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To find out the relationship between perceived satisfaction with furniture and spatial arrangement on employees‘ productivity: preliminary study in Punjab

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Abstract— Employers became increasingly aware that it’s not simply salary and experience that determine how efficiently employees work, but also the general feel of the work environment India is currently experiencing an economic recession, and in this economic climate it is more important than ever for organizations to retain highly productive employees and ensure that the work environment is conducive to high levels of individual performance. Western studies had reported that the type of furniture and office layout significantly affected employee performance and their satisfaction with the work environment. It is important that the physical aspect of the workplace and its impact on organizational productivity is studied. Total of 600 employees from various offices of Punjab were recruited as sample. Sample was collected primarily from three main cities of Punjab i.e. Amritsar, Ludhiana and Jalandhar. 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). Results indicate that employees productivity is positively correlated with satisfaction with spatial arrangement and furniture. Furniture and spatial arrangement are another important concern in designing an appropriate office that managers must pay attention to increase employees’ productivity.

Keywords— environment, spatial arrangement, perceived satisfaction, correlate, Design, Built environment

I. INTRODUCTION

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II. METHODOLOGY

Sample

A total of 600 employees from various offices of Punjab were recruited as sample. Sample was collected primarily from three main cities of Punjab i.e. Amritsar, Ludhiana and Jalandhar. The age range of the sample was between 25 to 55 years. The employees who were working for the last three years in a particular organization/office were considered for inclusion in this study. The minimum educational qualification of the selected subjects was graduation.

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 conditions of the office.

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 correlation has been used. SPSS 16 software as research tool for data analysis was used for this research.

III. RESULTS AND DISCUSSION

TABLE I

DESCRIPTIVE STATISTICS

Variables	Mean	Std. Deviation	Respondents (N)
Productivity	3.62	0.73	600
Furniture	2.67	0.86	600
Spatial arrangement	2.75	0.87	600

TABLE II

COEFFICIENTS OF CORRELATIONS BETWEEN PRODUCTIVITY AND ELEMENT OF OFFICE DESIGN

Sr. No.	Variable	(r)
1	Furniture	.37**
2	Spatial Arrangement	.35**

** Significant at .01 levels

Results indicate that employees productivity is positively correlated with satisfaction with spatial arrangement and furniture. The obtained findings are consistent with earlier research by Collins, 1975; Heerwagen and Diamond, 1991; Backhouse and Drew, 1992; Stallworth and Kleiner, 1996; Penn, et al., 1999; Sarah, 2008. In order to achieve good working environment that lead to high productivity, office layout (furniture and its arrangement in accordance with the given space) plays an important role in motivating good communication (Omotore, 2010) and getting the well distributed and healthy environmental system. Burke (2000) theorized that furniture is another important concern in designing an appropriate office that managers must pay attention at such as adjustable office furniture for desks and chairs, which can support the employees' productivity and generate well performance by the employees who have to work full time without any obstacles.

IV. CONCLUSIONS

The office furniture is an important part of the office environment, which plays a decisive role on the quality of the office environment. The office environment variables i.e. satisfaction with Furniture, and Spatial Arrangement are positively correlated with productivity of office employees' The validity of this kind of research study is often justified with statements such as 'a better indoor office environment leads to a happier employee, and happier employees make for a more productive workplace'.

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