



The Effect of the Internal Environment on the Performance of Employees

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ABSTRACT

This study aimed to know the impact of the internal work environment, with its various dimensions, on the performance of workers and teachers within the secondary schools inside Tripoli Municipality Education Monitoring.

The researchers used the descriptive analytical method, and relied on the questionnaire to obtain the necessary data. The researchers used the comprehensive inventory method, where the questionnaire was distributed to all (58) workers and teachers in secondary schools, and all distributed questionnaires were returned, meaning 100%. The questionnaire included (37) items, in addition to the demographic information prepared by The researchers distributed them into five categories, ranging from (strongly agree, agree, neutral, disagree, and strongly disagree), and then they were analyzed using the "Statistical Package for the Social Sciences (SPSS)" program.

The most important results were: The secondary education institutions within the Tripoli municipal education control have a good organizational level, and the material and human capabilities are considered acceptable for these institutions given the current circumstances that the country is going through. The study also concluded that there are no electronic resources or their limited presence, which led to not keeping up with developments. On the other hand, the results obtained showed the lack of material and moral incentives and promotions within these institutions, which led to a lack of performance for workers. Despite this, the performance of workers is considered acceptable in view of some of the obstacles that were mentioned.

Keywords: SPSS, secondary schools, internal environment, employees performance

1. Introduction

The internal environment of the organization: In terminology, the word internal environment means the workplace, given that the organization is an organic institutional entity that interacts with the factors of the environment surrounding it, influencing them and being affected by them on the one hand. It is also a dynamic entity whose human and non-human elements interact with each other and are affected and affected by each other.

The factors of the internal environment of any organization have an effective impact on performance to the extent of its leadership's interest in insight and addressing the problems it faces in an integrated manner. Therefore, they were the subject of interest in this study, and it can be said that the role of institutions or organizations is important to accomplish work in accordance with the planned goals to achieve the mission for which they were created.¹.

Analyzing the environment internally is one of the duties of a successful manager, and it can be said that the survival of the organization and resistance to extinction depends primarily and largely on factors related to organizational effectiveness and efficiency, such as the organizational structure, available resources, and the leadership style that searches for modern methods in managing organizations. This is what prompted the study to choose the impact of the internal environment on the distinguished performance of the organization. In the absence of an organizational environment, organizational culture, and organizational structure with high efficiency for the organizational performance of employees, it is very difficult to have excellence in performance, and from here it can be said that the organizational climate represents the personality of the organization, and its success in all its dimensions Creating an appropriate climate for individuals would encourage the creation of a purposeful work environment that ensures stability and stability for both individuals and the organization, as individuals in an effective organizational environment feel their importance at work and their ability to participate in decision-making and contribute to drawing up policies and plans, and a feeling of trust prevails between management and individuals. Which affects their performance¹.

The internal environment, with its main elements: organizational structure, organizational culture, and organizational resources, plays an important and vital role in the performance of organizations by influencing the nature of the organizational climate, which is reflected in its behavior. Analysis of the internal environment also helps in identifying the organization's current strengths and weaknesses

The importance of analyzing and diagnosing the organization's internal environment

Organizations are interested in analyzing and evaluating all internal factors with the main purpose of identifying the strengths and weaknesses that characterize each internal factor, which helps in using external factors in choosing the appropriate strategy.

Analysis of the internal environment helps in the following:

- Contribute to evaluating the financial and human capabilities and capabilities available to the institution.
- Identifying and strengthening the strengths to benefit from them and searching for ways to strengthen them in the future.
- Identifying weak points so that they can be addressed or avoided with some of the organization's strengths.
- It leads to achieving a competitive advantage, when the organization is able to provide something to the market that competitors cannot provide automatically or partially.
- It helps the organization maintain its competitive position, or at least maintain a level of performance equal to its counterpart at the industry level as a whole.
- It allows the organization to identify areas of excellence or the work it is good at.

Likewise, weak points and their diagnosis have strategic importance and significance, as the organization reallocates resources to remove existing weak points and mitigate their severity so that it is not exposed to attack in this area.

Functionality

1) For employees:

An individual's performance is a reflection of the performance of the institution to which he belongs, and the efficiency and effectiveness of employees is only an expression of the degree of efficiency of the institution in which they work, and the individual's interest in his level of performance is reflected positively as follows:

- Individual performance is one of the basic factors on which many administrative decisions are based related to matters affecting the employee's career path, such as promotion, transfer, training, and assignment to senior positions.
- Due to the link between incentives and performance, the individual must pay attention to his performance of his work, as well as the connection between the wages and salaries he receives and performance.
- Performance, from the individual's point of view, is linked to one of his basic needs, which is the need for stability in his work and proving himself.
- Therefore, the individual's interest in his performance and work to improve and develop it will enable him to achieve a number of economic, social and psychological goals related to it.

2) For the institution:

The issue is given great importance to the person responsible for the institution, as it represents one of the factors or one of the determinants that is used to evaluate the institution that he heads or manages. Therefore, we find that most officials attach great importance to the performance of employees in institutions, since performance is not only a reflection of the capabilities of each individual, but rather A reflection of the performance of these institutions and the degree of their effectiveness and efficiency.

The importance of performance for the organization is also due to its connection to its life cycle in its various stages, namely the stage of emergence, the stage of survival and continuation, the stage of reputation and pride, the stage of excellence, and the stage of leadership. The ability to survive and develop depends on the level of performance

2. Methodology

2.1 SPSS

It is a powerful statistical software platform. It offers a user-friendly interface and a robust set of features that lets organization quickly extract actionable insights from your data. Advanced statistical procedures help ensure high accuracy and quality decision making. All facets of the analytics lifecycle are included, from data preparation and management to analysis and reporting.

2.2 Data analyses and result

In this paper, a questionnaire containing two axes was created, as the questionnaire was distributed to 40 workers inside Tripoli Medical Hospital.

The questionnaires were collected, and using the SPSS statistical program, the questionnaire was analyzed and the results were presented.

Liker Scale

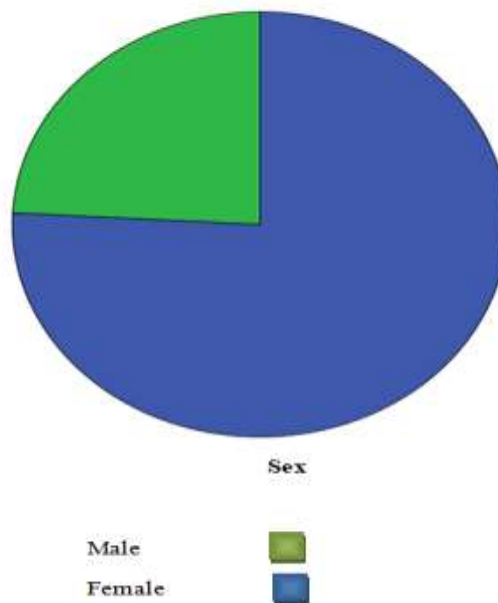
Since the variable that expresses the options (strongly agree, agree, neutral, disagree, totally disagree)) is an ordinal scale, and the numbers that enter into the program are (strongly disagree = 1, disagree = 2, neutral = 3, agree = 4, I agree strongly, then Weights represent the weights. We then calculate the arithmetic average (weighted average) and this is done by calculating the length of the period first, which in our project is the result of dividing 4 by 5. Where 4 represents the number of distances (from 1 to 2 first distances, and from 2 to 3 is a second space, from 3 to 4 is a third space, and from 4 to 5 is a fourth space) 5 represents the number of choices. When dividing 4 by 5, the length of the period is equal to 0.80, and the distribution becomes:

Table (2) Liker Scale

weighted average	Level	general trend
From 1 to 1.79	Strongly disagree	Strongly disagree
From 1.80 to 2.59	do not agree	disagree
From 2.60 to 3.39	fairly correct	neutral
From 3.40 to 4.19	I agree	I agree
From 4.20 to 5	I strongly agree	I strongly agree

Table (3) sex

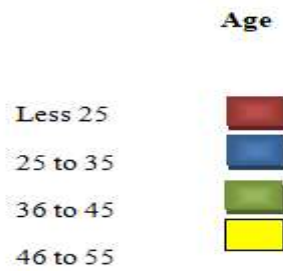
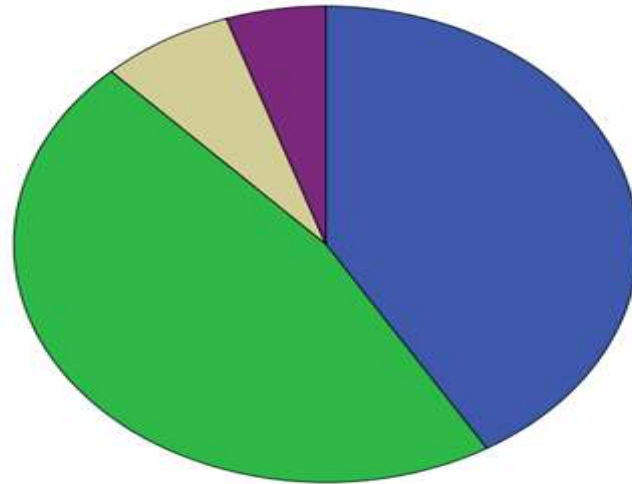
sex		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	female	44	75.9	75.9	75.9
	male	14	24.1	24.1	100.0
	Total	58	100.0	100.0	



From the table above it was found that the percentage of females was 75.9% and the percentage of males was 24.1%.

Table (2) age

Age		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25 to 35	24	41.4	41.4	41.4
	36 to 45	27	46.6	46.6	87.9
	46 to 55	4	6.9	6.9	94.8
	less 25	3	5.2	5.2	100.0
	Total	58	100.0	100.0	



From the table above it was shown that the percentage of workers' ages from 25 to 35 was 41.4%, the percentage of workers' ages was from 36 to 45 (46.6%), and the percentage of workers' ages was from 46 to 55 (6.9%), while the percentage of workers' ages was less than 25 (5.2%)

Table (1) Descriptive statistics

	Descriptive statistics					
	Minimum	Maximum	Total	Mean	Standard Deviation	Variance
Organizational climate	1.00	5.00	144.00	2.4828	1.18827	1.412
relations	1.00	5.00	133.00	2.2931	.99134	.983
Organization	1.00	5.00	126.00	2.1724	1.18674	1.408
The mechanism	1.00	5.00	150.00	2.5862	1.35121	1.826
Availability	1.00	5.00	210.00	3.6207	1.12121	1.257
Furniture	1.00	5.00	199.00	3.4310	1.20105	1.443
Room space	1.00	5.00	161.00	2.7759	1.25716	1.580
Ventilation system	1.00	5.00	150.00	2.5862	1.27092	1.615
Emergency tasks	1.00	5.00	225.00	3.8793	.97473	.950
Employee training	2.00	5.00	222.00	3.8276	.86121	.742
Ability to communicate	1.00	5.00	128.00	2.2069	.91304	.834
The existence of specialized committees	1.00	5.00	203.00	3.5000	1.17354	1.377
Dealing within the organization	1.00	5.00	161.00	2.7759	1.18534	1.405
Information architecture	1.00	5.00	224.00	3.8621	1.08334	1.174
Modern teaching methods	1.00	5.00	229.00	3.9483	.86699	.752

Training teachers on technology	2.00	5.00	240.00	4.1379	.82607	.682
Incentives	1.00	5.00	214.00	3.6897	.97705	.955
Paid vacation	1.00	5.00	183.00	3.1552	1.25379	1.572
Vocational qualification courses	1.00	5.00	214.00	3.6897	1.21694	1.481
Merit-based incentives	1.00	5.00	188.00	3.2414	1.31537	1.730
Secondary incentives	1.00	5.00	202.00	3.4828	1.34087	1.798
Is the salary satisfactory?	1.00	5.00	224.00	3.8621	1.24883	1.560
Incentives to increase giving	1.00	5.00	209.00	3.6034	1.36291	1.858
Scientific support for curricula	1.00	5.00	176.00	3.0345	1.25608	1.578
Appreciation by the manager	1.00	5.00	155.00	2.6724	1.30301	1.698
Providing with the required training	1.00	5.00	210.00	3.6207	1.21146	1.468
Absence of a sense of security	1.00	5.00	120.00	2.0690	1.21196	1.469
Exchange of experiences between teachers	1.00	5.00	129.00	2.2241	1.17044	1.370
Moral stimulation	1.00	5.00	131.00	2.2586	.98338	.967
Management treats people fairly	1.00	5.00	151.00	2.6034	1.21308	1.472
The spirit of working as a team	1.00	5.00	145.00	2.5000	1.26005	1.588
Organizational climate						

Conclusion

In this study The effect of the internal environment on the performance of employees were studied The questionnaire data was subjected to factor analysis in order to understand the differences between a large group of study variables. Whereas factor analysis uses standard variables to distribute the variable items according to their deviations from the arithmetic mean, and the relationships between the variables within one factor are stronger than the relationship with the variables in other factors.

Through an analysis of the study, the following was revealed:

1. These institutions have a good organizational level.
2. The material and human capabilities are considered acceptable for these institutions.
3. The absence or limited availability of electronic resources, which led to failure to keep pace with technological developments.
4. Lack of material and moral incentives and promotions within these institutions, which led to a lack of performance for employees.
5. The employees' performance is considered acceptable given some of the obstacles mentioned.

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