THE EFFECT OF WORK ENVIRONMENT AND TEAMWORK ON EMPLOYEE EFFICIENCY: A CASE BEIJING UNIVERSITY INTERNATIONAL HOSPITAL, PEOPLE'S REPUBLIC OF CHINA

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Abstract

This study researches the effect of work environment and teamwork on employee efficiency: a case of Beijing University International Hospital, The People's Republic of China. The population in Beijing, China with a total of 400 samples. Use questionnaires as a tool to collect data. The data were analyzed by frequency, percentage, mean and standard deviation. A hypothesis was tested with the Enter method of multiple regression analysis using purposive sampling and descriptive statistical analysis consisting of frequency, percentage, mean, and standard deviation. The level of statistical significance was set at the 0.05 level.

The results showed that the respondents' opinions have a high level of overall and individual opinions. Considering the average, the majority of respondents had the highest opinion on the physical environment, followed by compensation and the least quality of work life and teamwork data analysis Concludes that respondents have a high level of overall and individual opinions. On a case-by-case basis, the majority of respondents had the highest opinions on Collaboration with a willingness to work, it could predict at a significant level of 0.001, which has a forecasting power of 70.9%. They summarize these recommendations based on the work environment and teamwork on employee efficiency.

Keywords: Work Environment, Teamwork, Employee Efficiency

Introduction

In the workplace, it is an activity that people have to do more often than other activities. It is estimated that humans spend at least a third of their lives working. They also believe that in the

near future, humans will need to spend more time at work. Work is done to gain experience and is continually evolving, and work is done in exchange for wages as a form of salary to put that money to use in everyday life. But nowadays, salary is a very important part. But there is another part that has come to have more influence in working life is fair and adequate compensation. A characteristic and safe environment that promotes health provides opportunities for workers to develop their knowledge and capabilities. job progress and stability (Boonrattanakittibhumi, Rattanasirivilai, Chienwattanasook, Sriyakul, 2021). Greenbaum and Kyng (2020) state that collaboration and relationships with other people Personal rights in the workplace Work-life balance as a whole the nature of work are directly related to and related to society. The hospital will focus on the work that allows employees to work to the best of their ability and efficiency in their work and to develop the work of employees. The hospital can adjust according to the era of working in the hospital by the ability of the employees to perform the tasks of the employees to achieve the objectives by using the knowledge, skills, experience, and responsibility of each individual. Working efficiently depends on the ability of employees to perform tasks (Villanueva, Lazarus, Sayo, Han, Ukawa, Suzuki, & Smith, 2020).

Beijing University International Hospital is a non-profit hospital affiliated with Beijing University. Sam (2021) states that the combination of medicine, teaching, and research is in line with international practices, and provides medical services for patients covered by Beijing social medical insurance, commercial insurance, public medical insurance, and foreign insurance. The overall investment for the hospital is 3.2 billion, with a building area of 310,000 square metres (3,300,000 sq ft). It is currently under construction, starting in March 2010, and will become the largest single medical building in Asia. The hospital is located in the Zhongguancun Life Science Park. The investment was made by Beijing International Hospital Group. Qide Han, the vice chairperson of the National People's Congress (NPC) of the People's Republic of China and chief office of Beijing University Health Science Center, will serve as the honorary chairman of the board. The hospital emphasizes the value of teamwork (WHO, 2021). The work is divided into each department of work to provide efficient work to provide services to users in a timely manner.

In addition, the hospital also encourages employees to work as a team by setting a common goal in the work employees to have cooperation in mind in working and working according to their responsibilities (Alonazi, 2021). According to one's abilities, there is mutual praise and respect. The key driving force that makes employees work to the best of their ability is the Human Resources Department to understand and see the importance of employees' expectations towards

the hospital. The hospital has a fair and motivating compensation system. Mishra and Tikoria (2021) state that a transparent performance appraisal system is a clear career advancement system. Appropriate and valuable responsibilities In addition, the working environment is hygienic and safe. Promote activities and projects to strengthen relationships in the organization There is a consulting system for solving various problems. of employees to promote the image of the organization. This will result in personnel working with intention (Silvera, Wolf, Stanowski and Studer, 2021). purposeful have a plan work is analyzed There is a daily work record. There is a clear division of work and priorities of work before and after. It will make the work successful and effective, resulting in the organization's progressing upwards in various aspects of the organization by working as a team of employees.

Teamwork has been found, maintained, and tracked to help the team work to improve the quality of work. At present, the work of employees in every department is critical to work efficiency (Yong, 2021). The work environment and teamwork are the driving forces of the employees. All employees may not perform their duties to the fullest extent when working with other people and colleagues. Shore and Chung (2022) state that the working environment, therefore, affects the work of employees in all aspects. It is the quality of work life that needs to be understood by the individual to make employees have more communication relationships because all the employees in the same atmosphere have no drive in the work, so the employees have to develop and cooperate in the operation to meet the goals of the organization's objectives must be driven. clear division of work and help advise employees to work out effectively is a good development for the organization (Khongsawatkial & Sukriket, 2021).

Therefore, the researcher is interested in studying how work environment factors and teamwork factors affect the efficiency of work in Beijing University International Hospital, Republic of China to know the factors of working environment and the factors of teamwork to use the research findings as a guideline for the development of working environment factors and teamwork factors that affect the working efficiency of Beijing University International Hospital staff and present them to the executives. To test factors of working environment and teamwork factors affecting the efficiency of employees and in response to the operating policy of Beijing University International Hospital employees to achieve future goals.

Research Objective

1. To study the factors of the work environment that affect the employees at Beijing University International Hospital, People's Republic of China.

2. To study the factors of teamwork that affect the employees in Beijing University International Hospital, People's Republic of China.

Research hypothesis

H1: Work environment affecting employee efficiency of employees in Beijing University International Hospital, People's Republic of China.

H2: Teamwork affecting employee efficiency of employees in Beijing University International Hospital, People's Republic of China.

Conceptual Framework

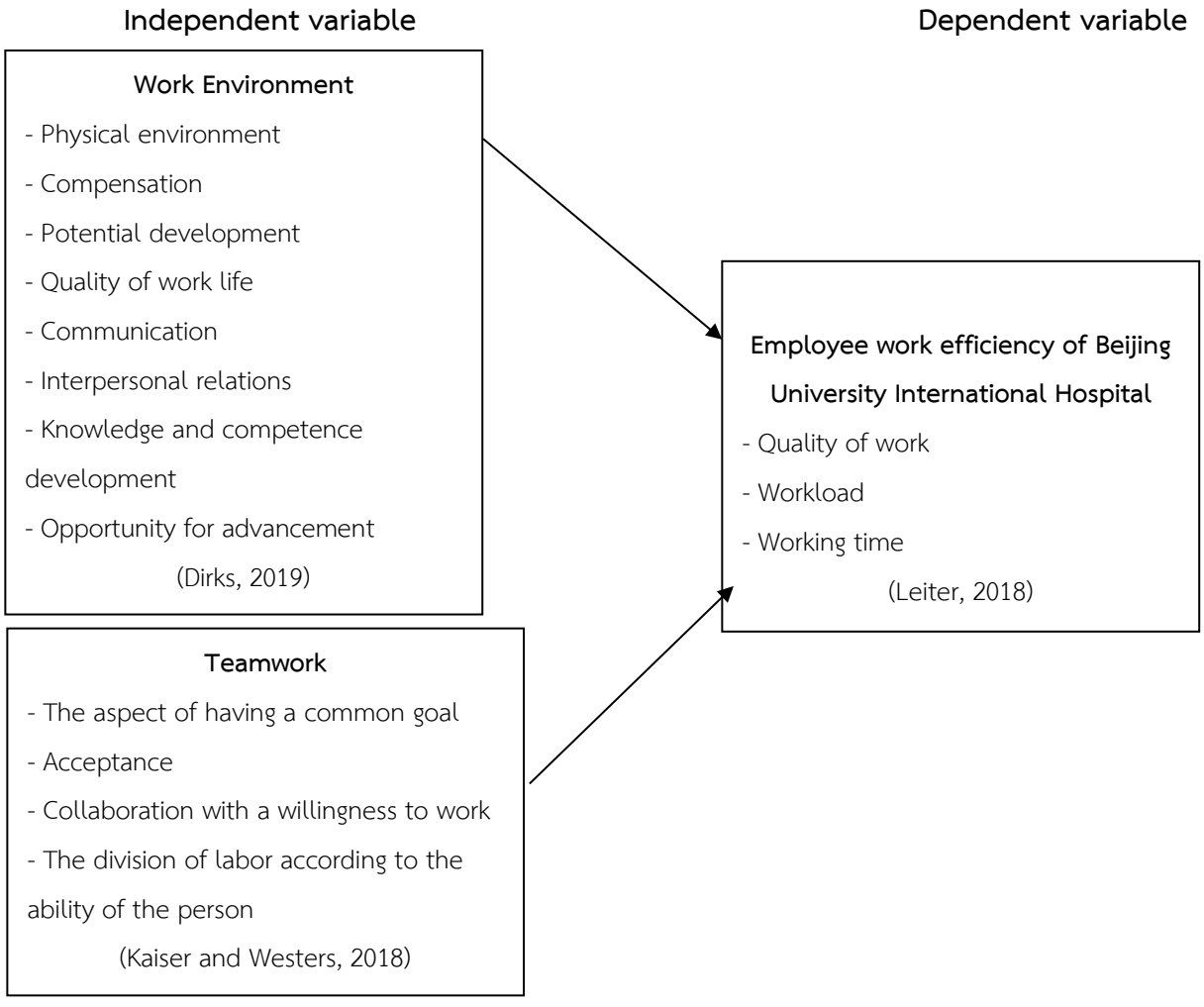


Figure 1 Conceptual framework

Literature review

1. Concept of work environment

Taheri, Miah and Kamaruzzaman (2020) state that the work environment. The physical environment refers to the surroundings of employees while they are performing tasks. Various environments related to work such as light, sound, temperature, air, and dust, all of which affect the employees. Alfiyah and Riyanto (2019) state that the work environment. Compensation Refers to the salary, which is the compensation for working. Leiter (2018) states that the work environment's potential development means employees can use their knowledge and creativity used to develop the work to be better. Chung and Lippe (2020) the work environment. The quality of working life means working in groups that have the same Rezaei and Liu (2019) state that from the study of concepts and theories about the working environment In terms of communication, it can be concluded that employees can use the information acquired to improve their work. and use rationale for action to inform the new employees in the organization to get to know each other (Luekitinan, 2021). Shao, Zhang and Zhang (2022) state the work environment. Interpersonal relations refer to the perception of a friendly atmosphere between colleagues. and mutual support in work-related matters. Kundi and Badar (2021) state that the working environment. Cognitive development refers to the things around the person that affect the behaviour and feelings of that person by possibly promoting them. conducive to work. Calinaud, Kokkranikal and Gebbels (2021) state that the work environment. Opportunity for advancement refers to employees' perceptions that the organization gives them the freedom to make decisions about their jobs.

2. The concept of teamwork

Teamwork is a group of people who perform interdependent tasks to work toward accomplishing a common mission or specific objective. Beaubien and Baker (2017) state that collaborative problem-solving leads to better outcomes. Mizuno and Bodek (2020) state the meaning of teamwork the aspect of having a common goal means Set policy goals, and carry out responsible activities. And be responsible for the results of the activities and improve the work to be more efficient. Peduzzi and Agreli (2018) state the meaning of teamwork. In terms of respect, it means that members have different beliefs. Humayun and Jhanjhi (2019) defined teamwork as cooperation and willingness to work, it means that a person or a group of people comes to help. It may be involved in decision-making or management processes also the division of labour according to the ability of the individual means that each person's work is different according to their prior knowledge and experience (Wetsanarat, 2021).

3. Concepts and theories of work efficiency

Shaturaev and Bekimbetova (2021) state that work efficiency is working to the best of his ability by using work methods or techniques that will produce a lot of results. It is a work of satisfactory quality with less cost, expense, energy, and time. It can increase the quality and quantity of the work. Always innovate and modify the work method to get better results. The quantity of work assigning tasks to individual employees with a measure of the amount of work achieved over a specified period of time may be measured by success with on-time tasks, effectiveness, and performance monitoring concerning employees (Prasadcha, 2022). Help supervisors know how well employees achieve their objectives (Narinbaeva, Menglikulov, Siddikov, Bustonov and Davlatov, 2021). Kim, Jeong, Lu, Lee, Eickemeyer, Liu and Kim (2022) state that the amount of work that occurs must be in accordance with the expectations of the agency by the amount of work performed is appropriate as specified in the work plan. or goals set by the company and there should be planning and time management to achieve the amount of work according to the specified goals. Wang, Liu, Qian and Parker (2021) state that the efficiency of work in terms of time spent on work, meaning working to the best of ability by using work methods or techniques that will produce a lot of work and spend time little work fast.

Research Methodology

1. The population of this study was Chinese doctors and nurses at Beijing University International Hospital, People's Republic of China. The study sample consisted of 400 employees from Beijing University International Hospital., using the formula of Yamane (1973). Convenience Sampling was conducted.

2. Research Instrumental is a questionnaire created after studying and researching concepts and theories to obtain information related to work environment, teamwork and work efficiency. The questionnaire is divided into five sections: General information of the respondents, An opinion employee work environment, An opinion of teamwork, Opinions about employee work efficiency at Beijing University International Hospital and Suggestions and opinions of the respondents. Using the online form to collect the data from the responders. The reliability of this questionnaire has been verified through Cronbach’s alpha at a level of 0.7.

3. Data analysis consists of descriptive statistics analysis presented as a table of frequency distribution, percentage, mean, and standard deviation to describe basic information about the sample group. Inferential statistical analysis was used to test the hypothesis. With statistical significance at the 0.05 level with multiple regression analysis.

Results

The results of the general analysis of the respondents In conclusion, the majority of respondents were female (67%), aged 21-40 years old (64.75%), had a postgraduate education (55.75%), had an average monthly income of 8,001-10,000 yuan (39.25%), were mostly nurses (60.75%), and had no more than 3 years of work experience (34%). work environment ($\overline{X}$ = 3.69, SD = 0.16), and considering the average, it was found that the majority of respondents had the highest opinions on the physical environment ($\overline{X}$ = 3.91, SD = 0.24), followed by Compensation ($\overline{X}$ = 3.89, SD = 0.51) and the lowest Quality of work life ($\overline{X}$ = 3.50, SD = 0.25). the highest overall and individual opinions on Teamwork ($\overline{X}$ = 3.84, SD = 0.22), and on a per-site basis, it was found that the majority of respondents had the highest opinions on collaboration with a willingness to work ($\overline{X}$ = 3.99, SD = 0.40), followed by The Division of Labor according to the ability of the person ($\overline{X}$ = 3.89, SD = 0.48) and the least Acceptance ($\overline{X}$ = 3.63, SD = 0.22). the highest opinion on the employee work efficiency of Beijing International Hospital ($\overline{X}$ = 3.60, SD = 0.56), and on a case-by-case basis, it was found that the majority of respondents had the highest opinion on workload ($\overline{X}$ = 3.70, SD = 0.33), followed by Quality of work ($\overline{X}$ = 3.57, SD = 0.87) and minimal working time ($\overline{X}$ = 3.53, SD = 0.69).

Table 1 Results of the work environment hypothesis test on employee work efficiency

Work environment	b	Std. Error	β	t	p-value
Constant	7.869	0.963		8.175	0.000***
Physical Environment	-0.275	0.178	-0.118	-1.543	0.124
Compensation	0.099	0.061	0.091	1.637	0.102
Potential Development	0.181	0.177	0.076	1.023	0.307
Quality of work life	1.241	0.136	0.586	9.138	0.000***
Communication	0.318	0.155	0.225	2.057	0.040*
Interpersonal Relations	0.396	0.133	0.207	2.972	0.003**
Knowledge Development	0.754	0.120	0.471	6.270	0.000***
Opportunity for advancement	0.826	0.113	0.738	7.306	0.000***
$R = 0.820$, $R^2 = 0.672$, Adjusted $R^2 = 0.665$, $SE_{EST} = 0.323$, $F = 100.086$, p-value = 0.000***					

* Statistically significant at the level of 0.05.

** Statistically significant at the level of 0.01.

*** Statistically significant at the level of 0.001.

According to Table 1, the work environment, namely Quality of work life, Communication, Interpersonal Relations, Knowledge Development, and Opportunity for advancement, affected the employee work efficiency of Beijing University International Hospital statistically significantly at the level of 0.001, which has a forecasting power of 66.5%.

It can be written in the form of raw score equations and standard scores as follows:

$\hat{Y}$ = 7.869 + 1.241 Quality of work life + 0.318 Communication + 0.396 Interpersonal Relations + 0.754 Knowledge Development + 0.826 Opportunity for advancement

Zy = 0.586Quality of work life + 0.225 Communication + 0.207 Interpersonal Relations + 0.471 Knowledge Development + 0.738 Opportunity for advancement

Table 2 Results of the Teamwork on employee work efficiency hypothesis test results

Teamwork	b	Std. Error	β	t	p-value
Constant	-3.063	0.321		-9.550	0.000***
The aspect of having a common goal	0.066	0.034	0.073	1.928	0.055
Acceptance	0.642	0.088	0.252	7.291	0.000***
Collaboration with a willingness to work	0.133	0.109	0.095	1.217	0.224
The division of labour according to the ability of the person	0.913	0.089	0.788	10.294	0.000***
$R = 0.844$, $R^2 = 0.712$, Adjusted $R^2 = 0.709$, $SE_{EST} = 0.301$, $F = 243.562$, p-value = 0.000***					

* Statistically significant at the level of 0.05.

** Statistically significant at the level of 0.01.

*** Statistically significant at the level of 0.001.

According to Table 2, teamwork, namely Acceptance, and division of labour according to the ability of the person, affects the employee work efficiency of Beijing University International Hospital statistically significantly at the level of 0.001, which has a forecasting power of 70.9%.

It can be written in the form of raw score equations and standard scores as follows:

$\hat{Y}$ = -3.063 + 0.642 Acceptance + 0.913 The division of labour according to the ability of the person

Zy = 0. 252Acceptance + 0.788 The division of labour according to the ability of the person

Discussion

1. The research results according to objective 1 found that the work environment data analysis work environment in the case of Beijing University International Hospital, the People's Republic of China was statistically significant at the .05 level. Which is connected with their physical environment people in developed countries are more likely to live longer and happier lives. They are also generally more economically productive, hold better jobs, live in better quality housing and have access to better education and healthcare. Liu, Wang, Chen, Guo, and Wei (2020) state that high-potential employees often produce high-quality work. They may also perform their tasks more quickly than their peers, allowing them more time to check for errors, make general improvements and even help their coworkers complete their tasks as well as High-potential employees are a valuable asset to every business. Compensation is monetary payment given to an individual in exchange for their services. In the workplace, compensation is what is earned by employees. It includes salary or wages in addition to commission and any incentives or perks that come with the given employee's position. Bibi, Khan, Hayat, Panniello, Alam, and Farid (2022) state that compensation management is to attract, engage, and retain top talent through competitive compensation plans that align with the company budget, corresponding job market, and government regulations. The discussion on the quality of work life and health services for individuals and populations increases the likelihood of desired health outcomes. It is based on evidence-based professional knowledge and is critical for achieving universal health coverage. De Hert (2020) states that Quality of life has been recognized as an important outcome of health and social care interventions, and as such is frequently measured in economic evaluations via the calculation of quality-adjusted life years which combine the health-related quality of life with the period of time spent in each health state. The Knowledge Development Increased importance of knowledge provides great potential for countries to strengthen their economic and social development by providing more efficient ways of producing goods and services and delivering them more effectively and at lower costs to a greater number of people. Bryant and Posey (2019) Knowledge is created through practice, collaboration, interaction, and education, as the different knowledge types are shared and converted. Acceptance is a critical attitude that predicts emotional health and well-being despite the type of challenges in life. Even for us medical

providers, daily hassles can be manoeuvred with better grit when we adopt the attitude of acceptance. Ammenwerth (2019) states that when patients have good access to healthcare, they are more likely to receive the care they need to live a long, healthy life.

2. The research results according to objective 2 found that teamwork on employee efficiency: a cases Beijing University International Hospital, the People's Republic of China. The aspect of having a common goal High-quality care is respectful of and responsive to individual patient preferences, needs, and values and ensures that patient values guide all clinical decisions. Timeliness - High-quality care minimizes wait times and harmful delays for both those who receive and those who provide care. Vellido (2020) states that working toward common goals helps create an overall sense of purpose and meaning within a team. Furthermore, it ensures everyone is on the same page.

3. At the end of this work environment and teamwork between doctors and nurses efficiency statistically significant at Beijing University International Hospital, the People's Republic of China which also improves the work environment and teamwork on doctors and nurses' efficiency have at Beijing university international hospital, people's republic of China, Moreover, Safe, effective staffing and workload practices are critical components of a healthy work environment. This is essential to the ability of nurses to deliver appropriate and effective person- and family-centred care.

Suggestion

These findings suggest that work environment and teamwork on employee efficiency: a case of Beijing University International Hospital, people's Republic of China. Significantly, employees' motivation to work hard and their efficiency and performance are shaped by the influence of the quality of the workplace. Workers' levels of willingness to stay motivated, creative, engaged with colleagues, and loyal to the job are all influenced by the factors of workplace environment as well as teamwork has proven to be closely related to the performance of the individual employee. This concurs with earlier research work which indicates that teamwork helps to enhance productivity, and boosts effectiveness and also efficiency at the workplace. There are some implications are pointed out below.

1. There are diverse ways in which the working environment drives productivity. In the absence of an ideal work environment, employees feel burdened, unheard, disengaged, and unhappy. Creating a working opportunity such as Physical Environment, Compensation, Potential

Development, Quality of work life, Communication, Interpersonal Relations, Knowledge Development and Opportunities for advancement for the work environment for employees.

2. It is significant that teamwork truly drives the work together saves time and provides everyone with more energy to focus on getting the job done. By getting employees to work as a team, you can improve productivity levels such the aspect of having a common goal, Acceptance, Collaboration with a willingness to work and The division of labour according to the ability of the person as well as actualize innovative ideas with more efficiency, making the importance of teamwork clear.

Future research

1. This study tends to add up the existing knowledge by investigating the impact of a positive work environment on employee performance which is the contribution of the employees.

2. The study of the workplace environment and teamwork on employee efficiency while in the future, other types of workplace environments should also be tested. Further, this study in future sample sizes can provide more detailed and deeper insights regarding the relationship between the workplace environment and employee performance.

3. A poor work environment can have a detrimental impact on employee motivation, performance, and well-being. Providing a variety of workspaces can encourage new ways of working and enable staff to work in an environment that best suits them and the task at hand.

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