

THE IMPACT OF WORKING ENVIRONMENT ON RETENTION OF EMPLOYEES

(With special reference to Saudi Arabia oil & Gas sector)

Introduction

As a result of rapid changes and continuous scientific and technical developments, competition between organizations intensified, the command that set those Organizations face great challenges, so it was imperative for those organizations to search for all the factors that guarantee their superiority, <https://unesdoc.unesco.org> 2007

To achieve the desired goals, increasing productivity, and since the human resources is the most important element and the most valuable resource in the organization, it has become make the most of it, This is done by meeting the psychological, social and financial needs, Which reflects positively on the employee and It is very important to his productions and satisfaction and performance, and for this, we find that organizations have been interested in recent years in creating a suitable work environment. **(The impact of rapid technological change on sustainable development UNCTAD Secretariat) (December 2018)**

The work environment is the main determinant of the quality and level of productivity, the workplace affects the employees' desire to learn new skills and increase their motivation for production, and many companies work to enhance employee productivity to increase production, however many of the production problems are caused by the work environment as it has a major impact on the performance of employees. Likewise, the type of work environment determines the employee the way he takes to flourish in productive projects . **PUNEET PANDEY (2017)**

The impact of the work atmosphere and environment on the productive level, the psychological conditions it leaves on employees and workers, it is necessary for organizations at various levels to explore ways to improve and modernize the

Infrastructure accompanying their sectors, to make the work environment more suitable for enhancing labor productivity. **Iqra Hafee November 2019**

One thing we can be sure of is that the working environment has a direct impact on employee productivity and morale, so it makes perfect sense to generate a workspace that is conducive to the wellbeing of the workforce.

Of course, the measures taken will vary according to industry sector and the type of work being carried out. Manual workers and office-based employees will have different needs, but the four key steps to creating a good office environment that are outlined below can be applied to all workforces. **A guide for the petroleum, chemical and allied industries 2005**

For example, whether an employee is lifting heavy loads all day on the factory floor or working late at a top law firm in the City it is likely that they will appreciate a space to crash out and take a break. Air quality, music lighting and the natural environment can all be used to create a more harmonious working environment, which enables employees to work harder, efficiently and more effectively. **www.area.co.uk**

Each profession, business, or specialization has a work nature that differs from other businesses, and each has a special policy imposed by the nature of the specialization on which the work is performed, and according to the available conditions that constitute the main factor of production. Therefore, there is no doubt that some companies or institutions have lost their capabilities. Or minds according to the conditions that created them and that formed the basis of the work approach. **Urared Magazine) June 2019)**

Based on this topic, a study was conducted which aimed to analyze the impact of the work environment, internal and external factors, and employment policies on future work retention.

The secondary data of the study were collected through research studies after selecting random samples from oil and gas plants in Jubail Saudi Arabia, where the studies showed that work problems are caused by working conditions within companies, and that providing good conditions conducive to production contributes to improving production and retention, and bad conditions reduce productivity and big employee turnover.

The idea of the study came from the importance and sensitivity of oil & gas resources in Saudi Arabia, which is the most important force of the Saudi economy, as it constitutes most of government revenues and contributes to developing the infrastructure of many industries, in addition to the nature of high-tech work in exploration using imported equipment, which makes this matter It is extremely important for its large production (as Saudi Arabia is the first Oil producer in the world and so OPEC set plans to increase production and increase oil reserves, and intend to raise the production to 40 million barrels instead of 30 million barrels per day

Edward Rose , Yusuf Giansiracusa , Jeffrey Schlegel and Darren Murphy). August 2015

The study revealed that the executive employees in some organizations do not enhance the physical work environment to increase innovation, cooperation and

improve work effectiveness, and if the working conditions are not favorable, The satisfaction, acceptance and productivity of work will decline, and through the improvement of health facilities and the protection of the worker, his productivity will inevitably increase, especially after he is rid of the worries associated with work, Productivity also involves reaching the highest level of performance with the least expenditures of resources, and this is related to the relationship between inputs (such as workers and capital and means of production) and outputs (productive materials).

(WORKING ENVIRONMENT AND ITS INFLUENCE ON EMPLOYEES' PERFORMANCE) AUGUST 2017

Environmental factors affecting productivity of employees

Technical environment

That is, the equipment, technologies, and technology that make up the infrastructure, and other physical or technical elements, so that this environment creates the necessary elements that enable employees to perform the responsibilities assigned to them. **(IJSR) (2012)**

Human environment

It includes the relationship of the worker or employee with his peers in the work team, as this environment provides the ideal way for informal interaction, exchange and promotion of ideas and knowledge to increase productivity, as collective work is one of the things that help to increase the effectiveness of production for institutions and comfort in dealing and the free exchange of ideas. **Pepple NM (2017)**

The regulatory environment

It includes systems, procedures, practices, values, philosophies and company culture, and management is controlling this environment. For example, people who work to increase production are supposed to encourage and help them in order to stay at the required level that improves quality. **Dana Youngren (July 2017)**

The study concluded in the end that 43% of the participants found that working conditions affect productivity, and 71% of them found wages and salaries the reason

for this, and 64% is the percentage of workers who suffer from fatigue, stress, unhappiness and boredom, and efforts were made after these. The study aimed at Reducing work intensity and pressures, solving work problems and creating an environment that stimulates creativity and the result was an improvement and an increase in work productivity.

Management theories cite many and sometimes conflicting factors on the issue of absenteeism and leaving work, Organizations seek to maintain them in addition to ensuring a high level of performance. Failure leads in such investments, the organization should bear a high cost represented by increased turnover rates.

Reem Amora (2014)

This is done through delving into the basic factors that may lead the individual working in these Organizations to think about leaving his work and converting this intention into action that will cost the organizations a lot Losses. This reflect significance of the statistical relationship between job burnout and intentions to leave work, work-life balance and intentions to leave work, perceived organizational justice and intentions to leave work. **Mehmet Kobanoglu May 2017**

Conclusion

There are some things we need to consider to achieve attractive environment that motivate employee's productivity:

The work environment must be safe and healthy, free from risks that burden workers. Investing workers' talents more effectively than ever before, to gain access to new skills and knowledge and advance work.

Solve employee problems and plan solutions at all levels to develop their capabilities. Improving the social climate by creating an institution free from bias, divisions and rigid classifications.

Provide work that does not take up more energy and time in aspects of a person's life outside of work.

Many companies do not take into account the work environment, which constitutes a negative attitude to workers as a result of the low financial return, the absence of additional benefits, inappropriate leadership and management style, and unfavorable administrative changes, and the possibility of enhancing workers' productivity will only be through eliminating the psychological pressure of workers, stress and poor health. The worker, especially since technological development and progress had a major role in influencing productivity during a period of time, through labor legislation and taxes.

niruntecdm.com 2015 , Finally the work environment has a great influence not only on employees and their production, but also on their decisions to resign from work. If the conditions are not at the required level, this will lead to the resignation of many workers. Therefore, there is strong relation between Productivity with job satisfaction and employee intentions to leave work .Create a collaborative work environment among the "employees", Many “employees” want to work in a collaborative environment and prefer a collaborative work environment as well as a competitive environment. Within this method, several suggestions can be mentioned to keep the better-performing "employees" happy and cooperative. These suggestions are to create a collaborative work environment by crystallizing the company culture. Encouraging “employees” to work with each other in teams and linking them to managers who value cooperation.