

Final Project 1

Code: MGM 496-PMG496

Project Template

Faculty of Management
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The Impact of Work Environment on Job Performance

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Graduation Project – 1

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Date of submission – number of Semester

2025

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1. Chapter 1: Introduction

1.1. Research Background

The work environment is considered one of the fundamental factors that affect employee performance in any organization. It does not only include the physical aspects, but also encompasses the psychological and organizational environment within the institution.

In the healthcare sector, this topic gains greater importance due to the sensitivity of the field and its direct impact on public health.

This study aims to examine the relationship between the work environment in all its dimensions and the level of job performance among employees at the Ministry of Health in the Kingdom of Saudi Arabia.

The goal is to provide practical and scientific recommendations to improve the work environment and enhance employee efficiency in alignment with the objectives of Saudi Vision 2030.

1.2. Research Problem

Some employees suffer from low productivity, increased absenteeism, and a modest completion of the tasks assigned to them.

1.2.1. Theoretical Gaps

Although there are studies on the work environment and job performance, few of them have thoroughly addressed the three main dimensions of the work environment within the Saudi healthcare context

1.2.2. Practical Gaps

There is a lack of a clear vision on how to improve the elements of the work environment in public healthcare facilities and how these improvements empirically affect staff performance.

What is the impact of the work environment on the job performance of employees at the Ministry of Health in the Kingdom of Saudi Arabia?

1.3. Research Significance

A poor work environment characterized by stress, pressure, uncertainty, and tension negatively affects employee performance by distracting and disrupting their focus.

1.3.1. At the theoretical level

- The observed relationship between social, organizational, and psychological factors requires further investigation.
- The poor work environment leaves negative effects on employee behavior. It negatively impacts the employee's psychological state

1.3.2. At the practical level

- The poor environment is considered one of the key factors affecting employee behavior and organizational performance.
- The theoretical introduction includes a comprehensive review of relevant studies (including previous research).

1.4. Research Questions

1.5. Research Objectives

1.6. Research Hypotheses

1.7. Research Model

1.8. Research Methodology

1.9. Scope of The Study

1.10. The Suggested Project Structure

2.Chapter 2: Literature Review

2.1. Introduction

Brief introduction for the chapter

2.2. The independent variable

2.3. The dependent variable

2.4. The relationship between the independent and the dependent variables

2.5. Conclusion

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