

Office clutter or meaningful personal displays: The role of office personalization in employee and organizational well-being

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Abstract

It has been suggested that personalization of one's space may enhance well-being, though this relationship has not been empirically studied. Other research points to gender differences in personalization. To determine whether office personalization is associated with employee well-being and to determine the effect of gender on this relationship, a survey of 338 office workers at 20 companies was conducted in Orange County, California. In addition, 23 of the participants were interviewed and their workspaces observed. Results revealed an indirect relationship between personalization and employee well-being with satisfaction with the physical work environment and job satisfaction as intervening variables. Further, an association was also found between the company's personalization policy and organizational well-being. There were also gender differences in personalization: women personalized more than men, and men and women personalized with different items and for different reasons. Moreover, the interview data suggested that personalization is more integral to the well-being of women than to that of men, although the survey data did not confirm this finding.