

'PLACE TO WORK' INDEX: A STUDY OF WORKPLACE ATTRIBUTES

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ABSTRACT

The last 25 years has seen a substantial evolution in business practices and work environments. Complex and intersecting facets of commerce have compelled the employer and employee relationship to engage in increasing levels of symbiotic mutualism. To address this progression, the study of employee behavior and the workplace has sprouted promising areas of research in a variety of disciplines including Environment and Behavior (EB). EB has developed into a far reaching examination of the human experience as it relates to the physical and/or perceived environment, including the workplace.

Through the examination of existing workplace characteristics of Fortune 500, 100 Best Places to Work companies, and survey research this study examines the relationship between employee and environment in the context of highly profitable, employee-centric organizations. The research aims to consolidate multiple workplace characteristics in order to identify overarching workplace themes. A survey instrument was constructed to measure employees' level of agreement with regard to specific workplace attributes, and as a result of the study, a 'Place to Work' Index was developed.