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Impact of Workplace Design on the Productivity of Employees in Architectural Firms

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Abstract



The effectiveness of employees in architectural firms is significantly influenced by office design; nevertheless, this study is only applicable to architectural enterprises in Qasimabad, Hyderabad. These companies are well-known in Hyderabad and are regarded as the best for working conditions and experience-building. To recruit staff, other businesses mostly idealize these businesses. Employee efficiency, job satisfaction, and productivity are all significantly impacted by the workplace. It has been noted that poorly planned office spaces that don't consider how the space is divided within a building can cause significant physical and mental distress in workers. The objective of the study consists of determining the factors which leads to a poorly designed office, the determination of the factors into two categories of physical and mental factors and the recommendations or solutions which suit the environment of offices in Hyderabad. After that, a questionnaire study was carried out to further investigate how office layout affected employees' productivity at architecture businesses. The questionnaire was created in a way that it covered all the important aspects that have an impact on the employees' physical and mental health. Structured observations were used to gather the data, along with physical surveys of the chosen companies. After the obtained data were processed using SPSS software and Microsoft Excel, the levels of satisfaction and dissatisfaction with the workplace design were quantified using a 5-point Likert scale and Yeh's satisfaction index model. The study recommends key design elements that must be considered when creating an office layout so that employees may work in an atmosphere that increases employee enthusiasm and productivity, a layout that prevents the physical and emotional harm that an unergonomically planned setting causes.

Keywords: Architectural Firms, Employees, Productivity, Impact, Office, Qasimabad, Hyderabad, Output, Efficiency.

Introduction

The typical employee in an architectural firm spends up to 7 to 8 hours per day at his or her desk, glued to the computer. As technology has advanced, architectural work now primarily involves computers, which is not the ideal work environment because it limits employee interaction and has negative effects on their physical and mental well-being. As a result, the architect's ability to be creative is restricted, and health issues including eye tiredness, backache, and depression develop.

Any kind of physical exertion is limited by the persistent inactivity. The key design priority is creating places that are functional, making them a comfortable area with well-lit, well ventilated, and aesthetically pleasing aspects for the architects that help them think creatively, enhance motivation, and optimize their production. Both favourably and negatively designed settings have an impact on health, as does a well-planned environment. To create a comfortable workplace that boosts productivity, the elements that make an architectural office an ineffective design must be examined.

Study Area

Architectural businesses from Qasimabad, Hyderabad, have been selected to perform this study. The chosen companies are located in Qasimabad because they are well-known companies in Hyderabad

and are thought to provide the best working environments and opportunities for experience since more architects will be ready to work there.

Problem Statement

Office productivity decreases when office design is not effective, as this has negative consequences on mental and physical health. Because human health and productivity are rarely considered when designing offices, both employee production and health are put at risk. Poor space planning and design bring dangers that make the workplace dangerous and lower employee productivity. As a result, the workplace must offer a space where workers may do their jobs without being bothered.

An efficient workplace must offer a setting where the desired outcomes can be comfortably attained. The physical surroundings of the workplace have a direct impact on human senses, health, motivation, and productivity. This is because factors related to the workplace influence levels of happiness and productivity. The working environment has a significant impact on employee performance.

Scope and Limitations

An important component that is vital to the success of the workplace and business is the employee productivity. The office holds' ability to function can be negatively impacted by the bad and inefficient architecture. This is a significant issue that has to be brought to light, examined, and properly addressed. Considerations include circulation, lighting, furniture, acoustics, interior visualization, landscape, and a healthy work environment. Only the architectural firms located in Qasimabad and Hyderabad are included in this study.

Objectives

1. To study and evaluate variables that should be taken into account while designing architectural workplaces.
2. To highlight the mental and physical aspects that influence the productivity of architects working in offices.
3. To assess and identify the desired elements that reflect the environment of Hyderabad.

Research Methodology

In order to accomplish the goals and objectives of this study, this section describes the types of research methods that the researcher employed in this study as well as the techniques for data analysis. This study had employed mixed-methods research (Fahim et al, 2021; Fatima et al, 2021; Somroo et al, 2021).

Data Collection

In this survey, data on the effect of office layout on workers' productivity in architectural businesses were gathered using structured observation (Kaka et al, 2021; Kalwar et al, 2022) and questionnaires (Fatima et al, 2022; Fahim et al, 2021) from respondents employed by architectural firms in Qasimabad, Hyderabad. To gather the necessary information and examine how the layout of the office affects employee productivity, the quantitative data collection technique is employed. Utilizing a qualitative data gathering technique, it is possible to identify the variables influencing employee productivity.

Observation

Observing the effects of the office design and the physical and psychological elements that affect it. Including the observation of issues within businesses, the immediate work environment, and the observation of those who work there (Kalwar et al, 2018; Kalwar et al, 2019).

Structured Observation

The researcher decides where, when, with whom, and under what circumstances the observation will be conducted. Structured observations produce quantitative (i.e., numerical) data that can be examined more quickly and easily than naturalistic observations, which saves time. In a short amount of time, a large number of observations must be accomplished.

Questionnaire Survey

A questionnaire is a type of research technique that entails a list of inquiries or other prompts intended to elicit responses from respondents. In a study questionnaire, both closed-ended and open-ended items are frequently included (Memon et al, 2021; Afae et al, 2021). Long-form, open-ended inquiries enable the reply to go into further detail about their ideas (Tahiri et al, 2023; Brohi et al, 2023). The list of the questions covered in the questionnaire survey are as follows:

1. How many hours do you work every day at your firm?

2. On a scale of 1 to 5 how would you rate your office environment?
3. On a scale of 1 to 5 how would you rate the interior of your office?
4. Is your office designed by an Architect/Interior Designer?
5. Is your firm designed especially or set up in existing space?
6. How many workstations do you have in the workstation room, and does it get congested while working?
7. Do you have enough space to walk around the workstation room comfortably?
8. Is your office well ventilated?
9. Does your office have adequate lighting in the working area?
10. Is the furniture comfortable, and customized?
11. Do you get backaches or other physical distress due to furniture at your workplace?
12. Does your office have green outdoor spaces?
13. Does your office have indoor green spaces?
14. Do you have a separate working room for interns?
15. Do you ever feel overburdened by the workload?
16. Do you feel stressed by the workload?
17. How often do you take breaks during working hours?
18. Do you feel the need to take leave because of work stress?
19. How often do you suffer from headaches/eye strain from constant working on the laptop/workstation?
20. Does your workplace have a relaxation area?
21. Does your office have an indoor gaming zone or a gym?
22. Do you think there should be an indoor gaming zone or a gym?
23. Do you have a separate area for praying? If not, does it bother you?
24. Do you have separate lavatories for male and female? If not, does it bother you?
25. Do you have a lunchroom in your office? If not, do you feel the need for a lunchroom?
26. Do you have a meeting room in your office? If yes, does the meeting room get congested?
27. How often do you feel your office interior is boring and it should be well designed?
28. Is your office soundproof?
29. Do you have a generator to back up for electricity, if yes does the noise bother you?
30. How often do you work overtime if a project has an urgent deadline? Do you get paid or get a bonus for your overtime work?
31. How often do you find yourself running out of creative ideas due to an unfriendly work environment?
32. If you had a more work friendly environment, do you think you could perform better?

Sampling

Sampling is a technique for choosing a predetermined number of results from a wider population (Kalwar et al 2022; Memon et al 2021; Gill et al 2021). It is a time- and money-saving method (Memon et al 2021; Brohi et al, 2021; Tahiri et al, 2021). The sample type and sample size is dependent on population's size and research methodology.

The research employed purposive sampling technique for data collection through questionnaire survey. The purposive sampling is a nonprobability sampling technique (Kalwar et al, 2018; Kalwar et al, 2019).

Selection of the firms is based on the presence of more than four architects in each firm. More persons working in a space create problems, which make the workplace environment dangerous and hamper the productivity rate of the employee. The research's chosen companies are located in Qasimabad because they are well-known companies in Hyderabad and more architects will be ready to work there, making these companies suitable for working conditions and experience-gaining opportunities. In order to entice Architects to work with them, competitive firms are prone to idealize these firms.

Table -1: Selected firms, location and number of Architects working.

S.no	Firm name	Location	People	Architects
1	Pak Consultant	Wadhu Wah Qasimabad	12	6
2	RAR Associates	Wadhu Wah Qasimabad	15	6
3	M.R Associates	Qasimabad phase 1	12	8
4	RCC consultants and architects	Main Qasimabad	14	5
5	MARC consultants	Wadhu Wah Qasimabad	9	5
Total no. Of people				30

Multiple Case Study

Multiple-case design approach was adopted for this study (Kalwar et al, 2022; Brohi et al, 2021; Kalwar et al, 2020). Five architectural firms were selected. The list of selected firms is mentioned in table no.1.

Methods of Data Analysis

Data were gathered via questionnaire forms, and it was then examined using Ms. Excel. To examine how office layout affects employees' productivity in architecture firms and how both physical and mental elements affect office layout.

The questionnaires were set up, and SPSS software was used to enter and analyse the data. It was organized in accordance with the research questions, and reliable conclusions from the study were made as a result. The level of employee satisfaction was examined using Yeh's satisfaction index model.

5- point Likert scale

The 5-point Likert scale was used for data analysis, in which participants rate how much they agree or disagree with a statement using a scale of 1 to 5: Strongly disagree, Disagree, neither agree nor disagree, Agree, and Strongly Agree (Fatima et al, 2022; Fahim et al, 2021).

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
1	2	3	4	5

Fig 5.2 5-point Likert scale

Yeh’s satisfaction index model

The study had employed the Yeh’s satisfaction index model along with five-point Likert scale for the analysis of data gathered through questionnaire survey. This model examines the respondents' levels of satisfaction with the impact of office architecture on the productivity of staff members working in architectural companies (Kyle and Baird, 1995; Gill et al, 2020).

$$YSI = \frac{\text{Satisfied} - \text{Dissatisfied}}{\text{total respondents}} \times 100$$

YSI = Yeh’s satisfaction Index

The degree to which employees are satisfied with how workplace design affects productivity is calculated using this method.

Table – 2: Percentage criteria of Yeh's Index model

S. No.	Criteria for Satisfaction and Dissatisfaction level of employees	
	Percentages	Level of satisfaction and dissatisfaction
01	0	No satisfaction/dissatisfaction
02	0.25 or 25%	Minimum satisfaction
03	0.50 or 50%	Moderate satisfaction
04	0.75 or 75%	Strong satisfaction
05	0.90> or 90% and above	Highly strong satisfaction
06	0	No satisfaction/dissatisfaction
07	-0.25 or - 25%	Minimum dissatisfaction
08	-0.50 or - 50%	Moderate dissatisfaction
09	0.75 or - 75%	Strong dissatisfaction
10	0.90> or - 90% and above	Highly strong dissatisfaction

Results

The study was carried out in Hyderabad's Qasimabad. The goals of the research study have been attained by the use of specific methods and procedures. Bar graphs, a Likert scale, and YEH's satisfaction index model have all been used to examine how office design affects staff productivity in architecture businesses. The tables in MS Excel are used to display the accumulated data below.

Results from Structured Observation

The case studies were conducted in architectural firms situated in Qasimabad, Hyderabad. The prominent architectural firms are listed below.

M. R associates, Phase 1, Qasimabad

The following case study was conducted at M.R. Associates, an architectural firm situated in Qasimabad Phase 1. This firm was chosen for the study because it satisfies the sampling method's condition that there be at least four architects.

While doing the case study at this firm, a lot of issues were discovered. Poor lighting, uncomfortable furniture, a lack of effective space planning, and a crowded environment were the issues that were observed. It was found that the office lacked sufficient space design; there was no distinct lunchroom or prayer area, thus the staff had to use the working space instead, as shown in Fig. 6.1. The employees must have access to separate restrooms for men and women as well as a separate prayer area because they spend 7 to 9 hours every day at the workplace. For employees to enjoy break and lunchtime at work and feel relaxed during their busy day, a decent lunchroom must be designed.



Fig 6.1 Working space being used as prayer area

As seen in Fig. 6.2, it was discovered that the working space had just one active lighting outlet. The employees claim that the furniture is exceedingly unpleasant because the seating chair in Fig. 6.3 causes them every day backaches.



Fig 6.2 Shows the source of illumination in the working room



Fig 6.3 Uncomfortable chair used for sitting

Figures 6.4 and 6.5 indicate how crowded the workspace is. It was seen that this made the employees feel claustrophobic and restricted in their area, which made them feel uneasy.



Fig 6.4 Congestion in the working space



Fig 6.5 Space between two chairs in the working space

Fig 6.6 depicts the complete perspective of the working room, it was observed that the working space had no pleasant interior, the colour employed was dark which accentuated the dullness in the space. There were no planters or other accents to make the workspace more cheerful.



Fig 6.6 Whole view of the workstation room

Marc Consultants, Wadhu Wah Qasimabad

The MARC Consultants firm at Wadhu Wah was selected as a case study. This firm was chosen for the study, because it meets the sample method's criteria that there be at least four architects on staff. Several issues were seen in this firm too. The concerns that came through structural observation were about ventilation, uncomfortable furnishings, lack suitable space design and space congestion. It is noted that the workspace is exceedingly cramped and unpleasant to work in.

As seen in Figs. 6.7 and 6.8, the plastic chairs used for office seating quickly become unbearably unpleasant. The workplace environment's use of color and the overall aesthetic are unappealing. In order to create a productive and pleasant environment at work, effective color utilization is essential, along with good ergonomics.



Fig 6.7 Congestion in the working space



Fig 6.8 Side view of the workstation room

The location of the head architect's office implies that clients must enter via the working area in order to access the office, invading the privacy of the staff. Additionally, the Head Architect's office's interior is unappealing; the use of dark colours makes the space appear smaller and drab, as depicted in Fig. 6.9. The Architect's office must be spacious due to the nature of the work. Additionally, it was noted that there was no designated workspace for interns; instead, as illustrated in Fig. 6.10, the interns used the waiting area.



Fig 6.9 Office of Head Architect



Fig 6.10 Waiting area being used by the internees for working.

Main Factors to be Considered in an Office Design

This section comprises of questions about the elements that should be taken into account while designing an office. To learn the employees' perspectives on these elements and the problems they encounter as a result of these relevant factors, the employees were asked for their comments.

Table 3: Table 3 contains statistical information about the primary variables, secondary factors, and tertiary factors pertaining to the questionnaire's questions for respondents.

Main Factors	Factors	Sub factors	Yes %	No %
Physical Factors	Lighting	Well lighted	25.7	74.3
	Ventilation	Artificially ventilated	80	20
		Naturally ventilated	18	82
	Furniture	Non comfort	94	5.7
	Sound	Soundproof	85	91
		Mechanical noise pollution	74	26
Mental Factors	Interior Visualization	Design by Architect/I. D	68.6	31.4
		Existing space setup	17.1	82.9
	Landscaping	Outdoor	0	100
		Indoor	11.4	88.6
	Unhealthy work environment	Leave	84	12.8
		Workload stress	74	26
		Overburdened	94	5.7
		Deadline	97	3
	Proper space planning	Bonus	2.9	97.1
		Separate prayer area	14.3	85.7
		Separate lavatories	17.1	82.9
		Lunchroom	14.3	85.7
	Space congestion	Meeting room	68.6	31.4
		Proper circulation	34.3	65.7

Results from 5-Point Likert Scale

Table – 4: Main factors including the factors and sub factors to be considered in an office design.

Main factors	Factors	Sub factors
Physical factors	Lighting	Well lighted
	Ventilation	Artificial
		Natural
	Furniture	Uncomforting
	Sound	Soundproof
Noise pollution		
Mental factors	Interior visualization	Design by Architect
		Existing space
	Landscaping	Outdoor
		Indoor
	Unhealthy work environment	Leave
		Workload
		Burden
		Deadline
	Proper space planning	Bonus
		Separate prayer area
		Separate lavatories
		Lunchroom
	Space congestion	Meeting room
		Circulation

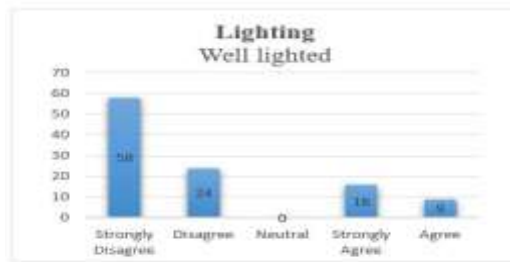


Chart -1: Bar graph for lightning

Chart -1 Bar graph for lightning 1, 58% of people are very unsatisfied with the lighting in their workplace. Employees claim that the spaces are not properly lit. However, 16% of respondents are very satisfied and 9% are satisfied with the lighting in their workplace.



Chart -2: Bar graph for artificial ventilation

Chart -2 displays 30% of people are content with the artificial ventilation at their office, whereas 50% of people are very satisfied. The personnel claim that the spaces are artificially ventilated. However, 8% and 12%, respectively, are unhappy with their office's artificial ventilation system. In their opinion, the areas would be considered naturally ventilated.

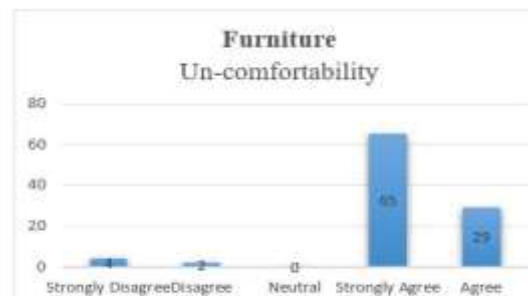


Chart -3: Bar graph for furniture

According to Chart 3 (65% strongly agree, 29% agree), the furniture in people's offices contributes to their lack of comfort. According to the workers, the furniture is unpleasant, and this causes the workers to experience physical suffering like backaches. However, 2% and 4% of respondents disagree and 4% strongly disagree that their office's furniture is uncomfortable. They think the furnishings are really cosy.

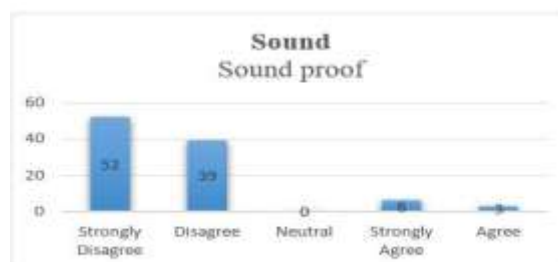


Chart -4: Bar graph for sound

According to Chart -4, 52% of respondents strongly disagree with this statement, while 39% disagree. However, 3% and 6% of respondents both strongly agree that the office is soundproof.

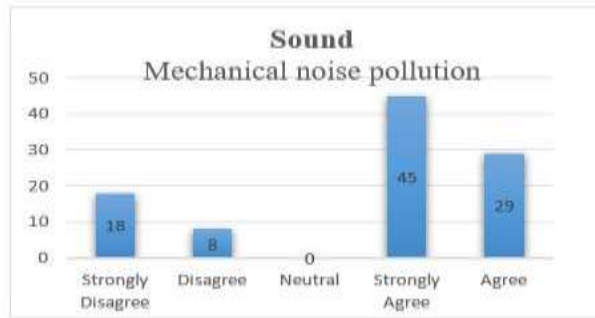


Chart -5: Bar graph for mechanical noise pollution

According to Chart -5, 42% of respondents strongly agree and 29% agree that the mechanical noise pollution from the generator used as a backup source of electricity causes them physical suffering. 18% of respondents strongly disagree, whereas 8% disagree, that the generator's mechanical noise pollution bothers them.

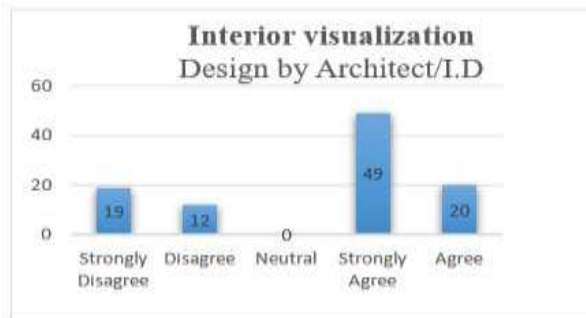


Chart -6: Bar graph for interior visualization

According to Chart -6, 49% of respondents strongly agree and 29% agree that an architect or interior designer did not create their office's design. However, 19% of people strongly disagree and 12% dispute that their office design is designed by an Architect/Interior Designer.

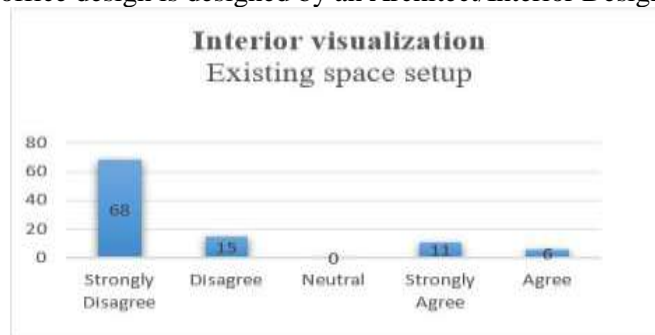


Chart -7: Bar graph for interior visualization existing set up

According to Chart -7, 68% of respondents strongly disagree and 15% disagree that their workplace setup was done in an existing space rather than being specifically built for a new one. However, 12% of respondents strongly agree, while 6% say their office's design is intentional.



Chart -8: Bar graph for outdoor landscaping

According to Chart -8, 64% of respondents strongly disagree and 36% disagree that their office lacks an outdoor space or area for planting.

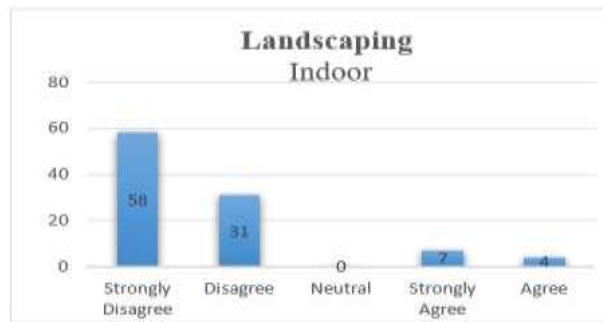


Chart -9: Bar graph for indoor landscaping

According to Chart -9, 58% of respondents strongly disagree and 31% disagree that their office lacks any indoor gardening space or area. However, 4% and 7% of respondents believe that some indoor plantings exist.

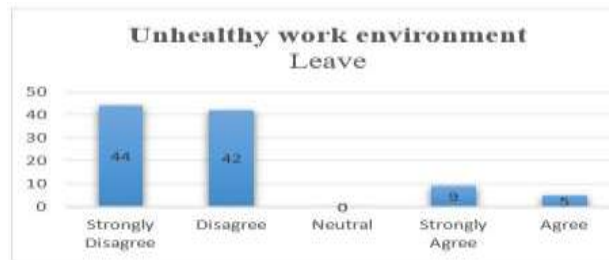


Chart -10: Bar graph for leave

Due to the unhealthy work environment at the office and owing to the intense workload, the architects feel the need to take a break once or twice a month. Therefore, chart -10 reveals that 44% of people strongly disagree and 42% believe that the setting they are working in is healthy. However, 5% disagree and 9% firmly agree that they do not work in a mentally ill atmosphere.

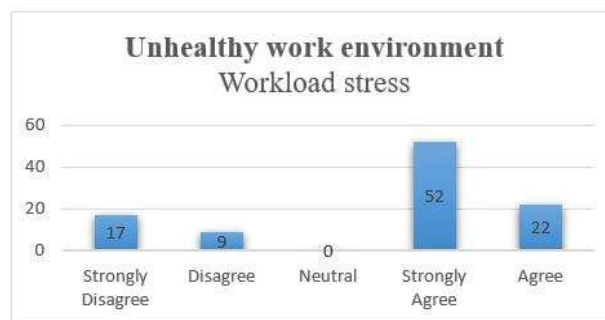


Chart -11: Bar graph for workload stress

According to Chart -11, 52% of respondents strongly agree and 22% agree that their mental health suffers as a result of the stressful workload and toxic workplace. However, 17% vehemently disagree and 9% dispute that the workload is not stressful.

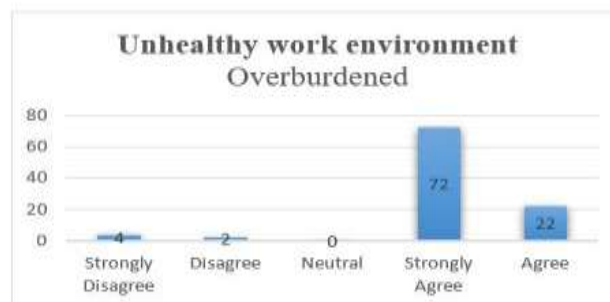


Chart -12: Bar graph for overburden

According to Chart -12, 72% of respondents strongly agree and 22% agree that because of their heavy workload and unhealthy work environment, they experience mental anguish. However, 2% and 4% of respondents disagree and strongly disagree that they feel overworked.

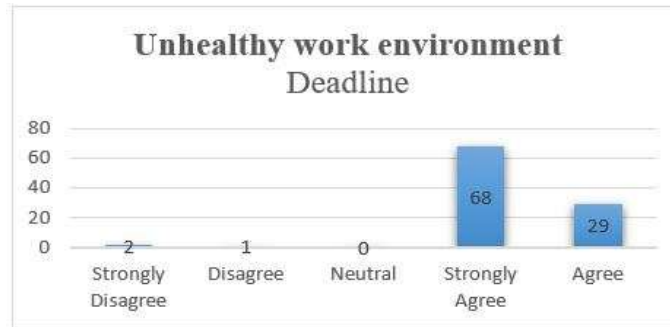


Chart -13: Bar graph for deadline

According to Chart -13, 68% of respondents strongly agree and 29% agree that they frequently face pressing deadlines, which adds to their burden and forces them to put in extra hours. As a result of this stressful work environment, they frequently experience mental anguish. However, just 1% and 2% strongly disagree that they frequently have pressing deadlines.

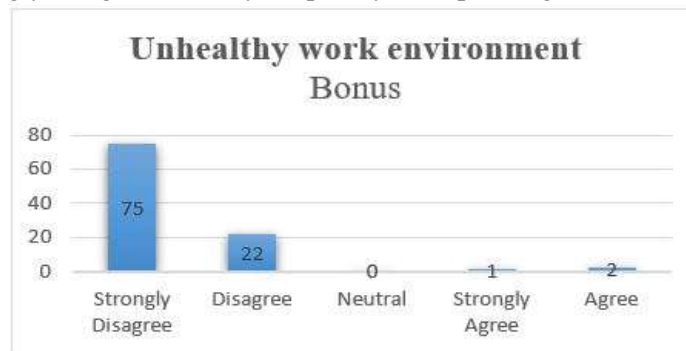


Chart -14: Bar graph for bonus

According to Chart -14, 22% and 75% of respondents, respectively, disagree that overtime workers should receive bonuses. However, 2% and 1% both strongly agree that they receive bonuses for their extra work and efforts.

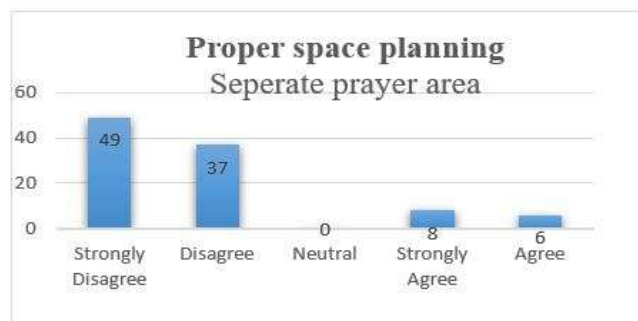


Chart -15: Bar graph for separate prayer area

According to Chart 15, 49% of respondents strongly disagree and 37% believe that the absence of a dedicated space for daily prayer in the workplace causes employees' emotional anguish. However, 8% strongly concur and 5% concur that they are not troubled by the lack of a dedicated prayer room even if there isn't one.

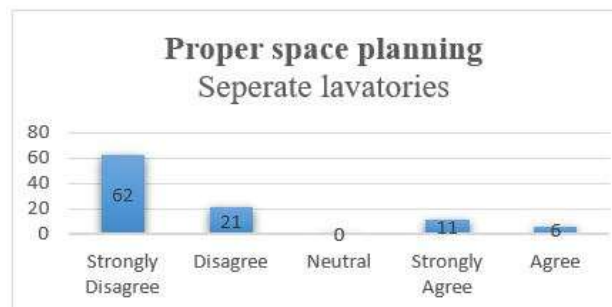


Chart -16: Bar graph for separate lavatories

According to Chart -16, 62% of respondents strongly disagree and 21% disagree that the lack of separate restrooms for men and women in the workplace contributes to mental discomfort among employees. However, 11% strongly concur and 6% concur that they are not inconvenienced by the lack of separate restrooms.

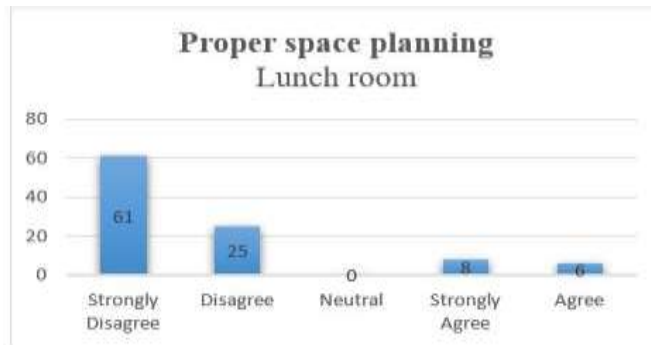


Chart -17: Bar graph for lunch room

According to Chart -17, 61% of respondents strongly disagree and 25% think that the lack of a separate lunchroom at the workplace contributes to employee mental health issues. However, 8% strongly concur and 5% concur that they are not troubled by the lack of a separate lunch area.

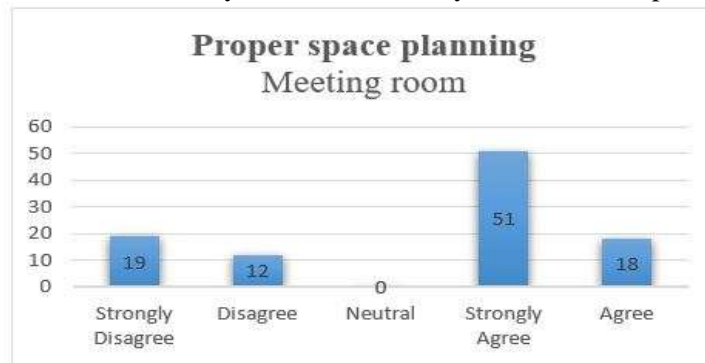


Chart -18: Bar graph for meeting room

Chart 18 displays. 12% and 19% of respondents disagree that the office lacks a conference room, respectively. However, 51% strongly agree and 18% concur that a conference space is available for use during business meetings.

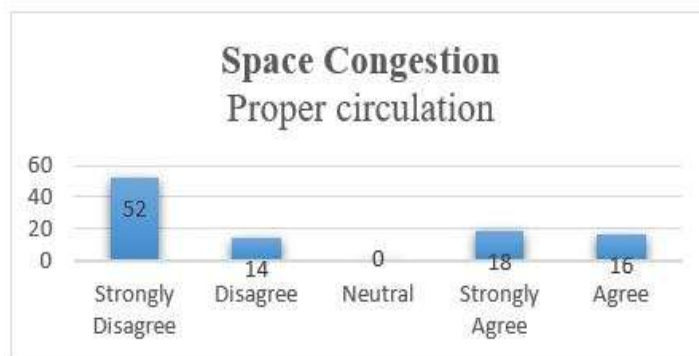


Chart -19: Bar graph for space congestion

According to Chart 19, 52% of respondents are very unsatisfied with their workplace's circulation factor (14% are displeased), and the office is crowded, which makes workers anxious. However, 5% of people are content and 18% are very satisfied with the circulation in their workplace, which allows them to move about comfortably without being crowded.

Yeh's Satisfaction Index Model

Yeh's satisfaction model has been used in this study to assess respondents' levels of satisfaction with reference to how office design affects workers' productivity in architecture companies.

Main Factors	Factors	Sub factors	%	Yeh's satisfaction index model
Physical Factors	Lighting	Well lighted	-3.41	Highly strongly dissatisfied
		Ventilation	Artificially ventilated	60
	Naturally ventilated		-64	Moderately satisfied
	Furniture	Un-comfort	88.3	Strong satisfaction
	Sound	Soundproof	-82.6	Highly strongly dissatisfied
		Mechanical noise pollution	48	Moderately satisfied
Mental Factors	Interior visualization	Design by Architect	-36.9	Moderately satisfied
		Existing space setup	-65.5	Moderately satisfied
	Landscaping	Outdoor	-100	Highly strongly dissatisfied
		Indoor	-77.2	Strong dissatisfaction
	Unhealthy work environment	Leave	-71	Strong dissatisfaction
		Workload stress	-48	Moderately satisfied
		Overburden	-88	Highly strongly dissatisfied
		Deadline	94	Highly strongly satisfied
	Proper space planning	Bonus	-94.1	Highly strongly dissatisfied
		Separate prayer area	-71	Strong dissatisfaction
		Separate lavatories	-65.6	Moderately satisfied
		Lunchroom	-71	Strong dissatisfaction
	Space congestion	Meeting room	36.9	Moderately satisfied
Proper circulation		-31.3	Moderately dissatisfied	

The Yeh's satisfaction index model is explained above. It displays the percentage ranges of highly strongly satisfied to highly strongly dissatisfied levels. Percentages that fall in the minus sign signify discontent, while those that fall in the plus sign demonstrate contentment. Physical and mental components are the two categories into which the table is divided. Sub-factors fall under each category. Lighting, ventilation, furniture, and sound are examples of physical elements. Interior imagery, landscape, an uncomfortable work environment, adequate planning space, and circulation are some of the mental elements. The findings indicate that 5 sub-factors out of 19 were determined to be extremely highly unsatisfied. Eight of the 19 sub-factors exhibited percentages of moderate satisfaction. 19 sub-factors total. Only 1 of the 19 sub factors had a percentage that indicated strong satisfaction. Four of the 19 sub-factors had a high level of discontent. One component only displayed a highly strongly satisfied % out of 19 sub factors.

Discussion:

The results and discussions from data analysis methods are displayed through structured observation, physical surveys, and software like M.S. Excel, SPSS, Likert scale, and Yeh's index model. We can better grasp the various aspects affecting employee productivity in architectural businesses thanks to the results and discussions. The findings and discussions aid in our comprehension of the employees' levels of satisfaction and discontent with regard to the elements that were identified as having an effect on their physical and mental health. There are various renowned firms in Qasimabad, Hyderabad but there are different issues which can be resolved to increase productivity of the employees in these firms.

The artificial light system should be in a better way that it does not looks like people are working in an uncomfortable and dark area in the office, to solve this issue there must be adequate amount of artificial light used in the offices. For natural and artificial ventilation there must be some open spaces like galleries, balconies and windows in the office but if the employees wants artificial ventilation in the offices then there must be proper air conditions installed in the office as people

working in there, are the employees of that office and should be accommodated well during the working hours.

As far as furniture is concerned employees are almost unsatisfied with it. So, it should be kept in mind that uncomfortable furniture will eventually produce less productivity in the employees.

Windows and doors are not soundproof, either the window or the door is closed the noises from outside can be heard inside the office continuously, which means the walls, door and windows are not soundproof, so instead of installing ordinary doors and windows it is necessary to use soundproof things in the offices.

It is essential that an architect designs the office because an architect knows how to design a workspace for other architects. He knows that what kind of furniture, walls, doors, and windows should be provided there to make a space more productive for work. In short there must be a good interior design of offices that when a person gets inside an architectural firm it feels that he is inside an architectural firm, and it is design by an architect not by a layman. Employees are not satisfied with the existing spaces in the offices because there is congestion and not proper circulation area is provided, so it is important to provide a proper area for different activities in the office.

According to landscaping there is neither outdoor landscape nor indoor, basically it creates a feel of comfort in the space, and it provides beautification to the area so it is necessary to provide some landscape elements in the office for better outer and inner environment.

There is also little bit unhealthy environment in the office in terms of workload. Two leaves per month but leaves are not acceptable in time of need because the work is more, and employees are not enough to share the work which creates overload of work. Due to over work, there is always a deadline over the employees, employees feel overburden many times while working in their offices. Plus, if someone works before the deadlines, he hardly gets any bonus in his salary.

According to planning it is essential to keep in mind about different areas used in the offices. There is no separate prayer area in the office for female workers, they want to pray during the break time they have to pray in the main hall most of the time as there is not enough space for other activities.

Most of the time washroom/lavatories are same for the female and male employees in the office and which is not appropriate. So, there must be separate lavatories for male and females in the offices. Most of the offices do not have a separate lunch area in the office. Employees have their meals during the break time there, where they work in the working hours. As for as meeting area is concerned there are separate areas in most of the offices for meeting purpose etc.

These above discussed things are the key components to increase the productivity of the employees in the offices where they are working. It is not just their right to have a good interior environment, but it will also increase the productivity of the people who are working in these kinds of firms in the city.

Conclusion:

The purpose of this study is to examine how office layout affects employees' productivity in architecture firms. This study's scope was restricted to Qasimabad, Hyderabad-area architecture firms. We looked closely at the aspects that need to be taken into account when designing a workplace and how they affect the workers. To emphasize the impact each category has on employees' productivity, these components were divided into two categories: physical and mental factors. The research study's conclusion focuses on the crucial design elements that must be taken into account when creating an office layout so that employees may work in a welcoming and convenient atmosphere that also increases employee engagement and productivity. A layout that prevents the physical and emotional harm that an ergonomically planned setting causes.

Recommendations:

There are some important recommendations for the designing of offices considering the factors discussed above:

1. Designing a pleasant and helpful reception area. High ceilings and an abundance of natural light should make the space feel airy and cheerful. Employees should be directed from point A to point B using unobtrusive seating, clear signs, and accent colours.
2. The workspace must be expansive so that employees can complete their everyday responsibilities in the workplace without difficulty.

3. The office design must be planned effectively, considering all necessities, and keeping in mind the key standards that should be taken into account for an architectural firm.
4. Potted plants, living walls, or flower beds can all be used to enhance greenery.
5. Designing outdoor landscape areas, such as a staff garden or rooftop terrace.

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