



The 16th National and International Conference
"Global Goals, Local Actions: Looking Back and Moving Forward 2024"
20 March, 2024

The Effect of Work Environment, Teamwork, And Employee Stress Factors on Organization Performance in Company a Located in Rayong, Thailand

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Abstract

This study investigates the influence of work environment, teamwork, and employee stress factors on organizational performance. Work environment sub-variables include technology, safety, and company culture, while teamwork sub-variables encompass communications, responsibilities, and planning. Employee stress factors are examined through salary, working hours, and conflict resolution. Quantitative data was collected from 400 respondents in Rayong via online questionnaires, utilizing multiple-choice questions for demographics and a five-point Likert scale for variable assessment. Employing descriptive statistics and multiple linear regression analysis, the research found a positive correlation between the independent variables (work environment, teamwork, and employee stress factors) and the dependent variable (organization performance), confirming all three hypotheses.

Keywords: Organization Performance, Work Environment, Teamwork, Employee Stress

Introduction

This study investigates the effect of work environment, teamwork, and employee stress on organizational performance at Company A in Rayong, Thailand. Acknowledging the crucial role of individual employee performance in organizational success, the study concentrates on three pivotal factors. Inadequate working conditions, lack of social support, communication



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breakdowns, and persistent stress levels are identified as influential factors affecting organizational performance. Insights from scholarly research offer strategies to address these challenges, highlighting the significance of cultivating a positive work environment, promoting teamwork, and managing employee stress for overall organizational enhancement.

Objective of the study

1. To study the effect of work environment factors (Technology and tools, Safety & Company Culture) on organization performance.
2. To study the effect of teamwork factor (Communication, Responsibility & Planning) on organization performance.
3. To study the effect of employees' stress factor (Salary, Working hours & Conflict) on organization performance.

Scope of the study

Population and Sample

The primary research method employed in this study was quantitative, conducted through an online survey targeting both part-time and full-time workers in Rayong, Thailand. To ensure a representative sample, non-probability sampling was utilized. Based on the 2023 data from the World Population Review, Rayong's total population stands at 637,049. Following established guidelines, 400 samples were collected, maintaining a precision level of +5%. The samples were selected through convenience sampling, aligning with the study's objectives and available resources.

Independent Variables

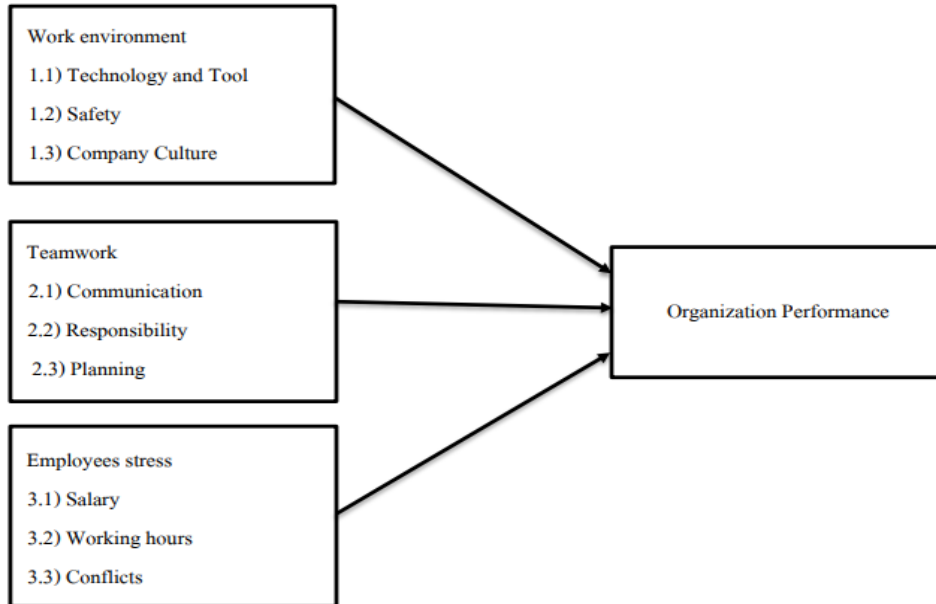
1. Work environment (including Technology and Tools, Safety, and Company Culture)
2. Teamwork (including Communication, Responsibility, and Planning)
3. Employee stress (including Salary, Working Hours, and Conflicts)

Dependent Variables: Organization performance in Rayong



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The Research framework



Literature Review

The literature review for the variables studied was based on the following framework

Table 1: Summary of the literature review for the variables studied according to the research framework

No.	Academic (Year Published) / Finding	Detail
1	Lebas (1995)	Lebas (1995) defines performance as a complex, forward-looking concept, emphasizing future potential and diverse dimensions beyond measured outcomes.
2	Neely (2002)	Neely (2002) emphasizes performance evaluation through quantitative efficiency and effectiveness. Emphasis is placed on interconnections in the organizational context.
3	Folan (2007)	Folan (2007) promotes a multi-dimensional approach to organizational performance, considering diverse



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No.	Academic (Year Published) / Finding	Detail
		factors and resisting a singular definition due to its complexity.
4	Githii (2021)	Githii (2021) states that learning organizations thrive in dynamic environments by enhancing adaptability and productivity through knowledge management, leading to improved commitment and learning capacity at all levels.
5	Contu (2020)	Contu (2020) emphasizes the essential link between effective teamwork, and organizational performance, highlighting the impact of individual contributions on overall outcomes.

Methodology

This chapter outlines key elements of the study, including research design, objectives, methods, and challenges. It is divided into eight sections covering: 1) Research type and tool, 2) Research design, 3) Tool quality, 4) Data collection, 5) Population and sample, 6) Sampling technique, 7) Research procedure and timeline, and 8) Hypotheses testing and data analysis.

The Research Procedure

There are 5 stages of the research procedure for this study:

First, data from previous studies and relevant sources were collected in January 2023. Second, online questionnaires, focusing on demographics, work environment, teamwork, and employee stress, were generated and developed from January 2023. Third, the questionnaire's validity and reliability were tested using Cronbach's Alpha with a pilot test of 30 samples starting in February 2023. Fourth, the questionnaire was distributed to participants from March to May 2023. Finally, in June 2023, data from participants and the researcher were organized and analyzed to derive research findings.



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The Data Collection:

Data collection for this study involved the use of online questionnaires, directly distributed to participants via Google Forms in both English and Thai languages. The questionnaire exclusively comprised closed-ended questions, focusing on measuring participant satisfaction. This method offered significant advantages to the researcher.

Firstly, it substantially reduced administration costs, saving valuable time and resources that would have been spent on travel, site visits, and printing paper surveys.

Secondly, the online format allowed for swift data collection, surpassing the efficiency of traditional paper surveys. Notably, responses were automatically stored in a survey database, ensuring systematic data management.

Consequently, online questionnaires emerged as the optimal tool for this study, enhancing the research process's efficiency and effectiveness.

2 statistics tools used for data analysis:

1. Descriptive Statistics: consisted of frequency, mean, and standard deviation.
2. Inferential Statistics: consisted of multiple regression analysis tests

Analysis

Summary of Demographic Data

Survey demographics reveal diverse participants, primarily aged 22-30 (42.8%) and 41-50 (27.4%). The majority are Thai nationals (99.8%), with 76.3% males, 20% females, and 3.7% undisclosed gender. Most are employees (74.5%), with 16% self-employed. Salary-wise, 31% earn 15,001-25,000 Baht, and 24.5% prefer not to disclose. The majority are single (64.5%), residing mainly in Rayong (37.8%) and Ban Chang (28.7%). Educationally, 73% have a Bachelor's degree, and 90.3% work 8 hours per day.



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Analysis of Variables (Mean and Standard Deviation)

Total Work Environment Factors:

\bar{x}	SD
4.32	0.451
EXTREMELY SATISFIED	

Total Teamwork Factors:

\bar{x}	SD
4.28	0.430
EXTREMELY SATISFIED	

Total Employee Stress Factors:

\bar{x}	SD
4.28	0.447
EXTREMELY SATISFIED	

Organization Performance:

\bar{x}	SD
4.35	0.450
EXTREMELY SATISFIED	

