

**WORKPLACE DESIGN AND ITS IMPACT ON
EMPLOYEE PRODUCTIVITY IN SOFTWARE
INDUSTRY**

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Degree of Master of Business Administration in Information Technology

Department of Computer Science and Engineering

University of Moratuwa

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DECLARATION

I declare that this is my own work and this thesis does not incorporate without acknowledgement any material previously submitted for a Degree or Diploma in any other University or institute of higher learning and to the best of my knowledge and belief it does not contain any material previously published or written by another person except where the acknowledgement is made in the text.

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The above candidate has carried out research for the Masters thesis under my supervision.

Name of the supervisor: Dr. Indika Perera

Signature of the supervisor:

Date:

ABSTRACT

In today's competitive business world, employee productivity is an essential element of the success of any company. Employee productivity can be affected both positively and negatively by the workplace design. Further, a poor workplace design contributes to the deterioration of employee morale, job satisfaction, health and wellbeing. However, it seems that workplace design is barely regarded as important and a strategy for the improvement of the employee productivity. This study attempts to assess the relationship between the workplace design and employee productivity in the software industry, and to identify the key factors of the workplace design that have a significant impact on the productivity of software professionals.

The target population of this study is the software professionals who work in large scale software companies with 100 or more employees, in Sri Lanka. The data for the study was obtained from an online survey and it was analyzed quantitatively using statistical methods and techniques.

The research identified a significant positive relationship between workplace design factors and the productivity of software professionals. The results confirmed that spatial factors, environmental workplace factors and recreation amenities have a significant impact on the employee productivity. Further, it appeared that the relationship between recreation amenities and the employee productivity is influenced by the organizational culture.

This research gives ample reasons for software organizations to consider the workplace design as an important factor in increasing the productivity of their employees, which is one of the most valuable assets of the organization. The research presents valuable suggestions and recommendations for employers on improving their workplace design and thereby enjoying direct and indirect benefits associated with it. Further, the present study outlines the possible directions for future research, in the field of workplace design and its impact on the employee productivity.

Keywords: Workplace design, Employee Productivity, Software Professionals, Spatial Factors, Environmental Workplace Factors, Recreation Amenities, Organizational Culture

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LIST OF ABBREVIATIONS

ICTA	Information and Communication Technology Agency
IT	Information Technology
ICT	Information and Communications Technology
SPSS	Statistical Package for the Social Sciences
VIF	Variance Inflation Factor

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