

RELATIONSHIP BETWEEN THE WORKPLACE ENVIRONMENT AND EMPLOYEE PRODUCTIVITY AT VIKINGS LUXURY BUFFET

ABSTRACT

AUTHORS

Jay Ann Briones
Mary Ann Camargo
Jezerie Cawaja
Ace Charles Rodriguez
Lei Mard Rodriguez

RESEARCH ADVISER

Angelica E. Beltran

AFFILIATION

Bestlink College of the
Philippines

DISCIPLINE

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This study assessed the relationship between workplace environment and employee productivity at Vikings Luxury Buffet. It was guided by Herzberg's Two-Factor Theory, which distinguishes hygiene factors that help prevent dissatisfaction from motivator factors that may enhance performance. The study used a quantitative descriptive-correlational design. A structured survey questionnaire measured workplace-environment factors and productivity indicators, including service quality, work efficiency and output, attendance and punctuality, and teamwork and initiative. Mean, composite mean, ranking, and Spearman's rho were used to analyze the data. Respondents generally rated workplace-environment and productivity indicators positively, with most items interpreted as "Strongly Agree." However, the overall relationship between workplace environment and employee productivity was very weak, negative, and not statistically significant ($\rho = -0.01$, $p = 0.95$). The findings suggest that workplace-environment conditions may function primarily as hygiene factors that support baseline satisfaction and stable performance rather than directly increasing productivity. The organization may consider motivator factors such as recognition, career-development opportunities, and performance-based incentives to strengthen engagement.

RECOMMENDED CITATION

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