

DESIGN ISSUES AFFECTING EMPLOYEES' PRODUCTIVITY



Tension and exhaustion are becoming increasingly prevalent in the workplace, so any characteristic that can enable staff members to recover from tiredness during the working day merits our consideration. According to Statista 2021, 66% of British employers use an employee assistance program to handle their employees' mental health at work, while 53% promote flexible working options and 6% do nothing. Thus, the majority of employers are creating less stressful office environments than in the past in an effort to retain employees. Google and Meta are companies with offices that are more than just offices; they have gyms, meditation and play areas, etc. By providing these types of benefits to employees, companies have demonstrated a significant increase in productivity. The Sad Business School at Oxford University, in cooperation with the British multinational telecommunications company BT, found that happy employees are 13% more productive. Not all employers can afford this, but they can still provide their staff with a fantastic office environment.



Space

Physical factors, in addition to social factors and broader issues of human relations, play a significant role in determining worker productivity, according to the studies. From the perspective of an employer, renting or purchasing smaller office space is less expensive than a larger one. It is also evident that the primary motivation for desk sharing is the measurable financial advantages that result from decreasing the amount of office space per employee. Even if the office is considered a shared territory, employees may feel intimidated by a lack of space that forces people to be closer together and reduces their normal privacy.

Personalisation

According to a survey conducted by Management Today, nearly fifty percent of respondents stated that their workplace design and decor lack personalisation. Consequently, the inability to personalise a workstation is defined as one of the most constant complaints from employees.

Allow your employees to personalise their office space according to their preferences so that they feel more at ease and home. Even if their desk or wall design does not align with your perspective or desired office design, the employees will be significantly happier. According to research, it is possible to achieve higher efficacy and boost the company's productivity by offering a pleasant and comfortable workplace.



Lighting, colours and plants

Recent studies suggest that lighting may influence biological and psychological mechanisms. Natural light is essential to human biological rhythms, enhances feelings and increases vitamin D levels. Using mirrors and luminous walls to magnify the effects of illumination is crucial for this reason.

In terms of the wall colour, natural hues such as blue and green can increase productivity and concentration, whereas hues toward the red end of the visible spectral range are regarded as warm and stimulate creative thoughts.

Regarding plants, 58% of office employees do not have any live plants in their office spaces, according to the 2015 Human Spaces report, which surveyed 7,600 office workers from 16 countries. Because not everyone has a garden to relax in after work, adding plants to the office will make employees happier and more efficient than 'glamorous designs completely lacking greenery.'