International Journal of Research in Business, Management & Accounting

The Impact of the Work Environment On The Development Of Adaptive Performance The Case Study

ILYES SLIMANI & LAKHDAR DOULI

Laboratory of Study

Economics & Development Local in South west of Algeria Department of Management University of Béchar Algeria

Abstract:

The adaptive performance in the work environment demonstrates adaptation and understanding of change and changes in the enterprise climate and the nature of the business. This study, which was conducted at the level of the Algerie Telecom Company Foundation Bechar branch aims to highlight the relationship and influence between the various aspects of the work environment and elements of adaptive performance.

Correspondence Author:

Email: ilyes287@yahoo.com (ILYES SLIMANI)

1) INTRODUCTION

The work environment and its nature have an impact on the productivity of workers and their morale, every work needs a good environment, and therefore, institutions must pay attention to this aspect a lot, especially if they need to raise their performance and increase productivity, the work environment have lot's faces an impact on the relationship of workers with each other These effects go beyond the advanced stages in the social and psychological levels of the advanced stages. They can work to push the workers to join forces and cooperate for the benefit of the institution or it can have a bad impact if it does not suit the nature of the work and fit Workers need to stay as long as possible in their work, providing a suitable environment for them to increase productivity and reduce the time wasted in their work. Work pressure has been considered a key factor in many work results, such as performance and behavior, is product and capital cycle. An employee who is able to adapt to change within the organization is more focused and able to deal with difficult situations. An employee who is unable to control stress is unable to focus on what is happening in the organization, such as organizational change. Not only are work stresses the ability to determine adaptive performance to a large extent, but there is also much overlap between adaptive performance and coping with stress.

2) The concept of work environment

The concept of work environment is an actual comprehensive one including the physical, psychological and social aspects that mark up the working condition. Work environment performs to have both positive and negative effects on the psychological and welfare of

employees. The work environment can be described as the environment in which people are working. Such as, it is very wide category that incorporates the physical scenery. (Dr Ruchi Jain and Surinder Kaur, 2014)

The working environment consists of two broader dimensions such as work and context. Work includes all the different characteristics of the job like the way job is carried out and completed, involving the tasks like task activities training, control on one's own job related activities, a sense of achievement from work, variety in tasks and the intrinsic value for a task. (Abdul Raziqa and Raheela Maulabakhsha, 2015)

"Based on the above, the working environment represents all the conditions and material and moral means that surround the workers and the firm, and reflect the ability to work and to achieve the goals"

3) The Performance and the *Adaptive Performance*

Without giving an universal definition of performance, we present below the three accepted approaches of performance mentioned (Mirela-Oana Pintea, 2010):

➤ Performance is action. In this sense, performance is a process and not a result that appears at a time. Performance is not a state but a process and its content became almost secondary in relation to its own dynamics.

➤ Performance is the result of the action. Performance measurement is understood as "ex post assessment the results".

➤ Performance means success. Performance does not exist by itself, is in fact a dependent representation of the success of the different categories of users of accounting information.

According to some authors (Mirela-Oana Pintea, 2010) performance is "a particular result obtained in management, economics, marketing, etc.. that print features of competitiveness, efficiency and effectiveness of the organization and its procedural and structural components. Performance canberegarded as the equivalent of competitiveness.

➤ ***The definition of Adaptive Performance: "task-performance-directed behaviors individuals enact in response to or anticipation of changes relevant to job-related tasks"*** (Hayley N. Calarco, 2016)

4) METHODOLOGY OF THE STUDY Research Hypotheses

The study is based on the following hypotheses:

− **the main hypothesis**:

The impact of workers on their working environment contributes to the development of adaptive performance

− **The secondary hypotheses**:

❖ Worker's sense of satisfaction and belonging earns confidence and spirit of participation. Equipment and workplace affect workers' confidence and participation.

❖ Compensation increases workers' confidence and participation.

❖ Satisfaction and spirit of belonging contributes to the development of adaptive performance.

❖ Satisfaction and spirit of belonging is an effective motivation to deal with variables.

❖ Worker's ability to deal with variables is influenced by equipment and workplace.

❖ Compensation is one of the most important incentives for workers to deal with variables comfortably.

❖ Equipment and workplace contribute to the development of adaptive performance.

❖ Worker satisfaction affects the extent of keeping pace with technological development.

❖ Keep up with the technological development in the devices and the workplace.

❖ Workers' compensation helps keep up with technological development.

❖ Compensation contributes to the development of adaptive performance.

The study population and Methodology:

The study population consisted of employees of the Algerie Telecom Company Foundation Bechar, where 45 questionnaires were distributed to different workers without targeting a specific category. All of them were retrieved on the basis of this study.

Data Analysis Methods:

▪ Descriptive statistical techniques to describe the characteristics of the study sample using percentages and frequencies.

▪ "Five - Point-Likert Scale".

▪ The statistical package (SPSS) is used for analyzing data and general information.

▪ Simple linear regression, and multiple regression, and correlation coefficient and interpretation.

Figure 1.The Conceptual Framework of the Research.
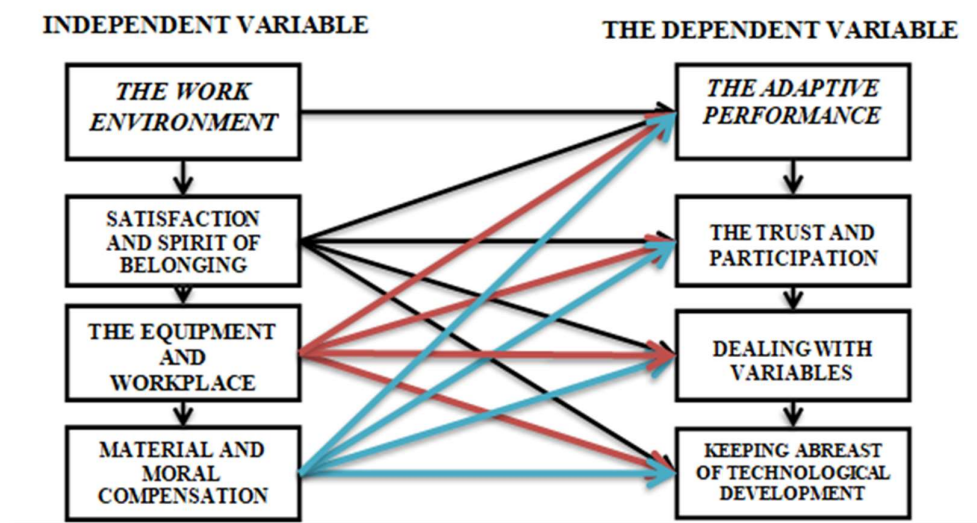
Results of the study data analysis and hypothesis testing

1-**data analysis**

Table (1) Demographic Data of Samples

Variables	*Levels*	*N*	*%*
	Male	19	42.2
Gender	Female	26	57.8
Age	20- 30 year	7	5.6
	31- 40 year	30	66.7
	41 years and over	8	17.8
Qualifications	BachelorDegree	8	17.8
	GraduateStudies	22	48.9
	Post GraduateStudies	15	33.3
WorkExperience	Less than 2 years	1	2.2
	3 to lessthan 10 years	29	64.4
	11 years and over	15	33.3

Source: Preparation researchers relying on spss output

Reliability

Table (2). Reliability

Alpha de Cronbach	Nombre d'éléments
0,791	18

researchers relying on spss   Source: Preparation
output

hypothesis testing:
7-1.Test secondary hypotheses
Table (3): test result and the first hypothesis is

Test	a	B	Sig	R^2	R	Result
ANOVA	0.291	2.131	0.075	0.072	0.268	Rejected

Source: Preparation researchers relying on spss output

Analysis:

The above table shows that the value of the correlation (R) between satisfaction and the spirit of belonging and confidence and participation was estimated at (0.268), or 26.8% This means that the correlation is very weak, while the coefficient of determination was (0.072) or 7.2% of the change in confidence and Participation is due to change in satisfaction and spirit of belonging, and the rest is due to other reasons and factors.

Note that the level of significance 0.075 Sig is greater than the level of significance 0.05, and therefore accept the hypothesis H0 and reject the hypothesis H1, there is no statistically significant relationship between satisfaction and the spirit of belonging, confidence and participation.

Table (4): a test result and the second hypothesis

Test	A	B	Sig	R2	R	Result
ANOVA	0.511	1.484	0.005	0.169	0.411	Accepted

Source: Preparation researchers relying on spss output

Analysis:

The above table shows that the correlation value (R) between satisfaction and the spirit of belonging and dealing with the variables was estimated at (0.411), or 41.10%, which means that the correlation is weak, while the coefficient of determination (R2) was estimated at (0.169) or 16.9 of the change in the deal With the variables due to the change in satisfaction and the spirit of belonging, and the rest is due to other causes and factors.

Note that the level of significance Sig (0.005) is smaller than the level of significance α (0.05) and therefore reject the null hypothesis H0 and accept the alternative hypothesis H1, there is a statistically significant relationship to milk satisfaction and the spirit of belonging and deal with variables and thus can be written linear regression equation between satisfaction and spirit of belonging The variables are treated as follows:

Y=0.511x+1.484+ε

Table (5): a test result and the third hypothesis,

Test	A	b	sig	R2	R	Result
ANOVA	0.097	1.802	0.540	0.009	0.094	Rejected

Source: Preparation researchers relying on spss output

Analysis:

The above table shows that the value of the relationship (R) between satisfaction and spirit of belonging and keep pace with technological development was estimated at (0.094) or 9.4%, which means that it is very weak correlation. While the coefficient of determination (R2) estimated at (0.009) or 0.9 of the change in keeping with technological development is due to the change in satisfaction and spirit of belonging and the rest is due to other factors.

Note that the level of significance Sig (0.540) is greater than the level of significant α (0.05). Thus, we reject the hypothesis H1 and accept the non-hypothesis H0 and therefore there is no statistically significant relationship between satisfaction and spirit of belonging and keep pace with technological development.

Table (6): a test result and the Fourth hypothesis

Test	a	b	sig	R2	R	Result
ANOVA	0.343	1.450	0.009	0.149	0.386	Accepted

Source: Preparation researchers relying on spss output

Analysis:

The above table shows that the value of the relationship between satisfaction and spirit of belonging and adaptive performance was estimated at (0.386), or 38.60% This means that the correlation is very weak, While the determination coefficient was estimated at (0.149) or 14.9% of the change in adaptive performance due to the change in satisfaction and the spirit of belonging. The rest is due to other factors.

Note that the level of significance (0.009) is less than the level of significance (0.05), and therefore accept the alternative hypothesis and reject the non-existent hypothesis, there is a statistically significant relationship between satisfaction and the spirit of belonging and adaptive performance and thus can write the equation of linear regression between satisfaction and spirit of belonging performance Adaptive as follows:

$Y = 0.343x + 1.450 + \varepsilon$

Table (7): a test result and the Fifth hypothesis

Test	a	b	Sig	R2	R	Result
ANOVA	0.293	2.285	0.145	0.049	0.221	Rejected

Source: Preparation researchers relying on spss output

Analysis:

The above table shows that the value of the correlation (R) between the equipment and the work place, confidence and participation was estimated at (0.221), or 22.1%. Confidence and participation are due to changes in equipment and workplace, and what remains is due to other factors.

Note that the level of significance Sig (0.145) is greater than the level of significance α (0.05) and therefore accept the hypothesis H0 and reject the hypothesis H1, there is no statistically significant relationship between equipment and place of work and confidence and participation.

Table (8): a test result and the sixth hypothesis

Test	a	b	Sig	R2	R	Result
ANOVA	0.392	1.982	0.087	0.067	0.258	Rejected

Source: Preparation researchers relying on spss output

Analysis:

The table above shows that the value of the correlation (R) between the equipment and the workplace and dealing with the variables was estimated at (0.258) or 25.80%, which means that the correlation is weak, and the value of the coefficient of determination (R2) was estimated at (0.067) or 6.7 % Of the change in dealing with variables is due to the change in the equipment and the workplace. The rest is due to other factors.

Note that the level of significance Sig (0.087) is greater than the level of significance α (0.05), and therefore accept the hypothesis H0 and reject the hypothesis H1, there is no statistically significant relationship between equipment and workplace and deal with variables.

Table (9): a test result and the seventh hypothesis

Test	a	b	Sig	R2	R	Result
ANOVA	0.392	1.982	0.294	0.026	0.160	Rejected

Source: Preparation researchers relying on spss output

Analysis:

The table above shows that the value of the correlation (R) between the equipment and the workplace and keep pace with technological development was estimated at (0.160) or 16%, which means that the correlation is weak and the value of the coefficient of determination (R2) was estimated at (0.026) or 2.6 of the change in Keeping pace with technological development is due to the change in equipment and workplace. The rest is due to other factors.

Note that the level of significance Sig (0.294) is greater than the level of significance α (0.05), and therefore accept the hypothesis H0 and reject the hypothesis H1, there is no statistically significant relationship between equipment and workplace and keep up with technological development.

Table (10): a test result and the eighth hypothesis

Test	a	b	sig	R2	R	Result
ANOVA	0.284	1.746	0.083	0.068	0.261	**Rejected**

Source: Preparation researchers relying on spss output

Analysis:

The table above shows that the correlation value (R) between the equipment and the work place and the adaptive performance was estimated at (0.261) or 26.1%, which means that the correlation is weak, and for the coefficient of determination (R2) was estimated at (0.068) or 6.8% of the change The adaptive performance is due to the change in equipment and workplace. The rest is due to other factors.

Note that the level of significance Sig (0.083) is greater than the level of significance α (0.05), so we reject the alternative hypothesis H1 and metaphysical hypothesis H0, there is no statistically significant relationship between equipment and workplace and adaptive performance.

Table (11): a test result and the ninth hypothesis

Test	a	b	Sig	R2	R	Result
ANOVA	0.299	1.860	0.018	0.420	0.352	**Accepted**

Source: Preparation researchers relying on spss output

Analysis:

The table above shows that the correlation value (R) between compensation, trust and participation was estimated at (0.352) or 35.2%, which means that it is weak correlation, while the value of the coefficient of determination (R2) was (0.124) or 12.4% of the change in confidence. Participation is due to the change in compensation. The rest is due to other factors.

Note that the level of significance Sig (0.018) is less than the level of significance α (0.05), then accept the hypothesis H1 and reject the hypothesis H0, there is a statistically significant relationship between compensation, trust and participation, and thus can be written linear regression equation between compensation and confidence and participation as Follows:

Y=0.299x + 1.860+ε

Table (12): a test result and the tenth hypothesis

Test	a	b	sig	R2	R	Result
ANOVA	0.182	2.113	0.217	0.035	0.188	**Rejected**

Source: Preparation researchers relying on spss output

Analysis:

The above table shows that the correlation value (R) between the compensation and the handling of the variables was estimated at (0.188) or 18.8%. This means that it is a weak correlation, to the change in compensation. The rest is due to other factors.

Note that the level of significance Sig (0.217) is greater than the level of significance α (0.05), so we reject the hypothesis H1 and accept the hypothesis H0, that is, there is no statistically significant relationship between compensation and dealing with variables.

Table (13): a test result and the Eleventh hypothesis

Test	a	B	sig	R2	R	Result
ANOVA	0.228-	2.769	0.061	0.079	0.282	**Rejected**

Source: Preparation researchers relying on spss output

Analysis:

The above table shows that the correlation value (R) between the compensation and keeping pace with the

technological development was estimated at (0.282), or 28.2%, which means that it is a weak correlation. Technological development is due to the change in compensation. The rest is due to other factors.

Note that the level of significance Sig (0.061) is greater than the level of significance α (0.05).

Therefore, we reject the hypothesis H1 and accept the hypothesis H0, there is no statistically significant relationship between compensation and keep up with technological development.

Table (14): a test result and the Twelfth hypothesis

Test	a	b	sig	R2	R	Result
ANOVA	0.120-	2.652	0.257	0.030	0.172	**Rejected**

Source: Preparation researchers relying on spss output

Analysis:

The above table shows that the correlation value (R) between compensation and adaptive performance was estimated at (0.172) or 17.2%. This means that the correlation coefficient (R2) was estimated at (0.030) or 3% of the change in adaptive performance due to the change in compensation and the rest is due to other factors. Note that the level of significance Sig (0.257) is greater than the level of significance α (0.05) So we reject the hypothesis H1 and accept the hypothesis H0, there is no statistically significant relationship between compensation and adaptive performance.

Test the main hypothesis

Table (15): test result and the first hypothesis is

Test	a	b	sig	R2	R	Result
ANOVA	0.230	1.549	0.040	0.704	0.722	**Accepted**

Source: Preparation researchers relying on spss output

Analysis:

The table above shows that the correlation value (R) between the work environment and the adaptive performance was estimated at (0.722) or 72.20%, which means that it is a very strong correlation. The value of the coefficient of determination (R2) was estimated at (0.704), or 70.4% of the change in adaptive performance due to the change in the work environment. The rest is due to other factors.

The significance level of Sig (0.040) is lower than the level of α (0.05), from which we accept hypothesis H1 and reject hypothesis H0. Thus, the linear regression equation between ergonomics and adaptive performance can be written as follows:

Y=0.230x + 1.549+ε

5) **Conclusion**

Through the study at the level of the Algerie Telecom Company Foundation Bechar, the importance of the role played by the work environment in influencing the workers, whether on their behaviours or their reactions towards the variables, and in general on their adaptive performance within the institution. Where the latter are important aspects of the success of the institution, considering that the satisfaction of the employees of the environment in the institution reflected on their efficiency and performance, and this is positive for the institution if it is taken care of.

Therefore, the Foundation must pay great attention to its environment and work to improve in all aspects of the methods and practices of management and leadership, as well as policies that motivate success, and other attractive criteria and factors contribute to the happiness and satisfaction of employees and their sense of security and safety to provide work efficiently.

6) Recommendations of the study:

The study recommends the following:

- ➢ Attention to the relations between superiors and subordinates in order to instill affiliation between employees and the institution.
- ➢ Increase the chances of training and training courses and policies that stimulate success.
- ➢ Paying attention to financial incentives such as wages, salaries and moral rewards such as recognition and honours.
- ➢ Provide the entertainment and improve social services for employees.
- ➢ Evaluate work environment standards continuously by measuring job satisfaction among workers.

Bibliographie

Abdul Raziqa and Raheela Maulabakhsha. (2015). Impact of Working Environment on Job Satisfaction. 2nd GLOBAL CONFERENCE on BUSINESS, ECONOMICS, MANAGEMENT and TOURISM, 30-31 October 2014 (pp. 717 – 725). Prague,
Czech Republic: Procedia Economics and Finance .

Dr Ruchi Jain and Surinder Kaur. (2014). IMPACT OF WORK ENVIRONMENT ON JOB SATISFACTION. International Journal of Scientific and Research Publications, 1-8.

Hayley N. Calarco. (2016). Measuring the Relationship between Adaptive Performance and Job Satisfaction. Middle Tennessee State University.