

A DESCRIPTIVE STUDY OF WORKPLACE ATTRIBUTES: ENVIRONMENTAL  
PREFERENCE INDEX EXAMINED THROUGH ORGANIZATIONAL SYSTEM  
PREFERENCE TYPOLOGIES

Natalie Ellis

Dr. Ronald G. Phillips, Dissertation Supervisor

ABSTRACT

Creating an effective workplace to fit each setting can be useful in changing social cognitive behavior, increasing employee retention, providing effective work environments, increasing company profits, and attracting new employees. Traditional planning methods are being found ineffective in today's changing environment.

The Environment Preference Index (EPI) measures an office worker's built environment preferences which include the physical facility, furniture and equipment, the opportunity to control their surroundings, the organizational culture's integration into the surrounding built environment, and the amenity spaces provided within the space. The Organizational System Assessment Scale index provides the ability to determine the organization's unique work type as a group or individual.

The University of Missouri convenience study with a sample size of 411 respondents provides the opportunity to test out previously developed scaled indices, create a process to collect, study, and analyze survey data. The study's outcome provides valuable insight into the organization's aggregate that previously would have been unavailable to researchers and practitioners alike as well as providing the opportunity for the contribution of improving the person and environment congruency.