

Impact of Working Environment on Employee's Performance: In Study of Educational Institutions in Okara Pakistan

NAEEM AKHTAR

Lecturer; Department of Management Sciences
University of Okara, Pakistan
E-mail: naeem_akhtar46@hotmail.com

HINA HAYAT

MBA; Department of Management Sciences
University of Education Lahore (Okara Campus), Pakistan.
E-mail: hinahayat8@gmail.com

ASMAR AZAM

Student of MBA; Department of Management Sciences
University of Okara, Pakistan
Email: asmar.azam333@gmail.com

FAHEEM SHAHID

MBA; Department of Management Sciences
University of Education Lahore, Okara Campus, Pakistan
E-mail: faheem.shahid2345@gmail.com

IQRA NAZIR

MBA; Department of Management Sciences
University of Education Lahore, Okara Campus, Pakistan
E-mail: iqranizar516@gmail.com

Abstract

Work environment play most important role in organization.in institution of educations are employees. Teacher's performance effect due to work environment because some factors like training and development, supervisor support, adequate workload. Main object of this study impact of working environment on employee performance. Education institutions were selected for this research .questionnaire used to collect data from target population. Some statistical software was used for result from data. 200 questionnaires were distributed and statistics methods were used like correlation and regression analysis to explain relationship between variables. 200 respondents in which 46% males and 53% female's respondents. Researcher use Statistical package for social sciences SPSS for analysis of data targeted population is Education University, D.P.S colleges. A.P.S colleges, women colleges. This study Cronbach s alpha figure is .887 value show positive relationship between variables. Regression show impact of variables and correlation show relationship of variables. The study shows results that working environment is most important to increase employee performance due to some factors like supervisor support, training and development, adequate workload. All these factors have positive impact on employee performance in organizations.

Key Words: Working Environment, Employee Performance.

Introduction

All organization have main purpose to improve its performance. It is so difficult .there are some factors training and development, adequate work load, supervisor support are lead to increase or decrease profit of organization. Stress 'noise is important which effect on individual, business, communities, stress effect increase absenteeism, decreased job satisfaction. Work environment may influence job performance of employee Work environment is a work setting that takes a strategy. The main objective of this study is the impact of working environment on productivity of employees. The organizations are like banks and financial institutions were selected for this research study. Good workplace environment have strong influence on organization's performance. If work place is not good it has a negative effect Training is a continuous process. Training &development are most important aspect for employees performance .it is an investment for organization not expenditure. After 2nd world organizations feel needs that without training cannot gat success software's are used for training &development. Good salary package are most important way to attract employee. HR department need a new strategies recruiting for best skill persons. Work environment have two side effect positive &negative (Leblebici, 2012) work environment is most necessary variable for improve employee's performance. When upper management create healthy working environment then performance and productivity also increase. Policies are implementing in healthy work environment and for effective evaluation (Pravamayee, 2014).

A good working conditions are that job reward, necessary resources availability, safety working condition, open communication etc. Employer commitment with employee to help to create balance between job and family. Employee deal its family issues as need. In Employee motivation and production level money play vital role because is main elements of job. Comfortable workplace facilitate to employee's production. Public and private organizations do not have same working condition it is main problem for employees all structure totally change. Today there are some challenges for employer and employees. Poor work environment lead to employee decrease in performance (Swathi, Intervention Research on Working Conditions And Employee Performance)organizations are focus human resources to increase human skills, knowledge ,capabilities to increase their production and compete in market so that survive themselves. Development of employee become most important part of organization. Career is a future development every employee collect data sequence of job, skills and post. When employees are changes job then career also be change because skill, qualification, resources also change. Employee do butter work performance when upper management and manager are support in a proper way (Dr.shaejeel saleem, 2013)Employee behavior has positive or negative impact on organization.it can effect on all organization group individual and also improve profit productivity performance and resources of organization (Wang, 2014) .In Pakistan office design totally ignore. The impact of office design in term training & development, lighting, furniture, noise etc. on employee performance and productivity. Financial institutions in Pakistan face difficulties in office design which is effected the worker s behavior. Training should be increase knowledge skill behavior of employees due to this organizations can achieve competitive advantage. Training is two from of way one formal and informal. Due to training & development increase employee performance if organization have not effective training system it lead to decrease the production of company because every firms organization require competent worker right skill capable employee so that achieve organization goals. Some approaches are use to collect data like questionnaire .some factors are effect on employee's training & development like lack of resources and working condition (Franklin dang kum r. C., the impact of training and development on employee, 2014).

Environment is place where people are working together some problems are face by people. It is a location where work is complete (Prof.Dr.Abdul Ghafoor Awan, 2015).work load is amount, which actually work performance on job by employees. Training need feel after 2 world war that firms cannot achieve its goals. First USA training tool use for his workers .Training is a tool to improve the performance of employee for a future and current job. Training and development is a learning activity it leads to increase profit and productivity (Hamad I. A., 2014). Not all firms have skilled persons private and public firms have to need of training and development. Due to lack of training and resource firms do not achieve it objects because

human capital is most important for organization (Franklin Dang Kum R. C., 2014). working environment is place in where they do work. it is motivation factor to increase worker for job where working condition is good then they do best. Manager support his employee to maintain balance between family and job (Swathi, intervention research on working conditions and employee performance). Worker environment consist on some rule and regulation and strategies which is impact on employee performance when perform the job. Policies are distribute among top, middle, first line management. In rule and regulation include some like safety cloth, health mater training working condition etc. If working condition is not correct it effect on employee productivity task is not complete on just in time worker become disappointed (Bindu anto ollukkaran, a study on the impact of work environment on employee performance, 2012).

Work environment play important role to improve employee behavior and skills (Nur Zainie Abd Hamid, The Relationship Between Workplace Environment and Job, 2015). Work load in a job is effected on the work because stress of work effect on job. In banking sector employee have workload. Work load effect on employee performance. Work load and performance are closely related (Syed Saad Hussain Shah, 2011).

Problem Background

The main purpose of this research study is to improve employee performance use three independent variable adequate work load, training & development, supervisor support all these variables have positive and negative impact on organization. Some organization consider training as expenditure. Face some challenges (Hamad 1. A., 2014). when human capital are not available in target time then cost and quality also effected. Failure in many projects because lack of training of employee who handle the project. Training & development provide benefit in short and long time. When worker performance their job make some mistakes which was effected on project so that training and development is important for Company success of project. When wrong training lead to reduce productivity. Some factors are effect on training and development like shortage of resources. Low management support. (Franklin Dang Kum R 2014). Work environment also can negative effect on employee performance some problem like lack of communication between manager and coworkers. Insecurity is a main problem because worker feel insecure on job. Safety is not provide on job worker than they leave the job and productivity decrease of organization. Loss of productivity is effect due to negative work environment on loss of profit of company. Worker use his time in mostly in chatting, texting end result on company s profit. Success or failure of product dependent on quality. Internal and external factors influence on the way of worker activity. Uncomfortable environment employee cannot performance best and produce a good result so that it is the important for company and workers (Swathi). Working condition play vital role in employee performance because human being do best work when they satisfy (Bindu 2012).

Working condition add some features noise furniture light which effect on employee behavior, attitude conversation style. Working place are rapidly change due to advance technology. (Nur Zainie Abd Hamid, The Relationship Between Workplace Environment and Job, 2015). Supervisor support is an independent variable which effect on employee performance .supervisor is a leader who helps and guide his workers he support employee to make hard work and valuable. A good leader is move from individual to manager post. Supervisor support has two side effect one positive or negative. When manager support his employee in a better way than improve production, profit, to improve employee's skill. If manager not support in proper way some problems increase in turnover, reduce job satisfaction, dissatisfaction relationship with employee, supervisor cannot establish trust with employee. in organization worker mostly spend their time together and become friends. This relationship has some negative impact on job (JungHoon (Jay) Lee).

Problem Statement

All above these variables are effect on employee's performance because maim purpose of organization focus on increase profit and quality productivity.

Objectives

- To explore relationship between adequate work load and employee performance.
- To identify relationship between training & development and employee performance.
- To find out relationship between supervisor support and employee performance.

Research Questions

- What is the impact on supervisor support and employee performance?
- What is the impact on training& development and employee performance?
- What is the impact on adequate work load and employee performance?

Significance

This study show the relationship training with employee performance. The importance of training and development on practical of study. In organization training play main role due to this increase employee performance, increase productivity, enhance, employee skills, high quality of products and profit of organization. In Pakistan training trend is not advance but in future it has so important for all types of firms. In educational point of view training has so important for students because they learn on educational level and too aware before going to practical life it is so important (Aidah Nassazi, 2013).in Pakistan work environment is not a good but in future it has most important because work environment is directly effect on employee performance like furniture noise lighting etc. Physical and nonphysical working environment. Physical mean tangible assets like color furniture, lighting all these direct impact on worker's productivity. Nonphysical mean intangible assets like air, noise which is effect on productivity. Supervisor support is most important. Supervisor is a person who gave the order and help his workers. He take obligation about work, for example manager.

Supervisor provide support all independent variable to increase productivity of organization achieve its objects due to supervisor help.in future can be further in these variables. All these variables have most impact on organization goals adequate work load is also most important for employee performance.it has positive effect on performance.in banking sector employee do more work therefore employee feel stress of work . They cannot perform work in batter way.

Literature Review

The result show to remove the problem of women entrepreneurship. To creating new job. New businesses, growth old job. Training is most important factor relationship between job performances in sector in Malaysia (Syukurriah Idrusa*, The Effectiveness of Training Model For Women, 2013). This study was conducted on Spanish firms sector. Training was a main variable and it have important on employee performance. Researcher use employee of public and private. Data was collected from sample sizes to increase training Positive Effect on performance and learning (María IsabelBarbaAragón*, 2013).

The study conducted a research study to test hypotheses of all variables like training design. On the job training .delivery style effect on training and development. Training and development is also effected on employee and organization performance (By Raja Abdul Ghafoor Khan, 2011). The result of this study highlight training increase performance of insurance company.in this sample size random cluster.in every person technical skills are different like manager or employee. Skills are enhance through training (A. Shekarey, 2010).

Show this research is proposed training is significant for development of teachers or principal of sector turkey. Because principal do work in all most different districts. Data were collected but not use sample

size in this. It is main point that when supervisor share his information with teachers to create new opportunity then training and development is conducted to improve skills (Celal Gülşen1, 2014).

The result show Education is important factor for innovation in economy sector because it support basic education program and technology but all these in legal form. Training has vital part on education .inventor have some ideas but training is important for this purpose to implement such innovation activity (Tatyana Shindina*, 2015). The researcher conducted. In the world all businesses face some challenging .human resource need training and development to increase economic growth .this researcher the impact of training on employee performance. Skills, knowledge. Behavior, attitudes of workers increase due to training (Maria Jade C. Opulenciaa*, 2014).

This research study is show the importance of supervisor support .Supervisor support is a factor which is effect on employee performance.in this research regression and correlation used and data collected from 300 workers of telecommunication sector of Pakistan (Shumaila Latif 1, 2011).This study is highlight impact of supervisor support on job stress in organizations. Supervisor support have positive or negative effect on employees.it mean that good relationship between colleagues and employee or employers (Tianan Yang 1). This study to describe importance of supervisor increase employee performance. Supervisor support create best relationship employer and employee, s attitude. Job satisfaction.it have direct positive effect on task performance and 243 supervisor from service industry. (Michael). The result of study show management focus on skilled person or workers to increase operation activities. In this researcher use questionnaire (Martyka, 2014).

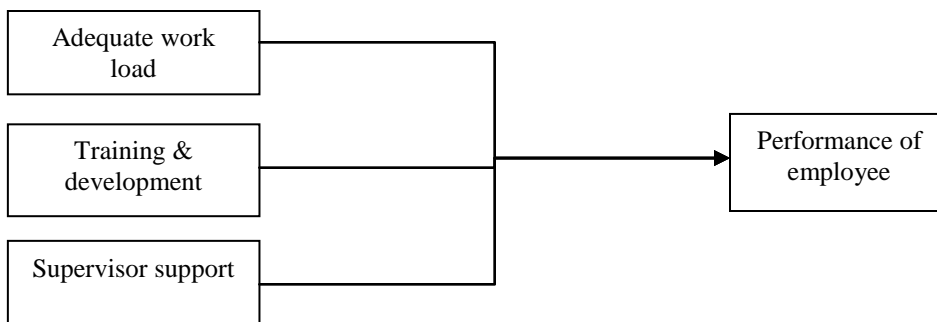
This study show all types of businesses have main purpose to increase employee performance. Different factors to influence on performance like wrong strategies effect performance and employee production. Some variables education, compensation system, hierarchy of firms etc. All types of business try to remain skilled persons so that business to compete in a global market. Employee do less work and manager want to low worker cost and increase production and worker want to earn more due to less efforts. Between all factors correlation relationship .work load is a main issue and arise day by day. Work load is a job assignments (Shah, 2011).

This research show quantitative research effect of organization climate on working style of employee. Data collect through questionnaire in Niculita .the result show effect of different organization environment factors on employee work have positive (Niculita, 2015). The study of research is represent adequate work load and job stress. This study describe some causes which effect on employee productivity in health sector of Muzaffarabad and Azad Kashmir. Data collect through questionnaire among 400 public health sectors and correlation and regression use in this study. Some variables effect on job stress like lack of financial, working time, lack of control and others (Naqvi2, 2013).

The result of this research to describe relationship workload and performance among police officers. Shooting timing work increase disturbance and workload increase job stress also increase and work become difficult (Tal Oron-Gilad, 2008). This study tries to investigate Performance dependent work assignment because duration of work is most important. Todays in the world all organization face workload which effect on performance of employee (Bertrand*, 1983). This study describe workload effect on jobs all these data collect through questionnaire from133 private education sector in Karachi and business administration, engineering, medicine, textile , fashion . Regression technique in this study for hypothesis. Low salary pay is main reason workload .overwork load have stress on job and decrease performance of employee. There are some variable use in this study workload, role conflict, inadequate monetary (Warrach Usman Ali1, 2014). This research conduct quality of work. In Bangladesh commercial banks there are most difference among male and female. In this study quantitative data collect from 128 male and 64 female workers of private banks (Ayesha Tabassuma, 2011). The study to investigate the work load which effect on employee performance in banking .it may be positive and negative impact on workers .main purpose of this study is attract the employees (1Muhammad Ali, 2015).

Research conduct Today in competition trends employee performance is most important because organization s productivity employee performance. Workload is factor which effected employee productivity random sampling techniques was used for collect data through questionnaire and interviews. (Dwamena.Mark, 2012)

Research Model



Research Methodology

In this study researcher use descriptive method of research because researcher use different Variables at education sector.in this use quantitative approach because data show in figure and number. Primary and secondary were used in this research. Primary data collect through questionnaire and secondary data collected articles, internet, and research papers. Describing the attributes of particular person with descriptive research study .the data collected for this study from university of education Okara campus, women colleges, D.P.S colleges and Army public colleges in Okara and Renal a Kurd region.

Population

Population is total people from in which some sample is selected .Researcher select employees of all departments' of university of education Okara campus. Data was collected from department of Management sciences, Department of information and technology, Department of chemistry , Department of zoology, Department of Math , Department of English , Department of Education , Department of Botany . Women colleges. A.P.S College, D.P.S colleges. Researcher select sample of 200 candidates in his study.

Sampling Technique

This study use two method. One probability which is stratified convenient sampling. Each person has equal chance of select as sample and all teachers were taken into consideration. Second is non-probability has not equal chance.one method use according to nature of research. This study probability technique conducted.

Sample Size

The size of the sample of the study was selected as 200 Teachers of education institutions in region Okara and Renal a Khurd. Five point likert scale was used and data were analyzed through SPSS.

Research Instrument

Data collect from different methods like questionnaire, interview, and focus group .in this research questionnaire select to collect data from population.

1. (MUINDI) , 2 (Brown, 2003) , 3 (William, 2010) , 4 (Uganda, 2013) , 5 (Edwards, 2013) , 6 (Neelam Tahir, 2014)

Hypothesis

Following hypothesis were conducted

H1: There is a significant relationship between Supervisor support and employee performance in the organization.

H2: There is significant relationship between Training & development and employee performance in the organization.

H3: There is significant relationship between adequate work load and employee performance in the organization.

H1: working environment increase employee performance in organization.

Data Analysis

For data analysis researcher can use different software's

- Statistical package for social science
- All these software use for quantitative data

Correlation

		Correlations			
		SS	TD	WL	EP
SS	Pearson Correlation	1			
	Sig. (2-tailed)				
	N	200			
TD	Pearson Correlation	.467**	1		
	Sig. (2-tailed)	.000			
	N	200	200		
WL	Pearson Correlation	.362**	.484**	1	
	Sig. (2-tailed)	.000	.000		
	N	200	200	200	
EP	Pearson Correlation	.274**	.255**	.378**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	200	200	200	200

** . Correlation is significant at the 0.01 level (2-tailed).

In this study researcher use person correlation analysis result fin out the relationship between dependent variable and independent. Correlation (r) means the degree of between variables range using from -1.00 to +1.00.this value shows strength sign Hypothesis 1.(H1) It table show positive week impact on supervisor support with employee performance ($r=.274^{**}P<0.01$) so H1 is accepted according to the correlation analysis and Hypothesis 2 (H2) shows positive week impact on training and development so that H2 is accepted according to the correlation analysis ($r=.255^{**}P<0.01$) there is relationship between employee performance and training and development.

Hypothesis 3 was also supported the relationship between adequate workload and employee positive moderate relationship so that it is accepted according correlation analysis ($r = .378^{**}$, $P < 0.01$)

Reliability

Reliability Statistics

Cronbach's Alpha	N of Items all
.887	31

Level of cronachs alpha is more than 0.7 in this study Cronbach s alpha figure is .887 and No. of items is 31 which result shows good result. All variables have values more than 0.9 which are considered excellent. Reliability of the scale in this study was high with Cronbach's alpha close to 1.0

Regression

Coefficient

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
H₁	2.715	.430	.274	6.318	.000
	.392	.098		4.004	.000
H₂	2.937	.403	.255	7.284	.000
	.340	.091		3.717	.000
H₃	2.261	.379	.378	5.970	.000
	.500	.087		5.747	.000

H₁ The coefficient of relationship depicts that the value of R square is .075 which shows the variance employee performance was affected by supervisor support. Standardized coefficients ($\beta = .274$, $p < 0.01$) t value = 6.318 as it high and significant level low.

H₂ The coefficient of relationship depicts that the value of R square is .065 which shows the variance employee performance was affected by training and development standardized coefficients ($\beta = .255$, $p < 0.01$) Hypothesis is reject because beta value high from 0.05 t value = 7.284 as it high and significant level low

H₃ The result shows relatively high percentage employee performance which can be explained workload. The coefficient of relationship depicts that the value of R square is .143 which shows the variance employee performance was affected by workload. Standardized coefficients ($\beta = .378$, $p < 0.01$) t value = 5.970 as it increase significant level decrease.

Conclusion

The study shows results that working environment is most important to increase employee performance due to some factors like supervisor support, training and development, adequate workload. All these factors have positive impact on employee performance in organizations. This research study is conducted in Educational institutions in Okara District of Punjab Pakistan. This research show good information to Educational institutions to build supportive environment to employees of the organization that increases their motivation level and their interest towards work activities that increases their performance.

Recommendations

Researcher recommended that this study is limited with respect to geographical area. Researcher also suggest that teacher's interest, and environmental factors Training and development facility should be provided in educational institutions so that employee performance increases and employee turnover decreases in organization. It also recommended check and balance on training sessions. It is also be recommended that flexible rules and regulations in institutions according dynamic nature. This study is conducted only in Okara district it can be extended others districts area in Pakistan.

References

- A. Shekarey, S. H. (2010). A Study on the effectiveness of occupational trainings of insurance. *Procedia Social and Behavioral Sciences*, 330,334.
- Aidah Nassazi, V. A. (2013). Effects of training on employee performance. *International Business*, 2 to 59.
- Ayesha Tabassuma, T. R. (2011). Quality of Work Life Among Male and Female Employees of Private Commercial. *Int. Journal of Economics and Management*, 267,282.
- Bertrand*, J. (1983). The Use of Workload Information to Control Job Lateness in Controlled and Uncontrolled. *Journal of Operations Management*, 3, 79,92.
- Bindu Anto Ollukkaran, D. R. (2012, July – December). A study on the impact of work environment on employee performance. *Namex International Journal of Management Research*, 2(2), 71 to 85.
- Bindu Anto Ollukkaran, D. R. (2012, July – December). A study on the impact of work environment on employee performance. *Namex International Journal of Management Research*, 2(2), 72 to 85.
- Brown, B. B. (2003). Employees' Organizational Commitment and Their Perception of Supervisors'. 1 to 106.
- By Raja Abdul Ghafoor Khan, F. A. (2011, july). Impact of Training and Development on Organizational. *Global Journal of Management and Business Research*, 11(7), 63 to 68.
- Celal Gülşenl, A. A. (2014). The thoughts of school principals about the effects of educational. 104.108.
- Dr.shaejeel saleem, s. a. (2013). the impacet of organization support for career development and supporvisory support on employee performance. *European Journal of Business and Management*, 5.
- Dwamena.Mark. (2012, june). Stress And Its Effects On Employees Productivity. 1,52.
- Edwards, J. S. (2013, August). Factors affecting training transfer in supervisors and hourly employees in a manufacturing organization. *Southern Cross University*, 1,220.
- Franklin Dang Kum, R. C. (2014). The impact of training and development on employee. *Singaporean journal of business economics, and management studies*, 3, 73,105.
- Franklin Dang Kum, R. C. (2014). The impact of training and development on employee. *Singaporean journal of business economics, and management studies*(3), 73 to105.
- Franklin Dang Kum, R. C. (2014). The impact of training and development on employee. *Singaporean journal of business economics, and management studies*, 3, 72 to 105.
- Hamad, 1. A. (2014). Impact of Training and Development on The Employee. *Arabian Journal of Business and Management Review*, 2, 19 to 24.
- Hamad, 1. A. (2014). Impact Of Training and Development on The Employee. *Arabian Journal of Business and Management Review*, 2, 19 to 24.
- JungHoon (Jay) Lee, C. (n.d.). Effects of Workplace Friendship on Employee Job Satisfaction, Organizational Citizenship.
- Leblebici, D. (2012). Impact Of Workplace Quality On Employee's Productivity:.. *journal of business economic & finance*, 38-49.
- María IsabelBarbaAragón*, D. (2013, may). Trainingandperformance:Themediatingroleof. *BusinessResearch*.
- Maria Jade C. Opulenciaa*, R. P. (2014, October). Training Interventions in Strengthening Technical Capability of. *2nd Global Conference On Business, Economics, Management and*, 1625, 1627.
- Martyka, J. (2014). Supervisors Competence And Safety Level In Coal Mines. *Journal of Sustainable Mining*, 27,35.

- Michael, D. (n.d.). Supportive supervisor communication as an intervening influence in the relationship between LMX and employee job satisfaction., *Journal of Behavioral Studies in Business*, 4,28.
- MUINDI, F. K. (n.d.). Quality of work life, personality, job satisfaction, competence and job performance of academic staff in public universities in kenya. 1 to 10.
- Muhammad Ali, 2. A. (2015, November). Impact of stress antecedents on work stress and employees performance. *International Journal of Business and Management Invention*, 4(11).
- Naqvi2, S. M. (2013, july). Job Stress and Employees' Productivity: Case of Azad Kashmir Public Health Sector. *Interdisciplinary Journal Of Contemporary Research In Business*, 5, 526,542.
- Neelam Tahir, I. K. (2014, April). The Impact of Training and Development on Employees Performance and Productivity. *International Journal of Academic Research in Business and Social Sciences*, 4(4), 86,98.
- Niculita, Z. (2015). The relationship between work style and organizational climate for Romanian employees. *Emerging Markets Queries in Finance and Business*, 1043,1049.
- Nur Zainie Abd Hamid, N. H. (2015, September). The Relationship Between Workplace Environment and Job. *International Review of Management and Business Research*, 4(3), 845 to 851.
- Nur Zainie Abd Hamid, N. H. (2015, September). The Relationship Between Workplace Environment and Job. *International Review of Management and Business Research*, 4(3), 845 to 851.
- Pravamayee, S. (2014, june). Strategy to Develop an Effective Workplace Environment. *International Journal of Language & Linguistics*, 1, 57 ,61.
- Prof.Dr.Abdul Ghafoor Awan, M. T. (2015). Impact of working environment on employee's productivity. *European Journal of Business and Management*, 7.
- Quality of Work Life Among Male and Female Employees of Private Commercial. (2011). *Int. Journal of Economics and Management*, 59.
- Shah, S. S. (2011, September). Workload and Performance of Employees. *Interdisciplinary Journal Of Contemporary Research In Business*, 3, 257,267.
- Shumaila Latif 1, A. G. (2011). The impact of organizational and supervisory support on survivors'. *International Journal of Economics*, 1(5), 55 ,61.
- Swathi, B. (n.d.). Intervention Research On Working Conditions And Employee Performance. *International Monthly Refereed Journal of Research In Management & Technology*, 11, 146,152.
- Swathi, B. (n.d.). Intervention Research On Working Conditions And Employee Performance. *International Monthly Refereed Journal of Research In Management & Technology*, 2, 146 to 152.
- Swathi, B. (n.d.). Intervention research on working conditions and employee performance. *International Monthly Refereed Journal of Research In Management & Technology*, 2, 146 to 152.
- Syed Saad Hussain Shah, A. R. (2011, September). Workload and Performance of Employees. *Interdisciplinary Journal Of Contemporary Research In Business*, 3(5), 256 to 267.
- Syukuriah Idrusa*, N. M. (2013, September). The Effectiveness of Training Model For Women. *International Conference on Innovation, Management and Technology Research*, , 82, 89.
- Syukuriah Idrusa*, N. M. (2013, September.). The Effectiveness of Training Model For Women. *International Conference on Innovation, Management and Technology Research*, 82 to89.
- Tal Oron-Gilad, J. L. (2008). The Workload and Performance Relationship in the Real World: A Study of Police Officers. *International Journal of Occupational Safety and Ergonomics*, 14, 120, 130.
- Tatyana Shindina*, Y. L. (2015, june). Entrepreneurs' Training in Innovation-Oriented Society. *Worldwide trends in the development of education and academic research*, 1099 ,1108.
- Tianan Yang 1, Y.-M. S. (n.d.). Effects of Co-Worker and Supervisor Support on Job Stress and Presenteeism in an Aging Workforce:. 2.15.
- Uganda, E. f. (2013). Effects Of Training On Employee Performance. *International Business*, 1 to 59.
- Wang, Z. (2014, January). Perceived Supervisor Support and Organizational Citizenship Behavior: The Role. *International Journal of Business and Social Science*, 5, 210.214.
- Warraich Usman Ali1, A. R. (2014, july). Impact of Stress on Job Performance: An Empirical study of the Employees. *Research Journal of Management Sciences*, 3(7), 15,17.
- William, A. N. (2010). Employee Motivation And Performance. *Bachelor's Thesis*, 1 to 56.