

Does a Biophilic Workplace have Impact on Project Performance

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Abstract:

Most people conduct much of their work within buildings. We work, study and meet within buildings. Surveys in the US and Canada report an average of 87% of time spent in enclosed buildings. We are used to be surrounded by walls. If we understand the impact of the built work environment on us, we may find new ways to improve work conditions, employee experience, health and productivity.

Research shows a considerable impact of the physical environment - structure, colors, light and air flow on employee experience. Research also shows a psychological and cognitive impact of the natural environment - plants and trees. Biophilic design – the use of natural elements and especially of plants was found to have a positive health, psychological and cognitive effect. Yet, research of the impact of Biophilic design in work environment is still emerging.

The purpose of our study is to find the effects that biophilic work environment may have on the performance of employees, workgroups and organizations. Following a multi- disciplinary literature review, an emerging dual pathway process model is suggested.

The study will be using mixed method empirical study and Conditional Process Modeling methodology to assess the conceptual model of the impact of biophilic design on psychological well being and workgroup agility and its impact on cognitive processes, the learning and knowledge space and creative problem solving.

A comprehensive understanding of the impact of biophilic design in the work environment may have theoretical implications by establishing a multi-disciplinary model of processes, cross-relations and effects and practical implications by contributing to workplace planning and design that aims is to create enabling work places – work places that help workers feel better, be more engaged and become more productive.