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**EFFECT OF WORKING ENVIRONMENT ON THE PERFORMANCE OF MEDICAL STAFF
IN MITYANA DISTRICT HOSPITAL**

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ABSTRACT

The study was set to examine the effect of working environment on the performance of medical staff in Mityana district hospital. Specifically, the study sought to analyze the effect of physical working environment, supervisors' support and job aids and how each of these influence performance of medical staffs in Mityana district hospital. For the purpose of this study, a correlational research design was adopted. A sample of 158 respondents was selected from study population of 193 persons. These were selected using stratified random and census sampling techniques. Primary data was collected using self administered questionnaires and face to face interviews. After collecting data, it was edited and coded and thereafter, simple descriptive statistics and percentages were computed with the help of SPSS computer package to analyze and facilitate discussion of findings. Pearson's correlation coefficient was used to determine the relationship between working environment and performance of medical staff in Mityana district hospital. Correlation coefficient between physical working environment, supervisor's support, job aids and medical staff performance was $r=0.365$, $r=0.441$ and $r=0.494$ respectively (sig value= .000 < p-value @0.01) implying that there was a positive, moderate and significant relationship between the three variable of working environment and medical staff performance. It was then analyzed using the multiple regression analysis to test the most significant among the predictor variables. Research findings based on the responses received revealed that job aids was the most significant predictor to medical staff performance in Mityana district hospital. It had a positive, moderate and significant relationship with performance of medical staff in Mityana district hospital which was .494; effect on the sample was .244 while effect on the total population was .239. In order to improve the performance of medical staff in Mityana district hospital, the study recommended among others that Mityana district hospital management takes appropriate steps to provide better office buildings free from noise, with good quality lighting systems, and ventilation. Management also need to put in place a working environment that promotes collaboration and good interpersonal relationship, engage medical staff in decision making, provide an environment that is conducive in terms of facilities, equipments, and drugs and train medical staff in the use and maintenance of these equipments. This should be done with the intent to improve on the working environment in Mityana district hospital.