Global Review of Tourism and Social Sciences

Journal Homepage: https://journal.gpp.or.id/index.php/grtss/index

The Influence of Positive and Challenging Workplace Atmospheres on Employee Attitudes and Productivity

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ARTICLE INFO

Submitted : 23rd September 2024
Revised : 27th September 2024
Accepted : 27th September 2024

Published : 2nd October 2024

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ABSTRACT: This study explores the relationship between Positive Workplace Atmosphere (PWA), Challenging Workplace Atmosphere (CWA), Job Attitude (EA), and Employee Productivity (EP) among sales employees in the French fashion industry. Using a sample of 259 respondents, this research investigates the direct effects of both PWA and CWA on EA and EP, while also examining the mediating role of EA between these psychological climates and performance outcomes. The findings reveal that PWA positively influences both EA and EP, while CWA does not significantly impact either variable. Furthermore, EA mediates the relationship between PWA and EP, but no such mediation is observed for CWA. These results highlight the importance of creating a supportive work environment to foster positive employee attitudes and improve performance. This study contributes to the growing literature on organizational climate by demonstrating how different types of psychological climates influence key job outcomes in a highly competitive industry.

Keywords: Positive Workplace Atmosphere, Challenging Workplace Atmosphere, Job Attitude, Employee Productivity, Employee Behavior, French Fashion Industry

INTRODUCTION

In today's competitive business landscape, employee performance plays a pivotal role in organizational success, especially in customer-facing industries such as fashion retail. Sales employees are the primary point of contact between a company and its customers, and their attitudes and performance significantly impact customer satisfaction and overall business outcomes (Bouaziz, 2017). Consequently, understanding the factors that influence Employee Productivity is crucial for maintaining a competitive edge in industries driven by personal interactions (Charles-Pauvers et al., 2006).

One of the key factors affecting employee performance is the psychological climate within the workplace. Psychological climate refers to employees' perceptions of their work environment and how it influences their behavior, motivation, and performance (Brown & Leigh, 1996). Two significant dimensions of psychological climate are Positive Workplace Atmosphere (PWA) and Challenging Workplace Atmosphere (CWA). PWA is characterized by a work environment where employees feel supported by their supervisors and colleagues (Eisenberger et al., 2001), while CWA reflects a setting in which employees perceive they are in competition with one another for rewards, recognition, and advancement (Han et al., 2020).

Previous research has established the importance of a supportive work environment in fostering positive Employee Attitudes, including Satisfaction and involvement, which are critical components of overall Employee Productivity (Kundu & Lata, 2017). Employees who perceive a supportive environment tend to be more motivated, engaged, and committed to their work, which in turn enhances their performance (Eisenberger et al., 2001). On the

other hand, the effects of a competitive climate on employee outcomes are less clear. While some studies suggest that competition can drive performance by motivating employees to outperform their peers (Festinger, 1954), others indicate that it may lead to negative consequences such as stress, burnout, and diminished Satisfaction (Salin, 2003).

This study seeks to explore the relationship between these two dimensions of psychological climate (PWA and CWA), Job Attitude (EA), and Employee Productivity (EP) in the context of French sales employees working in the fashion industry. Specifically, the research investigates whether PWA and CWA directly influence EA and EP, and whether EA mediates the relationship between these psychological climates and performance outcomes. By examining these relationships, the study aims to provide insights into how different work environments affect key job outcomes in a highly competitive and customer-driven industry.

LITERATURE REVIEW

Psychological climate refers to an individual's perception of the organizational environment and how it influences their attitudes and behavior at work. It encompasses employees' subjective evaluation of their work environment and has been shown to significantly impact organizational outcomes (Schneider et al., 2017). Psychological climate, therefore, provides a framework through which employees interpret and respond to their workplace, influencing their attitudes, motivation, and behavior (Parker et al., 2003). Brown and Leigh (1996) define it as the set of perceptions that employees have regarding the psychological impact of the workplace on their well-being. Recent studies have reaffirmed that psychological climate plays a pivotal role in shaping employees' motivation, engagement, and overall performance (Lee et al., 2022).

Two key dimensions of psychological climate are Positive Workplace Atmosphere (PWA) and Challenging Workplace Atmosphere (CWA). PWA refers to an environment where employees feel supported by their supervisors and colleagues, fostering a sense of trust and collaboration within the workplace (Eisenberger et al., 2001). Research has consistently shown that PWA enhances job satisfaction, organizational commitment, and employee engagement (Li et al., 2022). This supportive environment encourages discretionary behaviors, such as organizational citizenship behaviors (OCB), that benefit the organization as a whole (Rhoades & Eisenberger, 2002; Podsakoff et al., 2009). Employees who experience high levels of support from the organization and peers are more likely to be committed and engaged (Zhao et al., 2021).

Conversely, CWA represents a workplace where employees perceive competition among colleagues for rewards, recognition, or promotions. Studies on CWA have produced mixed outcomes: while competition may push employees to improve performance in some contexts, it can also lead to stress, burnout, and negative workplace behaviors in others (Salin, 2003; Park et al., 2020). Excessive competition, particularly when perceived as unfair, has been linked to counterproductive work behaviors (Han et al., 2020). In competitive environments, employees are more likely to experience feelings of insecurity and dissatisfaction, which can ultimately harm organizational performance (Liu et al., 2021).

Employee Attitude (EA) mediates the relationship between psychological climate and employee productivity. EA includes dimensions such as job satisfaction, engagement, and organizational commitment (Judge et al., 2001). Recent findings suggest that PWA positively influences employee attitudes by creating a sense of belonging and psychological safety, which enhances performance and productivity (Günay et al., 2022). In contrast, CWA may have a detrimental effect on employee attitudes, particularly if employees feel undervalued or threatened by the competitive nature of the workplace (Han et al., 2020). Thus, maintaining a balanced psychological climate is critical to fostering positive employee attitudes and ensuring high levels of productivity.

Hypothesis Development

Based on the review of relevant literature, this study seeks to examine the effects of PWA and CWA on EA and EP, with EA acting as a mediator. The following hypotheses are developed:

H1: Positive Workplace Atmosphere (PWA) has a positive effect on Employee Productivity (EP).

This hypothesis is based on the notion that a supportive work environment leads to greater Satisfaction and engagement, which, in turn, enhances performance (Eisenberger et al., 2001; Kundu & Lata, 2017).

H2: Challenging Workplace Atmosphere (CWA) has a positive effect on Employee Productivity (EP).

This hypothesis stems from research suggesting that competition can serve as a motivator, pushing employees to work harder and improve their performance (Festinger, 1954).

H3: Positive Workplace Atmosphere (PWA) has a positive effect on Job Attitude (EA).

PWA is expected to improve EA by fostering a sense of support and collaboration among employees (Rhoades & Eisenberger, 2002).

H4: Challenging Workplace Atmosphere (CWA) has a negative effect on Job Attitude (EA).

CWA may decrease EA, as employees may experience stress or burnout in a highly competitive environment (Han et al., 2020).

H5: Job Attitude (EA) has a positive effect on Employee Productivity (EP).

This hypothesis builds on the extensive body of research linking positive Employee Attitudes to higher levels of performance (Judge et al., 2001).

H6: Job Attitude (EA) mediates the relationship between Positive Workplace Atmosphere (PWA) and Employee Productivity (EP).

EA is expected to mediate the relationship between PWA and EP, as a supportive environment enhances Employee Attitudes, which in turn lead to better performance (Kundu & Lata, 2017).

H7: Job Attitude (EA) mediates the relationship between Challenging Workplace Atmosphere (CWA) and Employee Productivity (EP).

EA may also mediate the relationship between CWA and EP, although this effect may be weaker due to the potentially negative impact of CWA on Employee Attitudes (Han et al., 2020).

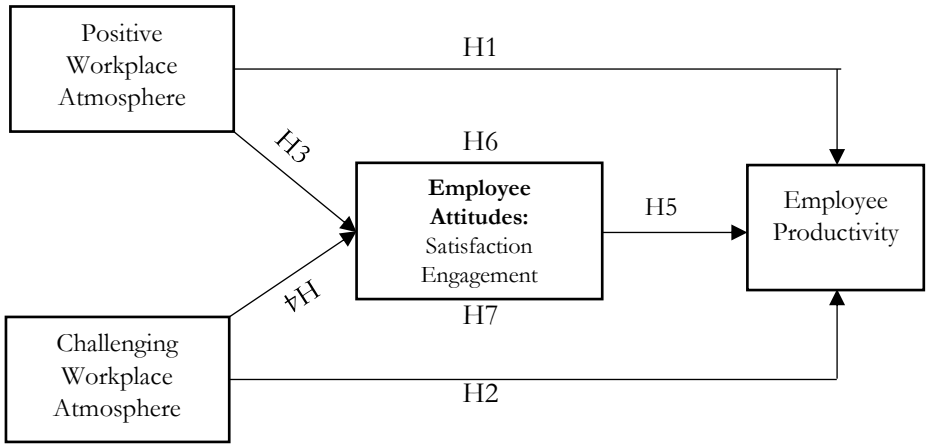

Figure 1. Research Framework

METHODS

Study Design

This research adopts a quantitative approach with a cross-sectional design to explore the relationships between Positive Workplace Atmosphere (PWA), Challenging Workplace Atmosphere (CWA), Job Attitude (EA), and Employee Productivity (EP). The study utilizes survey data collected through a structured questionnaire distributed to sales employees in the French fashion retail industry. Partial Least Squares Structural Equation Modeling (PLS-SEM) was employed for data analysis, as it is particularly suited for testing complex causal relationships between latent variables in a model. The primary objective of the study is to test the proposed hypotheses and provide insights into how different psychological climates impact Employee Attitudes and performance outcomes.

Sample and Data Collection

The target population consisted of sales employees in the French fashion industry, specifically those involved in retail sales. A convenience sampling technique was used to collect data, as it allows for easy access to respondents and is often employed when time and resource constraints are present. A total of 300 questionnaires were distributed

both electronically (via email and social media) and in person. Out of the 300 distributed surveys, 259 valid responses were obtained, yielding a response rate of approximately 86%. This sample size meets the criteria for PLS-SEM, which typically requires at least 10 responses per structural path (Hair et al., 2014). The data collection period spanned approximately one month, and confidentiality and anonymity of participants were ensured to enhance response rates and minimize social desirability bias.

Measures

The questionnaire used for data collection included well-established scales that had been validated in previous studies. All items were rated on a five-point Likert scale, ranging from 1 (strongly disagree) to 5 (strongly agree). The Positive Workplace Atmosphere (PWA) was measured using a 14-item scale adapted from Eisenberger et al. (2001), focusing on the degree to which employees perceive support from their organization and supervisors. The Challenging Workplace Atmosphere (CWA) was measured using a 7-item scale from Han et al. (2020), which assesses employees' perceptions of competition within their work environment.

For Job Attitude (EA), a 13-item scale was used, incorporating dimensions such as Satisfaction, Engagement, and organizational commitment, as outlined by Judge et al. (2001) and Meyer et al. (2002). Finally, Employee Productivity (EP) was measured using a 6-item scale developed by Williams and Anderson (1991), which evaluates task performance and the effectiveness of employees in achieving job-related objectives. These scales were chosen for their proven reliability and validity, and were adapted to fit the specific context of the French fashion industry.

Data Analysis

Data analysis was conducted in two main phases. First, descriptive statistics were computed using SPSS to summarize the demographic characteristics of the respondents. The majority of the analysis, however, was performed using SmartPLS 3.0, a software specifically designed for PLS-SEM. This method was chosen due to its ability to handle complex models with latent variables and its flexibility in dealing with smaller sample sizes.

The first phase of the analysis involved evaluating the measurement model. Reliability and validity of the constructs were assessed using Cronbach's alpha, composite reliability (CR), and average variance extracted (AVE). To ensure discriminant validity, the Fornell-Larcker criterion was applied, comparing the square root of the AVE values to the correlations between constructs. All constructs met the recommended thresholds, confirming the measurement model's adequacy.

The second phase focused on testing the structural model, which assessed the relationships between PWA, CWA, EA, and EP. Bootstrapping with 5000 resamples was used to estimate path coefficients, t-values, and p-values, providing statistical significance for each hypothesis. The R^2 values for endogenous variables were also examined to determine the explanatory power of the model, with higher values indicating greater predictive accuracy.

Control Variables

Several demographic factors were included as control variables in the analysis, including gender, age, education level, and years of work experience. These variables were considered potential confounders, as they might influence job attitude and performance independently of the psychological climate. Controlling for these variables helped ensure that the observed relationships between psychological climate, job attitude, and performance were not unduly influenced by demographic factors.

RESULTS AND DISCUSSION

The researcher deals with statistical analysis and subsequent results description in this chapter. The methods used in this study are discussed in greater detail in chapters 3 and 4. The SMARTPLS and SPSS was used to examine the results.

Demographic information

The research used a questionnaire survey based on people's work experience from France. There were 259 questionnaires collected in total. The gender and age of the participants in this study were divided into two categories. To better understand the characteristic of the variable's background in this study, frequency distribution and statistical analysis were used. The results of the data analysis can be seen in the graphs below.

The female sex received 146 (56.4%) more votes than the male sex 98 in this study (37.8%). This is also reflected in the fact that the fashion industry is where the respondents work.

Table 1. Research sample characteristics description table - Gender (N=259)

Categories	Frequency	Percentage
Male	98	37.8%
Female	146	56.4%
Total	**259**	**100%**

Source: data processing

With a total of 88 respondents, people under the age of 30 were the most important demographic for the survey (34%). People between the ages of 31 and 40 made up the second-largest group of respondents, with 80 in total (30.9%). The other party forged responses from people aged 41 to 50 years old, in total 53 peoples responded (20.5%). The final party forged individuals aged 50 and up (23%).

Table 2. 1 Research sample characteristics description table - Age (N=259)

Categories	Frequency	Percentage
Under 30	88	34%
31 to 40	80	30.9%
41 to 50	53	20.5%
Above 50	23	8.9%
Total	**259**	**100%**

Source: data processing

Outer Loadings

In reflective measurement models, outer loadings are the estimated relationships. They determine an item's absolute contribution to the construct to which it is assigned. Loadings are important when evaluating reflective measurement models, but they can also be interpreted when formative measures are used

Table 3. Outer loadings

Job Attitude Items	Outer Loadings
CWA 1	0.832
CWA 2	0.830
CWA 3	0.860
CWA 4	0.891
CWA 5	0.915
CWA 6	0.901
CWA 7	0.889
EA 1	0.850
EA 2	0.882
EA 3	0.897
EA 4	0.868
EA 5	0.856
EA 6	0.802
EA 7	0.753
EA 8	0.771
EP1	0.751
EP2	0.884
EP3	0.908
EP4	0.868
EP5	0.829
EP8	0.709
EP9	0.670
PWA 1	0.928
PWA 2	0.847
PWA 3	0.931
PWA 4	0.748
PWA 5	0.916
PWA 6	0.934

PWA 7	0.892
PWA 8	0.770
PWA 9	0.914
PWA 10	0.878
PWA 11	0.824
PWA 12	0.867
PWA 13	0.890
PWA 14	0.796

Source: data processing

The outer loadings for all constructs—Positive Workplace Atmosphere (PWA), Challenging Workplace Atmosphere (CWA), Job Attitude (EA), and Employee Productivity (EP)—are highly satisfactory, with most loadings exceeding the recommended threshold of 0.7. This indicates that the items for each construct demonstrate strong correlations with their respective latent variables, suggesting that the indicators are reliable measures of the underlying constructs. In particular, the high loadings for PWA reflect a strong contribution of its items in capturing the supportive nature of the work environment, while the loadings for CWA effectively measure the degree of perceived competition. Similarly, the loadings for Job Attitude, which encompass dimensions such as Satisfaction and commitment, are also robust, confirming the reliability of these items in evaluating employee attitudes. Although there are a few loadings slightly below 0.7, such as one item for Employee Productivity (P9 at 0.670), they remain within an acceptable range and do not significantly undermine the model's validity. Overall, the satisfactory loadings across all constructs ensure the internal consistency and convergent validity of the measurement model, reinforcing confidence in the results of the subsequent structural analysis.

Reliability Analysis

The reliability of the constructs in this study was assessed using Cronbach's Alpha, Composite Reliability (CR), and Average Variance Extracted (AVE). Cronbach's Alpha is a traditional measure of internal consistency, with values above 0.7 generally indicating acceptable reliability. In this analysis, all constructs—Positive Workplace Atmosphere (PWA), Challenging Workplace Atmosphere (CWA), Job Attitude (EA), and Employee Productivity (EP)—achieved Cronbach's Alpha values above 0.7, confirming the internal consistency of the items within each construct.

Table 4.2 Reliability test

Items	Composite reliability
Challenging Workplace Atmosphere	0.958
Positive Workplace Atmosphere	0.977
Job Attitude	0.949
Employee Productivity	0.911

Source: data processing

Composite Reliability (CR) is another measure of reliability, with values above 0.7 also considered satisfactory. CR takes into account the loadings of the individual items and provides a more comprehensive measure of reliability than Cronbach's Alpha. In this study, the CR values for all constructs exceeded 0.8, indicating that the items within each construct consistently measure the underlying latent variable. This high level of composite reliability suggests that the constructs are reliable and can be used confidently for further analysis.

Average Variance Extracted (AVE) was used to assess the convergent validity of the constructs. AVE values above 0.5 indicate that the construct explains more than half of the variance in its indicators. In this study, all constructs had AVE values above the 0.5 threshold, confirming that the items are well-correlated and that the constructs exhibit strong convergent validity. This means that the indicators within each construct effectively measure the same underlying concept.

In summary, the reliability test results demonstrate that the constructs used in this study—PWA, CWA, EA, and EP—are both reliable and valid. High Cronbach's Alpha and Composite Reliability values indicate internal consistency, while the AVE values confirm that the constructs exhibit convergent validity, ensuring the robustness of the measurement model.

Convergent Validity

Convergent validity was assessed using the Average Variance Extracted (AVE) for each construct in the model. AVE is a key metric that indicates how well a latent construct explains the variance of its observed variables. In this study, all constructs—Positive Workplace Atmosphere (PWA), Challenging Workplace Atmosphere (CWA),

Job Attitude (EA), and Employee Productivity (EP)—achieved AVE values above the recommended threshold of 0.5, confirming satisfactory convergent validity.

Table 5. Convergent validity for Measurement Model

Items	AVE
Challenging Workplace Atmosphere	0.765
Positive Workplace Atmosphere	0.754
Job Attitude	0.700
Employee Productivity	0.519

Source: data processing

According to the research of Cheah et al., (2018), the result of convergent validity in the table whit an AVE higher than 0.5 confirm the model.

Hypothesis Testing

When a t-test is performed, the researcher is looking for a significant difference between population means (2-sample t) or between the population mean and a predicted value (1-sample t). The t-value expresses the magnitude of the difference in terms of the variation in your sample data. This indicates that there is more evidence of a major difference. To put it another way, T is the computed difference expressed in standard error units. The bigger the value of T, the more evidence there is that the null hypothesis is false. The closer T is to 0, the less likely a meaningful difference exists.

The T-value and P-value are intricately intertwined. They are distinct ways to measure the "extremeness" of your null hypothesis results. It is not possible to modify one without impacting the other's value. The smaller the p-value and the better the evidence against the null hypothesis, the larger the absolute value of the t-value. According to Hamdollah & Baghaei (2016), the t-value must be greater than 1.96, and the p-value must be smaller than 0.05.

Table 6. Results of the Structural Model Path Coefficient

	T-Statistics	P-Values
Challenging Workplace Atmosphere -> Job Attitude	0.143	0.886
Challenging Workplace Atmosphere -> Employee Productivity	0.197	0.844
Job Attitude -> Employee Productivity	15.907	0.000
Positive Workplace Atmosphere -> Job Attitude	3.736	0.000
Positive Workplace Atmosphere -> Employee Productivity	2.332	0.020

Source: data processing

According to the result from the table, we can conclude that all paths are significant (t-value >1.96, p-value< 0.05), except Challenging Workplace Atmosphere / Job Attitude and Challenging Workplace Atmosphere / Employee Productivity as predicted.

Mediation Effect

According to Hamdollah & Baghaei (2016), researchers in the social sciences have adopted mediation models in large numbers. A mediating variable is defined as "the generative mechanism by which the independent focal variable can influence the dependent variable of interest and mediation is best done when the predictor and criterion variables have a strong relationship." Hamdollah & Baghaei (2016) also stated that bootstrapping; a nonparametric resampling procedure is one of the more rigorous and powerful methods for determining the mediating effect. Therefore, a bootstrapping method has been used through Smartpls to test the mediation effect of the model.

Table 7. Total Indirect Effect Result

	T-Statistics	P-Values
Challenging Workplace Atmosphere -> Job Attitude -> Employee Productivity	0.146	0.884
Positive Workplace Atmosphere -> Job Attitude -> Employee Productivity	3.913	0.000

Source: data processing

We can conclude that only one mediation is significant which is Positive Workplace Atmosphere and Employee Productivity through Job Attitude, with a t-value >1.96 and p-value< 0.05 based on the results.

Implications

The Role of Positive Workplace Atmosphere in Enhancing Employee Productivity

The results demonstrate that a Positive Workplace Atmosphere (PWA) has a significant direct impact on both Job Attitude ($t = 3.736$, $p < 0.05$) and Employee Productivity ($t = 2.332$, $p = 0.020$). This finding implies that fostering a supportive, collaborative, and positive work environment enhances employees' attitudes toward their jobs, leading to higher levels of engagement, satisfaction, and ultimately productivity. For managers and organizational leaders, this highlights the importance of investing in creating a positive work environment, as it directly correlates with improved employee outcomes. Practical measures such as encouraging teamwork, providing adequate resources, and promoting employee well-being can serve as effective strategies to cultivate a PWA, which in turn boosts employee productivity.

Limited Impact of Challenging Workplace Atmosphere on Employee Productivity

Contrary to expectations, the results indicate that a Challenging Workplace Atmosphere (CWA) does not have a significant impact on either Job Attitude ($t = 0.143$, $p = 0.886$) or Employee Productivity ($t = 0.197$, $p = 0.844$). This suggests that competition, stress, or a demanding work environment may not directly influence how employees perceive their jobs or their output. In fact, the lack of significance in these paths implies that excessive challenges or competition within the workplace may neither inspire nor improve productivity. Organizations should thus be cautious when promoting competition as a tool for performance enhancement, as it may not yield the expected benefits. Instead, focusing on other motivational factors, such as rewards or recognition, may prove more effective in improving job performance.

Job Attitude as a Key Mediator for Positive Workplace Atmosphere and Productivity

The mediation analysis confirms that Job Attitude acts as a significant mediator between Positive Workplace Atmosphere and Employee Productivity ($t = 3.913$, $p = 0.000$). This finding reinforces the idea that the relationship between a supportive workplace environment and higher productivity is primarily driven by improved job attitudes. A positive atmosphere increases employees' satisfaction, engagement, and commitment, which then translates into higher productivity. For organizations, this suggests that improving employees' attitudes toward their work through positive experiences in the workplace is essential. Creating environments that foster trust, communication, and psychological safety will likely lead to enhanced job attitudes and, consequently, better productivity.

No Mediation Effect of Job Attitude in a Challenging Workplace Atmosphere

The mediation results also show that Challenging Workplace Atmosphere does not significantly influence Employee Productivity through Job Attitude ($t = 0.146$, $p = 0.884$). This further confirms that creating a competitive or high-pressure environment does not contribute to improvements in employee attitudes or productivity. The absence of a significant mediating effect underscores the importance of prioritizing supportive and positive workplace factors over competition and pressure to achieve desired employee outcomes.

Implications for Organizational Practice

These results offer valuable insights for organizations aiming to enhance employee productivity. The findings suggest that fostering a Positive Workplace Atmosphere has both direct and indirect effects on productivity, primarily through improving Job Attitude. Therefore, organizations should focus on creating a work environment that emphasizes support, collaboration, and employee well-being rather than relying on a challenging atmosphere to drive performance.

CONCLUSION

This study explored the influence of Positive Workplace Atmosphere (PWA) and Challenging Workplace Atmosphere (CWA) on Job Attitude (EA) and Employee Productivity (EP) among sales employees in the French fashion industry. The findings revealed that PWA significantly and positively impacts both EA and EP, while CWA showed no significant influence on either. Furthermore, Job Attitude was found to mediate the relationship between Positive Workplace Atmosphere and Employee Productivity, underscoring the importance of fostering supportive work environments to enhance employee attitudes and productivity. These results suggest that creating a positive, supportive work environment is crucial for improving employee performance, as employees who feel supported and valued tend to exhibit more positive attitudes, leading to greater productivity. In contrast, promoting a competitive atmosphere may not yield the expected performance improvements and could even harm employee attitudes.

However, this study has several limitations. First, the findings are context-specific to the French fashion industry, which may limit the generalizability to other industries or regions. The fashion retail sector, with its high customer interaction and fast-paced environment, may present different dynamics compared to other industries such as technology or healthcare. Second, the research employs a cross-sectional design, capturing data at a single point in time, which limits the ability to infer causal relationships. A longitudinal approach would provide stronger evidence of how workplace climates influence employee outcomes over time.

Third, the study focuses on two dimensions of workplace atmosphere—Positive Workplace Atmosphere and Challenging Workplace Atmosphere—but does not consider other important factors such as leadership support, work-life balance, or autonomy. These factors may also play a crucial role in shaping employee attitudes and productivity. Finally, the reliance on self-reported data introduces potential biases, as employees might overestimate or underestimate their attitudes and performance. Incorporating objective measures of productivity, such as sales figures or managerial assessments, would enhance the validity of future research.

To build on this study, future research should explore how workplace atmosphere influences employee outcomes in different industries and cultural contexts. Comparative studies across sectors like healthcare, technology, or education, as well as across countries with varying cultural norms, could provide broader insights. Longitudinal studies are also recommended to observe how sustained changes in workplace climate affect employee performance and attitudes over time. Additionally, future research should consider other dimensions of workplace atmosphere, such as leadership support, autonomy, and work-life balance, to provide a more comprehensive understanding of psychological climate. Finally, integrating objective performance metrics with self-reported data will strengthen the robustness of the findings.

By addressing these limitations and expanding the scope of future research, a more nuanced understanding of how different workplace atmospheres influence employee attitudes and performance can be developed, offering valuable insights for improving organizational environments across various industries.

DISCLOSURE STATEMENT

The authors declare that there are no conflicts of interest regarding the publication of this research. All data sources and references have been appropriately acknowledged, and the research has been conducted with the highest ethical standards. The authors did not receive any specific grants or financial support from funding agencies or commercial entities related to this study.

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