

5.0 CHAPTER 5: CONCLUSIONS AND RECOMMENDATIONS

The previous chapter analysed and discussed the research findings based on the research objectives and questions. This chapter offers conclusions made from the research findings and recommendations for further studies. The conclusions offered in this chapter are based on the study findings and related to the previous studies. Additionally, this chapter offers a summary of the main research findings to indicate whether the findings answered the research question or not.

5.1 Conclusions

The study findings indicated that there is strong relationship between all the investigated organizational environment factors such as safety and health services and benefits, stress management, job satisfaction, remuneration, employee relations, employee working conditions, and flexible working. The study findings indicated that employee happiness and productivity are affected by these factors at different rates. Therefore, it is the responsibility of employers and human resource managers to ensure that employees are provided with conducive working conditions, flexible working, good and satisfying remunerations, and good employee relations to increase their happiness and productivity. The study findings agreed with the previous studies that employee wellbeing is very important as it affects their performance. The study findings supported the happy- productive worker theory by asserting that happy employees are highly productive employees.

The study findings indicated that employee wellbeing and productivity are affected by their working conditions. The study findings indicated that there is strong relationship between the two variables. Flexible working, employee relations, and employee working conditions are

strongly related to employee wellbeing and productivity. The study supported previous studies by indicating that the working conditions provided to employees by their seniors determine to a greater extent the level of their productivity and happiness. Therefore, the study findings answered the two main research questions and achieved the research objectives.

5.2 Recommendations

This study suggests that employers and managers should provide their employees with good working conditions to increase their happiness and productivity levels. Based on the research findings, employee working conditions strongly influence the level of employee happiness and productivity and hence to ensure that employees are happy always, they should be provided with good working conditions. Additionally, managers should ensure that employees are contented by the prevailing organizational environments such job satisfaction, remuneration, stress management strategies, and flexible working strategies among others to increase their happiness and productivity.

5.3 Future Research

The future studies should focus on several companies and make comparisons because employee happiness and productivity may be influenced by organizational culture. Therefore, by comparing several companies, the future studies will examine the companies with high levels of employee wellbeing and productivity. Additionally, the future research should employ mixed method research where qualitative and quantitative data collection methods are used. This will help to address data collection challenges encountered in this study.

