

An Analysis of Employee Satisfaction with Workplace Environmental Conditions at the General Bureau of the Regional Secretariat of Lampung Province

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Abstract

*This study employs a qualitative research design using descriptive analysis to explore employee satisfaction with workplace environmental conditions at the General Bureau of the Regional Secretariat of Lampung Province. The objective is to identify key environmental factors that influence employee comfort, motivation, and productivity. The findings indicate that several aspects of the work environment require critical attention: (1) **Lighting**—Inadequate and poorly utilized natural lighting contributes to eye strain and diminished productivity; (2) **Air Circulation**—Limited ventilation in enclosed spaces creates discomfort and affects cognitive performance; (3) **Noise Levels**—Excessive noise, both internal and external, disrupts concentration and reduces workplace comfort; (4) **Workplace Decoration**—Monotonous design and non-ergonomic layouts negatively affect employee mood and physical ease; (5) **Color Schemes**—Overly neutral or somber colors are perceived as demotivating and unsupportive of a vibrant work culture; (6) **Odors and Air Quality**—Persistent unpleasant smells caused by poor waste management and ventilation compromise psychological well-being; and (7) **Workplace Safety**—Deficiencies in infrastructure maintenance and access control generate concern among employees and diminish their sense of security. These findings underscore the importance of cultivating a holistic and employee-centered work environment to enhance institutional effectiveness and public service delivery.*

Keywords: Employee Satisfaction, Workplace Conditions, Organizational Environment, Public Administration, Qualitative Research.

Introduction

The work environment represents more than just the physical space in which tasks are completed—it is a multidimensional setting that shapes employee motivation, satisfaction, and performance. From classical philosophical perspectives to modern psychological theories, the interplay between environment and human well-being has long been acknowledged. Aristotle's *eudaimonia* suggests that fulfillment is attained through purposeful action within a supportive context, a view echoed in contemporary organizational theory that recognizes the environment as a key enabler of individual potential and institutional success.

In modern workplace psychology, Maslow's hierarchy of needs situates environmental safety and comfort as foundational for higher-order motivation and productivity. Similarly, environmental design theorists such as Donald Norman and Goethe have emphasized the role of aesthetic, sensory, and spatial conditions in

influencing human emotion, decision-making, and efficiency. From lighting and color to air quality and acoustic management, every environmental variable contributes to the psychological ecosystem in which public servants operate.

This study is situated within the administrative context of the General Bureau of the Regional Secretariat of Lampung Province, a critical arm of provincial governance responsible for coordinating public service and bureaucratic operations. In such a setting, employees face a complex array of duties that require focus, collaboration, and resilience. However, consistent feedback from within the institution suggests that suboptimal workplace conditions may be undermining employee well-being and task completion.

Indeed, empirical data reveal a pattern of performance falling short of institutional targets. As shown below:

Table 1.1. Employee Task Completion Records

Month	Target	Realization	Not Achieved
September	93	87	6
October	90	86	4
November	94	90	4

Source: General Bureau of the Regional Secretariat of Lampung Province, 2024

While employee performance is influenced by a range of organizational and individual factors, there is substantial reason to believe that dissatisfaction with the physical and psychological work environment plays a central role. This perspective aligns with the argument put forward by Sedarmayanti (2019), who emphasizes that workplace conditions such as lighting, ventilation, noise, spatial organization, and safety infrastructure have a direct and measurable impact on employee engagement and institutional performance. In public administrative settings, where precision, focus, and sustained cognitive effort are critical, any deficiency in the work environment can lead to reduced effectiveness and morale.

Preliminary observations and interviews conducted at the General Bureau of the Regional Secretariat of Lampung Province indicate that environmental discomfort among employees is not an isolated issue, but a systemic concern manifesting in several key areas. First, many employees reported the lack of adequate work facilities, including essential tools and ergonomic furniture such as adjustable chairs, desks, and functioning electronic devices. This deficit compromises both physical comfort and the ability to work efficiently. Second, the physical environment itself was frequently described as uninspiring or uncomfortable. Poor air circulation, insufficient or overly harsh lighting, and a lack of natural elements were cited as factors that diminish focus and contribute to fatigue. The third issue—acoustic disturbance relates to noise from meetings, phone conversations, and outdoor activity, all of which impair concentration. Staff have suggested measures such as spatial zoning and soundproofing to mitigate this persistent disruption.

A deeper concern raised in the interviews relates to the absence of aesthetic and sensory design. The workspaces were described as overly neutral and devoid of personality or local cultural elements, which weakens the emotional bond between employees and their physical environment. This is consistent with the phenomenological insights of Martin Heidegger, who proposed that humans can only feel truly at home when they are able to “dwell poetically” that is, when their environments reflect values, meaning, and identity. In parallel, environmental psychology research shows that personalized, beautiful, and culturally resonant design elements reduce stress and enhance emotional engagement.

Security was also highlighted as a matter of concern. Although basic safety measures are in place, employees noted that some aspects of infrastructure such as exposed electrical wiring or unsecured access points create unease. This reflects a disconnect between physical safety protocols and the psychological need for assurance and control. Without a perception of safety, it is difficult for employees to fully engage with their tasks or trust the stability of their environment.

Beyond these structural and design elements, sensory factors such as smell and color were identified as having subtle but significant effects on satisfaction. Persistent unpleasant odors often caused by inadequate sanitation and limited ventilation were found to lower concentration and morale. Similarly, the institutional use of sterile color schemes like plain white or beige was seen to drain energy and dampen creativity. Theoretical contributions from Goethe, along with modern studies by Kaya and Epps (2004), affirm that color impacts emotional tone, mental energy, and productivity making it a critical yet often overlooked factor in environmental design.

Taken together, these findings suggest that employee satisfaction is not a peripheral concern, nor is it solely a function of compensation or management style. Rather, it is deeply rooted in the day-to-day lived experience of the work environment how the space feels, smells, looks, and functions. As Cal Newport (2016) argues in his theory of “deep work,” environments that are free from distraction, rich in sensory quality, and emotionally supportive are essential for enabling high-level focus and sustained cognitive performance. This insight is particularly relevant in government institutions, where public service outcomes depend on the efficiency and mental resilience of the workforce.

In light of these issues, the present study seeks to conduct a qualitative, in-depth analysis of employee satisfaction with environmental conditions at the General Bureau of the Regional Secretariat of Lampung Province. It explores how physical, psychological, and sensory dimensions of the workplace either support or hinder employee well-being and effectiveness. The research is guided by two central questions: (1) What is the level of employee satisfaction with the workplace environment at the bureau? and (2) What environmental factors contribute to or detract from employee satisfaction in this context? By grounding this inquiry in both philosophical and empirical frameworks, the study aspires to offer meaningful insights into public sector work environments and to inform the development of more humane, motivational, and efficient administrative spaces.

Materials and Methods

In accordance with the background, research problems, and objectives outlined in this study, the researcher determined that a qualitative descriptive method would be the most appropriate approach to explore the research focus. This methodology was selected to provide a detailed and nuanced understanding of employee satisfaction regarding the work environment at the General Bureau of the Regional Secretariat of Lampung Province.

The qualitative descriptive method is particularly effective in capturing the complexity of human experiences, allowing for a deep exploration of social and organizational dynamics as they are perceived and articulated by the individuals involved. The aim is not to quantify relationships between variables, but rather to describe them in rich, contextual detail based on direct interaction with the research subjects.

Data for this study were collected through field-based techniques, primarily including in-depth interviews and document analysis. The interviews involved selected informants from within the institution who could provide firsthand insights into the conditions of the workplace environment and their impact on employee satisfaction. Document analysis supplemented the interviews by offering institutional records, policy references, and performance reports to provide a broader organizational context.

According to Moleong (2019), qualitative research is defined as a procedure that generates descriptive data in the form of spoken or written words, as well as observable behavior. It prioritizes the development of substantive theory grounded in field data rather than hypotheses derived from pre-existing models. In this way, qualitative inquiry allows researchers to uncover patterns of meaning and subjective interpretation that are not accessible through quantitative or statistical tools.

Moreover, qualitative methodology is particularly well-suited for investigating phenomena related to social behavior, cultural practices, institutional functions, and interpersonal relationships—areas that are central to this study's concern with workplace conditions and employee morale. By focusing on how individuals make sense of their work environments, this research seeks to illuminate the underlying factors that contribute to satisfaction or dissatisfaction, which can then inform policy recommendations and strategic improvements.

This approach also aligns with the constructivist paradigm, which views reality as socially constructed and best understood through the perspectives of those who live and experience it. Thus, the method facilitates a holistic exploration of the institutional atmosphere and the lived experiences of the employees within it.

Result and Discussion

Lighting Conditions in the Workplace

The work environment plays a vital role in shaping employee satisfaction and performance. Among the various dimensions of a supportive workplace, lighting is a fundamental yet often overlooked factor. Adequate lighting contributes not only

to visual comfort but also to employees' ability to focus, maintain alertness, and perform tasks with precision. Conversely, poor lighting can result in eye strain, fatigue, decreased concentration, and, over time, may lead to more severe health issues such as chronic headaches or stress-induced discomfort.

As a government institution with a high volume of administrative responsibilities, the General Bureau of the Regional Secretariat of Lampung Province holds a responsibility to ensure that environmental conditions—including lighting—are conducive to efficient and healthy work processes. To assess the current state of lighting, this study incorporated direct testimonies from staff members through interviews.

According to the Head of the General Bureau (Interview, January 2025):

"The lighting in my office is quite sufficient. The LED lamps used provide even illumination, so I don't feel fatigued when working in front of the computer."

This testimony suggests that lighting, in at least some areas of the bureau, meets ergonomic standards and supports productivity. However, not all respondents expressed full satisfaction. In an interview with the Head of the Bureau's Administrative Division, it was noted that:

"In general, the lighting is adequate, but occasionally there are some bulbs that go out and are not promptly replaced. This slightly disrupts the comfort of working." (Interview, January 2025).

These findings reveal that while the overall lighting infrastructure is functional and generally acceptable, minor operational lapses such as delayed maintenance or replacement of damaged lighting units can still negatively affect employee comfort.

Moreover, the impact of lighting extends beyond visibility; it affects the psychological ambiance of the workspace. In line with environmental psychology, lighting influences mood and perception, which in turn affect motivation and engagement. Poor lighting whether too dim or too intense can subtly alter the emotional tone of a work area, potentially reducing enthusiasm and attention to detail.

The variation in responses also indicates that perceptions of lighting quality may differ between departments or individuals, possibly due to differences in room design, layout, or the type and placement of lighting fixtures. Therefore, consistent evaluation and maintenance of lighting systems are essential to ensure uniform working conditions across the organization.

In conclusion, while the current lighting conditions at the General Bureau are largely supportive of daily work activities, some inconsistencies remain. Addressing these through timely repairs and system upgrades could significantly enhance the overall workplace experience. This, in turn, would likely improve not only satisfaction but also the quality and efficiency of public service delivery.

Air Circulation in the Workplace

A comfortable work environment is essential for ensuring both productivity and employee well-being. One critical component of workplace comfort is air circulation. Adequate air flow ensures the availability of fresh oxygen, regulates

indoor temperature, reduces stuffiness, and contributes to a general sense of physical ease during working hours. In contrast, poor air circulation can lead to discomfort, decreased cognitive function, and potential health risks particularly in enclosed or poorly ventilated office spaces.

At the General Bureau of the Regional Secretariat of Lampung Province, where most employees work in closed rooms, air quality emerges as a recurring concern. The institution, being part of the public sector, is expected to provide an environment that promotes not only work efficiency but also occupational health and comfort.

Interview data collected during the study underscores several recurring themes related to air circulation. One staff member commented:

"Air circulation in the meeting room is often inadequate. When meetings last long and involve many participants, the room becomes hot and stuffy. A more powerful air conditioning system or additional ventilation might be needed." (Interview, January 2025)

Another staff member, referring to a different department, noted:

"My workspace uses air conditioning, so the temperature is generally comfortable. However, it still feels stuffy at times because the windows are never opened. Perhaps there should be scheduled times to open windows so fresh air can circulate." (Interview, January 2025).

These responses suggest that while the majority of workspaces are equipped with air conditioning systems, this alone does not fully address the issue of ventilation. Mechanical cooling provides temperature regulation, but without periodic airflow from natural sources such as open windows or supplementary ventilation systems air stagnation can still occur. Employees identified specific symptoms of this, including drowsiness, discomfort during extended periods of work, and a general feeling of fatigue.

Analysis of five interviews revealed a consistent pattern: although air circulation was considered "adequate" in most air-conditioned spaces, there remain notable issues in rooms without natural airflow, or where mechanical systems are not functioning optimally. Moreover, limited maintenance or inconsistent use of ventilation solutions appears to exacerbate these issues in certain areas of the office.

From an occupational health perspective, prolonged exposure to poorly circulated air may increase the risk of respiratory discomfort and diminish overall mental acuity. This aligns with existing ergonomic and psychological literature, which highlights indoor air quality as a determinant of both physiological comfort and work performance. Notably, the World Health Organization (WHO) identifies indoor air quality as a critical factor in occupational well-being, especially in urban and enclosed professional environments.

In response to these findings, several employees recommended practical solutions, including:

Opening windows at regular intervals to introduce fresh air.

Installing more powerful or energy-efficient air conditioning systems.

Conducting routine inspections and servicing of ventilation units.

Incorporating air purifiers in confined rooms.

In conclusion, while the air circulation in many parts of the General Bureau appears serviceable, particularly in spaces with functional air conditioning, concerns remain regarding stuffiness, over-reliance on closed systems, and limited natural airflow. Addressing these issues through infrastructure improvement and routine environmental management could significantly improve not only employee satisfaction but also the overall health and productivity of the workforce.

Noise in the Workplace

A productive and supportive work environment is not only defined by visible structural elements, such as furniture and lighting, but also by ambient factors—chief among them being sound. Noise in the workplace, though often underestimated, exerts a profound influence on employee comfort, concentration, and psychological well-being. Within administrative institutions such as the General Bureau of the Regional Secretariat of Lampung Province, where mental focus and verbal communication are core to daily operations, the impact of environmental noise is particularly significant.

Plato, in his *Phaedrus*, reflects on the soul's need for internal quietude to engage in meaningful reflection and dialogue. In a modern professional setting, this philosophical assertion finds resonance in the necessity for auditory calm to facilitate productive thought, communication, and decision-making. A high level of noise—whether from ringing phones, overlapping conversations, external traffic, or construction—can lead to cognitive overload, fragmented attention, and emotional exhaustion. The philosopher Seneca also warned of the soul's agitation in chaotic surroundings, noting that serenity is lost when the mind is constantly disrupted by external distractions.

Interviews conducted for this study revealed a diversity of experiences among employees concerning noise levels. One respondent shared:

"My office is relatively quiet, although the sound of multiple phone calls can be distracting. Perhaps using headsets for calls would prevent the noise from spreading and affecting others." (Interview, January 2025)

This statement illustrates a common challenge in shared workspaces: localized sounds, though individually manageable, can become cumulatively disruptive in the absence of mitigation strategies. Moreover, the proximity of workstations to high-traffic zones—such as meeting rooms—compounds the issue. Another employee reported:

"The noise level in our room is quite high because it's located next to the meeting area. We often hear ongoing discussions clearly at our desks. It would help to install soundproofing in the meeting room or create more effective partitions between work and meeting areas." (Interview, January 2025)

These accounts align with empirical findings from environmental psychology, which establish that even moderate noise levels can impair short-term memory, reduce task accuracy, and increase stress hormones such as cortisol (Evans & Johnson, 2000). In public institutions where accuracy and attention are paramount, the effects of unmanaged noise can therefore have far-reaching implications—not

only for individual employees but for institutional efficiency and service delivery as a whole.

The study further revealed that while the majority of staff members perceived the noise level as tolerable, certain situational factors—such as ongoing renovations, nearby meetings, or vehicular sounds from outside—frequently broke the continuity of concentration. These intermittent but recurrent disturbances erode the potential for deep work, a concept modern philosopher Cal Newport identifies as the capacity to focus without distraction on cognitively demanding tasks—a key contributor to excellence in any profession.

In response, employees proposed practical solutions including:

Installing acoustic insulation in meeting rooms.

Replacing standard windows with soundproof panes.

Using noise-absorbing materials such as carpets and wall panels.

Scheduling maintenance or repair activities outside core working hours.

Encouraging the use of headphones or soft-phone applications in shared areas.

These suggestions reflect a conscious awareness among employees of their acoustic environment and its implications for performance. The fact that such proposals emerged from within the workforce underscores a culture of agency and shared responsibility, which is consistent with John Stuart Mill's view of liberty—not as mere freedom from interference, but as the capacity to pursue one's goals in an environment conducive to moral and intellectual development.

In conclusion, the findings reveal that noise remains an under-managed factor within the General Bureau's work environment. While not yet at a crisis level, the cumulative effects of unmanaged sound pose a risk to sustained performance and employee morale. Therefore, the adoption of noise-mitigation measures—guided by both employee feedback and ergonomic standards—would contribute significantly to the creation of a more focused, healthy, and satisfying workplace atmosphere.

Workplace Decoration

An aesthetically pleasing and thoughtfully designed work environment plays a vital role in shaping the psychological climate of an organization. Within public institutions such as the General Bureau of the Regional Secretariat of Lampung Province, the visual and spatial aspects of the workplace are often undervalued, yet they possess significant influence over employee satisfaction, motivation, and interpersonal dynamics.

Workplace decoration encompasses more than ornamental appeal—it is a manifestation of organizational identity, culture, and values. It includes the layout of space, the color palette, the arrangement of furniture, the presence of cultural or natural elements, and the overall coherence of design. These components interact subtly but powerfully with the emotional and cognitive states of employees. As Cicero once said, "*The face is a picture of the mind with the eyes as its interpreter*," suggesting that the outer environment reflects and shapes the inner world. This principle applies equally to the workplace: a cluttered, monotonous, or impersonal space may dull the senses and reduce engagement, while a well-

designed environment can uplift morale, foster creativity, and encourage collaboration.

Interviews with staff members of the Bureau revealed a clear concern regarding the current state of workplace aesthetics. One employee remarked:

"The office decoration receives little attention. There should be elements that reflect local cultural identity to strengthen our sense of belonging. For example, traditional Lampung ornaments like tapis or wood carvings could be added to foster pride in our workplace." (Interview, January 2025)

This observation underscores the importance of cultural integration in workplace design. Including local artistic or symbolic elements not only enhances visual richness but also roots the institutional space in its geographic and social context. Such inclusion can reinforce employees' emotional connection to their work environment and create a shared identity within the organization.

Another employee noted:

"The workspace decoration is quite basic and doesn't really contribute to comfort. The wall color is too monotonous, and there are no decorative elements like plants or artwork that could bring the space to life. I think adding brighter colors and some indoor plants would make the atmosphere more refreshing." (Interview, January 2025)

This reflects a broader sentiment shared by many workers in bureaucratic environments—spaces tend to prioritize function at the expense of human-centric design. However, empirical studies in environmental psychology suggest that even modest changes—such as introducing green plants, artwork, or ambient lighting—can lower stress, improve job satisfaction, and increase overall productivity (Bringslimark, Hartig, & Patil, 2007). The presence of nature or art, according to Aristotle's idea of *mimesis*, serves to elevate the human experience by presenting reflections of the ideal or the meaningful within ordinary settings.

Furthermore, from a modern design theory perspective, workplace aesthetics influence not just mood but behavior. According to Norman (2004), aesthetically pleasing environments tend to make users more tolerant of minor frustrations and more open to problem-solving. This suggests that decoration is not a superficial concern, but a strategic tool for enhancing resilience and adaptability among employees.

It is also worth noting that decoration contributes to a sense of territoriality and psychological ownership. When employees feel that their workspace reflects their identity or culture, they are more likely to care for it, maintain cleanliness, and invest emotional energy into their tasks. This aligns with the thoughts of 20th-century philosopher Martin Heidegger, who asserted that human beings dwell poetically—that is, our surroundings shape the way we understand ourselves and our place in the world.

In conclusion, the findings suggest that the current office environment at the General Bureau lacks sufficient decorative elements to fully support psychological comfort and cultural pride. Incorporating thoughtful design, especially by integrating elements of local heritage and biophilic features, could significantly enhance employee satisfaction. Aesthetic improvements are not merely cosmetic—

they serve as functional contributors to organizational harmony, motivation, and a sense of collective belonging.

Color Schemes in the Workplace

Color, often relegated to aesthetic preference, plays a deeply psychological role in shaping human perception, mood, and behavior. Within the work environment, the strategic use of color can influence emotional well-being, energy levels, and cognitive function. In public organizations such as the General Bureau of the Regional Secretariat of Lampung Province, color schemes are more than visual decoration—they reflect institutional identity, values, and sensitivity toward employee psychology.

Interview responses reveal that the current color palette of the office—predominantly neutral tones such as plain white or beige—has not fostered a stimulating or comfortable atmosphere. One employee noted:

"The wall colors are too plain and feel dull. Adding warmer tones or accents in green or light blue might refresh the space and make it feel less monotonous." (Interview, January 2025)

Another shared a similar sentiment:

"The colors look formal but too rigid. Neutral tones like cream and white make the space feel lifeless. Colors like blue for calmness or yellow for a cheerful vibe could boost productivity." (Interview, January 2025)

These observations resonate with Goethe's *Theory of Colours*, where the emotional and symbolic influence of color is emphasized. Warm colors can stimulate creativity and sociability, while cool tones can promote calm and clarity. Moreover, modern environmental psychology supports the use of strategic color to enhance focus, reduce stress, and influence emotional regulation in professional settings (Kaya & Epps, 2004).

Given that many bureaucratic settings prioritize uniformity and budget efficiency over interior design, color strategy is often neglected. Yet, the implications of this oversight are non-trivial: a workspace that visually inspires employees can serve as a subtle but constant motivator, enhancing morale and energy. As such, color should be considered not merely a design choice but a psychological tool in organizational development.

Unpleasant Odors in the Workplace

The olfactory dimension of workplace design is frequently overlooked despite its profound impact on psychological comfort and cognitive performance. A workspace that smells unpleasant—whether due to inadequate waste disposal, poor ventilation, or neglected hygiene—can disrupt concentration, evoke negative emotional responses, and diminish an individual's sense of dignity in the workplace. As one staff member at the General Bureau reported:

"Sometimes there's an unpleasant smell coming from the pantry, especially when food waste isn't immediately taken out. It becomes quite disturbing when the room is crowded." (Interview, January 2025)

Another stated:

"The ventilation isn't very good, so odors from the pantry or outside get trapped inside. It definitely affects our comfort while working." (Interview, January 2025)

These findings highlight a sensory factor that, while seemingly minor, has cumulative consequences on mood and performance. According to studies in environmental health, sustained exposure to unpleasant odors increases stress levels and can even trigger symptoms like headaches and nausea (Shusterman, 1992). Aristotle, in *On the Senses*, acknowledged the role of smell in both animal instinct and human perception, suggesting that it carries affective and mnemonic weight.

To address this, employees proposed actionable solutions such as improved waste management, regular cleaning schedules, and the use of air purifiers or scent diffusers. Such interventions not only elevate environmental quality but also convey respect for the well-being of staff—an essential tenet of ethical administration.

Workplace Security

Security, both physical and psychological, forms a foundational layer of the work environment. Without it, employees cannot fully engage in productive or creative work, as their cognitive resources are diverted toward self-protection and vigilance. A secure workspace fosters trust, reduces anxiety, and builds a sense of organizational care and accountability.

From the interviews conducted, perceptions of security were mixed. One employee expressed concern:

"There's a general sense of safety, but some electrical equipment—like exposed wiring—feels unsafe. Routine inspections are important to prevent accidents." (Interview, January 2025)

Another noted:

"Security guards are present, but access control is still weak. Installing ID-based entry systems or coded doors could enhance security." (Interview, January 2025)

These comments underscore a gap between perceived and actual safety measures. In organizational theory, Maslow's hierarchy positions safety as a fundamental need that precedes the pursuit of esteem or self-actualization. An absence of safety infrastructure, such as fire exits, surveillance, or maintained equipment, threatens not only physical well-being but the psychological trust employees place in their institution.

A robust security protocol, including physical safeguards and transparent policies, enhances the legitimacy and professionalism of public institutions. As Hobbes observed in *Leviathan*, societal order—and by extension, institutional order—rests on the assurance of protection.

Conclusions

Based on the qualitative analysis of employee satisfaction regarding the work environment at the General Bureau of the Regional Secretariat of Lampung Province, several environmental dimensions were found to have a direct and significant influence on both comfort and productivity:

1. **Lighting Conditions:** Inconsistent or inadequate lighting reduces visual comfort, increases fatigue, and diminishes focus. Natural lighting remains underutilized across workspaces.
2. **Air Circulation:** Many enclosed office spaces suffer from poor air flow, resulting in stuffy environments that decrease alertness and contribute to discomfort.
3. **Noise Levels:** Disruptive noise—whether from adjacent meeting rooms, office phones, or external sources—interferes with concentration and overall mental well-being.
4. **Workplace Decoration:** Minimal and impersonal decoration, lacking cultural or aesthetic value, contributes to a dull atmosphere and weakened emotional connection to the workplace.
5. **Color Schemes:** The dominance of sterile or monotonous color palettes reduces psychological stimulation. Employees expressed a desire for more energizing and mood-enhancing tones.
6. **Unpleasant Odors:** Poor sanitation and ventilation lead to undesirable smells that negatively affect employee mood and diminish perceptions of professionalism and care.
7. **Security:** While basic safety measures exist, concerns about maintenance and access control indicate the need for stronger infrastructure and routine oversight.

These findings underscore the importance of viewing the work environment not merely as a functional space, but as an ecosystem that shapes human motivation, behavior, and satisfaction. By addressing these areas holistically, the organization can cultivate a workplace that not only supports productivity but also embodies dignity, comfort, and shared purpose.

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