

An Exposition of Physical Work Environment Factors Influencing the Performance of Quantity Surveyors in Edo State, Nigeria ¹

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Abstract

Organizations are to provide work environment for their employees, but how conducive or unconducive this work environment is to their employees is paramount to this study. This study determines the importance of the physical work environment factors to consultancy, contracting, government establishment, and private non construction establishment in Edo State. A census survey was adopted to obtain data from Quantity Surveyors whose names are in the register of the Edo State chapter of Nigeria Institute of Quantity Surveyors (NIQS). Findings show that the factors influencing the physical work environment of Quantity Surveyors in Edo State can be statistically grouped into office ambience, office climate, workspace design and finishing, adequacy of office and electrical and electronic equipment. The most important factor influencing work environment under each of these groups are respectively: presence of indoor plants/flowers. Temperature, workspace design, comfortability of office furniture, and communication gadgets. The study demonstrates the importance of physical work environment factors to the performance of Quantity Surveyors working in an office organization in Edo State.

Keywords: Work Environment, Quantity Surveyors, Performance, Organizations, Edo State

1. Introduction

In the past, organization has witnessed a remarkable transformation across the globe due to the increasing demand for employee's performance (Offia Ibem et, al., 2011). The changes and new demands of these organizations in today's competitive businesses are to provide a better, faster, and smarter workplace environment for employees to strive (Rorong, 2016). Employees will grow

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as a productive asset for the organization when they are provided with an ethical work environment that will advance their career (Tielung & Afifah, 2014).

Nigeria economic growth has witnessed a drop of 1.14% in workers' productivity in the period 2013-2018 (Census and Economic Information Centre; CEIC, 2021). This drop could relate with the fact that most organizations focus more on performance rather than on the work environment when dealing with productivity issues. However, productivity in an organization does not depend solely on performance, but also on the work environment (Jarkas, 2010). Akinyele (2010) postulated that about 80% of productivity problems reside in the work environment of every organization.

In the Nigeria construction industry, quantity surveyors are fewer compared to sister professionals such as architects and engineers. Records show that there are 4,122 registered quantity surveyors (Quantity Surveyors Registration Board of Nigeria; QSRBN, 2021), relative to registered architects are 5,060 (Architects Registration Council of Nigeria; ARCON, 2021) and registered engineers are 57,053 (Council for the Registration of Engineering in Nigeria; COREN, 2021). This implies that the ratio of quantity surveyors to architect is 1:1.23, while the ratio of quantity surveyors to engineers is 1:14, which showed that the quantity surveyors have more work load to handle. The need exist therefore to provide a work environment that optimizes the productivity and performance of quantity surveyors in Edo State, Nigeria.

2. Literature review

2.1 Physical Work Environment

Physical work environment factors such as workstations, furniture, ventilation, lighting, noise, and personal protective equipment as posited by Gunaseelan and Ollukkaran, (2012) may affect the comfort of employees positively or negatively. Dul et al., (2011) agreed with this assertion but also highlighted indoor plants/flowers, calming colours, and positive smell as important factors to be considered if an employee must performance in his workplace.

For instance, Rorong (2016) and Dul et al., (2011) agrees that comfortability of office furniture, level of noise, and adequacy of lighting are among the factors affecting the performance of employees in their work environment. However, Stattin and Jarvholm (2005) and Robertson et al., (2008) believe that adequate power supply, workspace design, and office privacy are selected among the factors affecting the performance of employees.

Nadeem and Ahmad, (2017) posited that factors such as lightning, office layout, furniture and smooth floor can affect how long employees stay on the job. Rorong (2016) and Stattin and Jarvholm (2005) studied the impact of physical work environment on employee performance in Indonesia Manado regional office and posited that furniture, noise, lighting, temperature and air quality are the factors influencing the physical work environment on employees.

Various studies have investigated physical work environment of employees in both manufacturing and small and medium sized enterprise but none has talked about the factors influencing the performance of quantity surveyors in their work environment.

Table 1: Physical Work Environment Factors

S/N	Factors	Authors
1	Comfortability of office furniture	Rorong, (2016); Dul et al, (2011); Ollukkaran & Gunaseelan (2012); Nadeem and Ahmad (2017) Rorong, (2016); Stattin & Jarvholm, (2005); Dul et al, (2011); Harini & Kartiwi, (2018); Ollukkaran & Gunaseelan (2012);
2	Level of noise	Rorong, (2016);
3	Communication gadgets	Rorong, (2016); Dul et al, (2011); Ollukkaran & Gunaseelan (2012); Nadeem and Ahmad (2017); Robertson et al, (2008); Stattin & Jarvholm, (2005);
4	Adequacy of lighting	Harini & kartiwi, (2018) Rorong, (2016); Dul et al, (2011); Ollukkaran and Gunaseelan (2012); Nadeem and Ahmad (2017); Robertson et al, (2008); Stattin & Jarvholm, (2005);
5	Adequacy of power supply	Harini & kartiwi, (2018) Rorong, (2016); Stattin & Jarvholm, (2005); Dul et al, (2011);
6	Temperature	Rorong, (2016); Ollukkaran & Gunaseelan (2012);
7	Air quality/circulation in the office	Harini & kartiwi, (2018) Robertson et al, (2008); Ollukkaran & Gunaseelan (2012); Nadeem and Ahmad (2017)
8	Workspace design	

9	Office privacy	Robertson et al, (2008); Dul et al, (2011); Lee & Brand, (2005)
10	Presence of disturbing vibration	Stattin & Jarvholm, (2005)
11	Presence of indoor plants/flowers	Dul et al, (2011)
12	Calming colors	Dul et al, (2011); Harini & kartiwi, (2018)
13	Offensive smell /odour	Dul et al, (2011)
14	Humidity	Harini & kartiwi, (2018)
15	Electronic device (computer,printer,scanner, etc)	Ganapathi, (2016); Harini & kartiwi, (2018); Nadeem and Ahmad (2017)
16	Office safety	Ollukkaran & Gunaseelan (2012); Ganapathi, (2016)
17	Floor quality	Nadeem and Ahmad (2017)

Source: Various authors

2.2 Intelligent Work Environment

Intelligent work environment is defined as the type of work setting such as mobile office, home office and smart work centre that uses information communication technology ICT and calculated infra to undertake tasks without any form of distance barrier (Kim and Shin, 2015 and Ko et al., 2021). The environment where all kind of smart devices equipped with sensors, memory and communication ability are used to make employees' lives more comfortable is intelligent work environment (Cook and Das, 2004).

This assertion was collaborated by Speier et al., (1999), Leslie et al., (2012), and Ko and Kim, (2018). Previous literature has investigated the effects of intelligent work environment mainly in health, education, and manufacturing industries but none has been able to assess the intelligent work environment of employees job satisfaction and performance.

2.3 Performance

The complexity of construction projects necessitates an environment that facilitates the performance of its employees (Lingard and Francis, 2004). Unconducive work environment such as unsuitable furniture, excessive noise and wrong colour of paint used in an office can impact negatively on the performance of employees (Amin & Majid, 2017).

Construction professionals generally contribute to the overall performance of projects. The roles of quantity surveyors are to add value to the contractual and financial management of the projects

starting from inception, through construction to completion stage (Herman, 2016). Aside preparing cost and contract documents, the job of quantity surveyors entails understanding architectural, structural, electrical and mechanical engineering designs. A lot of details are required before quantity surveyors can come up with the cost of projects and the work environment in which they attempt to synthesize cost from all these variables needs to be such that protects their desire to do a good job in terms of time and quality (Mbachu, 2003; Poon, 2003; Oyewobi, *et al.*, 2011).

2.4 Previous Studies

The work environment of employees in Parador Hotel in Indonesia was found to have a positive and significant effect on their performance (Pawirosumarto *et al.*, 2016). Dul *et al.*, (2011) examined the effect of work environment on the creative performance of employees in small and medium-sized enterprises and found that the practices focused on the individual and the work environment in order to enhance knowledge workers performance.

Sri (2018) studied the effect of workload and work environment on employee performance in housekeeping and found that the increased workload of employees in a conducive work environment can improve their performance. Samani *et al.*, (2015) posited in their findings that open-plan offices offer more flexibility when compared to completely close and private ones and that the open-plan office design does create some problems due to lack of personal control over the work environment which can negatively affect employees performance. There is scarcity of construction research linking quantity surveyor performance to the work environment. These are issues that necessitated this study and also the need to find out if the work environment of a quantity surveyor affects his performance.

3. Methodology

3.1 Research method

This paper aims to determine the physical work environment factors influencing the performance of quantity surveyors in Edo State and how the numerous factors may be scientifically grouped for easier implementation of providing a conducive work environment in the State. These set of factors was carefully edited to prevent duplication of variables. A questionnaire containing the factors as well as request for demographic data of the respondents was sent to quantity surveyors practicing in Edo State. They were asked to indicate their opinions on the importance of each of the factors influencing their performance as a quantity surveyors on a likert scale of 1 = not important, 2 = less importance 3 = moderately important, 4 = important and 5 = very important. The questionnaires were distributed by hand and through electronic media (google form, whatsapp

and E-mail) to the respondents. The number of copies of the questionnaire distributed and returned from the respondents working in an organization is shown in Table 1. Only 50 of the 98 questionnaire distributed were returned for the analysis. Table 1 displays the characteristics of respondents. The analysis was done using mean score, standard deviation and factor analysis. Additionally, the variables were ranked under each category based on their means.

4.0 Result and Discussion

4.1 Demographic Data of the Respondents

Table 1 Shows information of the respondents of the study majority of whom were quantity surveyors with QSRBN (64%). Most of the respondents have had at least 6 to 10 years work experience in the industry. The data in Table 1 implies that the respondents are quite suitable to respond to important factors of the physical work environment influencing their performance in the State.

Table 2: Demographic data of the respondents

S/N	<u>Characteristics of the Respondents</u>	Frequency	Percentage %
<u>Quantity Surveying</u>			
1	Quantity Surveyors Registration Board of Nigeria (QSRBN)	32	64.00
2	The Nigeria Institute of Quantity Surveyors (NIQS)	18	36.00
	Total	50	100.00
<u>Work Experience (years)</u>			
1	1-5	3	6.00
2	6-10	21	42.00
3	11-15	13	26.00
4	16-20	8	16.00
5	Above 20	5	10.00
	Total	50	100
<u>Academic Qualification</u>			
1	HND	10	20.00

2	B.Sc/B.Tech	22	44.00
3	PGD	5	10.00
4	M.Sc/M.Tech	10	20.00
5	PhD	3	6.00
	Total	50	100
<u>Type of Organization</u>			
1	Contracting	7	14.00
2	Consultancy	8	16.00
3	Government Establishment	30	60.00
4	Private Non-construction Organization	5	10.00
	Total	50	100.00
<u>Location of Organization</u>			
	Organization's Office	50	100.00
	Total	50	100.00

4.2 Data analysis

The physical work environment factors of quantity surveyors were analyzed using mean score (Ms) and standard deviation (Sd) to show their importance based on the respondents views. Mean score were calculated for each factor as follows:

$$MS = \frac{\Sigma(F*S)}{N} \dots\dots\dots (1)$$

Where Ms = Mean score, F = Frequency of responses (ranging from 1 to 5), S = Score given to the factor (ranging from 1 to 5) and N = Total number of respondents (Opawole and Jagboro, 2015 and Mahamadu et al., 2017). All Ms values of ≥ 3.00 are said to be appropriate and significant (Ijigah et al., 2012 and Alao and Jagboro, 2017).

Factor analysis was used to summarize the variables into few underlying factors. This is because the study relied on the gathered data to estimate the underlying factors of the physical work

environment. The analysis was done using principal component approach (PCA) and varimax rotation which provides the most optimized rotated solution (Fox and Skitmore, 2007).

In factor analysis, the minimum allowable value for the Kaiser-Meyer-Olkin (KMO) measure of sampling adequacy test is 0.6, and Bartlett’s test of sphericity should be significant at (i.e $p < 0.05$) (Fellows and Liu, 1997). Before carrying out analysis using the PCA and varimax rotation, the suitability of data for factor analysis was assessed using KMO and Bartlett’s test of sphericity. The KMO measure of sampling adequacy was (0.680) which exceeded the threshold of 0.60 signifying that the sample is adequate for factor analysis (Abisuga et al., 2016 and Mwelu et al., 2019). Bartlett’s Test of Sphericity was found to be suitable at 622.181 (df = 136. Sig. = 0.000) indicating that the variables are unrelated and suitable for factor analysis (Pallant, 2011). Factors were extracted based on an eigenvalue of ≥ 1 and a look at the scree plot in figure 1. Variables with loadings of < 0.50 were suppressed during the analysis and omitted from the report (Dainty et al., 2003 and Hair et al., 2010).

Table 3: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.680
Bartlett's Test of Sphericity	Approx. Chi-Square	622.181
	df	136
	Sig.	.000

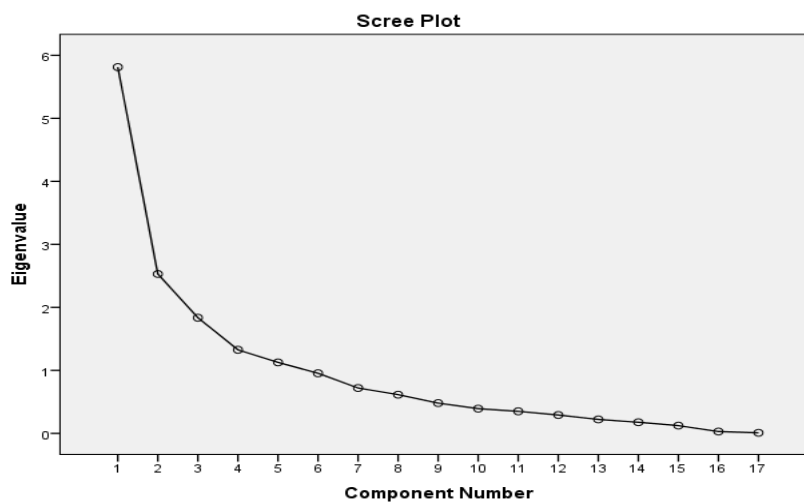


Figure 1 scree plot

4.3 Results

Results of Mean score and factor analysis of the physical work environment factors influencing the performance of quantity surveyors are shown in Table 2 and 3. Adequacy of power supply (Ms = 4.34) ranked first followed by communication gadget (Ms = 4.24) and comfortability of office furniture (Ms = 4.16). Findings reveal that the Ms for each of the factors in Table 2 is ≥ 3.00 except for two factors namely; presence of indoor plants/flowers (2.88) and calming colours (2.58) which have Ms of < 3.00 and as such were classified as insignificant. Based on a 5 point Likert scale, fifteen (15) factors out of the 17 factors analyzed are considered be important to the physical work environment of quantity surveyors.

The factor analysis yield five factors (Table 3). Factors are named based on their underpinning variables with high loadings (Yong and Pearce, 2013). Factor 1 was named office ambience on account of the high loading of office settings such as presence of indoor plant/flower; offensive smell/odour; calming colour; humidity and presence of disturbing vibration. Following the same principle, Factor 2-5 was respectively named: office climate; workspace design and finishing; adequacy of office and electrical and electronic equipment. The five (5) factors cumulatively explain 74.306% of the variance in the data set.

Table 4: Physical work environment factors

Code	Factors	Mean	Std. Dev.	Rank
X5	Adequate power supply	4.3400	.93917	1
X3	Communication gadgets	4.2400	.95959	2
X1	Comfortability of office furniture	4.1600	1.14927	3
X15	Electronic device (computer, printer, scanner, etc)	4.0600	1.07684	4
X16	Office safety	4.0400	.87970	5
X7	Air quality/circulation in the office	4.0400	1.00934	6
X9	Office privacy	4.0000	1.27775	7
X2	Level of noise	3.9000	1.11117	8
X8	Workspace design	3.7400	1.13946	9
X4	Adequacy of lighting	3.7400	1.19198	10
X10	Presence of disturbing vibration	3.6800	1.20272	11

X14	Humidity	3.6800	1.33156	12
X13	Offensive smell /odour	3.6000	1.24540	13
X17	Floor quality (tiles, terrazzo, screeding etc	3.6000	1.27775	14
X6	Temperature	3.6000	1.29363	15
X11	Presence of indoor plants/flowers	2.8800	1.17178	16
X12	Calming colour	2.5800	1.07076	17

Table 4 shows the number of factors and their respective eigenvalues. Five factors with eigenvalues exceeding 1 were retained, resulting in 5.813, 2.529, 1.836, 1.327 and 1.127 selected which explains 34.192, 14.879, 10.798, 7.806 and 6.632 percent of the variance respectively. These five clusters of factors together have a total cumulative percentage of 74.306 percent of the total importance, which highlights their significance from the seventeen factors shown.

Table 5: Physical work environment factors influencing quantity surveyors performance.

Code	Component and variables	Factors loading	Eigenvalue	% of variance explained	Cumulative of variance explained
	Component 1: Office Ambience		5.813	34.192	34.192
X11	Presence of indoor plants/flowers	0.834			
X13	Offensive smell /odour	0.752			
X12	Calming colour	0.742			
X14	Humidity	0.729			
X10	Presence of disturbing vibration	0.591			
	Component 2: Office Climate		2.529	14.879	49.071
X6	Temperature	0.889			
X2	Level of noise	0.786			
X16	Office safety	0.582			
	Component 3: Workspace Design and Finishing		1.836	10.798	59.869
X8	Communication gadgets	0.953			
X4	Adequacy of lighting	0.939			
	Component 4: Adequacy of Office		1.327	7.806	67.675
X7	Air quality/circulation in the office	0.784			
X1	Comfortability of office furniture	0.708			

X9	Office privacy	0.596			
	Component 5: Electrical and Electronic Equipment		1.127	6.632	74.306
X3	Communication gadgets	0.784			
X17	Floor quality (tiles, terrazzo, screeding etc)	0.772			
X5	Adequate power supply	0.699			
X15	Electronic device (computer, printer, scanner, etc)	0.546			

4.4 Discussion of Results

Physical work environment factors were ranked and findings indicated that adequate power supply ranked highest with mean score of (4.340) among other variables in Table 2. It is essential to provide adequate power supply as a component of the physical work environment to enhance the performance of quantity surveyors. This finding agrees with Okafor, (2008) and Agba, (2010) who ranked power supply highest among other variables. Adequate power supply is needed to facilitate intelligent work environment and other electronic devices such as computer, printer, scanner, air conditioners and ceiling fan which are important for carrying out day to day activities in the physical work environment. These will create an enabling work environment that will permit quantity surveyors to function efficiently in their jobs.

The second ranked factor is communication gadgets with a mean score of (4.240). A good physical work environment entails providing communication gadgets such as network card, intercom, Bluetooth, infrared, and wi-fi devices that will facilitate effective communication among quantity surveyors in their workplace. Installations of communication devices by organizations in the physical work environment will promote knowledge sharing among quantity surveyors without necessarily distorting their working hours. This agrees with Townsend et al., (1998), Van Der Voordt, (2004) and Rorong, (2016). The availability of advanced information and communication technology emanated from good organization networking which facilitates better performance of quantity surveyors.

The third ranked factor is comfortability of office furniture with mean score of (4.160). There is need to upgrade and provide ergonomic office furniture from time to time in the physical work environment of quantity surveyors in order for them not to be stressed while accomplishing their various tasks. Inappropriate office furniture can result in fatigue and dissatisfaction at work place.

Brill et al., (1984), McCoy and Evans (2005) and Al-Anzi (2009) agreed with this assertion and further maintained that the comfortability of office furniture plays a very important role in the physical work environment in order to better productivity and increase performance.

The five factors extracted (office ambience, office climate; workspace design and finishing; adequacy of office and electrical and electronic equipment) accounted for 74.306% of the cumulative variance in the responses. The constituent variables of each of the five factors extracted are explained below:

Factor 1: Office ambience

This factor explained the highest amount of variance (34.192%) within the data. The variables grouped under this factor indicate the importance of office ambience to the performance of quantity surveyors. The highest loading variables under this factor include; presence of indoor plant/flower which has loading of 0.834, offensive smell/odour with loading of 0.752, calming colour with loading of 0.742, humidity with loading 0.729 and presence of disturbing vibration with a loading of 0.591. Although, presence of indoor plants/flowers loaded highest under this factor, its mean score is 2.88 which indicated that it is not a significant factor to be considered if the quantity surveyor must perform.

The second highest loading factor is offensive smell/odour with a mean score of 3.60 ranking 13th among other variables in the physical work environment. A work environment that is clean and free from offensive smell will help quantity surveyors' to work better and improve on their performance. It is important that the employers keep the work environment of quantity surveyors' free from offensive odour/smell by hiring a janitor who constantly will be made to clean the environment and dispose off all unwanted debris around the offices.

The third highest loading factor is calming colour (0.742) with mean score of (2.58) ranking 17th among the variable provided. The mean score of calming colour is below 3.00, indicating that it is not significant to quantity surveyor work environment. Although calming colour ranked least among the variables, Dul, et al. (2011) argued that painting employees(QS) offices with calming colours such as green, blue, and violet provides a relaxing experience that comforts them and keeps them in their best performance.

Factor 2: Office climate

The second factor had a high loading for variables that affect physical work environment of quantity surveyors such as temperature with loading of (0.889), level of noise (0.786) and office safety (0.582). A good temperature (not too cool and not too warm) as a factor in the physical work environment will stimulate quantity surveyors attitudes, behaviours, satisfaction and performance. The importance of ensuring a good atmospheric temperature in the work environment is to make the quantity surveyors' feel safe and comfortable at their work place. This assertion was agreed to by Lee and Brand, (2005), Samani et al., (2015), and Dheviests and Riyanto, (2020). They further opined that temperature needs to be within a satisfactory level when there is adequate air circulation in the office work place in order to avoid increase in temperature which may cause discomfort. Level of noise causes discomfort in the physical work environment of quantity surveyors. Sound from exhaust of vehicles and machines, tools and conversation of people may affect the concentration of quantity surveyors on their jobs, and subsequently decrease performance. Although, the level of noise was ranked 8th among other variables in Table 2, Rorong, (2016) and Harini and kartiwi, (2018) agreed with this finding that the level of noise can affect the performance of quantity surveyors. Keeling and Kallas, (1996) argued that workers cannot totally achieve job task in a silent work environment but believe that a little noise may generate healthy background that enable them accomplish their task. Office safety ranking 5th with mean score of 4.04 among other variables in Table 2. This implied that office safety is an important factor affecting the performance of quantity surveyors. Ollukkaran and Gunaseelan (2012) and Ganapathi, (2016) also found office safety to be an important factor to be considered.

Factor 3: Workspace Design and Finishing

The variables grouped under this factor have the highest loading factors indicating the importance of workspace design and finishing to the performance of quantity surveyors. The highest loading variables under this factor included: workspace design loading 0.953 and adequacy of lighting loading 0.939. The provision of flexible working space would enable quantity surveyors to work efficiently and effectively in order to obtain results. Workspace design is ranking 9th with mean score of 3.74 indicating an important factor among other variables in the physical work environment. This notion was agreed by Robertson et al., (2008), Dul et al., (2011) and Osunsanwo and Dada, (2019). Adequacy of lighting is another important factor among variables in the physical work environment. A good lighting setting can contribute to quantity surveyors job satisfaction and improve their output on the job. Although, loading second in workspace design and finishing,

it is ranking 10th with a mean score of 3.74. This result is supported by Robertson et al., (2008), Oyedele, (2010), Dul et al, (2011), and Rorong, (2016).

Factor 4: Adequacy of Office

The variables grouped under this factor indicate the importance of adequacy of office to the performance of quantity surveyors. The highest loading variables under this factor include; comfortability of office furniture, office privacy and office safety. Comfortability of office furniture loaded highest with a mean score of 4.16 indicating the importance of this variable to the work environment and it ranked 3rd among other variables in Table 2. This finding was in agreement with McCoy and Evans (2005) and Al-Anzi (2009). The use of suitable and comfortable office furniture as an important factor in the work environment of quantity surveyors will help to reduce stress, fatigue and dissatisfaction at their work place. Office privacy loaded second under adequacy of office with mean score of 4.00 and is ranking 7th among other variables. Quantity surveyors need office privacy in order to concentrate on their job task. This finding was in collaboration with Lee and Brand, (2005), Offia Ibem et al., (2011) and Samani et al., (2015). Although, some quantity surveyors require interaction with one another if they must be active in their job tasks, however, others believe that lack of privacy can lead to distraction and decrease in their concentration on the job which affects performance negatively. The least loading factor is office safety with a mean score of 4.04 ranking 5th among the important variables in the physical work environment. The need for offices to be in safe working condition cannot be over emphasized in the work environment.

Factor 5: Electrical and Electronic Equipment

The fifth factor had high loadings for variables of the physical work environment influencing the performance of quantity surveyors such as communication gadgets (0.784), floor quality (0.772), adequate power supply (0.699) and electronic device (0.546). Communication gadgets is the highest loading variable with a mean score of (4.24) under electrical and electronic equipment and it is also ranked second among other variables in Table 2. Floor quality loaded second under this factor and ranked 17th with a mean item score of 3.60 indicating how important the quality of floor is to the quantity surveyors work environment. Floor in the offices of quantity surveyors should be more appropriate in terms of smoothness and quality in order to keep them satisfied in the work place. McCoy and Evans (2005) and Nadeem and Ahmad, (2017) agreed with this assertion and also ranked it as an important variable among other factors in the work environment.

Adequate power supply is loading 3rd under this factor but ranked 1st with mean score of 4.34 on a Likert scale of 1 to 5. The comfortability of physical work environment of quantity surveyors working in an office organization depends mainly on the provision of adequate power supply to power electrical facilities and other appliances that will keep them on their jobs. This assertion was agreed by Okafor, (2008) and Agba (2010). Electrical device loaded 4th with mean score of 4.06, ranking 4th among other variables in the physical work environment. Therefore, quantity surveyors will need electrical devices such as computer, scanner, and printer in preparing, measurement, tender and other contract documents in their physical work environment, if they must achieve results. This assertion was agreed to by Herman, (2016).

Conclusion and Recommendations

Work environment has been widely studied in different disciplines for several decades. However, there are limited investigations of work environment in the context of physical work environment in relations to quantity surveyors' performance. The study sought to assess the physical work environment factors that influence the performance of quantity surveyors in Edo State. The exploratory factors analysis identified five factors that account for the most variance in the data set. The factors were consecutively named as follows; office ambience, office climate, workspace design and finishing, adequacy of office and electrical and electronic device. Further studies on the factors influencing the performance of quantity surveyors should consider this grouping of variables which also lessen the organization search for a conducive work environment that influences quantity surveyors performance.

The study on overall, will confirm the usefulness of the physical work environment factors on the performance of quantity surveyors in Edo State. Organizations on the other hand must come up with strategies to improve on the physical work environment factors such as, power supply, communication gadgets, comfortability of office furniture, among others in Quantity Surveyors work environment in order to improve on their performance.

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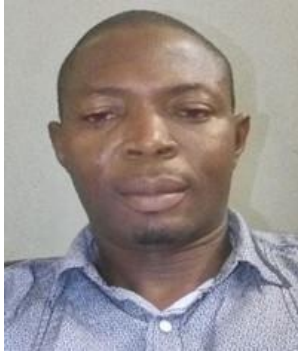
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