numerical approach, in which questionnaires was distributed to the targeted sample of 146 business centers, in the University of Benin through the aid of a Likert scale questionnaire (5-point scale).

$$\text{Taro Yamane formula is } = \frac{N}{1+Ne^2}$$

Where :

N= Population size

e = Margin of error

N = 230, e= 0.05

$$n = \frac{N}{1+Ne^2} = 146$$

The data was retrieved, cleaned and inspected, to ensure that they are reliable for the study. The study used the SPSS software to analyze the data presenting it in a table format showing frequency and percentages. The study objectives were analyzed quantitatively through the aid of a regression (t-test).

Empirical Results

Reliability Test

The reliability of the study was computed using the Cronbach Alpha value, and the overall Cronbach coefficient for the study was 0.897. Reliability coefficients of 0.70 and beyond are well-thought-out correct and satisfactory (Andrew, Pederson & McEvoy, 2019). The overall Cronbach alpha shows that the research instrument for the study was highly statistically reliable.

Discussions

Table 1: Cronbach Alpha Reliability Test

Work environment	Cronbach Alpha
Safe environment	0.839
Workload	0.831
Supervisor support	0.809
Employee productivity	0.730
Total reliability	0.897

Table 2: Safe work place

	Statements	SD	D	N	A	SA
1	There are safety estimates set up by bosses/directors to guarantee security in the workplace	28.	30.	55	22	12
2	Perilous workplace brings about excess of employees in the workplace	43	20	5	21	58
3	Poor lightening, ventilation, temperature and noise levels affects employee productivity	3	26	33	29	56
4	Risky workplace causes pressure among worker, who find it difficult to zero in on their work appropriately	1	31	32	34	49
5	Poor work aid equipment's can cause to harm employee and negatively affect their performance	25	27	29	29	37

The research tool and the research surveys reliability were confirmed via the Cronbach alpha, which was calculated in SPSS (Statistical Package for Social Sciences). All the factors being referred to including the overall questions, unwavering quality for the examination was determined and discovered to be above 0.70 as appeared in **Table 1**. From each questions in the survey in **Table 2**, a total of 58 persons (39.5percent) disagreed that there are safety estimates set up by bosses/directors to guarantee security in the workplace while 79 persons (53.7percent) agreed that perilous workplace brings about excesses of employees in the workplace. A total of 85 persons (57.8percent) agreed that poor lightening, ventilation, temperature and noise levels affects

employee productivity and 83 persons agreed that risky workplace causes pressure among workers, who find it difficult coping with their work appropriately while 66 persons (44.9percent) agreed that poor work aid equipment can cause harm to employee and negatively affect their performance.

Table 3: Work Load

	Statements	SD	D	N	A	SA
1	There is inconsistency among workers workload with work capacity in the work environment	52	20	9	10	56
2	Heavy workload induces stress and reduce employees output	11	36	11	54	35
3	My workload increased over the last two years with no improvement on the environment	27	32	53	19	16
4	My organization has policies to balance my work life	29	28	56	21	13
5	Excessive workload affects employees morale, health and as well as their performance	22	22	27	22	54

From **Table 3** a total number of 72 persons (49.0percent) disagreed that there is inconsistency among workers workload with work capacity in the work environment while 89 persons (60.5percent) agreed heavy workload induces stress and reduce employees output. A total of 59 persons (40.1percent) agreed that their workload increased over the last two years with no improvement on the environment and 57 persons (38.8percent) agreed that their organization has policies to balance their work life while 76 persons (51.7percent) agreed that excessive workload affects employees morale, health and as well as their performance.

Table 4: Supervisors support

	Statements	SD	D	N	A	SA
1	There is a positive relationship between supervisors and employees in the work environment	37	27	24	48	11
2	As an employee, there is adequate supervision and support to aid employees in the work environment	28	36	25	40	18
3	There is adequate training and effective communication in the workplace	38	30	3	39	37
4	Supervisor ensures there is clear understanding of assigned tasks and motivates employees for improved productivity	48	40	13	27	19
5	Supervisors provide the necessary materials, information and knowledge to aid employees work	37	18	29	48	15

From **Table 4**, 64 persons (43.5percent) disagreed that there is a positive relationship between supervisors and employees in the work environment while 58 persons (39.5percent) agreed that as an employee, there is adequate supervision and support to aid employees in the work environment. A total of 76 persons (51.7percent) agreed that There is adequate training and effective communication in the workplace and 88 persons (59.9percent) disagreed that supervisor ensures there is clear understanding of assigned tasks and motivates employees for improved productivity while 63 persons (42.9percent) agreed that supervisors provide the necessary materials, information and knowledge to aid employees work.

Table 5: Employees productivity

	Statements	SD	D	N	A	SA
1	The facilities and equipment's in the organization has hindered me from achieving business targets	40	24	14	45	24
2	My current workload do not make feel special commitment to work tasks	46	38	12	32	19
3	Employees are not ready to go an extra mile in getting job done in the work environment	23	36	25	57	6
4	I easily adapt and learn in my working environment	55	40	14	21	17
5	Work environment is not efficient enough	23	40	11	27	46
6	My supervisors has influenced me to be independent, creative and accountable	49	30	11	29	28

From **Table 5**, 64 persons (43.5percent) agreed that the facilities and equipment's in the organization has hindered them from achieving business targets while 84 persons (57.1percent) disagreed that their current workload do not make feel special commitment to work tasks . A total of 63 persons (42.9percent) agreed that they can easily adapt and learn in my working environment and 95 persons (64.6percent) disagreed that they can easily adapt and learn in my working environment while 79 persons (53.7percent) disagreed their supervisors has influenced them to be independent, creative and accountable.

Table 6: Regression between work environment and employees productivity

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.760 ^a	.577	.552	.62750

Source: Researcher's Calculations, SPSS 22.0, 2020

The result of the regression test between work environment and employee productivity in **Table 6** that the R² (R- Square) is 0.577 (57.7percent) which indicates the independent variable work environment and its elements (safe work place, workload and supervisors help) jointly predicts and influences employees productivity by 57.7 percent.

Table 7: ANOVA between work environment and employee productivity

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9.802	3	3.267	18.298	.005 ^b
	Residual	36.619	93	.394		
	Total	46.421	96			

Source: Researcher's Calculations by SPSS 22.0, 2020

Analysis of variance (ANOVA) was employed to examine the implication of the regression model as pertains to variances in means of the dependent and independent variables as shown in **Table 7**. The ANOVA examination fashioned an F-value of 18.298 which is significant at p=0.005. This portrays that the regression model is significant at 5percent error level. Thus, the regression model is statistically substantial in ways which safe work place, workload and supervisor's help impacts the productivity of employees.

Table 8: Multiple regression between independent variables and employee productivity Coefficients

Model	Unstandardized Coefficients	Standard error	Standardized	t	Sig.
	B		Beta		
1 (Constant)	1.393	.492		2.830	.006
Safe work environment	.094	.103	.087	2.910	.044
Employee workload	.227	.083	.258	2.726	.008
Supervisor support	.270	.091	.289	2.955	.004

a. Dependent Variable: Employee Productivity

The result of the estimation of each of the independent variables to the dependent variables, as to how they individually impact employee productivity from **Table 8** indicates that all the variables namely; safe work place, workload and supervisors support all have a significant impact on employees productivity. As their p- value result is 0.044, 0.008, and 0.004 respectively; this is highly significant as it is lesser than Alpha value of 0.05. Therefore, safe work place, workload and supervisors support all have substantial impact on employee's productivity.

Conclusion

Following from the main goals of this examination, just as the outcomes from the discoveries of the investigation, it very well may be presumed that workplace impact worker productivity. On a more explicit note, it tends to be presumed that work place, workload and supervisors support is essentially identified with the productivity of employees of business focuses in University of Benin Ugbowo campus, Benin city. This also indicates that work place, workload and supervisors support is a good measure for employee productivity in businesses.

Managerial Implications

Following from the findings and conclusions of the study, which thus have achieved the broad objective of the study and thereby proving that contingents' elements in workplace such as safe workplace, workload and supervisors support significantly impact employee productivity. It is highly recommended that:

As a rule, businesses should take various kinds of work variables into thought while dealing with the labor force. It is again prudent that the management ought to apply these distinctive work factors fittingly, contingent upon the circumstance or the individual worker. Management and business should always ensure that their place of conducting businesses is safe and conducive, likewise their work aided equipment's so has to encourage employees to give their best in achieving business goals, as an employee who is no satisfy with the conditions of his/her place of work in terms of how safe it is to be an employee working in that organization will most likely not dispense his or her best.

Management should engage the conveying of suitable work load to workers more often. Overseeing, preparing and supporting workers will cause the workers to feel required, acknowledged and will rouse them to customize the advancement of the organization, Accordingly, workers become more profitable in their occupation undertaking. Subsequently,

managers ought to give satisfactory training, supervisor's support and adaptable working arrangements for the staff. Truly, every undertaking's goal is to make benefit, in any case, benefits won't be acknowledged where workers are not gainful. Circumstances, for example, extended periods of time of work or absence of job shifts, absence of a conducive workplace, work tools and sufficient supervisors support may incredibly decrease the contribution of staffs and subsequently become wasteful because of absence of inspiration. Subsequently, managements in labor-serious endeavors, similar to business focuses should utilize methodologies that energize adaptability, work training and satisfactory supervisor's support, for example, breaks in work, work shifts, part - time offers or excursion bundles and leave. Along these lines, staffs will be completely dedicated to their work and accomplish work - life balance.

Suggestions for Further Studies

Future researchers intending to work on this subject matter should consider other factors of working environment and elaborate further on the effect of work-life balance on the productivity of employees in small and medium business enterprises.

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