

## WORKPLACE ORGANISATION AND EMPLOYEE PRODUCTIVITY: EMPIRICAL EVIDENCE FROM INFANT FIRMS IN SOUTHWEST, NIGERIA

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### Abstract

*This study empirically examined the impact of workplace organization on worker productivity in infant entrepreneurship firms in Southwest, Nigeria. The specific objective of the study was to analyze the effects of physical structure, social interactions, management policies and practices, equipment and job aids, as well as perceived employees' psychological feelings on productivity. A descriptive study design was employed to enhance the generalizability of study results. Primary data were collected using a structured questionnaire. Correlation and regression statistics were used for data analysis. The results of this study showed that there was a statistically significant relationship between explanatory and outcome variables physical structure ( $r = 0.296$ ), social interactions ( $r = 0.663$ ), management policies and practices ( $r = 0.550$ ), equipment and job aids ( $r = 0.608$ ), and employee psychological feelings about the workplace ( $r = 0.531$ ) ( $p < 0.05$ ). As a result, the explanatory variables-physical structure ( $R^2 = 0.087$ , Adjusted  $R^2 = 0.078$ ) ( $\beta = 0.228$ ), social interactions ( $R^2 = 0.440$ , Adjusted  $R^2 = 0.431$ ) ( $\beta = 0.230$ ), management policies and practices ( $R^2 = 0.087$ , Adjusted  $R^2 = 0.078$ ) ( $\beta = 0.229$ ), equipment and job aids ( $R^2 = 0.167$ , Adjusted  $R^2 = 0.158$ ) ( $\beta = 0.491$ ), employee psychological feelings (Adjusted  $R^2 = 0.393$ , Adjusted  $R^2 = 0.393$ ) ( $\beta = 0.696$ ); ( $p < 0.5$ )) make a beneficial impact as found in this study. Therefore, it was recommended that corporate management should set up a pre-arranged workplace to improve employee productivity*

**Keywords:** Employee Productivity, Infant Firms, Emotion, Social Interactions, Workplace Organization, Management Policies