

**EFFECT OF WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE**

**A CASE STUDY OF EAST AFRICAN MALTING'S LIMITED**

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## ABSTRACT

Human resource is an important and indispensable part of a business organization. Qualified workers ensure success. Conducive working Environment is a key determinant of job performance. If the employees are poorly motivated then there will be excessive staff turnover and negative morale which will increase cost. The researchers have tried to find out what actually stimulates the performance and to what extent. In this paper i have reviewed many literatures on employee working environment performance and have found that traditionally it was believed that money or extrinsic reward can boost performance. But in present day money alone cannot stimulate employee behavior.

Employee engagement in his working environment is the raw material of morale composed of 15 intrinsic and extrinsic attitudinal drivers. (E.g. Scarlett Surveys 2001). The study is mainly a literature review with a special focus on motivation, employee engagement and the human resource management. A conceptual framework was developed through review of existing literature on employee engagement and motivation. To strengthen performance offering only monetary rewards cannot be a useful tool. Sometimes these rewards can work negatively in a job environment. For example, when employees see that a drop in productivity results in monetary incentives for a return to normal productivity levels, they may repeatedly reduce their performance. Employees in a good working environment add value, knowledge, ideas, insight and experience that you won't find on your senior team as depicted in the data result. At the very least, Behavior had been impacted negatively in the decrease of productivity by 18.75% an also on the high absenteeism 12.50%. A company that has favorable working environment and has 56.25% greater efficiency. Most employees are happy in their working environment as unfavorable environment tend to decrease productivity and lead to high absenteeism