The Relation Between The Work Environment And The Performance Of Administrative Staff An Applied Study In Al Kubaisi Contracting Company In Kingdom Of Bahrain

The thesis provided an update of requirements for obtaining a master’s degree in human resources management from the faculty of administrative sciences at the university of applied sciences – Kingdom of Bahrain

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Abstract

Al- Kubaisi company Committee of the large regional companies in the Gulf region and has several branches in the Kingdom of Bahrain and beyond, Always seek the principle of maintaining quality and consistency to the work environment and its components to be clear and consistent standards adopted by the company in the different headquarters, but under spatial spacing and the regional headquarters of the company this may affect the quality of the work environment and is reflected on the performance of employees and job satisfaction and productivity, Current search goal to take the views of the respondents who are the administrative staff in company Al-Kubaisi, headquarters in the Kingdom of Bahrain and the State of Kuwait To get their perspective and influence of work environment on performance of Al-Kubaisi companies, from the point of view of the sample, And identify the degree of satisfaction of staff of Al-Kubaisi companies work environment Staff , survey Al-Kubaisi companies on the most important implications of the work environment on career performance, and to make proposals for the development of working environment in private companies and make them more positive.

The researcher used a descriptive analytical description of the most important conditions and criteria that must be met by successful work environment, then analyze the availability requirements and standards in branches of Al-Kubaisi companies , and with description and analysis of the extent of the disparity between the work environment headquarters with other branches.

And the researcher design Questionnaire and use it as a research tool to collect the information needed by respondents to answer the questions of the study, were presented to a group of arbitrators to make sure of its Suitability for the purposes for which it was prepared.

The results of the study revealed that in the opinion of respondents that technical factors are most influential on the success of the work environment in Al-Kubaisi companies , as well as a high level of job satisfaction with the staff of Al- Kubaisi companies at headquarters in the Kingdom of Bahrain and the company branch in the State of Kuwait, The results also show the impact of the working environment in medium form on the performance of Al- Kubaisi companies staff in the Kingdom of Bahrain and in the company's branch in the State Kuwait and, Finally, there is no statistically significant differences to the effect of the work environment on the performance of Al- Kubaisi companies staff attributed to the workplace, whether in Kingdom of Bahrain or State of Kuwait.
Finally, the researcher recommended to the constant updating of electronic devices and the replacement of the old with the modern and sophisticated, and work to encourage staff and motivate them morally and financially because of its positive impact on the work environment and employee performance, As well as attention to staff training and increase their rehabilitation in their fields to reflect positively on the performance of the tasks they carry out, and work on the development of the work environment in all the headquarters and branches of the company to be of unified standards, and attention to the humanitarian and social aspect because of its positive impact is reflected in the success of the work environment, and finally conduct further studies on the satisfaction of the staff of Al-Qubaisi companies in other activities such as tourism and factories.