

IMPACT OF WORKPLACE AMBIENCE ON EMPLOYEE PERFORMANCE

Report Project

Submitted by

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Under the guidance of

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In partial fulfilment of the requirement for award of the degree of
Bachelor of Management Studies (International Business)



ST. TERESA'S COLLEGE(AUTONOMOUS), ERNAKULAM

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ERNAKULAM, KOCHI-682011



CERTIFICATE

This is to certify that the project report entitled, “Impact of workplace environment on employee performance.”, has been successfully completed by Sulfiya Sidhik, Reg. No.SB21BMS035 in partial fulfilment of the requirements for the award of the Degree of Bachelor of Management Studies in International Business under my guidance during the academic year 2021-2024.

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Date:

Dr. ANU RAJ
INTERNAL FACULTY GUIDE

DECLARATION

I, Sulfiya Sidhik, Reg. No. SB21BMS035, hereby declare that this project work entitled the study “Impact of workplace ambience on employee performance” is my original work. I further declare that this report is based on the information collected by me and has not previously been submitted to any other university or academic body.

Date:

SULFIYA SIDHIK

Reg no: SB21BMS035

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First and foremost, I would like to thank God Almighty for giving me the strength, knowledge, ability, and opportunity to complete this project work successfully.

I extend my sincere gratitude to the Director of the college, Rev. Dr. Sr. Vinitha (CSST), the principal of the college, Dr. Alphonsa Vijaya Joseph, and all the faculty members of the Department of Management Studies for their overall guidance, inspiration, and suggestions throughout my project work.

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SULFIYA SIDHIK

EXECUTIVE SUMMARY

This research study delves into the impact of workplace ambience on employee performance, focusing on key variables including ventilation, lighting, furniture, colour, and technology. The workplace environment is increasingly recognized as a crucial determinant of employee well-being, productivity, and overall performance. Through a comprehensive analysis of these variables, we aim to uncover the nuanced ways in which they influence employee engagement, satisfaction, and efficiency within the workplace.

Ventilation stands as a cornerstone of a conducive work environment, impacting air quality and employee health. Poor ventilation can lead to discomfort, fatigue, and decreased cognitive function, thereby hindering productivity. Conversely, ample ventilation promotes fresh air circulation, fostering alertness and concentration among employees.

Lighting plays a pivotal role in influencing mood, energy levels, and visual comfort. Natural lighting has been linked to improved mood, enhanced cognitive function, and increased productivity. In contrast, inadequate lighting, whether too dim or too harsh, can cause eye strain, headaches, and a general sense of discomfort, leading to decreased performance.

Furniture design and arrangement are integral components of ergonomics, directly impacting employee comfort and physical well-being. Ergonomically designed furniture promotes proper posture, reduces the risk of musculoskeletal disorders, and enhances overall comfort, thereby contributing to increased productivity and job satisfaction.

Colour psychology suggests that different colours evoke distinct emotional responses, which can influence employee mood, creativity, and productivity. Warm tones like yellow and orange are often associated with energy and positivity, while cool tones like blue and green promote calmness and focus. Strategic use of colour in the workplace can therefore enhance employee well-being and performance.

Lastly, technology integration within the workplace can either facilitate or hinder employee performance, depending on its usability, accessibility, and compatibility with workflow processes. Efficient technology systems streamline tasks, facilitate communication, and promote collaboration, thereby contributing to improved efficiency and job satisfaction.

By comprehensively analysing the impact of these variables on workplace ambience and employee performance, this research study aims to provide valuable insights for organizations seeking to optimize their work environments. Through informed design decisions and strategic interventions, organizations can create workspaces that foster employee well-being, engagement, and productivity, ultimately driving organizational success and competitiveness in today's dynamic business landscape.

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CHAPTER ONE: INTRODUCTION TO THE STUDY

1.1 INTRODUCTION TO THE STUDY

In the contemporary landscape of fast-paced workplaces, the ambiance holds a crucial sway over employee performance, making it an aspect demanding focused attention. As organizations strive to optimize productivity and enhance employee satisfaction, they are increasingly acknowledging the pivotal role that environmental factors play in achieving these objectives.

This research aims to clarify the intricate relationship between office atmosphere and worker productivity, paying particular attention to critical areas such as technology, lighting, furniture, ventilation, and colour.

It is imperative for firms to negotiate the changing dynamics of the modern workplace in order to maximize employee well-being and productivity. The environment is made up of a number of components that work together to influence people's experiences and results in the workplace. Comprehending the interplay between these variables and their effects on worker productivity is crucial for establishments aiming to promote an environment of distinction and accomplishment.

This study delves into the intricate relationship between workplace ambiance and employee performance, focusing on key areas such as:

- **Ventilation:** The purpose of this study is to look into the relationship between employee performance metrics and ventilation systems. Keeping a work atmosphere that is both healthy and favourable requires enough ventilation. Pollutant accumulation brought on by inadequate ventilation can have an influence on air quality, which in turn can have an effect on worker productivity and health.
- **Lighting:** Lighting is a key factor in determining the tone and ambiance of a workstation. Particularly natural light has been linked to a host of advantages, such as enhanced mood, focus, and productivity. On the other hand, strong or insufficient lighting can cause eye strain, weariness, and a drop in motivation. The effects of various lighting conditions on worker performance and well-being will be investigated in this study.
- **Furniture:** Investing in ergonomic furniture might help employees feel more comfortable and lower their chance of developing musculoskeletal illnesses. A well-designed seating arrangement can improve posture, reduce pain, and increase output. The ergonomics of workplace furniture and employee performance outcomes will be investigated in this study.

- Colour: It has been shown that using colour in the workplace has psychological impacts that affect concentration, mood, and creativity. The emotional reactions that different colours arouse can have an effect on an
- employee's behaviour and output. The purpose of this study is to determine how colour schemes affect employee productivity and workplace atmosphere.
- Technology: With the introduction of new tools and systems to improve productivity and communication, technological advancements have completely changed the modern workplace. But if technology isn't integrated carefully, it can also cause distractions and interfere with productivity. The impact of technology on the workplace and how it affects worker performance will be examined in this study.

1.2 STATEMENT OF PROBLEM

Although the significance of workplace ambience has been acknowledged, there is a dearth of thorough research investigating its effects on worker performance in diverse industries and organizational contexts. Furthermore, a lot of research favours focusing on specific elements like lighting or furniture over taking into account the whole effect that office ambience has on workers' productivity and well-being.

This study's main goal is to fill up these gaps in the literature by examining the complex relationship between workplace ambience and worker performance, with a particular emphasis on technology, lighting, furniture, ventilation, and colour. Organizations can improve employee well-being, contentment, and productivity by implementing focused interventions after identifying the major factors that contribute to a conducive work environment.

1.3 LITERATURE REVIEW

In the evolving landscape of workplace design, the integration of technology within office environments has emerged as a pivotal factor influencing employee performance and well-being. The study conducted by **Cheung et al. (2018)** stands at the forefront of this transformation, shedding light on the substantial benefits derived from technology-enhanced environments. Their research delineates how smart office technologies—ranging from automated climate control to adaptive lighting systems—do not merely augment the physical comfort of employees but also significantly elevate their productivity levels. The underpinning mechanism, as revealed by the findings, hinges on the personalization of the workspace, allowing employees to tailor their surroundings to their preferences. This autonomy and comfort, facilitated by technological advancements, are posited to lead to increased satisfaction and efficiency among the workforce. The implications of these findings are profound, suggesting that the future of office design must intricately weave technology into its fabric to nurture an atmosphere conducive to employee success and contentment.

The surge in interest towards integrating natural elements within workplace settings, known as biophilic design, represents another paradigm shift in enhancing employee performance through ambience. **Browning et al. (2020)** explores this concept, illustrating how elements such as natural lighting, indoor plants, and views of nature can significantly bolster cognitive functions, creativity, and overall well-being. The essence of biophilic design transcends aesthetic appeal, rooting itself in the psychological benefits that connectivity with nature imparts. Workspaces infused with natural elements not only alleviate stress but also foster a sense of well-being and invigoration among employees, paving the way for heightened productivity and innovation. This body of work underscores the necessity of reimagining office spaces in ways that harmonize with the natural world, thereby unlocking the full potential of employees.

Concurrently, the importance of ergonomics and flexible workspace configurations in optimizing employee performance has been underscored by **Robertson & Huang (2018)**. Their study elucidates the direct correlation between ergonomic interventions—such as adjustable seating and desks—and a reduction in physical discomfort among employees. Moreover, these adjustments are shown to facilitate a surge in job satisfaction and performance, highlighting the critical role of physical comfort in workplace productivity. The research advocates for a design philosophy that prioritizes adaptability and ergonomics, suggesting that such an approach not only mitigates the risk of physical strain but also acts as a catalyst for employee efficiency and morale.

Amidst the discourse on physical workspace enhancements, the auditory environment within offices has emerged as a critical determinant of employee well-being and productivity. **Hongisto et al. (2016)** delve into the nuances of acoustic comfort, emphasizing its significance in maintaining concentration and cognitive performance in open-plan offices. The study reveals that effective noise control strategies—ranging from sound masking to the provision of quiet zones—can markedly diminish distractions, thereby fostering an environment conducive to focus and productivity. This research accentuates the necessity of incorporating sound management principles in workplace design, ensuring that acoustic comfort is not overlooked in the pursuit of optimal employee performance.

Further enriching the dialogue on workplace ambience, **Lan et al. (2019)** examine the influence of ambient factors such as lighting, temperature, and air quality on psychological well-being and performance. Their findings advocate for the establishment of optimal environmental conditions, underscoring their indispensable role in supporting mental health and enhancing productivity. This research highlights the multifaceted nature of workplace ambience, pointing to the symbiotic relationship between physical surroundings and psychological outcomes.

The psychological impact of colour in the workplace, as explored by **Küller et al. (2016)**, adds another layer of complexity to the design of productive work environments. Their study confirms that colour schemes within the office can profoundly affect mood, stress levels, and creative output, advocating for a thoughtful selection of colours to boost employee satisfaction and productivity. This investigation into colour psychology illuminates the subtle yet significant ways in which visual elements of the workplace can shape employee experiences and outcomes.

In synthesizing these diverse strands of research, it becomes evident that the impact of workplace ambience on employee performance is multifaceted, encompassing technological, biophilic, ergonomic, acoustic, ambient, and aesthetic dimensions. These studies collectively

underscore the critical importance of designing work environments that not only meet the functional needs of employees but also support their psychological well-being and productivity. As organizations strive to navigate the challenges of the modern workplace, the insights gleaned from this body of research provide valuable guidance on creating spaces that foster engagement, innovation, and success.

1.4 SIGNIFICANCE OF THIS STUDY

Studying the impact of workplace ambience on employee performance is crucial for optimizing organizational effectiveness, attracting talent, and fostering employee well-being. Understanding how factors like lighting, temperature, and design influence productivity can inform the creation of conducive work environments, whether in traditional offices or remote setups. By prioritizing employee experience and satisfaction, organizations can gain a competitive edge and promote sustainable practices in the ever-evolving world of work.

1.5 SCOPE OF THIS STUDY

This study looks at the effects of office atmosphere on worker performance in a variety of organizational settings, with a focus on elements like lighting, furniture, ventilation, colour, and technology. It investigates the ways in which these components affect worker behaviour, output, and well-being while taking into account potential moderators such as individual variances and corporate culture. The study collects data using a combination of quantitative and qualitative methodologies with the goal of offering practical recommendations for improving work conditions to raise employee satisfaction and performance.

1.6 OBJECTIVES

- To identify key environmental and design factors.
- To assess the direct relationship between workplace ambience and employee performance.

1.7 RESEARCH HYPOTHESIS

H1: Improved ventilation within the workplace positively correlates with increased employee performance and satisfaction, reflecting a comfortable and healthy work environment.

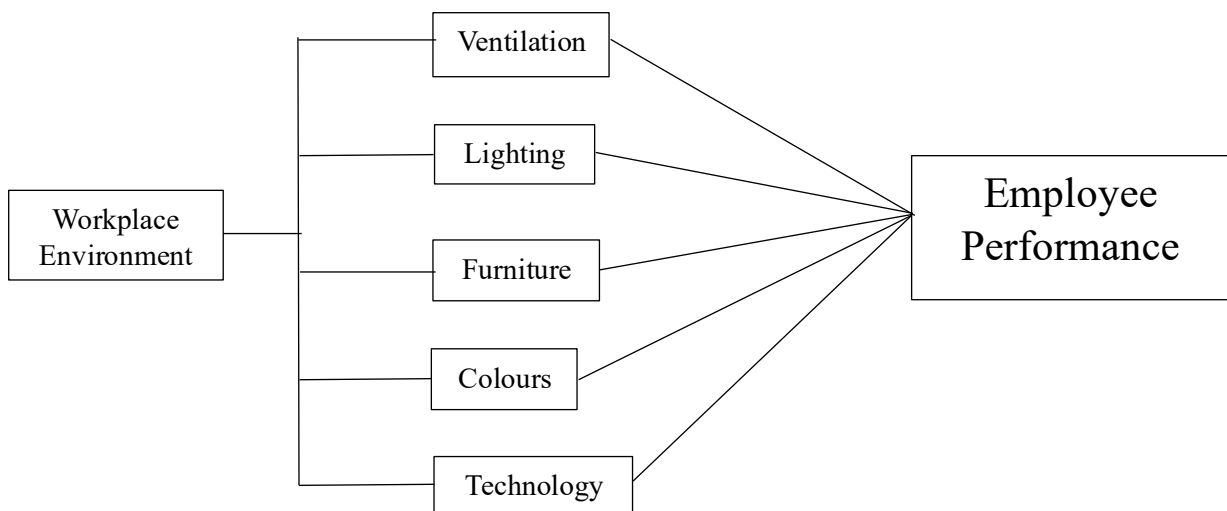
H2: Optimal lighting conditions, whether natural or artificial, positively influence employee mood, concentration, and productivity, resulting in higher performance levels compared to poorly lit environments.

H3: Provision of ergonomic furniture leads to higher levels of employee comfort and reduced physical strain, enhancing productivity and overall performance.

H4: The choice of colours in the workplace environment influences employee emotions and cognitive processes, with specific colours promoting either stimulation or relaxation, thus impacting performance accordingly.

H5: Effective utilization of technology resources and tools facilitates task efficiency, collaboration, and communication among employees, ultimately enhancing performance outcomes.

1.8 CONCEPTUAL MODEL



1.9 RESEARCH METHODOLOGY

1.9.1 Data Collection

Data collection is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research questions, test hypotheses, and evaluate outcomes. The data collection component of research is common to all fields of study including physical and social sciences, humanities, business, etc. While methods vary by discipline, the emphasis on ensuring accurate and honest collection remains the same.

Researchers generally use primary and secondary data to collect data. Primary data is collected from main sources through interviews, surveys, experiments, etc. it is the first-hand data collected by the researcher himself and it is always specific to the researcher's needs. whereas secondary data means data collected by someone else earlier. Government publications, websites, books, journal articles, internal records, etc are the sources of secondary data.

Here the researcher developed a structured questionnaire focusing on various aspects of workplace ambience and its perceived impact on employee performance. Include items related to ventilation, lighting, furniture, colours, technology, and overall job satisfy action.

1.9.2 Sampling

1.9.2.1 Sample Population

For this survey, the population chosen comprised people of all ages who is currently working, seeking opportunities or have worked in the past. The survey was not limited to a specific region or country.

1.9.2.2 Sample Size

Considering the limited time and resources available, the sample size taken is 30 respondents. Surveys were sent through social media platforms such as WhatsApp and email to respondents and respondents were given enough time to complete the questionnaire. In order to collect data on time and avoid low response rates, the researcher used convenience sampling techniques.

1.9.3 Tools for Data Collection

To meet the research objectives, the questionnaire was carefully designed. Among the questions in the questionnaire were those related to demographic information about respondents, as well as questions about preferences in ventilation, lighting, furniture, colours, and technology in their workplace. The majority of the questions are categorized into the Likert scale, which belongs to the noncomparative scaling technique, ranging from 1-5.

1.10 LIMITATIONS OF THE STUDY

Despite its significance, studying the impact of workplace ambience on employee performance with variables like ventilation, lighting, furniture, colours, and technology presents several limitations. Firstly, findings may not be universally applicable due to differing workplace cultures and demographics, challenging generalizability. Secondly, subjective measures like comfort and productivity introduce measurement biases. Moreover, workplace ambience variables interact in complex ways, making comprehensive study capture challenging. Additionally, changes over time may affect the relationship between ambience and performance, demanding longitudinal research. External factors such as personal events can confound results, further complicating the analysis. Establishing causation is also difficult, as it requires rigorous experimental designs not always feasible in organizational settings. Lastly, the rapid evolution of technology poses challenges in assessing its long-term impacts on performance, demanding ongoing research to stay relevant.

CHAPTER TWO: INDUSTRY, COMPANY, AND PRODUCT PROFILE

2.1 INDUSTRY PROFILE

The industry profile for the study on the impact of workplace ambience on employee performance, focusing on variables such as ventilation, lighting, furniture, colours, and technology, encompasses various sectors ranging from corporate offices to manufacturing facilities, educational institutions, healthcare settings, and beyond. Across industries, organizations recognize the importance of optimizing the work environment to enhance employee well-being, satisfaction, and productivity.

In corporate offices, where knowledge work predominates, the quality of the workplace environment significantly influences employee performance. Well-ventilated spaces with adequate airflow and temperature control contribute to a comfortable working atmosphere, allowing employees to remain focused and alert throughout the day. Similarly, optimal lighting conditions, both natural and artificial, play a crucial role in reducing eye strain, boosting mood, and facilitating productivity. Ergonomic furniture designs ensure that employees can work comfortably, minimizing the risk of musculoskeletal disorders and discomfort, thus supporting sustained performance.

The influence of workplace ambience extends beyond traditional office settings. In manufacturing facilities, where employees may be exposed to noisy or hazardous environments, effective ventilation systems and appropriate lighting are essential for maintaining safety and productivity. Comfortable break areas with well-designed furniture offer employees a reprieve from physically demanding tasks, promoting relaxation and rejuvenation during breaks.

Moreover, the integration of technology in the workplace has transformed how work is conducted across industries. From collaborative tools and communication platforms to smart building systems, technology plays a vital role in shaping the modern work environment. However, the design and implementation of technology solutions must consider their impact on workplace ambience and employee performance. For example, poorly designed digital interfaces or inadequate technical support can lead to frustration and inefficiency among employees.

Overall, the industry profile for the study on the impact of workplace ambience on employee performance encompasses diverse sectors, each with unique considerations and challenges. By understanding the specific needs and preferences of employees within different industries, organizations can tailor their workplace design strategies to optimize ambience and support enhanced performance and well-being.

2.1.1 EDUCATIONAL INSTITUTIONS

Educational institutions also recognize the impact of the physical environment on student and staff performance. Well-lit classrooms with natural daylighting create conducive learning environments, while comfortable seating arrangements support student engagement and concentration. The use of colours in educational spaces can stimulate creativity and enhance the learning experience, contributing to improved academic outcomes.

2.1.2 HEALTHCARE SETTINGS

Healthcare settings, including hospitals and clinics, emphasize the importance of creating healing environments that promote patient well-being and staff efficiency. Proper ventilation and lighting contribute to infection control efforts and create a comfortable environment for patients and healthcare workers alike. Ergonomic furniture in clinical settings supports staff in delivering quality care while minimizing the risk of workplace injuries.

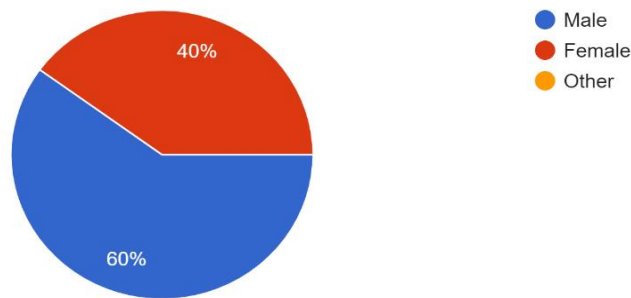
CHAPTER THREE: DATA ANALYSIS AND INTERPRETATION

3.1 PERCENTAGE ANALYSIS

3.1.1 Demographic details of the respondents

3.1.1.1- Graph (Gender of the respondents)

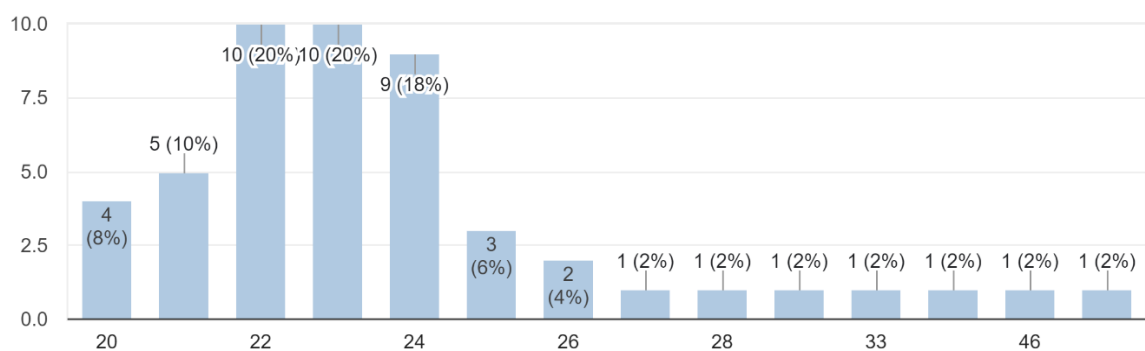
Gender
50 responses



GENDER: To understand the demographic details of the respondent's gender and age was taken into consideration. The percentage shows 60% are females and 40% males.

3.1.1.2- Graph (age of the respondents)

Age
50 responses

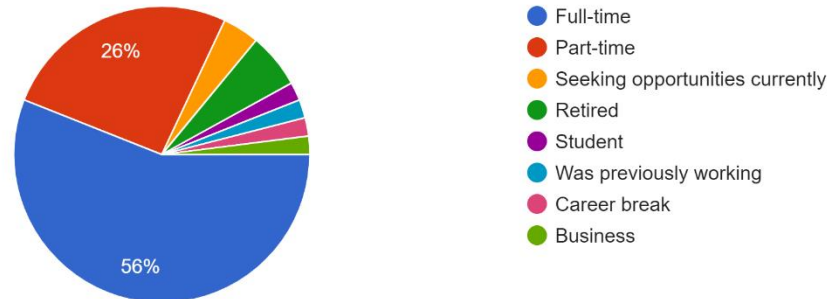


AGE: In the age category people that comes in the category (20-25) are actively working and gives priority to work ambience.

3.1.1.3- Graph (employment status of the respondents)

Your employment status?

50 responses

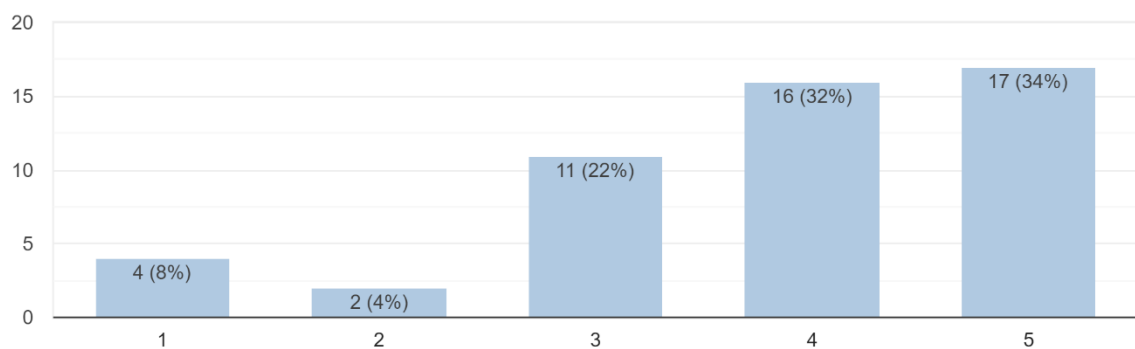


EMPLOYMENT STATUS: 56% of the respondents works Full-time. 26% of the respondents works Part-time and others are 18%.

3.1.2 Ventilation and Employee Performance

2. How is the natural ventilation in your workplace ?

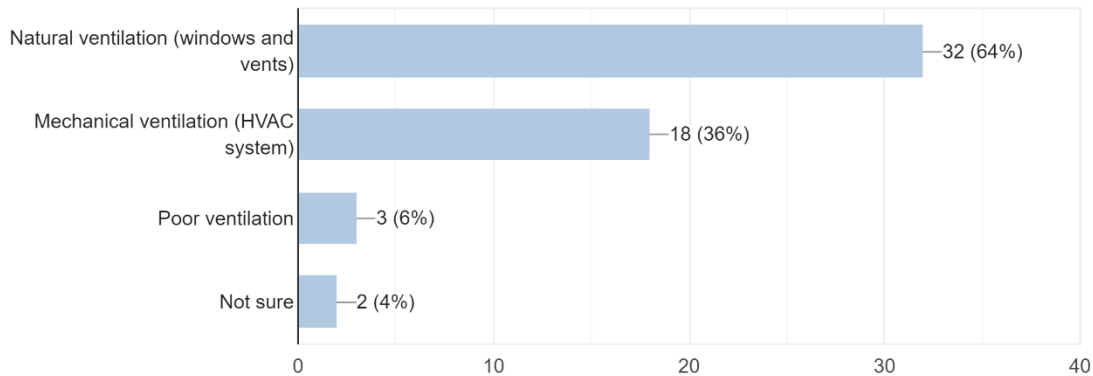
50 responses



Very poor =1, Poor =2, Average =3, Good =4, Excellent =5

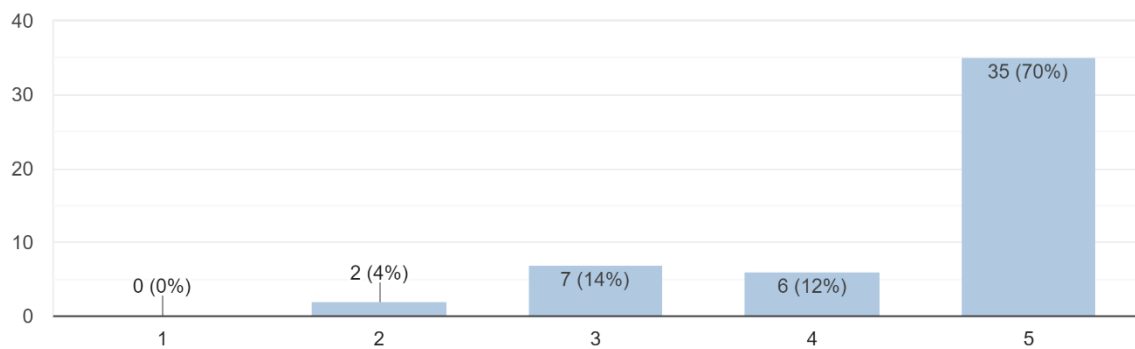
3.How would you describe the ventilation system in your workplace ?

50 responses



4.How important do you think proper ventilation is for a conducive working environment?

50 responses



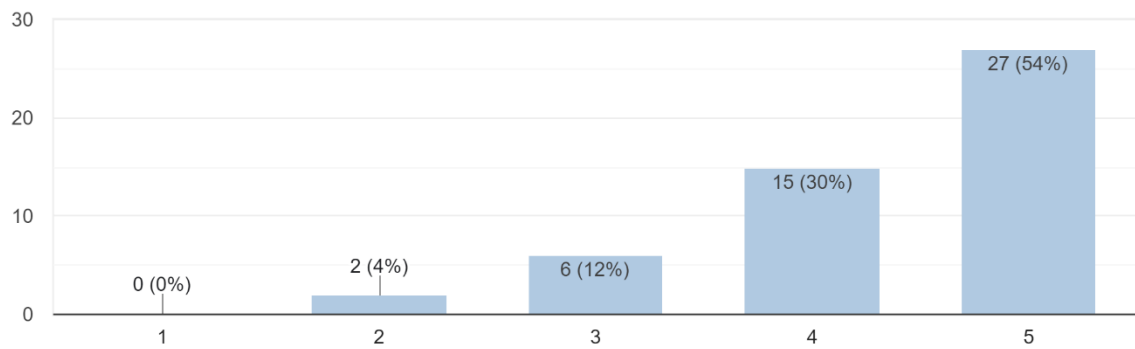
Not important at all =1, Less importance =2, Neutral =3, Important =4, Very important =5

VENTILATION: 34% percentage of the respondents have excellent ventilation in their workplace. Majority (64%) of the workplace are equipped with natural windows and vents for their ventilation. 70% of the respondents think that natural ventilation is a very important factor for conducive working environment and their performance.

3.1.3 Lighting and Employee Performance

5. How is the lighting of your workplace ?

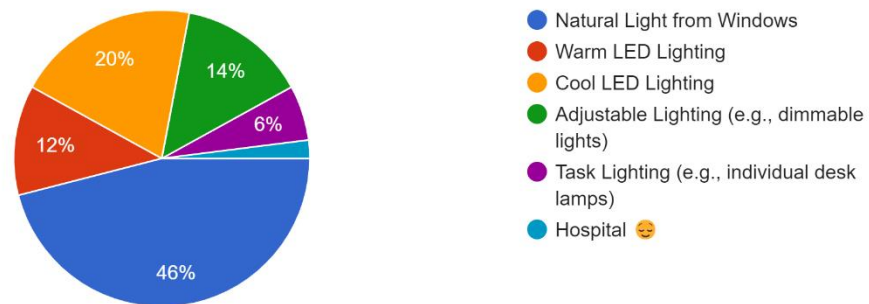
50 responses



Very poor =1, Poor =2, Average =3, Good =4, Excellent =5

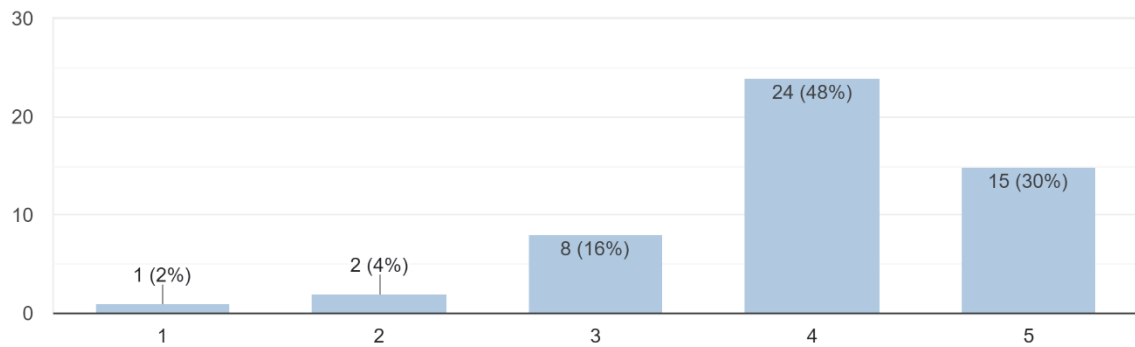
5. What type of lighting helps you work better ?

50 responses



6. The effectiveness of the light on your working aids ?

50 responses



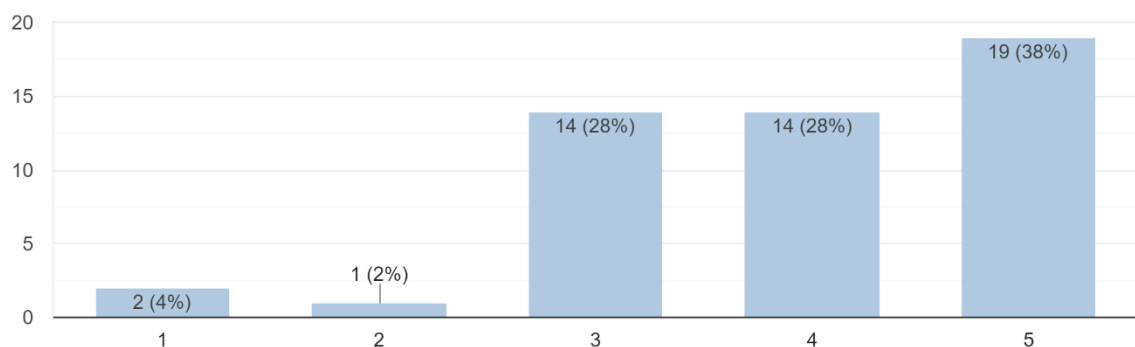
Very low =1, Low =2, Moderate =3, High =4, Very high =5

LIGHTING: 54% of the respondents have excellent lighting in their workplace. A significant amount of the respondents prefers to work in Natural Light from the Windows. Warm LED (12%), Cool LED (20%) and Adjustable Lighting (14%) are the other types of lighting the respondents prefer. The lighting of a workplace affects the respondents from high (48%)- very high (30%) on their working aids.

3.1.4 Furniture and Employee Performance

7. How is the quality of furniture used in your workplace ?

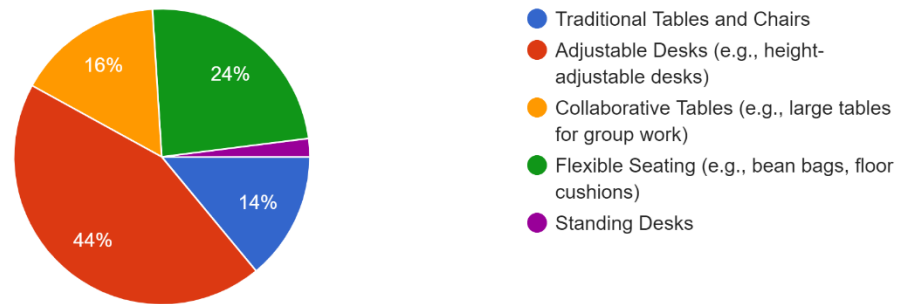
50 responses



Very poor =1, Poor =2, Average =3, Good =4, Excellent =5

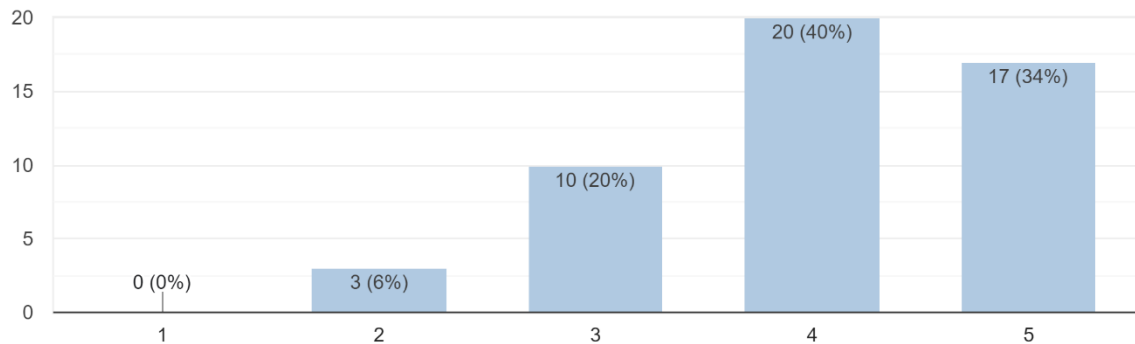
8. What type of workplace furniture helps you work better ?

50 responses



9. The effectiveness of the quality of the furniture and seating in your workplace ?

50 responses



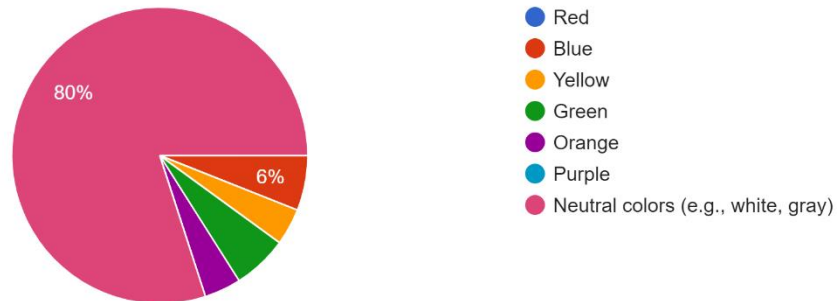
Very low =1, Low =2, Moderate =3, High =4, Very high =5

FURNITURE: The quality of the furniture used in the workplace of the respondents ranges from average to excellent (average =28%, good =28%, excellent =38%). People prefer Adjustable Desks (44%) and Flexible Seating (24%) for their workplace. The quality of the furniture of the workplace affects the respondents from high (40%)- very high (34%) on their working aids.

3.1.5 Colour and Employee Performance

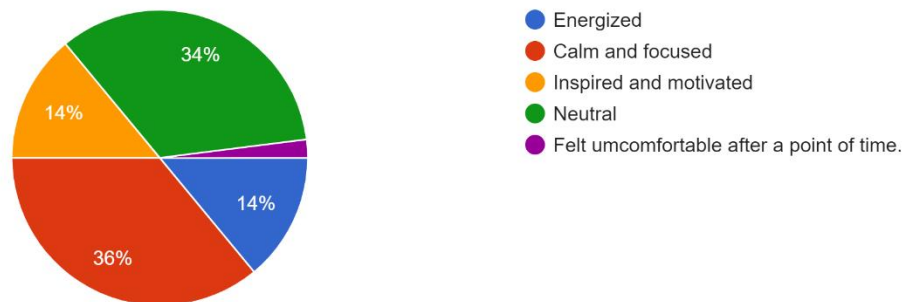
10. Which color(s) dominate the walls of your workplace ?

50 responses



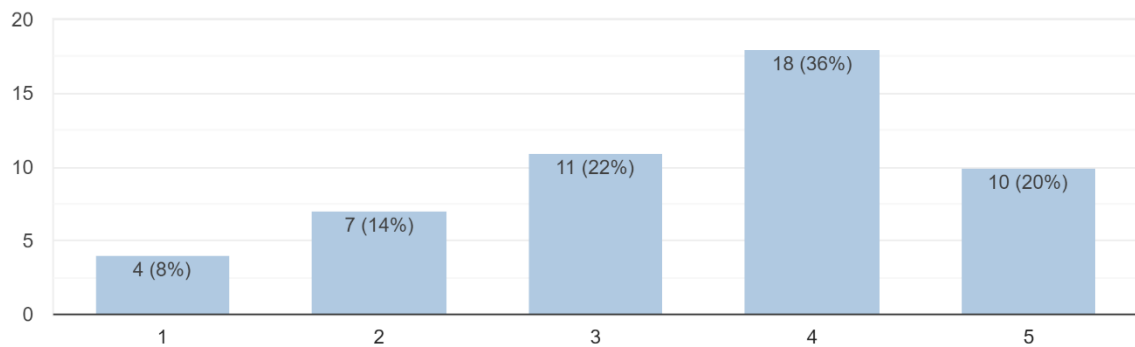
11. How do you feel when you enter a workplace with predominantly [chosen color] walls?

50 responses



12. Do you think the color(s) in your workplace affect your ability to work and concentrate?

50 responses



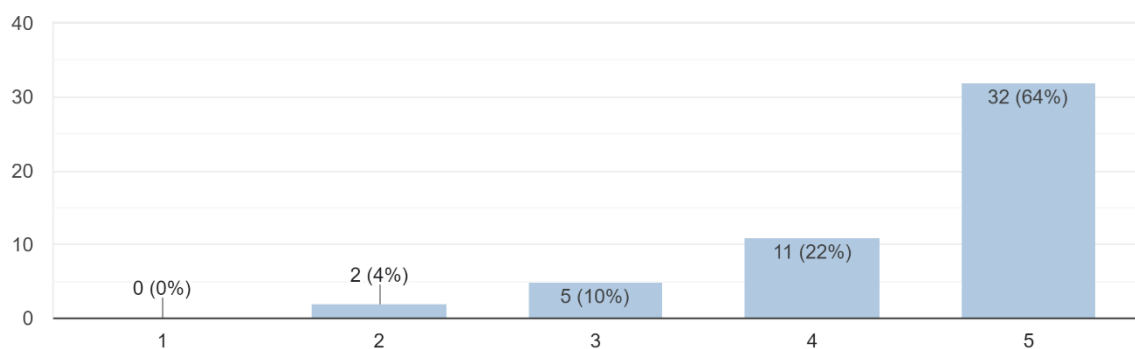
Very low =1, Low =2, Moderate =3, High =4, Very high =5

COLOUR: Neutral colours like white, grey, beige etc is widely used colour (80%) in the workplaces of the respondents. 36% of the crowd feels Calm and Focused whereas 34% of the crowd just feels neutral while entering their workplace painted with the above colour. 36% of the respondents are affected highly by the colour of the workplace.

3.1.5 Technology and Employee Performance

13.How often do you use technology (such as computers, tablets, or smartphones) in your workplace ?

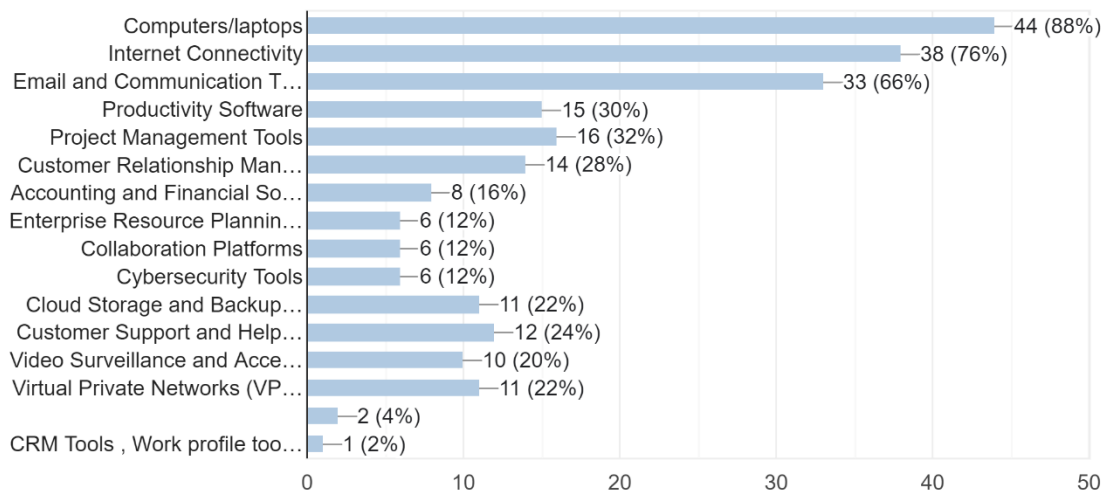
50 responses



Never =1, Rarely =2, Sometimes =3, Often =4, Always =5

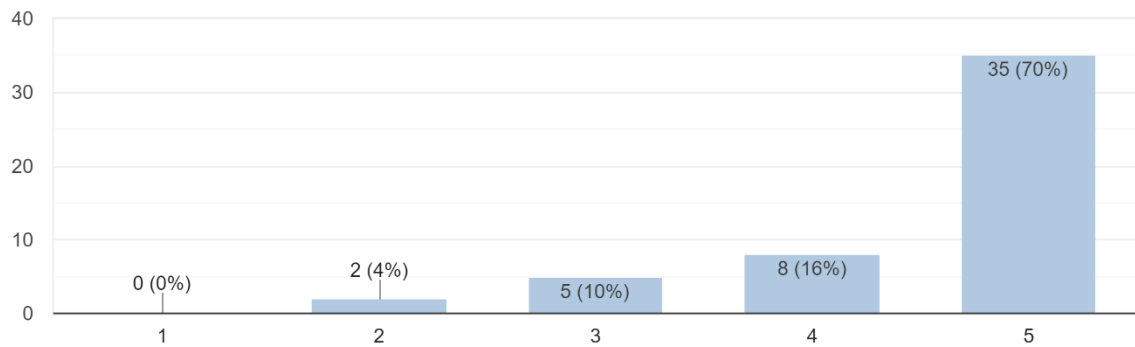
14. Which of the following technologies are commonly used in your workplace? (Select all that apply)

50 responses



15. Regarding work efficiency, do you believe technology plays a role in enhancing productivity?

50 responses



Very low =1, Low =2, Moderate =3, High =4, Very high =5

TECHNOLOGY: 64% of the respondents always use technology in their workplace. Computer, laptops, internet connectivity, email and communication tools are the most essential technology for the workplace. 70% of the respondents agree that technology is a highly important for enhancing productivity in work.

CHAPTER FOUR: FINDINGS, SUGGESTIONS, AND CONCLUSIONS

4.1 LIST OF FINDINGS

1. Graph 3.1.1 shows the demographics like gender, age and employment status of the respondents with majority of females, age group category ranging from 20-25 and full-time employees.
2. Graph 3.1.2 shows the excellence of the ventilation of the workplace, the type of ventilation available and the relation of ventilation and employee performance. It is found that the respondents are highly satisfied with the ventilation of their workplace. Most of them are equipped with natural ventilation and this affects the conducive working environment of the employees.
3. Graph 3.1.3 shows the excellence of the lighting of the workplace, the type of ventilation the respondents prefer and impact of lighting on employee performance. The graphs show that respondents are highly satisfied with the lighting of their workplace. They prefer natural light from windows and it positively impacts the employee performance.
4. Graph 3.1.4 shows the quality of the furniture of the workplace, the type of furniture helps them work better and the effectiveness of good furniture on work life. The graphs shows that there is good quality of furniture used in their workplace. Most of them prefer adjustable desks and flexible seating. Good quality furniture helps to work better.
5. Graph 3.1.5 shows the colours which dominate the walls of the workplace of the respondents as well as what they feel when they see those colours ad how it affects their work. Neutral colours are widely used. It makes the employees calm and focused. Large part of the respondents agrees that the colour of walls in their workplace affect their work.
6. Graph 3.1.6 shows how often the respondents use technology in their workplace and which are the commonly used technology as well. Technology is always used in the workplace and computer, laptops, internet connectivity, email and communication tools are the most commonly used technology. Its essential for the smooth conduct of work.

4.2 SUGGESTIONS

1. Examining the impact of the physical work environment on worker performance includes searching ergonomics, ambient lighting, and workspace design in order to provide a thorough understanding of the ways in which each factor influences worker satisfaction, productivity, and health. The goal of ergonomics is to improve productivity and well-being by making the layout of workstations, furniture, and equipment as accessible as possible. Ambient factors, such as air quality, temperature, lighting, and noise level, are critical for reducing fatigue, preserving focus, and optimizing performance. In the meanwhile, how a workspace is configured, and particularly the discussion surrounding open versus closed workspaces, is crucial to guaranteeing focus, encouraging teamwork, and impacting worker satisfaction. When taken as a whole, these components demonstrate the profound effect that employees' physical work environment has on their productivity and well-being, emphasizing the value of careful, user-centered design.

2. Modern workspaces are significantly shaped by the technical environment, especially by means of digital tools and platforms and the infrastructure that facilitates remote work. These factors have an impact on productivity, team dynamics, efficiency, job satisfaction, and communication. Given the importance of digital technologies for everyday work processes, information sharing, and teamwork, their accessibility and usability can either greatly increase or decrease employee productivity and happiness. The rise in remote work raises important questions about the suitability of virtual work environments, which have an immediate bearing on how teams interact, collaborate, and stay productive outside of conventional office settings. This change calls for a thorough grasp of the ways in which technology supports or impedes current work practices, which calls for research aimed at improving technological integration to promote productive and fulfilling work experiences in increasingly digital and remote work environments.

3. The psychological and social milieu of firms, which includes work-life balance, organizational culture, and stress and workload management, has a profound impact on employee motivation, productivity, well-being, and retention. The beliefs, traditions, and practices that are ingrained in an organization shape how its members interact with one another and with their job, which has a big influence on employee motivation and performance. Work-life balance programs, which satisfy the expectations of the modern workforce for flexibility and autonomy, are becoming more widely acknowledged for their good benefits on productivity, employee retention, and overall well-being. Examples of these initiatives include flexible working hours and remote work possibilities. However, because workplace stress and workload have a significant impact on employee health and can lead to burnout and poor job performance, it is imperative that measures be developed to address these crucial issues.

4. Examining the fields of management and leadership provides deep understanding of the ways in which various communication modalities and leadership philosophies can affect

worker morale, engagement, and output. Different leadership philosophies—transformational, transactional, and laissez-faire—have different effects on the dynamics of organizations and the performance of their workforces. A common attribute of transformational leadership is inspiring and motivating staff members toward a common goal. This can greatly improve morale and output. Conversely, the approaches of laissez-faire leadership, which takes a detached perspective, and transactional leadership, which emphasizes rewards and penalties, may have contrasting results in terms of team effectiveness and motivation. In addition, employee engagement and the possibility of performance improvement are strongly influenced by an organization's feedback procedures and communication standards.

5. The enhancement of employee abilities, job satisfaction, and overall performance is contingent upon the provision of development opportunities via training, education, and well-defined career promotion pathways. Initiatives for professional development not only give workers the skills they need to succeed in their current positions, but they also show employees that their employer values their professional development, which raises their job satisfaction levels. As a result, workers may perform better since they are more driven and equipped to handle difficulties. Similar to this, maintaining employee engagement and improving performance depend heavily on the clarity and accessibility of professional growth options inside an organization. Employees are more likely to dedicate themselves to their jobs and the company when they are aware that there is a path for advancement.

4.3 CONCLUSION

In conclusion, our research delved into the intricate relationship between workplace ambiance and employee performance, scrutinizing key variables such as ventilation, lighting, furniture, colour schemes, and technology integration. Through meticulous analysis, we uncovered compelling evidence of the profound impact of these elements on employee well-being, productivity, and overall job satisfaction. Ventilation emerged as a crucial factor, with well-designed airflow systems correlating positively with improved cognitive function and decreased absenteeism. Lighting, both natural and artificial, demonstrated significant effects on mood regulation, circadian rhythms, and task performance, underlining the importance of adequate illumination tailored to specific work tasks and preferences. Furthermore, ergonomic furniture design was found to alleviate physical discomfort and enhance focus and efficiency, while strategic use of colour schemes was linked to mood modulation and creative thinking. Lastly, the seamless integration of technology within the workspace emerged as a facilitator of collaboration, information sharing, and task efficiency, underscoring the need for adaptable, user-friendly digital tools to support modern work practices. In synthesizing these findings, it becomes evident that optimizing workplace ambiance is not merely about aesthetics but a strategic imperative for cultivating a conducive environment that fosters employee engagement, innovation, and organizational success. As organizations navigate the complexities of the modern workplace, investing in ambiance-enhancing strategies tailored to these variables can yield tangible benefits, propelling both individual and collective performance to new heights.

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ANNEXURE

This questionnaire is administered as part of the data collection efforts in connection with the impact of workplace ambience on the employee performance. A total of 19 questions were added in the questionnaire hoping to get accurate responses. 50 responses were collected through this questionnaire.

QUESTIONNAIRE

1)Name

2) Gender

- Male
- Female
- Other

3) Age group

- Below 20
- 20-25 • 25-30 • 30-35
- 35-40
- Above 40

4) Your employment status?

- Full-time
- Part-time
- Seeking opportunities currently
- Retired
- Other

5) On a scale of 1 to 5, how would you rate the overall ambiance of your workplace?

(1= very poor, 5= excellent)

1	2	3	4	5
<hr/>				
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6) How is the natural ventilation in your workplace?

(1= very poor, 5= excellent)

1	2	3	4	5
<hr/>				
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7) How would you describe the ventilation system in your workplace?

- Natural ventilation (windows and vents)
- Mechanical ventilation (HVAC system)
- Poor ventilation
- Not sure
- Other

8) How important do you think proper ventilation is for a conducive working environment?

(1= Not important at all, 5= very important)

1	2	3	4	5
<hr/>				
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9) How is the lighting of your workplace?

(1= very poor, 5= excellent)

1	2	3	4	5
<hr/>				
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10) What type of lighting helps you work better?

- Natural Light from Windows
- Warm LED Lighting
- Cool LED Lighting
- Adjustable Lighting (e.g., dimmable lights)
- Task Lighting (e.g., individual desk lamps)
- Other

11) The effectiveness of the light on your working aids?

(1= very low, 5=very high)

1	2	3	4	5
<hr/>				
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12) How is the quality of furniture used in your workplace?

(1= very poor, 5= excellent)

1	2	3	4	5
<hr/>				
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13) What type of workplace furniture helps you work better?

- Traditional Tables and Chairs
- Adjustable Desks (e.g., height-adjustable desks)
- Collaborative Tables (e.g., large tables for group work)
- Flexible Seating (e.g., bean bags, floor cushions)
- Standing Desks
- Other

14) The effectiveness of the quality of the furniture and seating in your workplace?

(1= very low, 5=very high)

1	2	3	4	5
<hr/>				
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15) Which color(s) dominate the walls of your workplace?

- Red
- Blue
- Yellow
- Green
- Orange
- Purple
- Neutral colours (white, grey etc)
- Other

16) How do you feel when you enter a workplace with predominantly [chosen colour] walls?

- Energized
- Calm and focused
- Inspired and motivated
- Neutral
- Other

17) Do you think the color(s) in your workplace affect your ability to work and concentrate?

(1= very low, 5 =very high)

1	2	3	4	5
<hr/>				
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18) How often do you use technology (such as computers, tablets, or smartphones) in your workplace?

(1 = never, 5 = always)

1	2	3	4	5
<hr/>				
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19) Which of the following technologies are commonly used in your workplace? (Select all that apply)

- Computers/laptops
- Internet Connectivity
- Email and Communication Tools
- Productivity Software
- Project Management Tools
- Customer Relationship Management (CRM) Systems
- Accounting and Financial Software
- Enterprise Resource Planning (ERP) Systems
- Collaboration Platforms
- Cybersecurity Tools
- Cloud Storage and Backup Solutions
- Customer Support and Helpdesk Software
- Video Surveillance and Access Control Systems
- Virtual Private Networks (VPNs)
- Other

20) Regarding work efficiency, do you believe technology plays a role in enhancing productivity?

(1= very low, 5 =very high)

1	2	3	4	5
<hr/>				
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>