

An Investigation into Employee Perceptions of Work Environment Influences on Performance: A Comparative Study of Fauji Meat Limited and Novo Nordisk

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Abstract

The role of the work environment on the performance of the employees. Much research has conducted many studies for it, but this research specifically pays light on the extrinsic components of the work environment which has an impact on the performance of the employee working in Fauji Meat Limited and Novo Nordisk Pharmaceuticals. This research analyses working conditions that influence employee productivity, health and efficiency. Deductive approach was adopted for this study. Using purposive sampling technique, quantitative primary data was collected from a sample of 217 respondents on 5-point Likert scale with the help of questionnaire. The research design is descriptive. The results are derived through statistical tools, Hypothesis Testing, Linear Regression and Reliability tests, using SPSS Version 23. The result of the study proves that all physical factors of the working environment impact employee performance but among all the considered variables (Ambient Noise, lighting arrangement of workplace, layout of office furniture and colour of the compartment). Much attention has focused on the feelings of employees about the working environment in relation to their job performance. This research's main stakeholders are the middle and upper-level management staff who must manage the office tasks. This study gives insights to office managers to understand the usefulness of physical factors of the working environment with reference to employee performance. There are many factors which affect the performance of employees, but the factors discussed.

Keywords: Employee Perceptions, Work Environment, Performance, Fauji Meat Limited, Novo Nordisk

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INTRODUCTION

The place you work at can change how well you do your job, how safe you are, and how content you feel about your work. Job contentment shows how devoted a worker is to their job. Several things can change how good a worker does their job, their satisfaction, and how much they get done. Our study looks at how physical things affect a worker's contentment and how well they do at their job. What workers do at work can decide how much they get done. Workers who do great work can change bad work and space conditions which then change how much they get done and how content they are. The quality of work needs safe and healthy working conditions. Lots of studies have looked at the workplace and found that it can change how much work gets done. There are lots of things in these studies that can change things for the better or for the worse. If the office is not good, we need to fix it. Or else, the place you work at will put the workers in a bad place and make them sick. These studies also say that how workers feel and how they are treated can lead to things like back pain, feeling tired, feeling sick, and eye pain.

The task for those in charge of the workplace is to make a place worker like and stay at and of course they do good work. Those in charge must think and look for new ways for people to be proud of what they do. The workplace can change how well people work and how much they like their work- it can change how they feel in their mind and their body. It's not just fate that led to changes in business focusing on life, work balance, health, and wellbeing. These are now important to responsible companies. The work environment today is different and always changing. The old boss-employee relationship is now reversed. In growing economies, workers have many options and benefits. This creates a situation where businesses need their workers more than the workers need them. So, we need to understand the workplace, which affects employees greatly. My research will investigate factors affecting employee productivity like ambient noise, compartment colour, workplace lighting, and furniture layout.

Fauji Meat Limited (FML) stands as a testament to Pakistan's growing presence in the global meat processing industry. Established in 2013 as a subsidiary of the fertilizer giant Fauji Fertilizer bin Qasim Limited (FFBL), FML falls under the vast umbrella of the Fauji Foundation Group. This strategic positioning allows FML to use the experience and resources of a well-established conglomerate while carving its own niche in the meat processing sector. FML boasts the title of owning the largest and most technologically advanced meat processing plant in Pakistan. Located near Port Qasim, Karachi, this impressive facility sprawls across a massive 47 acres (about twice the area of Chicago's Millennium Park) – an area roughly twice the size of Chicago's iconic Millennium Park. This expansive footprint allows FML to implement innovative technology and stringent quality control measures throughout the entire processing chain. One of FML's core principles is its unwavering commitment to Halal practices. The company adheres to 100% certified Islamic slaughtering methods at every stage of processing. This dedication ensures that consumers receive not only hygienically processed meat but also meat that aligns with their religious beliefs.

FML's vision extends beyond national borders. The company was established with the ambition to deliver the "distinctly flavoursome halal meat of Pakistan to the world around." This focus on international markets highlights FML's strategic intent to become a key player in the global halal meat industry. By using its ultramodern facilities and commitment to quality, FML aims to tantalize taste buds across the globe with the unique flavours of Pakistani meat. Fauji Meat Limited

stands for a significant force within Pakistan's meat processing landscape. Its impressive facilities, unwavering focus on Halal practices, and ambitious global aspirations position FML as a company poised for continued growth and success. Novo Nordisk, a global healthcare powerhouse, has carved a remarkable path for over 90 years. Their story is one of unwavering dedication to tackling some of humanity's most challenging chronic conditions. Novo Nordisk's roots lie in diabetes care. Founded in Denmark, their commitment to this field has seen them become a global leader in developing and providing innovative medications and devices for people living with diabetes. This rich heritage in diabetes care has not only saved countless lives but also provided a foundation of experience and ability. While diabetes stays a cornerstone of their focus, Novo Nordisk recognizes the complexities of human health.

By using their ability and capabilities, they have expanded their reach to address other serious chronic conditions. These include haemophilia, a blood clotting disorder, growth disorders changing children and young adults, and the growing global challenge of obesity. Novo Nordisk's impact extends far beyond Danish borders. They use a robust international network, with production facilities strategically found in eight countries. This global footprint ensures efficient manufacturing and distribution of their life-saving medications. Furthermore, their presence in over 80 countries, through affiliates and offices, allows them to reach many patients in need. Novo Nordisk is more than just a manufacturer of pharmaceuticals. Their commitment extends to providing comprehensive solutions for managing chronic illnesses. This includes a diverse portfolio of pharmaceutical products, ranging from injectable medications to innovative devices. Additionally, they may offer valuable services that support patients in managing their conditions effectively. Novo Nordisk's unwavering dedication to innovation positions them at the forefront of breakthroughs in chronic disease management. Their commitment to both established areas like diabetes care and emerging challenges like obesity reflects their comprehensive approach to healthcare. With their global reach and diverse product portfolio, Novo Nordisk is well-positioned to continue its legacy of improving lives for millions of people worldwide.

LITERATURE REVIEW

Workers can make or break a business. A company delivers a service or item. So, the business needs to invest in its workers. Worker performance, also called workplace productivity, is key. Usually, how productive a person is will be compared to others doing the same work. Worker productivity is measured by the amount of work produced each time. There is a perfect level of productivity for each job. Productivity fuels progress (Hanaysha, 2016). The company studies how workers act to see how much they help. Often, behaviour comes from how they have a good relationship with others. Knowing the gap between attitude and performance helps bosses solve issues like bad teamwork and low growth. Bad thoughts make workers not care about tasks. They only focus on small issues. Jobs are not done well (Parvin & Kabir, 2011). The work setting is big and all your workspace. The things around you while you work, like your tools, air, noise, and comfort, make up your physical setting. But your work area also includes mental stuff like how your work is planned and how you feel at work. A good workplace is good for your company, since it can bring in more sales. A healthy workplace raises productivity and cuts costs linked to staff being absent, leaving, paying workers, and health needs (Creating a Healthy Workplace Setting for Your Workers,' 2016).

Truth isn't always the same, sometimes it's just someone's way of seeing things. When talking about a company, the topics that matter most to workers and what they know about the company are crucial for growth. The truth might be different. Emotions play a big role in how employees feel. It's important for companies to make sure their employees understand the rules by creating the right idea in their heads. So, good, and right management is needed to prevent misunderstandings among employees (Adams, n.d.). Work happiness is how much workers like their jobs, whether because of the work itself or how it's managed. Researchers found that job happiness changes a lot depending on the work (how good it feels) or thinking about work. One of the most used ideas in business studies is Locke (1976), who says work happiness is a "good feeling from liking work". Other people saw how important it is to like or not like doing something ('Job satisfaction,' 2019).

Employees at work and their happiness is very important for how well a company does. This is related to how hard they work, how much they care about their job, and if they choose to stay or leave. This can also affect how much the company must deal with people taking legal action and leaving and then having to replace them. If workers feel good about where they work and the company takes their ideas seriously, makes changes when needed, and tells them what's going on, it can help them feel good and not focus too much on problems at work. Companies that want to keep their good workers need to take a careful two-part plan. The aim of the research is to study how employees feel about the place where they work and how it affects how well they do their job. From our research about workplace surroundings, we found things like how the place is set up, what the furniture is like, how bright it is, and what colour it is. These things are related to how workers feel about their job and the environment they work in. The study shows that people don't think enough about how the place where they work affects how well they do their job. It also shows that things like noise, how the furniture is organized, the lighting, and the colour of the place where the work is done really can affect how well someone does their job and how happy they are like Ambient Sound, layout of office furniture, workplace lighting arrangement, colour of the compartment and pay too little attention to the growing scientific work about the psychology of the place where people work and how it affects them('Employee Performance at Workplace: Conceptual Model and Empirical Validation—Rabindra Kumar Pradhan, Lalatendu Kesari Jena, 2017', n.d.). This research looks at the theory and works about how stressed people feel when they are at work. This study found that how people feel about where they work can affect how hard they work and how happy they are. If they feel like they don't work well, it could be because of things like noise, how the furniture is arranged, the brightness, and the colour and it helps show how people feel about working and what they would like to see changed.

The right balance between doing stuff and jobs is when people are healthy in body and head. People play a good part in setting an example with no research, art, and bad health results. There are things in the world that can change how much work gets done. Many issues at work today come from using computers too much: like being hurt, carpal tunnel, and arms and hand trouble. Yet, most jobs did not use computers till the Eighties, and a lot still don't. The stuff at work, like where things are and what things there are, matters. How this stuff is set up, its size, and where it is, is called the space design (Parvin & Kabir, 2011). Space design is the way stuff is set up and where it is, and how they are put together. This matters to how well a job can be done. Usefulness means that things can help a job to be done well. The job place is a plan made by looking at how much people like the place at work, how it meets their needs, and why they want to stay there (Haynes, 2008). He thinks the place you work is very important to how well you can work. Heath

(2006) says that the main goal for any job is to make a lot of money by having people work well. The things below make up why people want to work and how well they will work. These things change how much a person wants to work and the job they want to do.

Employee Performance/ Productivity

Workers are the main source of happiness for any business. It is vital to pay workers well since a company becomes a heart is true. When someone gives their all and honesty in the company, the business must offer its workers a nice place to work. Making sure workers are effective and productive is a big part of management. Many scientists have seen this as the main way to help business thrive. Knowing what drives productivity is vital for long-term success. Worker performance is a major goal for many companies. This is because better worker performance leads to many benefits for the company and its staff. For example, it leads to better financial growth, societal progress and profit (Sharma and Sharma, 2014). Also, more efficient workers can get higher pay, better conditions, and more opportunities. Plus, high productivity helps companies stay competitive by cutting costs and improving production quality (Hanaysha, 2016). In a study by Pradhan and Jena (2017), they investigated ways to boost worker performance in businesses. They spoke with corporate experts to understand how to boost overall workplace performance. They suggest that management should use ideas from the study to create a better work environment. This includes physical factors like workplace layout, furniture, lighting, etc. These factors help improve worker performance in the company ('Employee Performance at Workplace: Conceptual Model and Empirical Validation—Rabindra Kumar Pradhan, Lalatendu Kesari Jena, 2017', n.d.).

Ambient Noise

Loud sounds in an office can affect how people work. For example, the noise from machines, tools, and people talking can make it hard for workers to focus on their tasks and lead to less work getting done. However, some noise can help employees work better. According to Keeling and Kallaus (2016), a quiet environment might not be the best for achieving good results all the time because some level of background noise can provide a good base for work. The impact of noise on employees can be both positive and negative, such as soft music making it easier for someone to handle client issues, or loud conversations causing worry for both the employee and the customer. There are different ways to lessen noise in the workplace, like using materials that absorb sound, devices that get rid of noise, and wearing earplugs. Research by Sandstorm studied over 2,900 employees across 58 areas before and after their offices were renovated. They found that more than half of the employees had difficulties with frequent noise and phone calls in the office. Noise made them feel uneasy about their work and environment, but it wasn't linked to their own or their manager's performance. When companies reduced or controlled workplace noise, their employees were more content. Anxiety due to office noise could reflect various environmental and work factors and may affect job satisfaction with both environmental and job aspects.

Lightening Arrangement at Workplace

Working in dim or tough settings can lead to eye strain, headaches, and moodiness and, notably, a decrease in productivity; usually mellow, it is a tiring force that seeps through a workplace window or from above, as it is a kind of mixed light made and put together. Natural light is a free source from workplace windows or bright light, while artificial light is made and artificial by making it.

Poor quality lighting can reduce worker effectiveness, as those with reading-related tasks can cause major sight problems that can lead to dizziness or itching. Team leaders should ensure the right amount and type of lighting. For some workers, more light can aid them with their roles. However, too much light can make it hard for them to see the words on the screen, particularly for those who must work on computers. Moreover, top-notch lighting staff are more likely to work quicker with fewer mistakes than with poor lighting (Parvin & Kabir, 2011). Installing new closely matched fluorescent lighting in one department centre has yielded significant changes in health, efficacy, and performance among staff. Lighting is vital and can be a powerful tool that impacts worker well-being and effectiveness ('The effect of high correlated colour temperature office lighting on employee wellbeing and work performance | Journal of Circadian Rhythms | Full Text', n.d.).

Colour of Compartment

Colour at work influences worker efficiency. Some worry about its physical impact, many ignore its effect on mindset. It greatly affects body, mind, and spirit, impacting productivity and health. For some, each colour has different meanings. For instance, folks who favour dark or red colours are seen as energetic and powerful, while those who favour blue or dim colours are viewed as faithful. In workplaces, colours can affect workers differently, especially in specific facilities. Inadequate colours can lead to health issues like eye strain, headaches, and dizziness. Administrative Office Management must consider three factors when choosing office colours: work activities, location of the workplace, and the psychological impact of different colours. Each task needs a specific colour environment. Functions needing focus, like accounting, benefit from cool colours like blue and green. On the other hand, creative work like advertising, software design, or fashion design works best with warm colours like orange and red. A creative colour environment boosts productivity and creativity while reducing fatigue and health issues (Parvin & Kabir, 2011).

Office colour and layout were changed to see how they affect mood, happiness, and work. A study by Nancy J. Stone and Anthony J. English (1997) was used on students doing easy or hard tasks in a blue or red office. Posters didn't affect satisfaction and work, but colour did. Performance dropped in red and dark offices, but bright lights and simple layout made the office more appealing. Colour is linked to how demanding tasks feel. Posters and office colour might change mood and beliefs depending on how hard the task feels. Research suggests cool colours are calming and warm colours are energizing. Changes in office colour and personal attention to stimuli, like focusing on important things and ignoring distractions, were studied on work results over a 4-day week in a lab. Workers did tasks and had normal hours for 4 days in the same office. They were divided into three groups based on their ability to ignore distractions. Those in white and blue-green offices felt they did better and were happier than those in mainly red offices, paying less attention to improving focusing. Workers with good attention did better and were happier than those with low focus ability. Results for colours are talked about in terms of preference and social expectations (Parvin & Kabir, 2011).

Layout of Office Furniture

Office design can affect how a company is seen and how workers engage. What kind of furniture and layout is chosen can impact how people work. When seating is set up casually people interact more, while formal seating can discourage interaction (Doman, 2008). The style of furniture can

also play a role. An office is filled with several things - desks, chairs, drawers, and more. Each item has a specific role in making sure workers and the company work well. One big thing to consider when getting office furniture is if it's ergonomic. The design of office furniture is important since workers spend a lot of time there. If furniture isn't comfortable and user-friendly, it can hurt how well people work and even their health. Good furniture makes sure employees are comfortable and okay with their surroundings. If they're not, it can hurt their work. If an employee's work area is set up just right, it can make them want to work harder. When an employee is comfortable, they can do their best at their job. Good office furniture can prevent injuries while working. Desks and tables should be designed to give enough space for the legs and support the employees' arms while they use their computers (Shikdar & Sawaqed, 2004). The computer setup, the monitor, and the mouse should be easily reachable. Office furniture affects how much work gets done. It can help or hurt how much work gets done while also taking care of the employees' health (Parvin & Kabir, 2011).

H₁: The way workers feel can make the place they work in better (Mum made this guess).

H₂: The light in the place where people work can change how well they work. Bad light makes people work less well.

H₃: The colour of the place where people work can change how they work and how much they do.

H₄: The things people use in the office can change how well they do their work.

METHODOLOGY

This study shows numbers and visuals. It looks at how things in the workplace affect each other and how they affect worker performance. Using numbers to test ideas and study how things are connected is called quantitative observation. Researchers use a set of questions to gather real facts. They use a scale from 1 to 5 to rate how strongly someone feels about something. It was a count and reason research to study the things that affect how well workers do their job at Fauji Meat Limited and Novo Nordisk Pharma. This study is about telling the details. It's used for things that have not been looked at or done before. It's a way of researching that looks at the meaning of things in more detail. This kind of research just shows how the work surroundings change workers' jobs. This study is about all the bosses at Novo Nordisk and Fauji Meats Limited. We looked at the middle-level bosses, about 500 of them. They are key in running the company. We gave forms to workers from different parts of the company, picked at random. A sample is a part of a bigger group (Bryman, 2012). The pattern size is the amount of people picked from the whole crowd for studies (Newman, 1998). Data was taken from workers of two companies, Fauji Meats and Novo Nordisk, who were 500. Both men and women between 20 to 40 years old were part of this study. They must have at least the basic qualification and have worked for 6 months. Saunders (2009) said, each thing is multiplied by 30, so this study has 5 things, meaning a sample of $5 \times 30 = 150$.

Our total crowd was 500, including middle-level employees, and 220 got questionnaires, and 217 replied. The study used 217 workers from different departments of the companies. They gathered samples from the right workers using a special method. This helps get the information needed from the right people. So, the study used a special method to pick the right workers. We made a form

using an idea. This form has four bits on who you are i.e., name, age, sex, and time doing a job. All the other bits are linked to things we look at and are on a 5-point scale. 1 means you don't like it and 5 means you do like it. We picked Novo Nordisk Pharma (Pvt.) Ltd. and Fauji Meat Ltd. to get the first data. Once we have the data, we look at it and tell what it says. This table info is for how glad or mad the staff are. We use a 5-point scale to find out how glad folks are. It goes like this: 1=SD, 2=D, 3=N, 4=A, 5=SA.

We used an easy way to pick people for this study. We sent out questionnaires online using Google docs. We got info from the workers at Fauji Meats Limited and Novo Nordisk. We looked at things like worker work, noise, office stuff, colour, and light. The goal was to get data from people picked at random. SPSS helps with tests and analysis like Cronbach Alpha, Regression. It checks how Physical factors at work affect employee performance. It shows the link in the Coefficient correlation table. It uses the Pearson Correlation test to see connections between variables. And uses regression to check if Employee Performance is tied to things like Noise, Light, Colour and Office Layout.

RESULTS & FINDINGS

The research study statistical techniques are applied on the primary gathered information using SPSS programming and the outcomes are extricated utilizing SPSS programming and separated outcomes are deciphered to test the hypothesis constructed for the current and flow study and feature the highlight of study findings.

Table 1
Respondent Profile

		Frequency	Percentage
Age	Below 20	13	5.9%
	20 to 30	145	65.6%
	31 to 40	49	22.2%
	41 to 50	13	5.9%
	50 above	1	0.5%
Gender	Female	73	33%
	Male	148	67%
Experience	0 to 1 year	73	33.5%
	2 to 5 years	77	35.3%
	5 to 10 years	46	21.1%
	10 to 15 years	18	8.3%
	more than 15 years	4	1.8%

Test of Reliability

A reliability test is done to ascertain the reliability of a questionnaire (data instrument). It also helps analyze whether the results obtained from the questionnaire items are stable and steady. Basically, reliability test is an activity exercised to assess the questionnaire items. The results of the questionnaire are treated as valid if the Cronbach Alpha of the items is more than 0.6, if its Cronbach Alpha falls short of 0.6 then the results obtained through questionnaire's items are invalid.

Table 2
Reliability Analyses

Variables	Cronbach Alpha	No. of Items
Employee Performance	0.673	5
Ambient Noise	0.616	3
Layout of Office Furniture	0.650	4
Colour of Compartment	0.771	4
Lightening Arrangement	0.720	4

As shown in the above table, Cronbach's Alpha value for 'Employee Performance' is 0.673 and the items were five. For 'Ambient Noise', Cronbach's Alpha value is 0.616 and there were three items. For third variable i.e., 'Layout of Office Furniture, Cronbach's Alpha is 0.650, and there were Four items. In 'Color of Compartment', value of Cronbach's Alpha is 0.771 and there were four items. For the last variable i.e., 'Lightening Arrangement of Workplace', value of Cronbach's Alpha is 0.720 and there were 4 items. The above values of the Cronbach's Alpha Reliability test show that each variable has a value greater than 0.6 which means research instrument is reliable.

Table 3
Linear Regression Analysis Output

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.478a	.229	.214	.57461

a. Predictors: (Constant), Ambient Noise, Layout of Office Furniture, Colour of Compartment, Lightening Arrangement

b. Dependent Variable: Employee Performance

Values of R and R² (R square) are given in the table above. R shows simple impact which is equal to 0.478. R square denotes the amount of difference in the dependent variable which can be explained by independent variables. Here, 22.9% can be explained.

Table 4
Coefficient Application

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.964	0.291		6.743	0
Ambient Noise	0.322	0.069	0.329	4.689	0
Layout of Office Furniture	0.13	0.065	0.167	2.008	0.046
Colour of Compartment	-0.017	0.064	-0.022	-0.269	0.788
Lightening Arrangement	0.102	0.067	0.106	1.522	0.13

a. Dependent Variable: Employee Performance

The table above gives the vital data to predict dependent variables from independent variables. It also supplies confirmation that two independent variables ambient noise and Layout of office are directly influencing the performance of employee, while the other two independent variables colour compartment and lightening shows that they are insignificant and are not having any impact on our dependent variable. The table above shows that increase in one unit of Noise will result a decrease of Employee performance by 0.322 units. Since, $p < 0.05$, therefore, effect of Ambient Noise is clearly seen on Employee Performance. The table above shows that an increase in one

unit of Office furniture will result in a decrease in Employee performance of 0.130 units. Since, $p < 0.05$, therefore, effect of Office Furniture is clearly seen on Employee Performance.

Colour of Compartment

The table above shows that increase or decrease in one unit of Colour compartment will result in no change in Employee performance. The beta value is -0.017 Since, $P > 0.05$ so the value is insignificant therefore it has no effect of Employee Performance.

Lightening Arrangement

The table above shows that increase or decrease in one unit of Lightening arrangement will result in no change in Employee performance. The beta value is 0.102 units. Since, $P > 0.05$ so the value is insignificant therefore it has no effect of Employee Performance.

Collinearity Statistics Summary

The collinearity test depicts how much the independent variables are correlated with each other. The sign which predicts that there is a possibility of correlation between our variables if the VIF value is greater than 2.5 there will be a chance of auto collinearity, we have calculated the collinearity between our independent variables and found out that our none of our variables have a $VIF > 2.5$ which concludes that there is no auto collinearity. Deciding if two things are linked can be done using correlation tests. There are two types: Positive and Negative. Positive means both things go up or down together. Negative means when one thing goes up, the other goes down.

Correlation: Analysing Workplace Factors

The correlation table summarizes the relationships between various factors impacting employee performance.

- Strong Correlation: We observe a strong positive correlation between Ambient Noise and Office Furniture. This is reflected in a correlation coefficient of 0.439. This suggests that changes in office furniture design might significantly influence ambient noise levels.
- Moderate Correlation: The correlation coefficients for Lighting Arrangement are 0.254 (with an unspecified variable) and 0.269 (with another unspecified variable). These values indicate a moderate correlation, suggesting that lighting arrangement has some influence on the factors measured, but the effect is not as strong as the one between Ambient Noise and Office Furniture.
- Colour of Compartment: The text doesn't mention a specific correlation coefficient for Colour of Compartment. Based on the wording, we can infer a weak or negligible correlation between colour and employee performance.

Table 5
Summary of Hypothesis Testing

Hypotheses	Result
H1: Ambient Noise has a significant effect on Employee Performance at Fauji Meats and Novo Nordisk Pakistan employees.	Supported

H2: Lightening arrangement of workplace influences the employee performance at Fauji Meats and Novo Nordisk Pakistan employees.	Supported
H3: Colour of compartment effects the performance and Productivity of employees at Fauji Meats and Novo Nordisk Pakistan employees.	Not-Supported
H4: Office furniture has a significant effect on Employee Performance. At Fauji Meats and Novo Nordisk Pakistan employees.	Not-Supported

CONCLUSION

This study looks at how noise, lighting, colour, and furniture affect the work performance of employees at Fauji Meats Limited and Novo Nordisk Pakistan. Each factor's impact is discussed. The study explores the workplace's main factors. External factors are factors that discuss the impact of noise, lighting, colour, and furniture on employee performance. Each of these factors affects employee productivity. Noise and furniture layout have a notable influence on employees' performance. Conversely, lighting and colour have little impact on employee performance. Job commitment depends on the job's nature and what factors enhance employees' performance. The study focuses on the core and top management staff of Fauji Meat Limited and Novo Nordisk Pharmaceuticals, aiming to gain insights into employees' performance and productivity in these organizations. Worker happiness and performance is important for work. A study showed that things like noise, office layout, colours, and lighting can affect how well people work. Pleasant noise and good office set-up can make people work better. This means that if the work environment is good, employees work better, and the business does too. This study clearly shows that the work environment can change how well people work and how well the business does. This research looks at how the work environment affects how well people work.

Noise at work is important. It affects how well people work. Too much noise, like machines, tools, and people talking, can make it hard for workers to do their job. This study found that noise really matters to how well workers do. When a place gives workers a good space to work in, they like their job more. A good work area helps workers feel calm and control their feelings. My study looks at how the work area can help workers do better. The workplace area affects how good the workers do. A lot of workers only care about how the colour makes them feel physically, not mentally. Colour affects how people work and feel. The colour of the workplace can make workers work better or worse. When the workplace is nice, workers do better, and when it is not, they do less good. The study found that the colour of the workplace does not impact how well the workers do at Fauji Meats Limited and Novo Nordisk Pharmaceuticals. So, the workers there do not worry about the colour of their workplace, they just want to get the work done. The way the workplace is lit can affect how well workers do their jobs. Bad or okay lighting can make employees less efficient, especially those who need good lighting for their work. Some workers are mostly concerned about how the lighting impacts them physically, while others don't think about the mental impact. For some, more light helps them work better, but for others, too much light makes it hard for them to see their computer screens. Workers in good lighting tend to work faster and make fewer mistakes. So, if the company gives a nice and comfortable office environment, workers tend to work better. The study found that the lighting at the workplace doesn't have a big impact on employees' performance at Fauji Meats Limited and Novo Nordisk Pharmaceuticals. So, lighting is important, but it doesn't really affect how well workers do their jobs.

Work furniture in offices, like desks, chairs, shelves, and drawers, among others, all play a key role in the smooth operation of any office and the effectiveness and capability of the workers.

Uncomfortable office furniture can impact the health of workers and in turn, their productivity. Comfortable office furniture ensures that employees can work well in their environment, including the layout of their workstations, chairs, computer positioning, and other environmental factors. If the workspace is not comfortable, it can negatively affect the work. Research has shown that the layout of office furniture significantly impacts employee performance. A good physical workspace leads to increased employee commitment, satisfaction, and better performance. The layout of office furniture is a key factor that can enhance employee satisfaction and performance. A positive work environment can improve employee well-being and emotional management. This research emphasizes the significant impact of office furniture on employee performance.

Recommendations and Future Research Direction

This study was done on two groups in Karachi, Pakistan. Time was a big limit because it was only done in a four-month semester and only top workers were looked at. Data was taken from 217 people which is not enough to guess about the whole group. So, the study needs more people. More studies should be done in other areas like banks, health, and private sectors. These two groups are not enough for good results, so future groups should look at more places to get it right. Bosses should know that the place where people work can change how they feel about their work. They should care about the space and how it might help or hurt a worker's job. People who work in need a good place to work in. They should make sure that the place they work in is good. The study said that bosses need to think more about the loud sounds. So, workplaces need to be good for workers. Group heads should care about the place where their workers are.

Competing Interests

The authors declared no known competing interests.

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