

WORK ENVIRONMENT AND JOB SATISFACTION IN TEAMQUEST TECHNOLOGY INC. BASIS FOR ORGANIZATIONAL DEVELOPMENT INTERVENTION PLAN

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ABSTRACT

The main purpose of this study is to assess the effects of the work environment on the job performance of the employees in TeamQuest Technology Inc. and create interventions regarding organizational development of the company. The study sought to find out: (1) the employees' assessment of the organization's working environment, (2) the level of satisfaction of the employees, (3) how the respondents' work environment significantly affects the employee's job satisfaction, (4) if there is a significant difference between the factors towards employee satisfaction. The respondents of the study are the 269 employees from 885 total employees of TeamQuest Technology Inc. The researchers utilized descriptive correlational research in conducting this research. The sampling method used by the researchers to identify the respondents is convenience sampling. The instrument used in the study is a researcher-made questionnaire based on literatures and research related to work environment and job satisfaction wherein the researchers used Google Forms to distribute the said questionnaires. The data gathering procedure that the researchers used was the descriptive research procedure. In the statistical analysis of the data, the Statistical Packages for Social Sciences (SPSS) Version 18.0 was used. Based on the findings, working hours seems failed to reject the hypothesis in terms of Employee Loyalty, Sense of Ownership, Level of Commitment, Efficiency and Effectiveness and Employees Productivity. In addition, the variable of relationship with co-workers also failed to reject the hypothesis in terms of Efficiency and Effectiveness. Lastly, job safety and security seem to have no effect or not significant to the employees productivity. Other than that, the other variables which are esteem needs, top management and level of commitment are all significant on Job satisfaction.

KEYWORDS: *Working Environment, Job Satisfaction, Organizational Development, Commitment, Efficiency, Effectiveness, Productivity, Loyalty, Sense of Ownership*