

Impact of Office Design on Employees' Performance: A Case Study of Banking Organizations of Western Province in Sri Lanka

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In simply an office can be defined as a room, set of rooms or building where people work, usually sitting at desk. Accordingly, office design can be defined as the general arrangement of the room, set of rooms or building where people work. Most of times, the office design is unsafe and unhealthy. As a result of that employees get frustrated and they will not perform at their best. So the main objective of this study is to investigate the impact of office design on employees' productivity with the focus on banking organizations which are located in Western province, Sri Lanka. In order to conduct the study, with the use of random sampling technique 4 banks located in the Western province, Sri Lanka taken in to consideration and 42 respondents use as the sample. Self-developed questionnaires were distributed among the respondents. In order to observe the employees performance in the current office structure, spend two days (4) in each bank (in the office hours). According to the regression results, there is a positive relationship between the independent variable (office design) and the dependent variable (employees' performance) as well according to the correlation analysis there is high (significant) relationship between independent variable (office design) and the dependent variable (employees' performance). Finally it is concluded that, the Office design should be done in a careful manner otherwise employees get frustrated and they will not perform at their best. Accordingly employees' performance will decrease and consequently organizational performance will decreased.

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