



Views and Productivity of Offices at Chandigarh

KEYWORDS

views, productivity, office design

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ABSTRACT : Staff salaries take major share of companies capital. In order to lead in the competition, the staff should be productive. When the Staff are comfortable with regard to Office Environment, they will be productive . In this study paper influence of Office Views on productivity of employees is discussed. A study as fulfillment for Phd degree under Punjab Technical University- Jalandhar to this regard was conducted in Offices of capital city of Chandigarh(India). Different Offices were sampled and Questionnaire survey of productivity was conducted on Office Occupants.

Introduction

People spend most of their time indoors -- be it office or home. The success of any organization is dependent on the productivity of the employees. The productivity of the employees is dependent on comfort levels at their office. World over research has been done to study the effect on office views on productivity but not in India. so the study as fulfillment for Phd degree under Punjab Technical University- Jalandhar is conducted to identify the effects of views in offices at Chandigarh (India).

Aim is to study the effect of views on productivity of office employees.

Literature review Various literature pertain to the study of multiple offices and office buildings indicated that the factors such as dissatisfaction, cluttered workplaces and the physical environment are playing a major role in the loss of employees' productivity.

How workspace is designed and occupied affects not only how people feel, but also their work performance, their commitment to their employer, and the creation of new knowledge (human capital) in the organization. These are the cornerstones of the domain known as the environmental psychology of workspace. Moreover, measures of user perceptions of environmental conditions can be used to diagnose building performance and the effectiveness of building systems (Vischer& Fischer, 2005).A large number of work environment studies have tested users' satisfaction in reference to specific workspace features(Dodo et al 2012, Aries et al 2012, Ozdemir 2010, Park 2006, Oaks 2003 ,Ulrich 2002). These studies show that people's preferences are affected by, among other things, views.

Methodology

Sample

A total of 660 employees from various offices of Chandigarh were recruited as sample. The age range of the sample was between 25-60 years. The minimum educational qualification was graduation. For inclusion in the study the employee must be working in that particular organization since last three years. Primary data was collected through a structured questionnaire. The questionnaire was developed on the basis of the research literature review. The questionnaire consisted of 5 questions on views variable to be rated on a five point Likert scale.

Data Analysis

For result findings and in-depth analysis of the different components of office environment on the performance level of

the employees, statistical techniques of correlation has been used. SPSS software as research tool for data analysis is used for this research.

Results

Table 1: Descriptive Statistic of Views component of Office Design

Factors	Respondents (N)	Mean	Std. Deviation
Views	660	2.8852	.81757

Table 2: Correlation between Elements of Office Design and Employee Productivity

Office Design Element	Pearson Correlation (r)	Significance
Views	.163**	.00

**** Correlation is significant at the 0.01 level (2-tailed)**

Result analysis

This relationship between office design and productivity was determined by using the Pearson's Correlation. This shows that when the Views of the office is not comfortable and according to the needs of the employees their productivity is affected. The positive relationship between Views and productivity($r=0.163$) at 0.00 shows that employees' productivity correlates to the Views conditions in the offices.(Table 2).

Discussion

Analysis of the collected data revealed that office design has a significant impact on the employees' productivity. The overall impact of showed that Views affects the productivity of employees. The results are similar to previous research viz; Dodo et al 2012, Aries et al 2012, Ozdemir 2010, Park 2006, Oaks 2003 ,Ulrich 2002.

Present study as fulfillment for Phd degree under Punjab Technical University- Jalandhar found correlation between employee's productivity and Views. Tapping Views as a resource reduces energy use and improves productivity.

Limitations the study is limited to Views only and is not exhaustive. The sample size was not diverse enough to give

the image of all organizations functioning in India.

Future Research Scope

Future research can be done on the public sector or semi government organizations and can be compared with the findings of this research. In addition a good study can be conducted for comparison among services and manufacturing sector as well.

Conclusion

On the basis of our research study as fulfillment for Phd degree under Punjab Technical University- Jalandhar, can conclude that the Views of office environment have impact on the performance of office employees and affect the productivity of the employees. If Views factor is comfortable for office employees then they can perform much better. This will enhance productivity and exceptional performance.

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