

Synthesis of the Study

Those above-cited literatures and studies are the most reliable based on researchers. Tactics on dealing with various problems which employees might encounter in the company are very usual and the key factor to resolve these problems is to manage time wisely to accomplish given task with accuracy, exact duration of time and completeness.

In the study of Leblebici, D. (2012), entitled Impact of Workplace Quality on Employee's Productivity: Case Study of A Bank In Turkey, it is said that workplace environment is the key factor affecting an employee's engagement, productivity, and comfort level. Apart from that, factors such as safety & health and emergency access also influence the performance of the employee. It is evident that performance of an employee is influenced by the work environment (Oswald, 2012). It is said that one of the factors for good performance at work is also the work place. Yet, it is still undeniable that productivity and employees' working strategy can be determined through the working environment. Employees' mind set, leadership skills and behavioral manner is the solution to better understand what would be the best possible actions to achieve the specific goal of the firm and the company as a whole.

Furthermore, a pleasant environment motivates an employee to actively perform and accomplished his/her assigned tasks and duties. But most of the time, problems arise as a result of job-mismatched. It is expected from an employee to meet the expectations of his/her seniors; likewise, an employee is expecting that his/her assigned role is uniform or related to the job that he/she applied to. According to Taiwo (2010), the management should provide the employee a job which is matched or in accordance

with his/ her job description in order to provide a cordial environment. There should also uniformity between the tasks assigned by the managers and the role that an employee is expecting or supposed to perform. Moreover, the requirements needed and the processes on how to do the tasks itself should be properly discussed and well-communicated by the management to the employees.

Therefore, it is important to better know the roles of each employee inside and out the company to avoid job-mismatched. Through that way, good performance of employees and good decision-making could be best possible. Alignment of work is important, thus, different opinion is acceptable in dealing with various problems inside the company.