

Public Abstract

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Title:ENVIRONMENTAL PREFERENCES INDEX (EPI): IMPROVING THE PERSON/ENVIRONMENT CONGRUENCE FOR AN OFFICE SETTING

Creating an effective workplace to fit each unique setting can be useful to change social cognitive behavior, increase employee retention, provide effective work environments, increase company profits and attract new employees. Corporate businesses are in a heightened pressure state to adapt to changing world economies. Businesses are being asked to adapt, realign and alter their practices in order to promote greater profits and maintain a stable workforce. A level of internal understanding is needed to capitalize upon management decisions and promote employee satisfaction.

It is a common understanding within the architectural and business research fields that office employees are highly affected by the setting in which they conduct their work (Becker, 1995). Past research has studied the person/environment relationship and studies have shown that the P/E congruence heavily influences the level of job satisfaction, employee retention and motivation (Caplan, 1987). The creation of a precise measurement device to ascertain environmental preferences is an important area of study. As important as this study is to workplace planning success, little research has been conducted over the past 30 years and is long overdue to understand how corporations can position themselves to better optimize their practice in the 21st century. This index would be useful as a precise measurement device in the field of architecture as well as contributing to the academic body of knowledge.