

Impact of Working Environment on Job Satisfaction

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ARTICLE DETAILS	ABSTRACT
<p>History <i>Received: April 2019</i> <i>Available online: June 2019</i></p> <p>Keywords <i>Job Satisfaction</i> <i>Working Hours</i> <i>Job Safety</i> <i>Job Security.</i></p>	<p>Purpose: The purpose of this study is to examine the influencing factors of job satisfaction on the employees working in their respective organizations within Karachi Pakistan. The study is to extend the theory of “Self-Discrepancy Theory” in explaining Job satisfaction. Furthermore, the study also intends to analyze the effects of “Working hours”, “Relationship with co-workers” and “Job safety and security” on the employees’ satisfaction related to their jobs. .</p> <p>Methodology: This study is quantitative in nature and a questionnaire was used as a research tool to gather data and SPSS is used for data analysis. The sampling technique that was used for this research was non-probability convenience sampling. Research primary data was gathered by adopting a survey method in the form of a questionnaire that was designed using Google Docs. It was then used to administer 400 respondents. The survey consisted of 31 structured questions that were based on 5 points Likert scale.</p> <p>Findings: The outcome of the study finds that Job Safety and Security and relationships with co-workers have a positive impact and relation with employees' Jobs. However, the working hours have no impact and relationship with Job satisfaction.</p> <p>Conclusion: It is concluded that Job Safety and Security and Relationship with co-workers have a positive impact and relation with employees' Jobs. However, the working hours have no impact and relationship with Job satisfaction</p>

1. Introduction

According to Kathleen A. Lane (2009) Components within the workplace environment, such as compensation, working hours, employee rights, organizational infrastructure, and the relationship between management and workers, may influence job satisfaction. Also, he notes that top management keeps its workers going rather than stressing a sense of duty among the employees by developing teams to achieve high achievement in the workplace.

The most important aspect of the equation for fulfilling a business's goal and purpose is the employee. They have to overcome the organization's organizational requirements that take care of the quality of their work and satisfy the benchmark of the organization. In public sector organizations, entitled variables that cause data allocation are studied Amayah (2013). The drive of this paper is to examine the factors that influence information allotment in an organization that puts in the public sector. Besides, Mahdian (2016) attempts to research the notion of the initial work of friendship and, in particular, to generalize the environmental friendliness of the scale.

The two larger aspects of working environments, such as meaning and function, are given by these posts. Employment entails many different facets of the job's attributes and features, such as how it is done and accomplished, along with activities such as job preparation, job-related behavior management, a feeling of accomplishing or completing something from work, a variety of roles, and built-in confidence for a job. Besides, numerous academic papers have discussed the built-in requirements for work satisfaction or job happiness.

Organizations have many daunting problems in this new age because of the complex existence of the world. The company's tasks are to deal with its constantly changing climate, to thrive, to be proactive, and to please its workforce. The corporation must also address the needs of its workers by ensuring fair working practices to maximize employee productivity, efficiency, production, and job dedication (Abdul Raziqa, 2015).

The German Socio-Economic Panel indicates that endogeneity may be a real downside of the correlation between perceived subjective well-being and work protection initiatives in every study article, stressing the downside of reverse causality for another time. In this endogeneity, the author sees no flaws and finding that the measureable interaction is twice the dimensions of the belief that the endogeneity transfers. Geishecker (2012) second, in this risk-averse worker could vote on his own for safer workers, the identifiable correlation between workplace security and job satisfaction could suffer from sample choice. Particularly relative to personal and public sector jobs area units are safer Andrew Clark (2009).

According to Mihajlov (2016) probes the concerning job satisfaction and want to work among workers in the Serbian public and personal sector. Civil servants have been found to have greater external work satisfaction than their non-public-sector counterparts, although they require lower endogenous satisfaction at a comparable time. Their fulfillment comes in the form of the organization's social relationships, job structure, and data.

Job satisfaction is an important element in the provision of quality services and goods and has a strong effect on the company's success Silva (2006). Wages, working hours, and autonomy are provided to employees, facilities, and communication between management & employees are different variables that internally influence this aspect.

Kathleen A. Lane (2009).

The objective of this research is to determine the relationship between the working environments and employee job satisfaction. The study examines the impact of working hours, job safety and security, and relationship with coworkers on the job satisfaction of employees. Also, this report measures the loyalty and devotion of workers to their jobs. Job satisfaction, workers feel with their employment, the efficiency of staff, employee ability, level of tension in working hours and evaluation of job safety. Many who wish to improve this job satisfaction study will benefit from this study in the field, which will supply them with appropriate work.

2. Literature Review

2.1. Theoretical background

The new analysis is of noteworthy importance. With a real viewpoint, this study takes into account an aspect that companies should embrace such actions that can help increase employee loyalty, guarantee their company, and boost worker satisfaction and efficiency that will be important to development and progress.

Working time is the period dedicated to paying labor by an individual. Working time can vary from individual to individual, often in need of location, culture, and efficiency. Moving towards the second Independent Variable i.e., relationship with co-workers. It refers to the relationship between workers who have no formal right over each other at the same horizontal classified rank. The third Independent Variable is job safety/security. It is intended to shield an employee from work-related illness and injuries and to provide staff with office protection. Policies for their protection and welfare were made to create a stable and healthy atmosphere for workers' enterprises.

The test of employee likeliness of their work clarifies whether or not they are comfortable with their job and other factors, such as the quality of the job or management. Besides, it has three features that we are addressing in this report. This is employee commitment to the firm. Employee commitment refers to the degree of devotion to their company's achievement and they consider it their greatest significance to be a worker in the organization. The second characteristic is the degree of dedication to work and the business. The level of dedication relates to better market efficiency, increased competitiveness, and profitability, and enhanced working conditions. Creating such an atmosphere that facilitates and motivates new ideas. The third characteristic is the efficiency that the employee produces. It is possible to explain efficiency as the indicator of an employee's skill or success in an organization. The skill of an employee to turn inputs into useful output. An organization's performance is the formation of horizontal ties with its workers. In agreeing with the role of administrative responsibility, commitment, and efficiency in job satisfaction, the following research is also significant. From an academic point of view, this thesis is intended to provide additional knowledge of these partnerships and will aid in this research stream's upcoming growth program.

"Self-Discrepancy Theory" is the theory used in this analysis. This idea refers to how an actual human being contrasts his or her true self to others' idyllic self-desire. The study reveals that real/own self-discrepancy is correlated with "happy" or "satisfied" emotions linked to their dreams, aspirations, tasks, and responsibilities.

2.2. Empirical studies

Abdul Raziqa (2015) describes the effect of the working environment on workplace satisfaction was observed, which included the influences of sense of ownership, morale, performance, efficiency, and loyalty of employees and the impact of working hours, job protection & protection, coworker relationships, needs for respect, top management. The data was obtained by questionnaires from 201 workers from educational institutions, the banking sector, and the telecommunications field operating in Quetta, Pakistan. In the selection of it, the basic random sampling procedure was chosen, and later evaluated the relationship by the regression tool. The findings, therefore, revealed that the workplace atmosphere has a progressive impact on the degree of job satisfaction; this showed that the company would be more effective, profitable, and efficient for a happier employee. Besides, this paper could assist in expanding the growth of a person and could also assist in the improvement of the working environment.

Pagán (2013) describes the Job Satisfaction Effect of Working Time Mismatch; according to which job satisfaction was influenced by expectations for working time and mismatch of working time. The explanation for the survey was to decide which solution to work satisfaction could be easier. The research was performed at the Department of Applied Economics, University of Malaga, where the collection of data was taken from 12,245 workers via questionnaires and was also analyzed on mean, standard deviation, and regression tool. Thus, the finding showed that, relative to those workers who work to their preference, those employees who suffer from the working mismatch period have poor levels of job satisfaction.

You-Na Lee (2015) was focused to define the impact of work hour comparability on employee satisfaction and absenteeism. The sampling approach was longitudinal and the study was carried out of Canadian workplace and staff survey questions by an interview and survey (WES). Since the learning result showed that there was no complete improvement in work satisfaction for workers who requested more hours and earned them. The staff wanted and earned a few hours, however, had a positive effect on the reduction of absenteeism.

Hina Mubeen (2014) analyzed the effect of long working hours on employee satisfaction, which is used by the following independent variables as a dependent variable, was analyzed: job pressure, corporate atmosphere, job insecurity, personal preference, and incentives and gratitude. The survey and data collection of 258 employees from various Karachi service industries, such as banks, IT, and media companies, was carried out. The research was carried out using the deductive analysis method and the analytical, correlation, regression, and chi-square testing method to validate the theory. Therefore, the findings of the study found that work stress was the most critical factor in affecting long working hours than corporate values and job insecurity. However, these two variables also play a vital role in helping long hour culture.

Ali Mokhles (2011) the work protection effect on job satisfaction and organizational engagement were analyzed. As of Qom municipalities, the data of 158 workers was obtained by questionnaires and evaluated using the coefficient of correlation, t-test, and step-by-step multivariable regression tool. The outcome of the report, however, proved that there was a notable gap between hired/contractual workers and organizational engagement. In the intervening time, there was also a variance between employees' job satisfaction but it was not significant.

Kaya (2015) researched the impact of job security on job satisfaction in economic

reductions against developments. In comparison, the dependent variable was work satisfaction and job stability was freedom. The data from 1620 samples were obtained by questionnaires by the National Review of the Evolving Population (NSCW). To evaluate this relationship, means and SD methods were used. Nonetheless, the findings found that protection from job loss was a very important factor in the job satisfaction of a worker.

Geeta Kumari (2019) determined the effect of the working environment on job satisfaction in the industry of software professionals. Job satisfaction was taken as a dependent variable and other workplace conditions were used as an independent variable for protection, security, working hours, and relationships with co-workers. The researcher decided to explore, through the working environment, the perception and happiness of computing professionals. For the data collection, the overall sample size was 100, where 65 were male and 35 were female, and the people were software professionals from Wipro Technology, Greater Noida, and India. The data was obtained by questionnaires and methods of analysis and regression were used to interpret the data. After that, the analysis determined that the work climate at Wipro Technologies, Greater Noida, and India had a major effect on the job satisfaction of software professionals.

Akpan (2013) agreed on the study of job satisfaction and job security impacts on the organizational promise in the middle of university teachers in Nigeria, cross river state. For data collection from 2 universities based in Nigeria, the survey (questionnaire) approach was introduced and the total sample size was 290, which was later evaluated by regression and T-test techniques. The study concludes that both independent variables have a substantial influence on university teachers' interpersonal engagement; moreover, work satisfaction was a more powerful indicator than job stability.

Amal AltafMohammad (2011) examined the controlling effects of workplace holiness on job burden and employee satisfaction relationship. Job happiness was taken as a dependent variable and spirituality in the workplace and work overload were taken as independent influences. Data from 76 samples were obtained via questionnaires and evaluated by the method of regression and correlation. Consequently, the result of the study found that career satisfaction affected spirituality in the workplace.

Liu (2010) analyzed the relationship between trajectories of job satisfaction and also analyzed that, based on the work satisfaction direction of the employee unit and its dispersal, subsequent turnover can change because of them. The longitudinal multilevel approach was used for the data collection on the sample size of 5270 workers, obtained from the business units of the sectors of hospitality companies. Means, regressions, and association methods were used to examine this relationship and the result found that the pathways of job satisfaction at the unit level and specific level had distinct, flexible effects on overhead turnover and above the static level of job satisfaction.

May chiun Lo (2011) surveyed 156 workers at work in Malaysia and they examined the effect of leading on the job satisfaction of employees. Via the questionnaire, the details were combined and methods were used for interpretation, regression, and correlation. The outcome of the study shows that the correlation between career leadership and all facets of work satisfaction is positive.

Farrukh Malik (2012) analyzed the influence of internal contact on the engagement and fulfillment of workers. This inquiry aimed to find the link between the motivations of employees to engage with supervisors, colleagues, and also their loyalty to their organization. Questionnaires from the automotive, crude, and petrochemical industries in Bahrain gathered data from 104 workers, of whom 87 percent were male and 13 percent were female. For the study, co-relation methods were used and the findings of the studies

show that the relationship between motivations along with devotion and happiness was found.

Alamdar Hussain Khan (2012) investigated the impact of work satisfaction on employee turnover; while the revelation was the relationship between pay, growth, job nature, job protection and safety, and their effects on the degree of job satisfaction and the explanation for an employee's income. The data was collected via questionnaires from 200 respondents from medical health institutions in Punjab and the regression analysis technique was used to evaluate quantitative data. The findings found that there was a relationship regarding pay, promotion, work stability, and protection, the nature of the job, and organizational commitment.

Ahmed Imran Hunjra (2010) analyzed the variables affecting job satisfaction of employees was evaluated as the dependent variable, and individuality, leadership behavior, and coordination were used as independent variables. The reading data was obtained by questionnaires from 450 employees working in Pakistan's financial sector SPSS, Independent Sample T-Test, Correlation, and Regression analysis were used to analyze the results. The outcome showed an encouraging and remarkable correlation between job satisfaction and the success of human resources in a coordinated environment, job autonomy, and transformational leadership.

Rizwan et.al (2010) examined how to figure out the key variables that inspired workers and the correlation between incentives, appreciations, and motives of workers working within an organization. The data was obtained from 220 workers currently employed in an institution in Pakistan by questionnaires and analyzes were taken through statistical similarity analysis. The findings of the analysis found that the incentives and recognitions had a significant effect on the workers' motivations, which also contributed to work satisfaction.

Dr. Mfon Eyo (2015) the working environment, the morale of employees, and perceived competitiveness in Nigeria's manufacturing industries is determined by them. Productivity was taken as a dependent variable, and as an objective variable, the working environment was used. The information was collected using questionnaires from 311 workers employed in south-western Nigeria's public and private organizations. The data were analyzed by regression analysis, correlation, and t-test statistics methods and the findings revealed the essential relationship between those variables and also found that the working environment is expressively related to the morale of workers.

Jagannathan (2011) analyzed the dedication of workers and its effect on the routine of employees. Employee output was used as a dependent variable; job climate, team and co-worker, training and career advancement, salary, on the other hand, organizational policies, workplace wellbeing, leadership were used as independent variables. The questionnaires were used to gather data from 383 middle administrative and junior management level workers from small-scale organizations identified in the Coimbatore District Small Industries Association. The questionnaires were used. To analyze the results, regression analysis techniques were used and the result showed the value of employee importance and It also showed that both variables had a notable effect on worker efficiency and that a favorable interaction with employee involvement could be collected.

Rizwan Qaiser Danish (2010) analyzed the impact of reward and appreciation on the employees' work satisfaction and tried to find the connection between them as well. As

independent variables, job motivation and happiness were used as dependent variables, and benefits, compensation, appreciation, security was used. The data collection was done using a questionnaire system and was carried out by 220 employee respondents in major industrial cities of Pakistan from private and public divisions. Arithmetical means and standard deviation techniques were used to interpret results. The study's outcome revealed that the factors were strongly correlated and had a substantial effect on employee motivation.

Patricia Newcomb (2009) examined the effects on the job satisfaction of hospital staff nurses of the perceived work environment. Employment satisfaction with pay, rank, contact, task methods, self-sufficiency were dependent variables, and personal growth (contribution, unity support) structure (clearness, control, modernization) is being used as independent variables in the workplace including relation (contribution, solidarity support). Data from 159 samples from a normal-sized private hospital situated in a south-eastern metropolitan area were obtained and analyzed using arithmetic and standard deviations. Therefore, the outcome demonstrated the value of workplace affiliations; nevertheless, a cohesive peer group could reward the dissatisfaction from a job atmosphere for the frustration, but a compassionate boss could have buffered nurses from the consequences of the less required environment.

Jayaweera (2010) determined the influence of environmental conditions on the success of the job, promoting the role of work rewards in England's hotel market. As a dependent variable, work output was used and the physical environment, psychosocial environment, and motivation were used as independent variables. For the gathering of data from 210 hotel staff employed at twenty-five hotel chains in Bristol, England, the survey questionnaire approach was introduced. The relationship was evaluated using regression analysis, reliability analysis, arithmetical means, and standard deviation techniques. The result thus demonstrated the reputation of working conditions and the motivation to justify job results in the structure of working conditions and work performance.

Alamdar Hussain Khan (2012) examined the effect of managed care, strong relationships with employers, recruitment and growth, an enticing, quick schedule for benefits and appreciation, and a sufficient workload. The data sample size of 206 workers was collected and collected from Punjab institutions, i.e., banks and insurance agencies, and the study was acquired via a regression tool that revealed the findings that administrator assistance helped improve the working environment that also enhanced the productivity of employees.

Rizwan Qaiser Danish (2010) analyzed the effect on organizational participation of professed organizational support and work climate, mediating the role of self-monitoring. Data from 355 employees employed in the private and public sectors of hospitals, hotels, financial and educational institutions of the provincial capital of Punjab, Lahore, and Pakistan were collected using survey questionnaires. To evaluate this interaction, correlation analysis methods were used. The result revealed an essential and constructive relationship with organizational commitment within working environments; however, insignificant relationships between perceived organizational support and organizational commitment were identified.

Pramana Saputra (2018) analyzed the work environment's effect on employee satisfaction. Employment satisfaction is being used as a dependent variable and the physical, emotional, and social setting of the job environment were used as independent variables. A survey questionnaire and interview from Domino's pizza in Jaipur district,

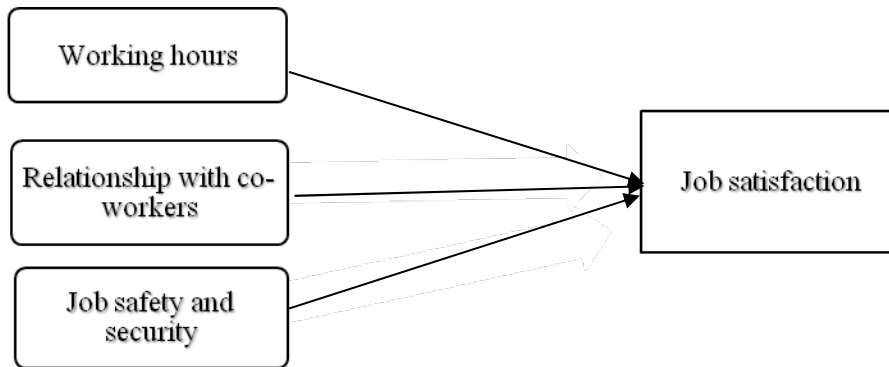
India, was used to gather 100 sample size data and examine them using the statistical table methodology. The outcome showed that with this component, a safe workplace atmosphere has a positive effect on worker satisfaction and may have helped maintain certain facets of their workers.

Nengah Landra (2019) determined the research of the work environment in cooperative sugar factories in Maharashtra, India, and its effect on job satisfaction. Employment satisfaction was taken with dishonest and transparent contact as a dependent variable and work environment, work-life harmony, impartiality, continuity, and physical were used as independent variables. The overall sample size used for data collection from cooperative sugar factories in Maharashtra, however, was 850 and was analyzed using statistical research and chi-square tools. Therefore, the result of the study revealed that the sugar factory workers were well satisfied with certain work environment variables, which showed that it was important and had an optimistic relationship with job satisfaction.

Era Mae Ferron (2017) examined the faculty of part-time nurses who intend to stay active in research organizations. Intentions to stay working were used as a dependent variable and leadership reinforcement, procedural justice acknowledgment, and external occupation as independent variables including work satisfaction mediator, age, and corporate tenure were used. For the data collection of 282 part-time nurses working at colleges and universities in Ontario, Canada, the cross-sectional sample approach was used. To interpret the results, correlation, multiple regression, and mediation techniques were used. The findings of the study revealed that the independent variables had a favorable and important effect on part-time nurses' decision to stay active in their current organization.

Shweta Rajput (2016) analyzed the element that influences work satisfaction and organizational loyalty of employees in the Ho Chi Minh City banking industry, directly and indirectly, and also researched the relationship between job satisfaction and loyalty of employees in the banking sector. As dependent variables, workplace satisfaction and staff engagement were used and coordination, manager assistance, recruitment, peripheral incentives, and work environment were independent variables. For 201 employees working in the eleven banks that were operational in Ho Chi Minh City, a quantitative approach for data collection was used and evaluated using a statistical method, including route analysis and multiple regression. The conclusion revealed that coordination, supervisory assistance, and the working climate had essential and vital effects on workers. Besides, job satisfaction and employee loyalty have a positive correlation, which suggests that higher levels of job satisfaction imply an employee's greater loyalty and also offers a healthier working environment; improved boss support, and cooperation among employees.

2.3. Theoretical framework



3. Methodology

This study determines to examine the impact of the working environment and its factor on job satisfaction. The study emphasizes the numeric analysis of data collection and also helps the study to support the hypothesis of the research. The research purpose is to find or identify the impact of the working environment that includes the factors work hours, relationship with co-workers, job safety, and security (independent variable) on job satisfaction (dependent variable). The research aims to recognize or understand the effect of the work environment which includes the factor work hours, relationship with co-works, job safety and security (independent variable) on job satisfaction (dependent variable).

3.2. Sampling Technique

For conducting this research convenience sampling is used. This sampling technique allows us to draw the sample from that part of the population that is close to hand.

3.3. Statistical Technique

To achieve the objective of this research, the main technique was regression analysis. Further, descriptive stats were used to understand the description of the data. Moreover, Cronbach's alpha was used to measure the liability of the instrument with the assistance of statistical software for empirical testing, Statistical Package for the Social Sciences (SPSS).

3.4. Questionnaire and Measurement Instrument

In this research, the questionnaire was used as a measurement tool which was circulated with the assistance of google form. The questionnaire consists of questions connected to variables. The information is gathered from strongly agree to strongly disagree by applicants on a 5-point Likert scale. The item of job satisfaction, Job Safety and Security, and Relationship with Co-Workers were taken from the Impact of the working environment on job satisfaction, Abdul Raziqa (2015).

3.5. Target Population and Sample Size

The target population of this research is employees, working in their respective organizations. The sample size selected for this research is 400. Data is collected through a questionnaire generated on google form and circulated via link send on respondent's

what's App.

3.6. Ethical Consideration

In research, ethical considerations are very important and crucial since ethics considers moral standards or norms that differentiate between rights and wrongs, which can help to define the distinction between permissible and inappropriate behaviors. The integrity, esteem, and role of the persons participating in this research have been taken care of, which is the prerequisite of this report. In this study, the personal information and answers gathered are kept secret and no damage to any reputation can be incurred

4. Results & Discussions

Data analysis is the method by which statistical and/or logical methods are frequently used to explain, demonstrate, and transformation and modeling to discover helpful information and to support decision-making.

4.2. Descriptive Analysis

Table.1. Table of Frequency

Demographic items	Frequency	Percentile
Gender		
Male	295	65.7%
Female	104	23.2%
Education level		
Under Graduate	212	47.2%
Graduate	33	7.3%
Post Graduate	148	33.0%
Age		
17 – 23	102	22.7%
24 – 30	269	59.9%
31 – 37	28	6.2%
38 and above	102	22.7%
Income		
10000-20000	108	12.7%
30000-40000	103	24.1%
50000-60000	128	22.9%
70000 and above	53	28.5%

Source: Author's own elaboration

The above table describes the demographic of respondents in which the proportion of two distinct sexes is mentioned 65.7% are men and 23.2% are women. Furthermore, the age group of the respondent is divided into 4 sections 17-23, 24-30 31-37, and 31 and above.

22.7% of respondents belong to the 1st age group, 59.9% respondents fall into the 2nd age group, 6.2% respondents belong to the 3rd age group and none of the respondents fall into the last age group. As far as the highest educational level of the respondents: undergraduate 33%, Graduate 47.2%, and the postgraduates are 7.3%. In income level of respondents 10000-20000 is 24.1% whereas 30000-40000 is 22.9%, 50000-60000 is 28.5% and 70000 and above is 11.8%.

4.3. Reliability Analysis

Reliability is calculated by achieving the proportion of the systemic difference in a scale that can be accomplished by evaluating the relationship between the responses collected from the various scale.

In this research reliability is measured in the terms of Cronbach's alpha, indicating how well the items in the research are favorable with one another. The authors suggested that for a satisfactory level of reliability the value must be equal or greater than 0.7 and the maximum value is 1. However, in some cases authors suggest that the value of 0.6 is also considered to be acceptable if the research nature is exploratory (Nummally & Joseph F., 1978; Hair, 2010)

Table 2: Reliability Analysis

Construct	Cronbach's α	Items
JS	.869	6
JSAS	.775	3
RWCW	.909	5
WH	.700	5

Source: Author's own elaboration

Notes: JS= Job Satisfaction, JSAS= Job Safety, and Security, RWCW= Relationship with Co-workers, WH= Working hours

JS has 6 items in the first variable and the alpha value of these products is 0.869. JSAS has 3 and the alpha value is 0.775. The third RWCW variable has 5 objects and the alpha value is 0.909. There are 5 objects in the last variable WH and 0.700 is the alpha value. In the exceeding table of Cronbach's alpha, the alpha coefficients of all the scales are more than 0.6; representing that all of them are satisfactory & are internally reliable & trustworthy.

4.4. Regression Analysis

The researcher has used the regression in order to determine the relationship among working environment factors and job satisfaction. In the regressions model the independent variables are relationship with co-worker (RWCW), working hour (WH), job safety and security (JSAS) & the dependent variable is job satisfaction (JS).

Table.3. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.878 ^a	.771	.770	1.751

Source: Author's own elaboration

Table.4.Overall Significance

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	4082.171	3	1360.724	443.985	.000 ^b
Residual	1210.596	395	3.065		
Total	5292.767	398			

Source: Author's own elaboration

Table.5. Regression Analysis

Hypothesis	Regression Path	Effect type	B-Coefficients	P Values	Remarks
H ₁	JSAS -> JS	Direct Effect	0.428	0.000	Supported
H ₂	RWCW -> JS	Direct Effect	0.391	0.000	Supported
H ₃	WH > JS	Direct Effect	0.216	0.407	Not Supported

Source: Author's own elaboration

The above Regression table shows the regression path, Beta value, and the p-value. The beta value informs the dependent variable's connection with each independent variable. If the beta value is negative, it indicates that the relationship is inversely proportional between dependent and independent variables. If the beta value is positive, on the other side, it demonstrates the beneficial relationship between the dependent and independent variables stating that the relationship is direct. Whereas, p-value determines the significant or insignificant relationship between the variables.

4.5. Discussion

4.5.1. Job safety and security -> Job satisfaction

As shown in table 4 of regression path Job safety and security Job satisfaction is significant this shows that the hypothesis 1 is accepted and lying in the significance level of 10% (B= 0.428, P < 0.1), this examines the influence of Job safety and security on Job satisfaction that means if the Job safety and security are high there will be a high ratio of Job satisfaction.

Abdul Raziqa (2015) examined that by designing job safety and security in an organization properly it shows greater results in the progress and performance of the employees. Their learning experience enhanced and their skills developed more.

Another research has been done and it shows that by including Job safety and security and design it according to proper criteria this has been shown the involvement of employees become more evident, they learn more easily and effectively and it's very beneficial for them further in their job lives. Their behavior may change towards the

organization as well (Ali Mokhles, 2011).

4.5.2 Relationship with co-workers -> Job satisfaction

In H_2 , the regression path is showing that the Relationship with co-workers Job satisfaction the purposive values show the significant relationship among the variables and shows that this hypothesis has been accepted and lying in the significance level of 10% ($B= 0.391$, $P < 0.1$), this examines the influence of Relationship with coworkers on Job satisfaction.

Farrukh Malik (2012) show that Relationship with co-workers has a greater impact on job satisfaction, if there is good communication between co-workers i.e., employees communicate easily with superiors and co-workers within an organization it will be beneficial for the employees as well as for the organization. They can learn more and knows its importance.

Jagannathan analyzed the impact of Relationship with co-workers on Job satisfaction. It has been shown that in the recent few years of the work environment, team and coworkers, training and career development, compensation, organizational policies, workplace wellbeing, leadership shows rapid growth in organizations. These show a great impact that the dimensions change for better, growth has been shown among the employees.

4.5.3. Working hours > Job satisfaction

According to table 3 regression path hypothesis 3 has been rejected that Working hours Job satisfaction this has not been lying in the significance level of 10% ($B= 0.216$, $P < 0.1$) this shows the insignificant relationship between Working hours and Job satisfaction.

You-Na Lee (2015) shows that Working hours are really important for Job satisfaction. Employees who desired more hour's ad received had no positive change in employees Job satisfaction whereas, the employees who desired a few hours and received, had a positive impact on the reduction of absenteeism.

Hina Mubeen (2014) examined the importance of Working hours on Job satisfaction. Long working hours harm the job satisfaction of employees. Less working hours within an organization may be bad for that particular organization but employees are happy and satisfied with that. They seek new dimensions to learn and gain more knowledge which results in the enhancement of their performance.

5. Conclusion & Recommendations

In this research, job satisfaction as the dependent variable was conducted and evaluated and its further component was taken into account, such as employee morale, degree of contribution to the company and productivity generated. Working hours, job security and safety, relationship with the co-workers are the independent variable that affect Job Satisfaction (DV).

The report examined the effect/relationship between the work environment and the employee's job satisfaction. The sampling tool we used to perform the survey is Convenience sampling focuses on quantitative analysis. Moving towards the statistical technique used in our research is Reliability Analysis & Regression Analysis used to

effectively analyze a large set of data.

The data collected through a 5-point Likert scale questionnaire shows that the percentage of male respondents is 65.7% and female respondents carry a percentage of 23.2%. In the regression analysis table i.e., table 4. Therefore, the result clearly defines that the H1 and H₂ are supported, that is the job safety and security & relationship with coworkers has a positive direct effect on the job satisfaction of the employee, whereas H3 i.e., working hours does not have any relation with the job satisfaction.

The outcome of the study finds that Job Safety and Security and Relationship with coworkers have a positive impact and relation with employees' Jobs. However, the working hours have no impact and relationship with Job satisfaction.

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