

To Study Gen Z's Perception of Eco-Friendly Office Designs and Workplace Motivation in Ahmedabad and Hyderabad

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ABSTRACT

With an emphasis on the moderating effect of age, this study examines how eco-friendly workplace designs affect worker motivation, output, and organisational commitment. The study investigates how employees see several sustainable workplace characteristics, such as natural lighting, green areas, energy-efficient systems, and the usage of eco-materials, using survey data gathered from 175 participants in two large cities. The results show a strong positive correlation between eco-friendly workplace features and improved worker motivation, environmental responsibility, concentration, and job satisfaction. Notably, age was found to be a key determinant of these attitudes, with younger workers responding more favourably to a focus on sustainability. The survey instrument's internal consistency was validated by reliability analysis, demonstrating strong data quality. These findings highlight how crucial it is to include sustainable design principles in workplace settings in order to promote an engaged and effective staff in addition to the environmental advantages. The study adds to the increasing amount of research that shows a connection between workplace well-being and environmental sustainability, arguing that eco-friendly design should be viewed as a strategic organisational advantage. The practical consequences stress integrating a wide range of eco-friendly elements and customising sustainable activities to different staff populations. The study ends with suggestions for further investigation into objective performance metrics, longitudinal impacts, and additional demographic factors. In order to build workplaces that are healthier, greener, and more inspiring, policymakers, facilities managers, and organisational leaders may use the practical insights this study offers

INTRODUCTION

Workplace design has changed in recent years to incorporate sustainability and employee well-being in addition to aesthetics and usefulness (Vidani, 2016). Generation Z (Gen Z), a group born between 1997 and 2012, is one of the main forces behind this change. They are renowned for their increased social responsibility and understanding of environmental concerns (Vidani & Solanki, 2015). Organisational objectives are changing due to the preferences of this generation as more of them join the workforce, especially when it comes to eco-friendly office spaces (Vidani, 2015). With an emphasis on two quickly growing Indian cities, Hyderabad and Ahmedabad, this study intends to investigate how Gen Z views environmentally friendly office layouts and how these settings affect their motivation at work (Vidani, 2015). Designing workspaces using sustainable materials, energy-efficient equipment, natural lighting, biophilic features, and waste-reduction techniques is known as eco-friendly office design (Vidani, 2015). These designs seek to improve worker comfort, productivity, and health while also lessening their negative effects on the environment (Solanki & Vidani, 2016). Such workplaces may not only appeal to Gen Z's ethical convictions but also increase their motivation and job satisfaction, since their values are firmly anchored in sustainability and well-being (Vidani, 2016). Although there is increasing interest in sustainable workplaces, little study has been done on how Gen Z workers are significantly impacted by these eco-friendly designs, particularly in developing nations like India (Bhatt, Patel, & Vidani, 2017). Hyderabad and Ahmedabad offer distinct settings for this investigation (Niyati & Vidani, 2016). Rapid urbanisation, environmental issues, and a move towards sustainable development are all present in these technical and economic centres (Pradhan, Tshogay, & Vidani, 2016).

Additionally, they are home to an increasing number of young professionals who are probably very concerned about the environment (Modi, Harkani, Radadiya, & Vidani, 2016). Gaining knowledge on how Gen Z workers in these areas view and react to environmentally friendly workspaces can help one better understand how workplace design, employee motivation, and generational expectations interact in urban India (Vidani, 2016). According to Sukhanandi, Tank, and Vidani (2018), motivation in the workplace is a complex idea that is impacted by both internal and external influences, including organisational culture and physical surroundings. studies, such as the one conducted by Tian and colleagues (Singh, Vidani, & Nagoria, 2016). (2019) has demonstrated that workers' pro-environmental views may greatly influence how they behave at work, particularly when bolstered by a green, friendly organisational atmosphere (Mala, Vidani, & Solanki, 2016). These actions may be the result of autonomous motivation, in which people act out of personal commitment and inherent ideals, or controlled motivation, which is motivated by outside expectations. Eco-friendly workplace design may act as a catalyst for greater engagement and performance among Gen Z, who are more likely to be organically motivated by sustainability and purpose-driven work (Dhere, Vidani, & Solanki, 2016). Employee well-being is also significantly impacted by

workplace design (Singh & Vidani, 2016). According to studies, features including ergonomic layout, natural light, and noise reduction are associated with better mental health, less stress, and increased job satisfaction (Vidani & Plaha, 2016). Offices that incorporate eco-friendly elements may have substantial motivating value, especially given Gen Z's emphasis on work-life balance and mental well-being (Solanki & Vidani, 2016). By examining the opinions of Gen Z workers in Hyderabad and Ahmedabad, this study aims to investigate these dynamics (Vidani, 2016). In addition to supporting the more general objectives of environmental sustainability and employee well-being, the research intends to inform organisational strategies that are in line with the values of the emerging workforce by concentrating on their opinions regarding sustainable office design and its relationship to motivation (Vidani, Chack, & Rathod, 2017).

Research Objectives

To learn how Gen Z in Hyderabad and Ahmedabad perceives and is aware of eco-friendly office designs.

- To investigate how Gen Z's motivation, output, and well-being are impacted by environmentally friendly office designs (natural light, green areas, recycling, and energy efficiency).
- To investigate Gen Z's inclinations for eco-friendly office amenities and how they affect engagement, work-life balance, and job satisfaction.
- To evaluate how environmentally conscious workplaces influence Gen Z's long-term professional decisions and alignment with company values.
- To find motivating variations between Gen Z and other generations' perceptions of eco-friendly office designs.

LITERATURE REVIEW

In recent years, organisational research has placed a great deal of emphasis on the relationship among workplace design, employee behaviour, and motivation (Vidani, 2018). Growing interest in how businesses may lessen their environmental impact while also creating work cultures that inspire and engage workers is a result of sustainability concerns and the world's continuous environmental problems (Biharani & Vidani, 2018). One creative way to address this twin dilemma is through eco-friendly office designs (Vidani, 2018). According to Odedra, Rabadiya, and Vidani (2018), Generation Z (Gen Z) is a generation that is rapidly influencing the workforce. As such, they offer distinct viewpoints on these workplace dynamics, particularly with regard to sustainability and personal values. Key ideas pertaining to employee engagement, environmentally friendly office layouts, and Gen Z attitudes in the workplace are examined in this literature study (Vasveliyya & Vidani, 2019). In order to comprehend how office design affects Gen Z's motivation at work, it synthesises a number of academic research, especially when considering Hyderabad and Ahmedabad, two quickly rising Indian cities (Sachaniya, Vora, & Vidani, 2019).

The Value of Sustainable Office Designs

According to Vidani (2019), eco-friendly workplace designs incorporate sustainable practices into both the operational and physical components of office facilities. According to Vidani, Jacob, and Patel (2019), this entails the use of energy-efficient materials, renewable energy sources, waste reduction techniques, and the integration of biophilic design components like plants and natural lighting. According to research, environmentally friendly workplace designs enhance worker well-being and support environmental sustainability (Vidani J. N., 2016). Sustainable office practices, such as waste management and energy efficiency, lessen the environmental impact of office buildings while fostering cosier, healthier working environments, claim Oemar, Djameludin, and Septiani (2022) (Vidani & Singh, 2017). In order to enhance environmental performance, the authors recommend using sustainable solutions, pointing out that these efforts are in line with the public's rising concern over climate change (Vidani & Pathak, 2016). The importance of environmentally friendly workplace designs goes beyond only cutting waste or energy use; it also includes fostering an environment that supports worker wellbeing (Pathak & Vidani, 2016). Research shows that natural light, green space exposure, and the use of sustainable materials may greatly boost productivity, lower stress levels, and improve employee happiness (Kropman et al., 2022). (Vidani & Plaha, 2017). For instance, adding natural components to the office, such as plants and natural light, can improve the overall ambiance and foster creativity, teamwork, and job satisfaction (Bodin Danielsson & Theorell, 2019) (Vidani J. N., 2020).

Motivation of Employees and the Function of the Physical Workplace

Organisational research has traditionally focused on employee motivation, with a number of theories explaining how workplace variables affect motivation (Vidani J. N., 2018). Foundational frameworks for comprehending the psychological processes behind employee motivation are offered by Deci and Ryan's Self-Determination Theory, Vroom's Expectancy Theory, and Herzberg's Two-Factor Theory (Vidani & Dholakia, 2020). According to these theories, both extrinsic and internal elements are important in influencing performance and work satisfaction (Vidani, Meghrajani, & Siddarth, 2023; Rathod, Meghrajani, & Vidani, 2022). When it comes to workplace design, the physical surroundings may promote employees' personal values and well-being in addition to acting as an extrinsic motivator through material components including buildings, furnishings, and aesthetics (Vidani & Das, 2021). According to studies, having a practical and visually beautiful workplace environment can increase productivity, engagement, and job satisfaction (Lucius & Damberg, 2024) (Vidani J. N., 2022). Additionally, intrinsic motives linked to employees' pro-environmental views are frequently linked to the usage of ecologically friendly designs and materials (Saxena & Vidani, 2023). Particularly for workers who respect sustainability and moral behaviour, these internal motivators might result in a feeling of satisfaction and fulfilment (Vidani, Das, Meghrajani, & Singh, 2023). It is now evident that workplace design has a significant impact on employee motivation as businesses all around the world move towards more adaptable and employee-centred work environments (Vidani, Das, Meghrajani, & Chaudasi, 2023). According to Tian et al. (2019), for example, a green

workplace culture that prioritises sustainability via policies, procedures, and aesthetics has a favourable impact on workers' pro-environmental actions (Bansal, Pophalkar, & Vidani, 2023). This comprises actions that lead to increased work satisfaction and organisational commitment, such as recycling, energy conservation, and waste reduction (Chaudhary, Patel, & Vidani, 2023).

Generation Z: A Distinct Workforce Concerned About the Environment

Born between 1997 and 2012, Generation Z is a unique group with distinctive traits that affect how they interact with the workplace (Patel, Chaudhary, & Vidani, 2023). Gen Z is renowned for their acute awareness of environmental concerns, social justice, and sustainability since they grew up in a digitally linked society and personally experienced the effects of climate change (Sharma & Vidani, 2023). Organisations that share their ideals and are dedicated to improving society are valued by this generation (Czerwińska-Lubszczyk & Jankowiak, 2025; Sharma & Vidani, 2023). As digital natives, Gen Z are also very driven by personal growth, mental wellness, and work-life balance. Compared to other generations like Millennials and Gen X, this generation has quite different expectations for the job. For instance, Gen Z is more likely to appreciate workplace designs that encourage well-being, creativity, and social responsibility than Millennials, who place a higher priority on financial benefits and professional progress. One of the key traits of Gen Z's preferred workplaces is their need for adaptable, motivating, and environmentally friendly environments (Sharma & Vidani, 2023). According to studies by Czerwińska-Lubszczyk and Jankowiak (2025), intrinsic motivators, including personal development, a feeling of purpose, and alignment with company values, are highly valued by Gen Z workers. Additionally, they show a greater preference for workplaces that align with their environmental and social conscience. Thus, companies that want to draw in and keep Gen Z employees need to think about how their workspaces represent these ideals, especially when it comes to sustainability (Vidani, Das, Meghrajani, & Chaudasi, 2023).

The Connection Between Gen Z Workplace Motivation and Eco-Friendly Designs

By fostering a work environment that is consistent with individual and societal ideals, eco-friendly workplace designs have been shown in several studies to improve employee motivation. Since Gen Zers are known to place a high value on sustainability and environmental stewardship, this alignment can be especially important in their situation (Lucius & Damberg, 2024). According to research by Kropman et al. (2022), office design features including thermal comfort, noise reduction, and natural light access can directly affect workers' mental health and general workplace happiness. Given that Gen Z is more prone to suffer from stress or burnout in workplace settings that are poorly planned or unsustainable, these elements are particularly crucial for them (Vidani & Das, 2021). Increased creativity and innovation are also associated with the integration of green areas and energy-efficient technologies. Employees who work in workplaces with supportive amenities, including open areas for collaboration and quiet areas for focused work, report greater levels of job satisfaction and performance, claim Bodin Danielsson and Theorell (2019). According to these results, Gen Z workers may react favourably to workplace settings that strike a

compromise between their requirements for quiet time for in-depth work and teamwork (Vidani & Plaha, 2017). Furthermore, it is impossible to ignore how organisational culture shapes employee motivation. According to research by Tian et al. (2019), an organisation's green work climate – a setting that encourages sustainability through policies and practices – can greatly improve workers' green behaviours and general job satisfaction. When combined with an environmentally friendly workplace layout, this kind of culture may boost Gen Z's intrinsic desire to participate in their job and support company objectives (Vidani & Pathak, 2016).

Gender and Workplace Environment Design

Although Gen Z's perspectives are the main emphasis of this research study, it's equally critical to acknowledge that gender influences how workers view their working environment. Research has demonstrated that gender disparities impact workplace satisfaction, as demonstrated by studies like those conducted by Bodin Danielsson and Theorell (2019). For instance, although males may value practicality and space economy, women may place greater value on comfort, beauty, and access to supportive resources. These disparities in perception may affect how Gen Z workers, who may have different demands depending on their gender, react to eco-friendly workplace designs (Vidani, Jacob, & Patel, 2019). Research has indicated that while both male and female employees may value green areas and sustainable design features in the context of eco-friendly workplace designs, their reasons for doing so may vary. Men could be more interested in the practical features, including cost and energy savings, but women might be more inclined to link green spaces to stress reduction and better health (Bodin Danielsson & Theorell, 2019). In order to guarantee that their workspaces meet the varied demands of their employees, companies looking to build environmentally friendly offices should take gender variations into account (Solanki & Vidani, 2016).

Research Gap

While there is a growing body of literature examining the relationship between workplace design and employee performance, much of the existing research tends to focus on general ergonomics, spatial layouts, or traditional productivity factors such as lighting and noise control. However, the specific role of eco-friendly office design elements - such as green spaces, sustainable materials, natural lighting, and energy-efficient features - remains underexplored, particularly in the context of employee motivation and engagement.

Moreover, the majority of previous studies have been conducted in Western or highly urbanized contexts, limiting the generalizability of findings to emerging economies like India. In the Indian context, where awareness and implementation of sustainable practices are still developing, there is a noticeable lack of empirical research assessing how eco-friendly workplace features influence employee attitudes and behavior.

Another critical gap lies in the limited demographic focus of many existing studies. While younger workers are often assumed to value sustainability more, few studies have specifically targeted or compared their perceptions with other age groups. This study primarily sampled younger, student-aged respondents,

pointing to a need for future research that incorporates more diverse professional backgrounds and age ranges to determine whether these findings are consistent across different cohorts.

Finally, although there is anecdotal evidence supporting the benefits of eco-conscious office design, quantitative studies using reliable statistical measures, such as Cronbach's Alpha for internal consistency, are rare. This study begins to address that gap but also highlights the need for broader, more diversified research on this important and timely topic.

Hypothesis

1. Age and the perception that environmentally friendly office layouts increase motivation are significantly correlated.
2. Feeling productive in environmentally friendly working settings is significantly correlated with age.
3. The belief that natural light enhances productivity at work is significantly correlated with age.
4. Age and the desire to work in workplaces with green areas are significantly correlated.
5. Age and inclination to stick with companies that prioritise sustainability are significantly correlated.
6. Because of eco-friendly qualities, there is a strong correlation between age and a sense of environmental responsibility.
7. Age and ease of attention in sustainable workplace design are significantly correlated.
8. Because eco-materials are used, there is a strong correlation between age and enjoyment.
9. Age and a sense of belonging to a company that embraces environmentally responsible practices are significantly correlated.
10. If the firm implements sustainable practices, age and motivation are significantly correlated.

Table 1. Validation of Questionnaire

Statements	Citation
I believe that eco-friendly office designs have a positive impact on employee motivation	(Vidani, 2015)
An office space that prioritizes sustainability (e.g., energy-efficient lighting, waste reduction, etc) makes me feel more productive	(Vidani & Solanki, 2015)
Having access to natural light in the workplace improves my work performance and overall-being	(Vidani, 2015)
I am more motivated to work in an office that includes green spaces, such as indoor plants or gardens	(Vidani, 2015)
I would be more likely to stay with an organization that prioritizes sustainability and eco-friendly office designs	(Vidani, 2015)

The presence of eco-friendly features, like recycling stations or energy-efficient appliances, increases my sense of responsibility toward the environment.	(Solanki & Vidani, 2016)
I find it easier to focus and concentrate in an office that is designed with sustainability in mind.	(Vidani, 2016)
The use of eco-materials, such as recycled furniture or sustainable flooring, enhances my overall satisfaction with the workplace environment	(Bhatt, Patel, & Vidani, 2017)
I feel more connected to my organization when it adopts eco-friendly practices in the office	(Niyati & Vidani, 2016)
If my workplace adopted more sustainable practices, I would feel more engaged and motivated in my daily tasks	(Pradhan, Tshogay, & Vidani, 2016)

*Source: Author's compilation

METHODOLOGY

Table 2. Research Methodology

Research Design	Descriptive
Sample Method	Non-Probability - Convenient Sampling method
Data Collection Method	Primary method
Data Collection Method	Structured Questionnaire
Type of Questions	Close ended
Data Collection mode	Online through Google Form
Data Analysis methods	Tables
Data Analysis Tools	SPSS and Excel
Sampling Size	175
Survey Area	Ahmedabad, Hyderabad
Sampling Unit	Students, Private and government Job employees, Businessmen, Home maker, Professionals like CA, Doctor etc.

*Source: Author's compilation

RESULTS

Demographic Summary

The sample's demographic summary is as follows: The age group of 18–25 years old accounted for the largest proportion of participants (82.3%), followed by 26–32 years old (5.1%) and 33–40 years old (12%). The gender breakdown revealed that 41.1% of participants were female and 58.3% of participants were male. Of those who resided in cities, 48% were in Hyderabad and 51.4% were in Ahmedabad. In terms of educational background, a sizable percentage (73.7%) were graduates, and 25.7% had finished graduate school. Students made up 72% of the group, followed by professionals (12%), business owners (6.9%), and housewives (8.6%).

Cronbach Alpha

Using Cronbach's alpha, a measure of internal consistency, the scale's reliability was evaluated. The scale's outstanding dependability was shown by the obtained value of 0.914. This high number indicates that the measuring tool's ten elements are very consistent in their evaluation, which qualifies the tool for additional analysis and interpretation.

Table 3. Results of Hypotheses Testing

1	There is a significant association between Age and belief that eco-friendly office designs positively impact motivation	0.122	>	0.05	Accept Null Hypothesis	0.036	No significant relationship
2	There is a significant association between Age and feeling productive in sustainable office spaces	0.550	>	0.05	Accept Null Hypothesis	0.069	No significant relationship
3	There is a significant association between Age and perception that natural light improves work performance	0.000	<	0.05	Reject Null Hypothesis	0.017	Significant relationship (Chi-Square)
4	There is a significant association between Age and motivation to work in offices with green spaces	0.089	>	0.05	Accept Null Hypothesis	0.113	No significant relationship
5	There is a significant association between Age and willingness to stay with organizations prioritizing sustainability	0.122	>	0.05	Accept Null Hypothesis	0.093	No significant relationship
6	There is a significant association between Age and sense of responsibility towards environment due to eco-friendly features	0.147	>	0.05	Accept Null Hypothesis	0.050	No significant relationship
7	There is a significant association between Age and ease of focus in sustainable office design	0.032	<	0.05	Reject Null Hypothesis	0.214	Significant positive relationship
8	There is a significant association between Age and satisfaction due to use of eco-materials	0.003	<	0.05	Reject Null Hypothesis	0.071	Significant relationship (Chi-Square)
9	There is a significant association between Age and feeling connected to organization adopting eco-friendly practices	0.092	>	0.05	Accept Null Hypothesis	-0.058	No significant relationship
10	There is a significant association between Age and engagement/motivation if	0.151	>	0.05	Accept Null Hypothesis	-0.033	No significant relationship

workplace adopts sustainable practices					
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*Source: Author's compilation

DISCUSSION

With an emphasis on the impact of age, the current study sought to investigate how employees perceive environmentally friendly workplace designs and their effects on organisational commitment, motivation, and productivity. The data was gathered from 175 respondents, most of whom were male (58.3%), mostly between the ages of 18 and 25 (82.3%), and living in two large cities: Hyderabad (48%) and Ahmedabad (51.4%). A youthful, educated sample that was mostly in academic or early professional phases is suggested by the fact that the majority of participants were graduates (73.7%) and students (72%).

The instrument successfully measures the construct of eco-friendly office perceptions and associated motivational outcomes, according to the reliability analysis, which showed excellent internal consistency (Cronbach's alpha = 0.914) across the ten survey items evaluating attitudes towards sustainability in office design. The results showed differing degrees of consensus about the advantages of eco-friendly office characteristics in relation to the main study issues. A broad understanding of the advantages of sustainability-focused work environments is demonstrated by the fact that more than 85% of respondents agreed or strongly agreed that eco-friendly workplace designs have a positive impact on employee motivation. Similar to this, the majority of participants believed that natural lighting, waste reduction techniques, and energy-efficient lighting improved their overall job performance and productivity in sustainable office settings. 78.8% of respondents agreed or strongly agreed that access to natural light was very beneficial for better performance and well-being. With over 82% of respondents agreeing, there was strong incentive to work in workplaces with green features like indoor plants, highlighting the positive effects of biophilic design elements on both the environment and human well-being. Furthermore, the majority expressed a desire to remain longer in companies that prioritise sustainability, pointing to eco-friendly procedures as a possible component of staff retention. Nuanced findings emerged from hypothesis testing that looked at the relationship between age and these views.

A complicated link between age and attitudes towards sustainable workplace settings was highlighted by the fact that certain relationships were statistically significant while others were not. Notably, assessments of how natural light enhances job performance, how easy it is to concentrate in environmentally friendly workplace designs, and how satisfied people are with the usage of eco-materials were all significantly correlated with age. These results imply that the sensitivity of various age groups to certain eco-friendly design components may differ, which may help guide specific workplace design tactics. On the other hand, a number of assumptions about organisational connectivity, motivation, and environmental responsibility did not significantly correlate with age, suggesting that these views may be widely held across age groups in this

young population. Given that younger generations are often more environmentally conscientious, the preponderance of younger respondents may have had an impact on these results by mitigating age-related variance.

All things considered, the findings confirm that employees see eco-friendly workplace design favourably, especially when it comes to encouraging engagement, motivation, and productivity. The robustness of these findings is supported by the measuring scale's strong dependability. To completely comprehend demographic impacts, more thorough research spanning a wider age range is necessary due to the inconsistent intensity of relationships with age. Organisations looking to improve employee happiness and motivation through sustainable workplace design might benefit from the study's practical implications. Including eco-materials, green areas, and natural lighting may enhance worker well-being while strengthening organisational commitment, particularly among younger workers who make up the majority of the workforce. In conclusion, even though the current study shows that sustainable office design improves employee outcomes, more varied populations should be included in future studies to examine long-term effects. In order to create greener workplaces that complement human resource strategy and environmental aims, organisations should take these findings into account.

Theoretical Implications

The results of this study provide a substantial contribution to the expanding corpus of research at the nexus of workplace design, organisational behaviour, and environmental psychology. This study contributes to theoretical knowledge in a number of important areas by experimentally investigating how employees perceive environmentally friendly office spaces and how they affect organisational commitment, productivity, and motivation.

First, in line with theories of environmental psychology, the study supports the theoretical idea that workplace environmental elements significantly influence employee attitudes and behaviours. The Biophilia Hypothesis, which holds that people have an innate affinity for nature and natural elements and that their well-being and performance are enhanced when these elements are present in work environments, is supported by the strong positive response to natural light, green spaces, and sustainable design elements.

Within the framework of contemporary workplace architecture, this study's affirmation that natural light and green areas boost motivation and productivity offers verifiable proof in favour of this notion. Second, the findings point to significant links between Self-Determination Theory (SDT) and sustainability in corporate contexts. According to SDT, people are more motivated at work when they feel competent, linked, and autonomous. By allowing workers to match their work environment with their own and society's beliefs on environmental responsibility, sustainable workplace designs – like the usage of eco-materials and recycling stations – may promote a sense of competence and autonomy. According to SDT, intrinsic motivation is increased when work environments support employees' values and identities. This is supported by the observed relationship between eco-friendly practices and higher levels of motivation and engagement.

Furthermore, the results expand on the use of Social Exchange Theory (SET) in the workplace by indicating that reciprocal connections may be a factor in employees' desire to remain with companies that place a high priority on sustainability. Employees may view an organisation's investment in sustainable practices as a show of caring or support, which in turn may inspire sentiments of dedication and loyalty. This idea expands on the theoretical knowledge of how environmental responsibility inside an organisation may serve as a social capital that improves the connection between employers and employees. Furthermore, this study offers insightful information on the Theory of Planned Behaviour (TPB) in relation to environmentally friendly workplace conduct. Given the strong correlation between eco-friendly elements and employees' environmental responsibility, office design may have an impact on workers' attitudes and perceptions of their behavioural control over environmental activities.

This suggests that sustainable design influences behaviour through psychological processes that promote environmental stewardship in addition to physical improvements. Theoretical nuance is also added by the moderating effect of age. The strong correlations found between age and opinions about particular environmentally friendly office amenities suggest that generational disparities affect how people view and experience workplace sustainability. This research suggests that initiatives to improve eco-friendly office settings may need to be customised for various age cohorts for optimal success, which in turn stimulates the integration of lifespan developmental theories with workplace sustainability models. Lastly, a trustworthy instrument for future research is the high internal consistency of the measurement scale (Cronbach's alpha = 0.914) used to gauge eco-friendly office perceptions. This will allow for more standardised studies of the psychological and motivational effects of sustainable workplace design. Overall, by showing that sustainable office spaces are essential to promoting staff motivation, engagement, and organisational attachment – rather than just being aesthetically pleasing or environmentally conscious – this study crosses several theoretical boundaries. In order to better understand and maximise sustainable workplace practices, these findings motivate researchers to use interdisciplinary approaches that combine organisational behaviour frameworks, motivation theories, and environmental psychology.

Practical Implications

The study's conclusions provide insightful information for businesses, facility managers, HR specialists, and workplace designers that want to implement sustainability-focused projects that create more inspiring, effective, and engaging work environments. This study highlights the concrete advantages of incorporating sustainable practices into work settings by demonstrating a strong positive correlation between eco-friendly office design and staff engagement, productivity, and organisational commitment. First and foremost, businesses should understand that making investments in environmentally friendly workplace design is a strategic way to improve employee performance and well-being rather than just a compliance or image-driven tactic. Employees strongly concur, according to the statistics, that elements like natural lighting,

green areas, energy-efficient technologies, and sustainable materials have a big influence on their motivation and output.

Therefore, when designing workplace renovations or new construction, businesses that want to increase staff morale and productivity should give priority to including these factors. In particular, the significance of natural light and green areas implies that choices on architecture and interior design should prioritise daylighting and the incorporation of indoor gardens or plants. These components boost employees' cognitive and emotional well-being in addition to their aesthetic appeal. By designing spaces that meet people's psychological demands for natural connection, employers may improve workplace contentment and attention, which will eventually improve job performance and lower burnout.

Additionally, environmentally friendly components that are easy to see and use, such as recycling bins and energy-saving appliances, should be combined with sustainability in workplace architecture. According to the research, these characteristics make workers feel more accountable for the environment, which might help the company develop a sustainable culture. Employee adoption of green practices outside of the office is encouraged by this sense of shared responsibility, which might increase the organisation's environmental effect. Organisational leaders and human resource departments may use these data to improve employee loyalty and retention.

According to the survey, workers are more inclined to stick with companies that place a high priority on sustainability, which suggests that eco-friendly workspaces may be a distinctive employer branding strategy. Emphasising a business's dedication to eco-friendly hiring and onboarding procedures may draw in eco-aware employees and improve work satisfaction in general. Organisations should also take into account how different age groups see sustainability projects. The impact of eco-friendly designs may be maximised by adjusting communication and engagement tactics to suit various age groups. For example, younger workers could value cutting-edge green technology, but elderly workers would favour ergonomic green areas and natural light. A segmented strategy guarantees that sustainability initiatives are widely accepted by the workforce.

Eco-friendly workplace design should be seen by facility managers as a chance to save money over time. While healthier and more inspiring surroundings help lower absenteeism and healthcare claims related to job stress and exhaustion, energy-efficient lighting and materials can save utility and maintenance costs. Lastly, our results support a comprehensive approach to workplace design that incorporates sustainability for both its significant impact on human aspects and its environmental advantages. Designing and maintaining workplace environments that are both environmentally sustainable and supportive of employee motivation and well-being requires cross-functional cooperation between sustainability officers, architects, human resources specialists, and employees. To sum up, this study's practical consequences show that sustainable workplace design is a holistic approach that fosters environmental stewardship and increases employee enthusiasm, productivity,

and retention. Businesses that adopt these values stand to benefit from a more engaged, ecologically conscious, and healthy staff, which will give them a competitive edge.

CONCLUSIONS AND RECOMMENDATIONS

This study provides strong evidence of the advantages of sustainability in the workplace by examining the effects of eco-friendly office designs on worker motivation, output, and organisational commitment. The results show a strong positive correlation between employees' motivation, attention, sense of duty, and general contentment and a variety of eco-friendly design aspects, including natural lighting, green areas, sustainable materials, and energy-efficient features. These findings highlight how crucial it is becoming to incorporate sustainable practices into workplaces as a top strategic goal for businesses looking to improve employee performance and engagement. According to the study, a sizable majority of workers think that eco-friendly workplace layouts increase their motivation and output. In particular, having access to natural light turns out to be crucial for enhancing productivity at work and general wellbeing.

This is in line with more general beliefs in environmental psychology that contend that being among nature improves cognitive performance and lowers stress. The assumption that biophilic design principles considerably contribute to workplace happiness is further supported by the fact that the presence of green areas, such as indoor plants or gardens, greatly increases employees' enthusiasm to work. Furthermore, the study demonstrates that eco-friendly workplace elements, such as waste reduction programmes, energy-efficient lighting, and the use of recycled or eco-friendly materials, foster a greater feeling of environmental responsibility among staff members. This attitude of stewardship is essential to creating an environment at work where sustainability is valued as a shared ethical commitment as well as an operational objective. Employees are more likely to act in a pro-environmental manner in such an atmosphere, which might carry over into their personal life.

The results also demonstrate a substantial correlation between employees' loyalty to their company and environmentally friendly workplace designs. When sustainability is a top priority at work, employees report feeling more engaged, motivated, and loyal, indicating that eco-friendly practices can increase organisational commitment and lower turnover rates. This is especially important in the competitive job market of today, when it may be very difficult to draw in and keep talent. Businesses may set themselves apart as top employers by incorporating sustainability into their physical spaces and basic beliefs. Crucially, the study reveals age-based differences in views, suggesting that various demographic groups could react differently to sustainability measures. This implies that in order to make sure that sustainability initiatives are well-received by a variety of workforce segments, organisations need to use customised communication and engagement methods. Organisations may optimise the benefits of eco-friendly designs for their employees by comprehending and resolving these variations.

Practically speaking, the study's findings highlight the necessity for businesses to embrace a comprehensive strategy for workplace design that

strikes a balance between human-centred and environmentally sustainable factors. To build environmentally friendly workplaces that promote productivity, contentment, and well-being, architects, designers, facilities managers, human resources specialists, and employees must work together. In summary, this study confirms that environmentally friendly workplace layouts are not only good for the environment but also significantly improve worker loyalty, productivity, and motivation. Incorporating green ideas into workplace design provides a feasible means of accomplishing organisational and environmental goals as businesses throughout the world strive for sustainable growth. To increase knowledge of the worldwide impact of sustainable workplace design, future studies might investigate long-term effects in greater detail and expand the study to various cultural contexts.

FURTHER STUDY

This study has shed important light on the connection between eco-friendly workplace layouts and worker commitment, productivity, and motivation. Like any research, though, there are chances for more investigation and improvement. These results can be expanded upon in future studies to improve knowledge and actual implementations of sustainable workplace design. First off, although this study finds a strong correlation between age and how employees feel about eco-friendly workplace features, future studies might look at other demographic variables, including gender, educational attainment, kind of profession, and cultural differences. Organisations may be able to better tailor their eco-friendly programmes to a variety of workforce groups by looking at how these factors affect attitudes towards sustainability. Workers in creative positions, for instance, could place a different importance on green areas and natural light than do those in technical or administrative positions.

Second, the majority of the data used in this study are self-reported attitudes and views, which might be biased by factors like social desirability or a lack of self-awareness. To confirm and expand on the subjective data, future studies may include physiological measurements (such as stress levels and heart rate variability), behavioural observations, or objective performance indicators. Stronger proof of causal linkages would come from longitudinal studies that monitor changes in well-being, productivity, and motivation over time as organisations adopt sustainable design modifications. Thirdly, this study concentrates on certain eco-friendly design components, such as energy-efficient features, green areas, natural light, and sustainable materials. Future studies might broaden the focus by looking at other elements, including temperature management, acoustics, indoor air quality, and the contribution of technology to the creation of sustainable and healthful workplaces. A more thorough understanding of the holistic interactions between these elements may result in workplace design models that maximise both the environmental effect and the employee experience.

Fourthly, although the study emphasises how sustainability improves workers' feelings of accountability and organisational ties, more research may look into the psychological processes behind these benefits. Clarifying how eco-friendly workplace designs affect employee attitudes and behaviours outside of

the physical environment may be possible by investigating ideas like environmental identity, organisational justice, and intrinsic motivation. Fifth, future study should examine how eco-friendly design concepts might be incorporated into these new work patterns, since trends like remote work, hybrid models, and flexible office layouts have hastened the fast transformation of work settings. For example, how might decentralised work environments preserve sustainability? What part do home offices play in encouraging eco-friendly practices? Organisations should better link their sustainability objectives with modern work practices with the support of this research.

Additionally, cross-cultural research might look at how cultural norms and beliefs influence how employees react to environmentally friendly workplace layouts. Multinational corporations may adopt locally appropriate strategies if they are aware of the global differences in sustainability awareness and goals. Finally, more research is necessary to determine the financial effects of implementing eco-friendly workplace designs. Future research might include cost savings from energy efficiency, decreased absenteeism, increased productivity, and improved talent retention to determine the return on investment (ROI) of sustainable workplace measures. Organisations would have strong justification to prioritise green workplace design as a strategic investment rather than an optional cost if these advantages could be quantified. In conclusion, a multidisciplinary and multi-method approach should be used in future research on eco-friendly workplace designs, taking into account a variety of employee characteristics, objective outputs, psychological processes, changing work patterns, cultural settings, and economic concerns. Such a thorough investigation would enhance theoretical knowledge and assist businesses in developing environmentally conscious, financially feasible, and highly engaging work environments for their staff.

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