

**To study the impact of age of employees on satisfaction with  
spatial arrangement in their office environment**

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***Abstract***

*Office design is defined as, “the arrangement of workspace so that work can be performed in the most efficient way”. Spatial planning is gaining importance and has to align with the overall organizational objectives, and, has to augment the positive organizational behaviour. Building occupants often react in noticeably different ways under the same indoor environment, leading to a presumption that various socio demographic variables beyond environmental parameters influence occupants’ perception of the quality of indoor environment. Present study aimed to study the impact of age of employees on satisfaction with spatial arrangement in their office environment. A total of 660 employees from various offices of Chandigarh were recruited as sample. The age range of the sample was between 25 to 60 years. In the present study sample was divided into three age groups Group I (25 to 34yr) consisted of 266 employees, Group II (35 to 49yr) consisted of 263 employees, and Group III (50 to 60yr) consisted of 131 employees. The questionnaire was adapted and modified version of already existing scales of occupants’ satisfaction with indoor environment quality (IEQ) components of other buildings by different researchers. Findings of present study are in consensus with the previous research. Older respondents were found to be more satisfied with office environment than younger ones. As employees become older, they may be less likely to struggle to resist or control and becomes more tolerant and accommodating to ones office environment.*

**Keywords:** *environment, age, perceived satisfaction, correlate, Design, Built environment*

**1. Introduction**

Spatial arrangement is the property possessed by an array of things that have space between them. Spatial organization issues include the openness of the layout: that is, the proportion of open workstations to private, enclosed offices, the height of partitions and the distance between open workstations, as well as access to needed resources, such as technology and, equipment meeting rooms and washrooms. Office design can affect employee health and performance. Hedge reported that the complaints of frequent headaches were almost twice as prevalent among employees working in open-plan offices than those in walled offices[3]. Stallworth and Kleiner argue that increasingly an organization’s physical layout is designed around employee needs in order to maximize productivity and satisfaction. They argue that innovative workplaces can be developed to encourage the sharing of information and networking regardless to job boundaries by allowing communication freely across departmental groups[5].

However, indoor environments deemed satisfactory by a certain occupant group may not be satisfactory to another. Building occupants often react in noticeably different ways under the same indoor environment, leading to a presumption that various socio demographic variables beyond environmental parameters influence occupants' perception of the quality of indoor environment. Present study aimed to study the impact of age of employees on satisfaction with spatial arrangement in their office environment.

## 2. Methodology

### Sample

A total of 660 employees from various offices of Chandigarh were recruited as sample. The age range of the sample was between 25 to 60 years. The employees who were working for the last three years in a particular organization were considered for inclusion in this study. The minimum educational qualification of the selected subjects was graduation. In the present study sample was divided into three age groups Group I (25 to 34yr) consisted of 266 employees, Group II (35 to 49yr) consisted of 263 employees, and Group III (50 to 60yr) consisted of 131 employees.

### Questionnaire

The data collection instrument for this study was a structured questionnaire developed by the researcher with the help of experts. The questionnaire is adapted and modified version of already existing scales of occupants' satisfaction with indoor environment quality (IEQ) components of other buildings by different researchers. The questionnaire items were developed to reflect the satisfaction/comfort/productivity components of the office environment. The questionnaire for the study contained 44 total items pertaining to employees' general demographics and satisfaction with thermal, acoustic, and lighting conditions. The items of the questionnaire were related to the occupants' satisfaction of the IEQ components of thermal, acoustic, and lighting conditions. They were rated by the occupants based on a five-point Likert-type scale (1= "very dissatisfied" to 5 = "very satisfied").

### Data analysis

For result findings and in-depth analysis of the different components of office environment on the productivity of the office employees, statistical techniques of t test has been used. SPSS 16 software as research tool for data analysis was used for this research.

## 3. Results and Discussion

**Table 1: Satisfaction with Spatial Arrangement in Office**

Question	Response(%)		
	25-34 years	35-49 years	50-60 years
Office/branch is open enough to see my colleagues working	50	53.2	48.8
Work area is sufficiently equipped for typical needs	63.5	62.3	69.5
Satisfied with the amount of space for storage and displaying important materials	58.7	49.8	60.3
Workspace serves multipurpose functions for informal and instant meetings	45.1	38.4	49.6

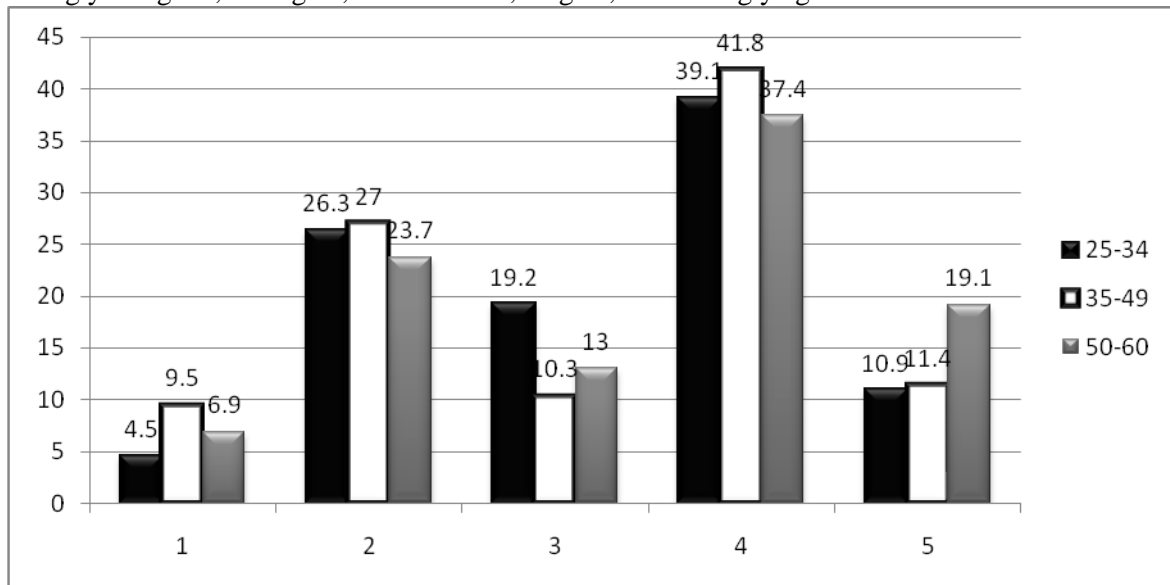
50% 25-34 years age , 53.2% 35-49 years age, 48.8% 50-60 years age group employees had been provided with open enough office/branch so that they can see colleagues working,

63.5% 25-34 years age , 62.3% 35-49 years age, 69.5% 50-60 years age group employees had work area that was sufficiently equipped for typical needs,

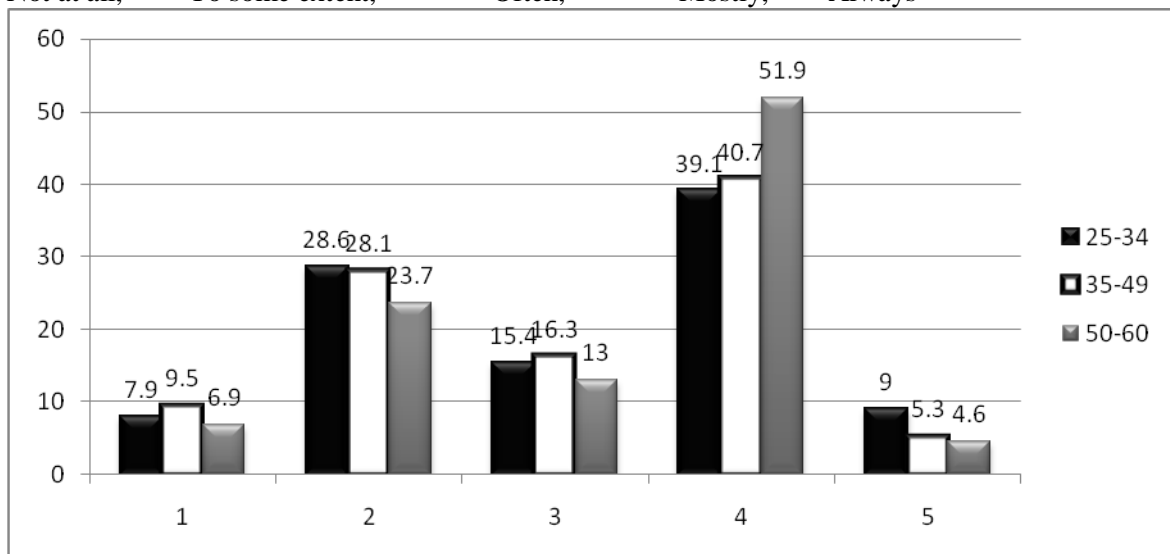
58.7% 25-34 years age , 49.8% 35-49 years age, 60.3% 50-60 years age group employees were satisfied with the amount of space for storage and displaying important materials in their office ,

45.1% 25-34 years age , 38.4% 35-49 years age, 49.6% 50-60 years age group employees had workspace that served multipurpose functions for informal and instant meetings.

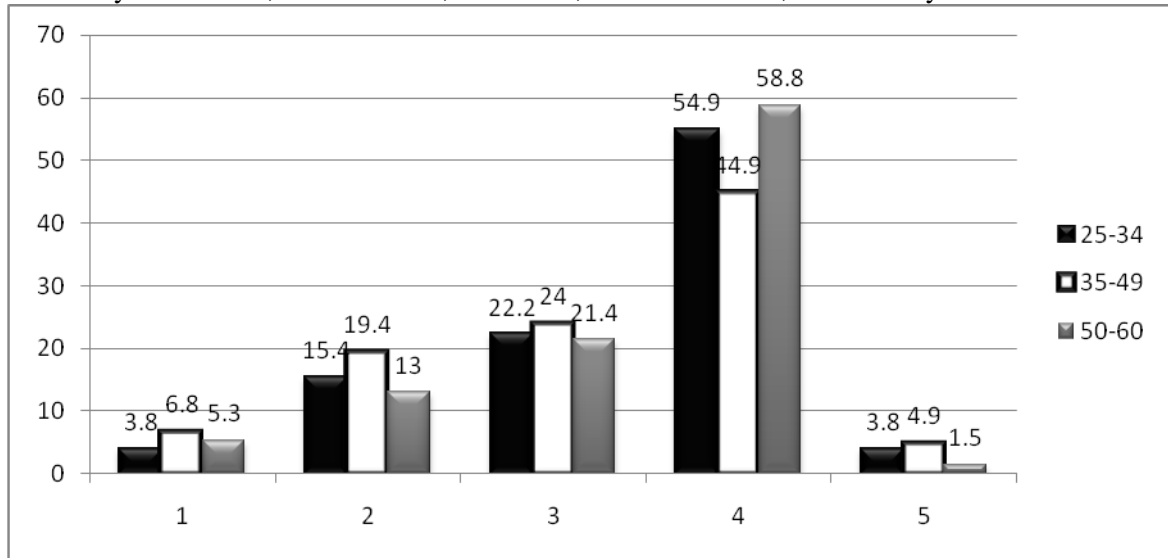
1 Office/branch is open enough to see my colleagues working  
 strongly disagree , disagree, neutral, agree, strongly agree



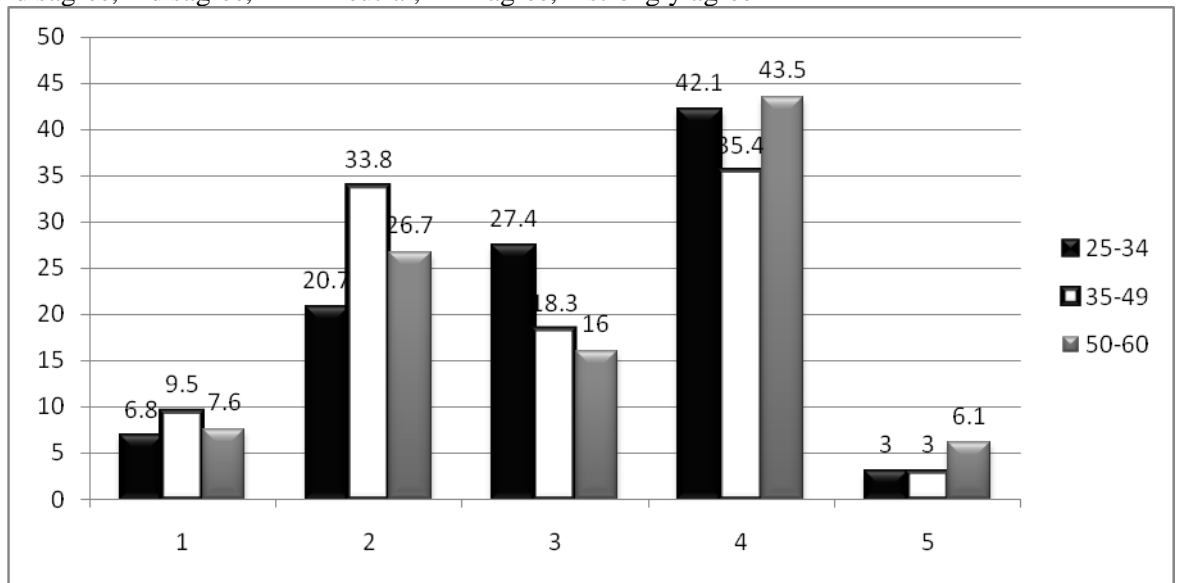
2 Work area is sufficiently equipped for typical needs  
 Not at all, To some extent, Often, Mostly, Always



3 Satisfied with the amount of space for storage and displaying important materials  
 Extremely dissatisfied, Dissatisfied, Neutral, Satisfied, Extremely satisfied



4 Workspace serves multipurpose functions for informal and instant meetings  
 strongly disagree, disagree, neutral, agree, strongly agree



Findings of present study are in consensus with the previous research. Older respondents were found to be more satisfied with dwellings than younger ones [1][4][2]. As employees become older, they may be less likely to struggle to resist or control and becomes more tolerant and accommodating to ones office environment. Workplace design has failed to keep pace with the changing nature of work, according to Gensler’s 2008 Workplace Study, which surveyed 309 employees. Companies with more flexible layouts – formal desk layouts combined with sofa areas and cafe style areas used for different purposes find that 70 per cent of employees are more satisfied at work, compared with 50 per cent of workers at companies where layout is more traditional. Spatial planning is gaining importance and has to align with the overall organizational objectives, and, has to

augment the positive organizational behaviour. Proper interaction and communication increases group cohesiveness.

#### **4. Conclusion**

It can be concluded that building occupants often react in noticeably different ways under the same indoor environment, leading to a presumption that various socio demographic variables like age are beyond environmental parameters and influence occupants' perception of the quality of indoor environment.

#### **References**

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