

For Your Information: The Impact of Office Ergonomics on Employees' Performance

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Abstract: Ergonomics seeks to reduce your exposure to workplace hazards. A hazard is defined as a physical factor in your workplace that can cause harm to your body. Working in awkward or uncomfortable postures and using excessive force or high repetition to complete a task are examples of ergonomic hazards. Ergonomics focuses on improving efficiency and lowering the risk of discomfort or injury by changing the work environment, modifying a task with ergonomically friendly equipment, or using different work procedures. Employees are more productive when they work in a comfortable environment. Employees perform better when they sit in a position that allows for good posture, fewer movements, and greater reach and height. Create a job and a workstation that supports this concept and you'll quickly see an increase in employee productivity. Ergonomics will not only increase employee productivity, but it will also increase retention, decrease absenteeism, and increase employee involvement in your organization. This occurs when employees notice that the company takes the time and effort to ensure that their employees work in a healthy and safe environment. The recommendation of the study is to help the employer to reduce the fatigue of the employees.

Key Words: — *Office Design and Décor, Office Furniture, Office Light, Noise Level, Room Temperature.*

I. INTRODUCTION

Ergonomics is concerned with the design of anything that surrounds people, such as workspaces, health and safety, equipment, sports and recreation, and so on. Ergonomics is the study of integrating human abilities into the design of work equipment and office space to create a safe, comfortable, and productive workspace for employees. Every employee has the right to adequate protection, safety, and hygiene at work, and employers are required to take all necessary precautions to protect workers' health and safety. It is illegal for an employer to require a worker to perform work that endangers his life. Employers are required by labor law to provide workers with protective equipment, appropriate work clothing, and other materials to reduce the risk of accidents or adverse health effects. People who work in ergonomic workplace have improve health. When employees feel comfortable, they can focus better on the task at hand.

Many studies have recommended office ergonomics as one of the key guides to equipping employees at the workplace to help produce best performance. The quality of the employee's workplace environment has the greatest influence on the level of motivation and subsequent performance. How well they engage with the organization, particularly with their immediate surroundings, has a significant impact on their error rate, level of innovation and collaboration with other employees, absenteeism, and, ultimately, how long they stay on the job. Al-Anzi (2009).

According to the International Ergonomics Association (IEA), (2000), ergonomics (or human factors) is a scientific discipline concerned with the understanding of interactions between humans and other elements of a system, as well as a profession that applies theory, principles, data, and methods to design in order to optimize human well-being and overall system performance. Office Ergonomics is defined by the Washington State Department of Labor and Industry (2002) as the branch of ergonomics that deals specifically with the office environment. This branch of ergonomics studies how key workplace elements such as workstations, computers, chairs, lighting, noise level, room temperature, and so on can be customized to fit and improve employee health, safety, and performance. The goal of office ergonomics, according to the definition, is to create an office work environment that fits and adequately supports the needs of the employee in his quest to

Manuscript revised September 27, 2022; accepted September 28, 2022. Date of publication September 29, 2022.

This paper available online at www.ijprse.com

ISSN (Online): 2582-7898; SJIF: 5.59

complete a task. It focuses on how offices are designed and laid out, as well as how furniture and equipment are organized in the workplace. Furthermore, ergonomics considers the impact of other workplace elements on employee performance, such as air quality, noise levels, color schemes, room temperature, lighting, and general flexibility. In general, from a corporate standpoint, an employee's performance is frequently measured primarily by the output that employee produces, given the necessary workplace environment, tools, technology, skill set, and so on.

According to studies, some of the factors that influence employee performance include the employee's ability to learn and perform the task at hand, the employee's ability to achieve and the standards by which to achieve them, the knowledge and skills required to perform the job, feedback from management on the status of the employee's performance, acceptable working conditions and equipment to perform the job effectively, and incentives in place that positively reinforce good performance.

What is an office ergonomics?

Based on the article of cmd-ltd.com about workers guide to office ergonomics. Ergonomics refers to the process of ensuring that a product, its purpose, and the person using it are all perfectly aligned. Ergonomics in the workplace refers to items such as chairs, desks, monitor stands, and other components of an employee's workstation. The focus of office ergonomics is on the worker, ensuring that the worker is not at risk of injury or health complications.

Why is office ergonomics important for employees?

Office ergonomics can help workers avoid injury, increase productivity, and improve work quality. If you are uncomfortable and irritable at work, this is likely to impair your performance and cause injury. Not following the correct office ergonomics can result in some injuries and conditions.

Repetitive strain injury. Repetitive strain injuries can be caused by sitting in an uncomfortable, unnatural position on a regular basis, as well as common errors like straining. It refers to muscle, nerve, and tendon pain caused by repetitive movements and overuse injuries. While it is commonly associated with typing-related wrist and hand injuries, it can also refer to a variety of painful or uncomfortable conditions of the muscles, tendons, nerves, and other soft tissues. The nerves in the upper body, from the neck and shoulders down to the wrists and hands, are the source of the majority of repetitive strain injuries.

Back and neck pain. These are frequently the most common office worker complaints. This can be due to disc degeneration or to the spine being subjected to excessive pressure. Back and neck pain can also be caused by a slumped posture, which causes nerve constriction as the spine and other bones change position as a result of the long-term effects of poor posture.

Joint pain and muscle stiffness. Sitting in a sedentary position for the majority of the day puts your joints at risk of pain and stiffness. This is especially common in workers who sit slouched or in an unnatural position, as well as those who do not take adequate breaks.

Digestive issues. Although it may appear unlikely, sitting in an improper position can have an effect on digestion in some cases. Slouching can put pressure on your abdominal organs, including your digestive tract. This can have an effect on your metabolism and your ability to properly process food.

Impact on breathing ability. In some cases, poor office posture can impair your lung capacity and ability to breathe properly. Slouching causes the muscles and tendons in your front body to shorten. Because of this, it may be difficult to take full, deep breaths.

Computer vision syndrome.

Headaches. People who spend long periods of time sitting at a computer frequently complain of headaches. They are frequently caused by excessive glare on the screen as well as insufficient computer brightness and color. They are sometimes caused by eye strain.

Carpal tunnel syndrome. Carpal tunnel syndrome is a common musculoskeletal disorder that causes pain, numbness, and tingling in the hand and arm. It occurs when one of the hand's major nerves, the median nerve, is squeezed or compressed as it travels through the wrist. This is frequently caused by incorrect mouse and keyboard placement.

What is an employee's performance?

Based on a website called perk box, simply put, employee performance refers to how a member of staff performs their duties, completes required tasks, and behaves in the workplace. Performance metrics include work quantity, quality, and efficiency.

When leaders monitor employee performance, they can get a sense of how the company is doing. This not only helps to highlight what companies could do now to improve their business, but it also feeds into future growth plans.

However, focusing on employee performance benefits more than just the company. It enables employees to reach their full potential while also improving overall performance, which can have a positive impact on morale and work quality.

Finally, and perhaps most importantly, when employees underperform, customers may be dissatisfied. As a result, the entire company may suffer from poor performance and struggle to meet targets.

What are ergonomic factors that affects employee's performance?

Ergonomics is a broad field that encompasses many aspects that all contribute to employee productivity at work.

Physical Ergonomics: - Physical ergonomics is concerned with both the physical and physiological aspects of work that affect the body, as well as how changes can help to prevent injuries in the long run. As a result, physical ergonomics addresses issues such as sitting posture, motion, keyboard design, and overall workplace safety.

Cognitive Ergonomics: - This is more about human error than injuries, such as the shape of the knob and the proper direction it should turn, as well as how much force a keyboard requires to respond. It is about making things more intuitive in order to prevent errors from occurring and affecting productivity.

Organizational Ergonomics: - This is essentially the company's workflow on a macro level in order to optimize the company's structures, processes, and policies. Teamwork, telecommuting, work systems, and virtual organizations are the focus of organizational ergonomics.

1.1 Problem Statement

A better workplace environment is assumed to result in increased employee efficiency and productivity. A superior workplace environment, combined with the necessary tools, technology, policies, and strategies, goes a long way toward improving employee performance and, ultimately, productivity.

Well-designed and furnished office conveys the company's values and objectives to both employees and clients, as well as the company's strategic and overall corporate goals. Office ergonomics places a premium on well-designed workspaces, functional workstations, and overall interior design. All of these factors have a direct and indirect impact on employee performance, productivity, profit margins, as well as the business's sustainability and competitiveness.

1.2 Objective of the Study

The general objective of the study is to examine the practice of ergonomics in workplace and its impact on employee's performance.

Specifically, the study seeks answers to the following questions.

- In terms of employee suitability and comfort, identify ergonomic features in the design, finishes, and furnishings.
- Analyze employees' awareness about ergonomics and workstation design.
- Evaluate the office environment in view of the expectations of the employees.
- Examine the impact of office ergonomics to improve workload quality and performance.
- Propose specific ergonomically based interventions to address employee health, comfort, and well-being and thus improve optimum performance.

1.3 Significance of the Study

The study would help employees as well as employers to be aware of ergonomics in workplace to improve their workload quality and performance. This also helps employers to easily address their employees' health, comfort, and well-being for them to be more focused on their tasks and be comfortable especially at work.

Furthermore, this research would help everyone at work become more aware of ergonomics, particularly those who are unfamiliar with the subject. This study can provide useful information that ergonomics has a contribution and an impact on an employee's work performance.

1.4 Scope and Limitation of Study

The duration of the office ergonomics study was a critical factor in the success of the research. This study focused on the impact of ergonomics on employee's performance and the interventions to address employee's health, comfort, and well-being to improve their performance. Next is the nature of this study is based on the experiences and observations of the employees in different companies. The employees gave a rate to their office design and décor, office furniture, office light, noise level, room temperature based on their observations. It has only small number of participants due to short timeframe of the study.

II. LITERATURE REVIEW

According to Gregory (2022) poor lighting (too much or too little ambient light and a lack of task lighting) can contribute to headaches and eye strain. The brain of people doesn't want to see things blurry, so it makes unconscious adjustments in order to accommodate for poor lighting. People might squint or bend their neck and/or trunk forward to get closer to the monitor. When it comes to upper back and neck discomfort is very common, and it's sometimes accompanied by low back pain as well. Back pain can be caused by damaged spinal structures, which can stem from poor sitting posture and prolonged periods of sitting. Also, hand, wrist and shoulder pain are very common and often related to use of the mouse and keyboard prolonged periods of mouse and keyboard use corresponded with the presence of wrist and hand pain conditions.

The fundamentals of a working system interact ever time the work is performed. The fundamentals include worker, equipment, environment, task, and organization. In this search, they incorporated a research model wherein they found out that screen glare, fatigue, and awkward posture were the most important factors and are greatly contributing to the ocular, general musculoskeletal, upper body, and physical symptoms. With this, workstation designs significantly affect working posture. (Avinante et al, 2021).

According to Occupational Safety and Health Academy (OSHA) (2017), ergonomics involves the designing of workstations, work practices and work flow to fit the employees' capabilities. It also involves a design that reduces risk factors that may contribute to common work-related injuries and illnesses, such as sprains and strain and cumulative trauma disorders (CTDs). These are common employees' safety issues that occur as a result of accumulated strain on the employee for a period of time (Grainger, Forest, & Hamilton, 2013). For example, the design of work spaces that make employees to work in awkward postures some portion/all the time may result in excessive effort, fatigue and discomfort of the employee. These conditions may cause damage to some of the body components such as muscles, tendons, ligament, nerves and blood vessels. Such Injuries are known as musculoskeletal disorders (MSDs) (Occupational Safety and Health Academy, 2017).

In a study of Deouskar (2017), Ergonomics improves productivity. Designing a workplace that promotes good health can only make workers more productive. Encouraging an environment that allows for good posture, less strain, fewer

motions and better heights and reaches, will help to create a much more productive staff. After all, as human beings, we all share a need to be comfortable, no matter where we are. Ergonomics improves quality. Researchers suggest that people aren't comfortable to work properly when feeling such strains. When the job is too physically strenuous on the worker, they may not perform their job like they were trained. For example, an employee might not fasten a screw tight enough due to a high force requirement which could create a product quality issue.

Implementing ergonomics in an automobile organization has been proved to work by incorporating the human aspect into job design. The study of Bradley (as cited in Khedkar & Pawar, 2015:456) observed that the ergonomic process at Ford has been successful in altering engineering process to better integrate human elements to job design which is responsible for the reducing ergonomic risk on jobs. This reduction of ergonomic risk has been observed to have a positive correlation with the increase in the quality of products. The study further observed that launching a new vehicle assembly line required less re-work of the workstations and an overall reduction in worker absenteeism and injury.

Following the study by Shruti (2012:1994) on the relationship between office design factors and workers' productivity, workplace quality measures like office design, furniture and spatial arrangements, lighting and heating arrangements, and noise level have also been used as a method to improve employee attitude and productivity. Nine out of ten employees responded in favor of the statement in the survey's findings. that the environment at work has an impact on workers' attitudes and productivity. The study also found that factors including workplace layout, furniture, lighting, temperature control, and noise level have a beneficial impact on productivity.

Many business executives mistakenly believe that employee performance on the job is proportional to the size of the employee's compensation package. Although the compensation package is an extrinsic motivation tool, it has only a short-term effect on employee performance. A widely held belief is that a more positive work environment motivates employees and produces better results. (Leblebici, 2012).

From the review of related literature that came from books, articles and journals. It gave us understanding that the office design and décor, office furniture, light, and room temperature has an impact to the performance of the employees. It mentioned the company conduct a survey regarding the office

environment they found that there's an effect to productivity of the employees because of the workplace. This study will help to improve the working condition of the organization.

2.1 Conceptual Framework

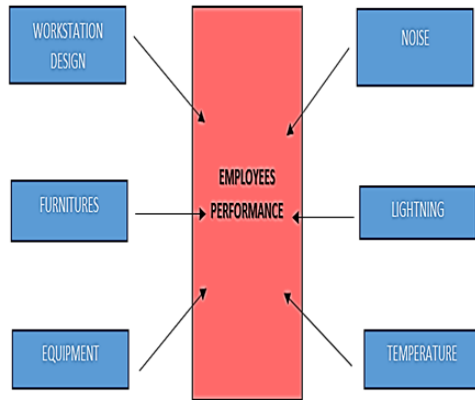


Fig. 1. Conceptual Framework of the Study

III. METHODOLOGY

3.1 Research Design

The method of data analysis used in the study is descriptive statistics. As defined by Thomas R Vetter (2017) it is used to calculate, describe, and summarize the collected research data in a logical and efficient way. We provide questions and conducted an interview. We researchers selected that we're using simplicity to easily explain the gathered data. To provide a meaningful interpretation of the gathered data, an average, pie chart, tables, and diagrams were also used.

3.2 Sampling Plan

Table 1. Socio Economic Status of Employees based on their Age, Gender, Office Position and Nature of Business

AGE	GENDER	NATURE OF BUSINESS	OFFICE POSITION
22	F	ACCOUNTING FIRM	ACCOUNTING ASSOCIATE
22	F	REAL ESTATE	CREDIT AND COLLECTION ASSISTANT
24	F	HUMAN RESOURCE AND STAFFING	ADMIN ASSISTANT
24	M	RETAILING	SALES AND DISTRIBUTION OFFICER
26	M	LEASING AND FINANCE	SALES ADMIN ASSOCIATE
28	F	MICRO FINANCE	BOOKKEEPER
28	F	GASOLINE STATION	SECRETARY
30	M	LOGISTICS	WAREHOUSE ENCODER
31	F	CONSTRUCTION SERVICES	PAYROLL CLERCK
35	F	TRUCKING AND HAULING	SECRETARY

According to the table, the researchers chose 10 employees in various office positions and business types for the study, with an age range of 22-30 years old. The majority of those interviewed by the researchers are female, with 70% being female and 30% being male. The researchers also interviewed various employees from various businesses to get a sense of the ergonomic elements that exist within their organization. Finally, all of the informants we interviewed worked in an office.

3.3 Method of Data Collection

The proponent was in charge of distributing the research questions to different employees. The informants were interviewer 35-45 minutes via face-to-face interview and online (video call) platforms, with the freedom to improve and share other perspectives on the questions.

The informants were all well-educated and capable of reading and comprehending the questionnaires with little assistance. To ensure consistency, the questions were mostly closed-ended, though there were a few open-ended questions to allow them to express themselves freely. In addition to the questionnaire, direct observations of office ergonomic situations in randomly chosen offices were made. This interview elicited the views and opinions of ten employees on the subject.

The interview was recorded to validate the facts acquired above and be well taken for the aim of deriving the recommendations and conclusions, along with the knowledge and approval of the informants. The recording will be transcribed and then erased for privacy reasons.

IV. RESULTS AND DISCUSSION

4.1 Employees Awareness About Ergonomics, Work Station and Design

The informants were interviewed by the researchers if they are aware about work station design and to the design of their respective offices. As shown below these are their responses:

Employee 1: "Working as an accounting associate and in an accounting firm I'd never heard the term ergonomics before. Of course, the only thing I usually hear at work is accounting terms and other terms related to my field as an accounting graduate. Nothing special about the office design or my workstation. But as long as I'm comfortable working in the office, I'm fine with it. Then there's the office itself: as long as it relaxes me and doesn't affect me, my health as an employee is fine no matter what setup is in place as long as I can do my

job.”

Employee 2: “Honestly, at first, I was not aware of office ergonomics practices. I didn't know that the office design and decor, furniture, light, noise level, and temperature could affect employees' productivity and performance. When we study this, it enlightens me little by little that it is important to apply ergonomics to increase the performance level of the staff in the office. The result of this is that many of my co-workers easily get sick and tired because of the poor office design. Because of this, they are frequently absent. The cold temperature in the office is not conducive to productivity. Based on my experience when it comes to tables and chairs, I am not comfortable because it is not compatible with my posture, so in the end, I get back and neck pain. It is hard to focus on my work. Maybe our chair and table are not modern enough to suit us. In studying ergonomics, I learned so much, like in ergonomics, it is needed that the office has a good quality of design for the employees to become more productive and maintain their well-being. I can share this idea with my colleagues and also suggest it to my employer. By sharing this experience about ergonomics, the others will have an idea and they can apply this to their workplace to become an effective and efficient organization.”

Employee 3: “Yes. I am aware but only ideal. I guess what I have in mind is what I think is the correct workstation setup. That's my expectation, but I have no idea what the workstation design is really permitted to do.”

Employee 4: “None. I don't know about it either.”

Employee 5: “No, I am not acquainted with ergonomics. There isn't much to say about workstation design, but I believe that each employee's position should be just right for everyone. Then there's the office furniture and equipment. Everything should be brand new in my opinion in order to last longer.”

Employee 6: “I'm not familiar with the term ergonomics. As for the workstation, I don't have many ideas; as long as I'm comfortable in my surroundings, I'm fine.”

Employee 7: “I'm sorry, ma'am, but I'm not familiar with ergonomics. I haven't heard that word since I started working in our office. I'm also unfamiliar with the office's design. I'm not familiar with such aspects. What matters to me is my work and what I am doing in our office.”

Employee 8: “What exactly is ergonomics? I'm worried I don't know. I don't hear much about ergonomics at work. What exactly is it? I had never heard that word while I was still in

school, so I didn't know what it meant. Or anything about the office's design. Because I'm not thinking about it. For me, the employer should take control of it, so I'm not sure what the ideal office design should be.”

Employee 9: “The work environment must be comfortable for me. Of course, the exact space reserved for you is determined by your job. Furthermore, as an employee at your station or location, you should be well-organized. Furthermore, only related items are placed in your area, and it may be even better if the people with you in the area are also aligned with your task or department in the office, because our setup is a little disorganized. I'm not sure if what I'm saying is relevant because I have a colleague in our area whose task is a little out of the way, but there is someone else who should be close to me who is in another area of our office because it seems inconvenient. That, I believe, is also significant.”

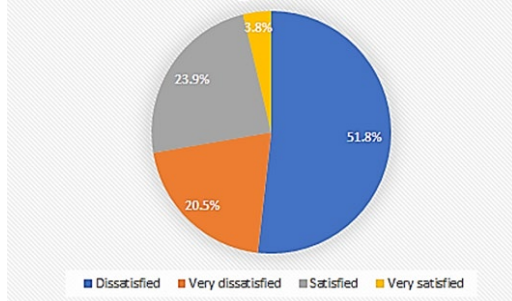
Employee 10: “I'm not familiar with ergonomics. In addition to workstation design. When we went through training and orientation as their employees, we didn't have anything like that.”

Based on the 10 employees interviewed by the researchers, All of them are not aware about what ergonomic is but when it comes to work station design, 30% of the informants we're partially aware of what the ideal work station is and the rest which is 70% of them is not aware of what the work station must be and based on their statements, some of them care only about their responsibility and tasks in the office and doesn't care that much of their office workstation while the rest, they really think about the work station design that much as long as they can work well with the office, feel that they are comfortable with it and can finish their work on time.

4.2 Office Design and Décor

Based on the informants, some of their offices are created by wood partitions their office is made up of wood partitions that are a little dull from time and have some damage due to their age. Form ergonomics perspective, that wood partitions give offices uninspiring ambiance especially those too old and damaged. The study revealed that 72.3 percent of the employees surveyed are not satisfied with their office design and décor. Informants who are not satisfied with the office design and décor are mostly referring to the partitions, noisy electric fans and air-conditions, cracked tiles, and inadequate lightning. Figure 1.2 gives an overview of the informant's level of satisfaction with the office design and décor in their workplace.

Figure 1.2 Employee's Satisfaction with Office Design and Décor



Based on the Figure 1.2 Employee's Satisfaction with Office Design and Décor. Only 3.8 percent of the total informants are very satisfied with their office design and décor, while 23.9 percent were satisfied. As much as 51.8 percent of the total were dissatisfied and 20.5 percent were very dissatisfied.

4.3 Office Furniture

By means office furniture functionality and ergonomics, the study indicated as shown in Fig. 1.3 that, while 53.4 percent

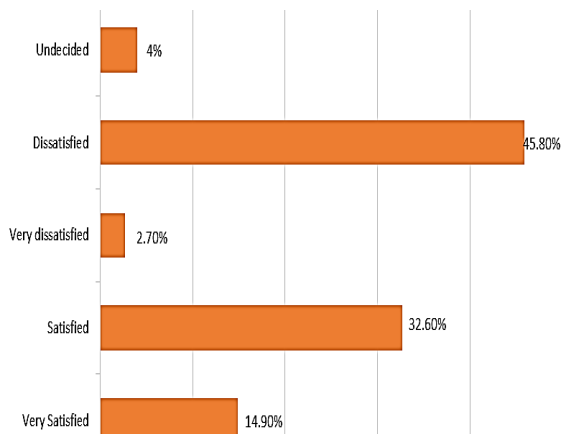


Fig.2. Employee's Satisfaction with Office Furniture

of respondents are satisfied with their office furniture, as many as 42.1 percent are dissatisfied with it because it is not suitable for their comfort and work.

Fig.2. shows the level of employee's satisfaction with the office furniture. Dissatisfaction got the highest percentage of the total informant's and that concerns about that the major source of injuries related to neck and back that has tendency to affect employee's health and productivity. This gives discomfort to the employees and makes them more unproductive because most of them experience neck and back pain.

4.4 Office Light

Besides to office design, décor, and furniture. In ergonomic aspect, we must also consider the office lights because appropriate lighting, without glare or shadows, can reduce eye fatigue and headaches; it can prevent workplace incidents by increasing the visibility of moving machinery and other safety hazards. This research overviewed employee's view on their office lights levels.

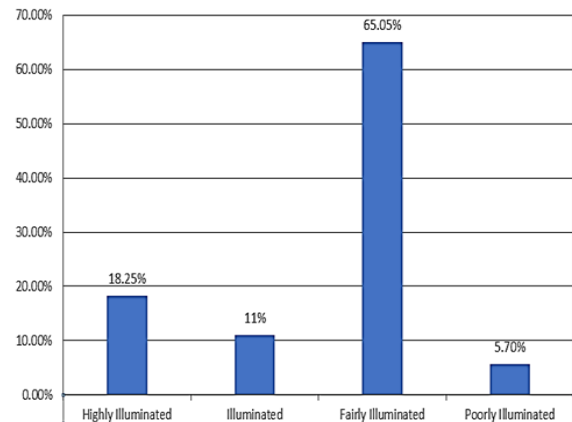


Fig.3. Employee's Response to Office Light Levels

As shown in Fig.3., almost all of the informants' workplaces have the highest percentage of fairly illuminated office lights, with 65.05 percent, which indicates very high satisfaction with their lights. Then 18.25 percent of them have a highly illuminated office light level where too much light is sometimes reflected on their monitors, making them hard to work with. Third is that there are 11 percent of illuminated lights and lastly is 5.70 percent, which means that they cannot focus on work because it makes objects hard to see.

4.5 Noise Level

Noise level is an ergonomic element to consider that impacts employees communication, hearing, focus on work, intellectual and mental activities. Noise in the workplace can range from distracting annoyances to continuous high decibel levels that result in hearing loss. This noise pollution can reduce productivity by interfering with an employee's ability to concentrate, or it can create a hazardous environment in which safety is jeopardized due to an employee's inability to communicate clearly.

In Fig.4., it shows that a total of 30.20 percent of informants in the workplace are always quiet and stay focus for a productive work. Then some of the informants are with 29.70 percent are quiet to some extent, but not all the time. A 25.70 percent of informants have a mostly quiet workplace, 13.20

percent are often quiet and 1.20 percent for not at all. Some of the informants complained that the main source of the noise is the air-conditioners.

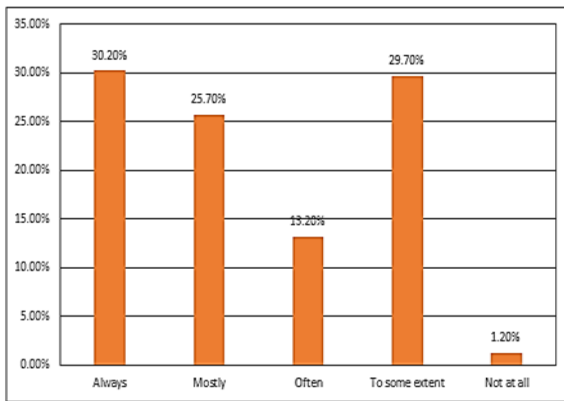


Fig.4. Employees Response to Quietness Level

As a whole, the results shown that employees don't have much problem with the office noise level as they encounter with the other variable.

4.6 Room Temperature

It is important to consider room temperature as part of an ergonomic element. When the temperature is just right, it's easier to concentrate on important work tasks. Too much heat in the workplace can cause drowsiness and sluggishness. When the environment is too cold, blood flow is often slowed, which can cause your staff to feel drowsy and sluggish. When the environment is too hot, blood flow is often slowed, which can cause your staff to feel drowsy and sluggish. Blood flow is often slowed in cold environments, which can make your employees feel drowsy.

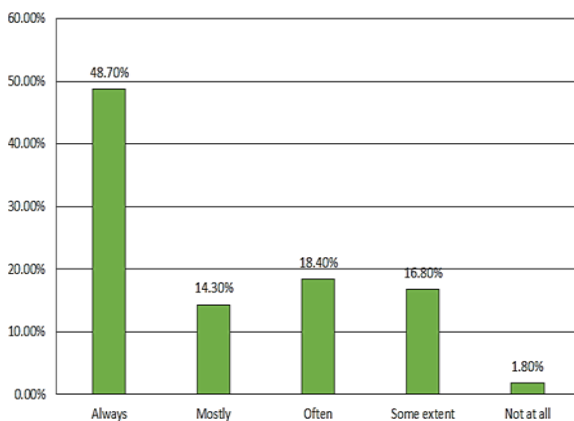


Fig.5. Employees Response to Office Room Temperature

Based on Fig.5., there are positive ergonomic features of different office room temperatures. The study observed that

48.70 percent of the informants are satisfied with their office temperature and don't have issues with it. While 18.40 percent are frequently satisfied, 16.80 percent are somewhat satisfied, 14.30 percent are mostly satisfied, and 1.80 percent are not satisfied at all.

V. CONCLUSION

The research has assessed the impacts of office ergonomics on employees' performance in different workplaces. The result of the study confirms that office ergonomics has different effects on employees' productivity. Based on the results, employees are satisfied with different aspects (office lights, noise level, and temperature), except for the office design and décor and with the office furniture.

It is obvious that the aspects where employees are dissatisfied need to be leveraged by the employers so that employees, as a means of motivating employees, can be more comfortable with their workplace, can focus on their work and enhance the performance of their employees. It is important to assess the working condition of the organization to improve the workplace environment. It is more valuable in the company if the employer will give a proper care to their employees. The study shows that better working environment will avoid the employee turnover, absenteeism, and fatigue.

5.1 Recommendation

In view of the finding and conclusion of the study, the following recommendations are made to consider by different employers that encounters problems in ergonomic aspects as shown with the results. As means of utilizing their workplace and environment to motivate and enhance the performance of their employees.

For the office design and décor, it is somehow showing negative ergonomic impact with the employees. The study recommends that employers must address this concern that they must modernize their office design and décor that is pleasant makes employees more comfortable and can help them feel the best.

When it comes to office furniture, company can improve their tables and chairs. Simply the employer should provide an adjustable chairs and tables. By doing this idea the employees can adjust their chairs and tables depends to their desired comfort. It will fit to their body posture if they can set it in their own. This agenda can reduce the discomfort of the staff in the office. The employer can also apply this recommendation to the office light. The employees can adjust

the lights it depends on their preferred lighting. It will help this to decrease the eye fatigue. So, the employees will be more productive because they are comfortable with the lighting.

For the noise level the employer can offer hybrid or work from home set up. The employees can choose if where they are comfortable to perform their task quietly. By doing this the employees will increase his/her performance because it is her/his choice to do his work in work from home or hybrid set up.

In terms of office temperature, keeping the office at a comfortable temperature allows employees to focus on their work. So, for offices, particularly those with air conditioning, informants strongly recommended that before setting the room temperature, employers must also conduct a survey to ask employees if they are comfortable with it. Some employees are easily chilled, and others want to raise the thermostat because they cannot feel the temperature provided by the air conditioning.

These recommendations are help to improve the workplace environment in terms of office design and décor, office furniture, office light, noise level, room temperature for the employees become more productive in their work. The employer should create a concrete planning to innovate and give their employees comfortable life because company will also benefit on office ergonomics. By implementing ergonomics, it will maintain the good environment in the office and maintain the well-being of the employees.

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