

Article

The Effectiveness of the Role of Interior Design in Creating Functional and Institutional Happiness for Work Environments: King Faisal University as a Model

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Abstract: Happiness is a natural human right that all seek to achieve. The quality of people's lives may be directly affected by the quality of their working life, which is affected by the quality of their work environment. This has become the focus of attention of work institutions in society due to its great importance and strong impact on success. The purpose of this study was to investigate the institutional work environment at King Faisal University by surveying faculty and staff members regarding their opinions on meeting their environmental and functional needs at work by improving the interior design of workspaces to create happiness in the work environment. The aim of this study was to reveal the relationship between employees' performance levels and their work environment, in addition to making happiness and quality of life major priorities and creating a stimulating work environment. The researcher used descriptive analysis to analyze the relationship between aspects of work and the levels of job satisfaction and happiness among employees of King Faisal University. The researcher used a five-point Likert scale to measure the responses to the questionnaire items, and reached several conclusions, including that the level of job happiness at King Faisal University is not affected by the variables of gender, social status, or the nature of the job, and that the university provides a work environment that helps achieve job happiness and allows for job innovation and creativity.

Keywords: happiness; job happiness; quality of life; workplace; healthy interior design; office breakout area furniture



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1. Introduction

Happiness is a word with two connotations. One is experimental and refers to the psychological condition in the present moment and a feeling of positive emotions, such as joy, enthusiasm, love, and hope. In this context, happiness lies in overcoming negative feelings with positive feelings. The second connotation is evaluative; people think about the happiest moments in their lives, as happiness is the aspiration of every human being. According to Mayer and Diner (1995), happiness can be defined as the experience of frequent positive affect, infrequent negative affect, and an overall sense of satisfaction with life as a whole [1]. The British philosopher David Hume said, "People do not pursue professions, acquire antiques, invent inventions, or publish sciences, or contemplate the stars, except to reach happiness . . . either by toil and trouble, or money and wealth, or laughter and singing." Happiness is defined by the Oxford English Dictionary (Hawker and Waite, 2007) as "a state of mind or feeling comprising contentment, satisfaction, pleasure or joy." It is further described as the state of a pleasurable content of mind, which results from success or the attainment of what is considered good. Satisfaction is another word that is frequently used interchangeably with happiness.

The Oxford Dictionary defines satisfaction as "the feeling of pleasure that arises when you have the things you want or need or when the things you want to happen" [2]. Happiness is defined as the feeling of permanent and integral satisfaction with life as

a whole [3] and is also seen as a positive feeling and a powerful motivator of human behavior [4]. The simple concept is that happiness describes the extent to which a person can measure and judge the quality of his or her life positively [5]. Aristotle defined happiness as life with meaning, purpose, and ends. Several books and studies have been published confirming that happiness helps us be more productive, as it helps us think creatively and work efficiently.

Happiness in the workplace has become very important and is related to the present societal context, crucial to both employees and institutions. People will spend more of their adult life at their job than doing anything else. Work will take up more time than families, friends, and hobbies combined. It would be nicer if that time were spent at a job that actually makes them happy. Happy people and happy institutions can create many good things, such as increased productivity, quality, customer satisfaction, creativity, innovation, adaptation, and flexibility, and decreased loss, work stress, and occupational diseases [6].

Happy employees can quickly solve the problems they face constructively since happiness positively affects human behavior. Happiness is an internal feeling of joy and pleasure that is externally reflected in employees' behavior and mood and appears in their reactions to colleagues. Happy people deal with everyone around them positively and accept what is going on. The efficiency of administrative institutions at universities generally depends on the efficiency of the people within them and their ability to work. The level of happiness of people at work affects their performance and success at the institution to which they belong.

Job happiness is reflected in employees' daily work by a feeling of comfort, calm, and positivity in participating in the work they are assigned to perform. Job happiness also helps employees face and overcome challenges [7]. A work environment is described as happy when employees often experience positive feelings there [8].

Happiness in the workplace is closely related to the development and innovation of today's societies. It is not just a feel-good thing, it is really, according to Plato "for man to be happy" [6]. Workplace happiness refers to "an individual's work and life satisfaction" or "subjective well-being" at the workplace [9,10]. Workplace happiness includes job satisfaction as well as individual measures of happiness involved in work [11]. Happiness at work is the feeling that employees enjoy what they do and are proud of themselves; they enjoy having other people around; thus, they give better performance. It is not an administrative luxury; thus, it is necessary to understand happy practices, which are one of the keys to institutional development and a factor of success for the beneficiaries. In addition, the institution can bring happiness to its employees by focusing on the interior design of the workplace along with the employees and those who deal with them, as all of these elements are linked and affect each other.

Quality of life, or wellbeing, is a concept closely linked to happiness, but it is a self-contained concept. In addition to happiness, it also has an empirical sense and refers to how people evaluate their lives and the source from which they derive their sense of purpose. Quality of life is not only about individuals' feelings but also about their performance on the personal and social levels. Robert Levering, the founder of the Great Place to Work Institute, said that a great workplace is where you feel confident in the organization you work for, proud of what you do, and joy working with the people you work with [12]. The more people are satisfied with their work and life, the more it impacts their happiness at the workplace. Happiness is important and has an impact on the success of any institution, which always strives to maintain happiness within the work environment by knowing and studying the factors that affect employee happiness to enhance it because of its remarkable impact on increasing productivity [13].

Institutional happiness is not a new concept but rather an extension of the concept of internal communication in public relations focused on making employees happy in the work environment; the new concept is happiness in institutional work in which all sectors participate. A creative and innovative environment contributes to employees' happiness, and they are more creative, focused, and able to lead and face challenges. Creative and

innovative people are more productive. Research and practical experience have proven that employee happiness should be a priority. Happy employees mean higher productivity, better production quality, better reputation, competitive advantage, and sustainable success, which leads to happy customers. Accordingly, governments, private institutions, and civil society organizations play a role in creating a stimulating, appropriate, and happy environment for employees thus that they can provide services that exceed customers' expectations and requirements.

Entertainment in the work environment motivates employees to come up with great ideas by having fun games to play during their break time. Happiness is a basic requirement that everyone strives to achieve, whether at work or otherwise.

Some surveys have shown that happy employees stay four times longer than dissatisfied employees, and happiness plays a big role in their being 12% more productive than unhappy employees; they enjoy performing their job duties. Employees who are happy at work exhibit higher levels of job-related performance when compared to employees who are unhappy in the same work environment [14].

Interior design related to human health and wellness focuses on all of the design elements used, including materials, lighting, and colors, along with studying air and sound quality, paying attention to green spaces and achieving integration between exterior spaces and the interior environment to achieve the desired result [15]. Interior design greatly affects people's feelings about interior spaces; feeling cramped and trapped will affect the creativity and productivity of the occupants of the space. One of the elements that has a dramatic effect is the height of the ceiling, as high ceilings improve focus and creativity and enhance mood and improve the air quality and space. Functional space, natural light, security, and safety exit [16].

The physical environment has a clear impact on individuals and their health, and both individuals and groups have needs in the work environment, and they must be well understood to provide a safe and comfortable environment. In interior design, some elements can affect mental health, such as color, which can affect people's mood when they are in offices or in workplaces in general [17]. Experienced interior designers understand how design affects mental health and that it is necessary to consider the design criteria of spaces, what requirements employees have for their offices, and whether the current design reduces tension or causes it, and then take into account modifications in the proposed design. Lighting is one of the most important elements of interior design that must be achieved optimally, whether natural or artificial, as lighting affects the feeling of functional comfort and the level of performance of tasks. Appropriate types of lighting must be provided, using materials according to the functional nature of the place [18]. Interior design generally has a role in helping the occupants of a building to feel comfortable and calm through aesthetic and functional aspects, taking into account the physiological and psychological factors of occupants of different buildings with different functions.

2. Literature Reviews

There are many recent literature reviews in the field of academic library space design. In this study, we reviewed several studies that benefited from its most prominent features. It should be pointed out that the studies that were reviewed were published between 2002 and 2018 in several countries, which indicates their temporal and geographic diversity.

In the following, we present a summary of these studies, then we explain what the current study offers by identifying the differences between it and previous studies, and finally note the aspects of previous studies that benefit the current study.

Wasarat and Sharif (2014) noted that happiness in the workplace refers to how satisfied people are with their work and life. Happiness represents the feeling of subjective wellbeing of the individual. Achieving happiness in the workplace is very important for improving productivity. Happy people are productive people, while those who are unhappy may not pay full attention to their tasks. Some scholars also believe that organizations that work to maintain workplace happiness in the long term are able to increase productivity. In

order to achieve this, the employees must know the factors that affect happiness in order to effectively promote it in the work environment. The researchers also noted the scarcity of research on employee happiness in the past and presented a conceptual framework for happiness in the workplace [13].

Tosiriwatanapong (2014) positioned wellbeing as one of the success factors in the workplace. Given that people's body, mind, and spirit are linked to the physical environment, a well-designed workplace can increase the wellbeing of employees, which leads to increased productivity of the work organization. The design has a great role in helping employees deal with their feelings within the work environment and can promote positive feelings. The study focused on contemporary health themes, with the objective of finding out the emotional insight of designers regarding the physical environment at the workplace and identifying its characteristics. Working with designers in various specialties, the authors conducted in-depth interviews with seven respondents and carried out an online survey questionnaire with 100 respondents using a convenience sampling method [19].

Akhtar et al. (2014) noted that better interior design was critical to increasing employee productivity in all business areas. They identified five dimensions in interior design: furniture, lighting, noise, temperature, and fixtures. The main objective of the study was to examine the relationship between office interior design, work environment, and employee productivity. They collected data from communications sector employees at the Sahiwal Division in Punjab, and a sample size of 200 was determined to conduct this research. The primary data were collected using a structured questionnaire, and then descriptive statistics analysis, correlation, and regression by SPSS were used to find out the effect of interior design on employee productivity. The results showed that interior design has a positive relationship with employee productivity [20].

In reviewing the literature, we noted that the current study agrees with previous studies on the main topic and its general objective, and it differs in several aspects, as follows.

This research differs from other research in that it focuses on revealing the opinions of King Faisal University employees about the interior design of the work environment with regard to achieving job happiness and their levels of satisfaction, as well as the importance of having places designed for rest during work, either outside the official workplace or not, and it collects and analyzes their proposals and needs that should be taken into account in developing and improving the interior design to achieve career happiness. We designed a questionnaire consisting of a set of questions about job happiness, its importance, the nature of interior design, and design considerations in office rooms, in addition to the availability of places designed for rest in the work environment. Then, opinions based on the questionnaire were collected and analyzed to identify the positive and negative points from the respondents' point of view.

3. Problem Statement

The problem lies in recognizing the importance of job happiness and determining how to create a work environment that brings job happiness to employees by spreading the concept of happiness and satisfaction. This study focused on the current work environment of the administration building at King Faisal University and how the administrators were working to create a happy work environment for employees. The two basic principles are the science of happiness and the science of design, which contribute to the design of the workspace to improve the quality of the internal environment and confirm the role of interior design and its effectiveness in creating a work environment in which the principle of institutional functional happiness is achieved.

4. Study Objectives

The aims of this study are as follows:

- Analyze the opinions of respondents through an electronic questionnaire on the concept of job happiness;

- Measure the effect of interior design on job performance and the work environment and its role in achieving job happiness;
- Discover how to create a happy environment for work through interior design thus that employees can feel happier in work and life;
- Study the relationship between the level of employee performance and the work environment;
- Determine how to make happiness and quality of life a major priority in the work environment at King Faisal University;
- Promote achieving the goal of spreading happiness in the workplace with practical and effective steps.

5. The Importance of This Study

The importance of this study lies in what it presents to higher education institutions about what a happy work environment is and the positive impact it has on university employees, including staff and faculty members. It emphasizes the role of a happy work environment in achieving career happiness and its impact on increasing employee performance and job efficiency, which affects the productivity of the institution. After analyzing the results of the questionnaire, which clarified the current situation at King Faisal University and the hoped-for situation of its employees, some proposals are presented.

6. Study Limitations

Time: The second semester of the 2021–2022 academic year was chosen to implement the study tool. Sample size: the study was limited to a random sample of King Faisal University employees. Location: King Faisal University. Subject: the effectiveness of the role of interior design in creating functional and institutional happiness for the work environment was investigated using King Faisal University as a model.

7. Study Questions

The study sought to answer the following research questions:

- Is the current internal work environment conducive to achieving job happiness?
- What is the effectiveness of the role of interior design in creating functional and institutional happiness for the work environment?
- How can employees be encouraged to reach their highest levels of happiness and quality in the work environment?
- What are the future vision and proposed solutions to achieve functional and institutional happiness in the work environment?

8. Materials and Methods

The researcher used the descriptive analytical method to study and analyze the levels of satisfaction and happiness at an educational institution (King Faisal University) through an electronic questionnaire answered by an exploratory sample of university employees.

9. Study Tool

The appropriate tool was chosen, a questionnaire, to survey employees of King Faisal University on their opinions about job happiness in the institutional work environment, and the required data were collected through their responses to the questionnaire. The questionnaire was divided into five main sections, each consisting of a set of questions. Out of the total sample of university employees (N = 100), 57 responded to the questionnaire.

The five sections of the questionnaire were as follows: (1) administrative spaces (administrative offices for employees); (2) interior space planning for offices; (3) availability of natural and artificial lighting sources; (4) materials and colors; and (5) rest areas within the work environment.

The researcher used the Likert scale, which is widely used in most fields of science to measure tendencies, desires, and attitudes, as well as to measure behaviors and preferences

in psychological tests [21]. It is scored from 1 to 5, with 5 indicating “strongly agree” and 1 indicating “strongly disagree,” and the scores were used to calculate arithmetic indicators and averages by computer analysis programs to derive results from questionnaires and research.

A 5-point Likert scale was used to measure the responses to the questionnaire items. The scale in this study is shown in Table 1.

Table 1. Five-point Likert scale.

Response	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Degree	1	2	3	4	5

The importance of happiness and quality of life in the work environment can be described as follows:

Delivering Happiness

Delivering Happiness (DH), the leading company in spreading the concept of happiness and satisfaction among employees in the work environment is headquartered in San Francisco, California, USA. It worked with the government of Dubai to develop the Dubai Happiness initiative and provided consultations with many major international companies, such as Facebook, to help create happy work environments for their employees. Mountain View has announced its partnership with DH, which aims to create happy work environments for employees in Egypt and the Middle East. The company aims to use innovative ideas to design workplaces that bring happiness by utilizing modern science and studying the factors that affect the creation of happiness, and applying them to achieve the desired goals, including in the following areas.

Happiness and success

The feeling of happiness is transferable from one person to another. Employees who feel happy in their work environment and while performing their job tasks are great models for peers who do not feel happy or feel less motivated. In addition, happiness in the workplace is directly related to improving employee performance and thus increasing productivity.

Reducing stress in the workplace

Workplace stress is a growing concern as employees face overworking conditions, job insecurity, and low levels of job satisfaction. Workplace stress has been shown to have a detrimental effect on employee health and wellbeing and has a negative impact on workplace productivity [22].

Studies on stress reduction include the following:

- Kagan, Kagan, and Watson conducted a field study with 373 employees of the emergency medical service of a firefighting department that lasted 3 years. They developed a framework to define stress and classify programs to reduce psychological and educational stress. It consisted of seven psychological educational programs, each of which had a relative impact in the short and long term. Improvements were found before and after follow-up. The results of the study supported the value of psychological training programs for preventive mental health in the workplace [23];
- Smith and Sainfort aimed to propose a new way of conceptualizing job design and job stress based on the balance among job elements. They integrated social psychological theories of job design with job stress concepts to develop a model of job balance that addresses how the organization and job design can influence worker health. The model defines how job design can improve “loading” factors on the worker by “balancing” aspects of the job that can produce stress. The implications of this model for enhancing worker health by controlling workplace stress are discussed. The model provides a holistic approach for designing workplaces that balance aspects of production and stress [24].

Enjoying happiness in the work environment helps to reduce the feeling of stress, and on the contrary, unhappiness affects positive feelings and leads to an inability to think creatively and logically.

Happiness and positivity at work

Happy people are more creative and inspiring and have a positive effect on those around them; they can create an enjoyable work environment that helps others integrate and work in it and increase the number of members of the work team [25].

Design standards for administrative buildings

Modules in administrative offices: when designing administrative buildings, it is necessary to rely on modules in the floor plan, in the facades and sections, whether the building is brick, iron, aluminum, glass, or reinforced concrete. The designer chooses the module that gives the best solution for the building for which the interior design is intended, and this module depends on the area of the space, which can be determined by the number of people who work in it and the type of work they do. It is possible to use natural lighting in an office to a large extent, and accordingly, it is possible to determine the appropriate areas for each purpose for which it is used. Administrative buildings must meet some conditions in the design process, such as:

- The type of floor plan (open, closed) as Figure 1 according to the nature of the building;
- The number of employees in the different departments in the building;
- The number of public users of the building;
- Various services in the building (toilets, offices);
- The safety of the building indicated by the presence of escape ladders to be used in emergencies.

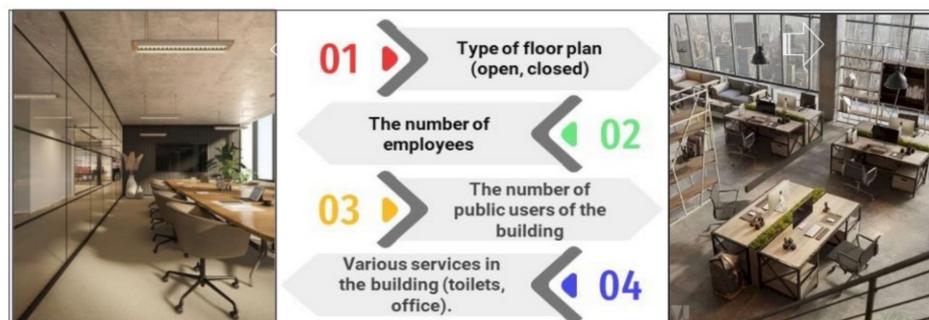


Figure 1. Interior design of open-plan and closed-plan offices. (1) <https://www.behance.net/gallery/68740375/Loft-style-furniture-part-5?trackingid=T32PLY3L&mv=email/> (accessed on 15 March 2022); (2) <https://www.flickr.com/photos/lemeridienhotels/8427593833/in/photostream> (accessed on 10 March 2022).

Foundations and standards for office interior design

Administrative offices are designed based on several criteria:

- The interior design should be appropriate to the nature of the work;
- They should provide a suitable work environment for employees and clients;
- The results of studies of the office space and windows should be used to determine the lighting and the nature of the work;
- There should be an appropriate distribution of the internal space of the administrative office to comply with the requirements of the nature of work and maintain movement corridors;
- The appropriate colors should be chosen for the nature of the work;
- Appropriate materials should be used for ceilings, walls, and floors.

The main elements of office design

- Flooring: it is preferable to use wooden floors, with carpets or rugs in managers' offices;

- Ceilings: it is important to choose materials intended to silence external sounds and to use roof materials that are resistant to moisture and heat;
- Walls: the colors used on the walls must be light because dark colors have an effect on employees’ creativity in their work;
- Accessories: office accessories such as lampshades, vases, office sets, portfolios, art-boards, and curtains should be provided.

The design of a good work environment depends on matching the work and the environment with the needs and requirements of the employees shown in Table 2, and these requirements include a set of variables that affect employee performance [12]. Employees generally want to contribute to the best of their ability because they believe in the importance of their work and their duty to accomplish it. However, employees are humans with universal human needs in the workplace; they need to have their contributions valued and their ideas respected. When these human needs are met in the workplace, people do their best, share, and contribute to delivering the massive returns that the most successful companies achieve [26].

Table 2. Needs and requirements of employees in work environment [26].

No	Physiological Needs	Psychological Needs
1.	Thermal comfort	Privacy
2.	Indoor air quality	Personal space
3.	Optical comfort	Physical space
4.	Acoustic comfort	Friendships
5.	Ergonomics	Telecommunications

Creating a productive and comfortable interior atmosphere

The concept of interior design for workspaces is based on the design of collaborative and impactful office spaces. Interior designers can understand the importance of the space by meeting the people who will be using it and learning from their experience of how the design can support them purposefully. With rapid changes, designers need to allow movement or rearrangement to create many types of spaces or ways in which people can work. Movement from one place to another may become increasingly important.

The interior design of the workplace significantly affects human behavior. Employees spend many hours in their offices every week. This can negatively affect their motivation and productivity if they do not feel comfortable and happy in their work environment. Paying attention to the work environment is one of the most important factors in achieving goals. Therefore, the standards of interior design for administrative spaces must be applied by providing good design, appropriate lighting and colors, and office furniture commensurate with the activities of the space, considering the impact, which is reflected in the thoughts and feelings of employees, whether they are happy to belong to the organization. The work environment is related to the creativity of its interior design, which is important for improving its level. The more the work environment is improved, the more the institution progresses [27].

There are four factors involved in designing co-working spaces:

1. Warm up the lighting with openings for natural light;
2. Create an audio spectrum by providing multiple options in terms of power and noise level that can vary according to activity and mood;
3. Create a work environment that feels like home with warm, attractive, and comfortable spaces with a connection to nature and natural materials;
4. Encourage spontaneous activities by designing comfort hubs that allow people to move in and out of the space and encourage them to stop and chat.

Advantages of glass partition walls

Glass partitions between rooms and corridors create more visual distraction than was there before as Figure 2; some see them as not providing the privacy needed in the work

environment, and they may be inconvenient and distracting for employees. There are many sophisticated and modern designs and shapes of glass walls used in open spaces, helping to create a feeling of spaciousness in the work environment. Glass walls are characterized by strength and durability, which means the possibility of shattering them is very low, and the interior design of administrative offices may require dividing the spaces using glass panels, which increase transparency between sections, and some can also help bring in daylight and enhance communication and cooperation between employees as shown in Table 3 [28].



Figure 2. Use of vertical glass partitions to divide office spaces. (1) <https://archello.com/product/klarity-freestanding-glass-partition> (accessed on 12 February 2022); (2) <https://www.indiamart.com/bombayglass-delhi/glass-partition.html> (accessed on 12 February 2022).

Table 3. Advantages of glass partition walls.

Advantages	Illustration
<p>1. Expansion of space and a feeling of lightness and spaciousness</p>	
<p>2. 100% safe and laminated Many people believe that glass is fragile and not as strong as traditional walls, but it is safe and laminated, as well as environmentally friendly</p>	
<p>3. Possibility of sound isolation and optical transparency As much sound insulation as traditional walls</p>	
<p>4. Space zoning at lowest cost Glass walls are less expensive than traditional construction, take days to install, and have a more attractive look</p>	
<p>5. Increased natural light Glass walls help to increase the amount of natural light and freshen the air.</p>	

Work Break Environments

Office break furniture is an area separate from the official workplace, provided as a resting place for employees where they can spend time taking breaks during the official workday in a way that does not conflict with their job duties that is away from the offices and the official work atmosphere [29].

Modern work systems require employees to spend much more time in offices in front of computer screens. Health and safety laws require employees to take frequent breaks from screens during work hours. A break area is any open space for employees or visitors separate from the usual work area. It can be a place for employees to relax and have lunch or even hold casual meetings with other employees or clients. Different types of seats can be provided if the appropriate space is available, such as multi-purpose chairs or chairs around a central table; thus that there is a place for meetings or lunches and seating units to make employees feel comfortable and relaxed when taking a break [30]. Relaxation spaces are the most flexible spaces in the office. A rest area for employees should be in a strategic location where it is easy to move from one place to another. These places are intended for employees to feel comfortable and calm during their daily work. One of the rooms in the administrative building could be furnished with comfortable seating units designed in a way that helps people to rest, relax, renew, and restore their functional activity, along with motivational books with short positive phrases to meet people’s various needs. Such spaces are suitable for grabbing a bite to eat or drinking a cup of coffee, meeting new customers, or greeting visitors. Giving employees casual areas to collaborate and brainstorm is crucial to their productivity and wellbeing. Break spaces are integral to any energized, creative workplace. A strong Wi-Fi connection is essential for any sub-area, but the technologies that employees need and use to get the job done must be considered. The basic principle in any mixed workspace with collaborative areas is that people should be able to carry on with their work. Technology must be seamless to achieve true collaboration in the workplace.

Design concept for breakout spaces

It is necessary to know the main requirements for the space and focus on the design. Research conducted by the Workplace Intelligence Unit indicates that having many side spaces does not represent an efficient use of space because the design does not match the primary function. Rest areas are often playful spaces that allow offices to show the lighter side of their work-life and bring out the fun side of the organization. When planning the interior design of the work environment using healthy materials, sound, smell, texture, and colors, these spaces can be indoor spaces as the aim is to reduce anxiety and enhance productivity as shown in Table 4 [31].

A happy work environment helps to generate positive feelings and a sense of peace, psychological comfort, and activity. In addition, it encourages participating with others, developing cooperative work, and working without paying attention to the time. When everyone spends time working without putting pressure on each other, it is a model of a happy environment that plans effective work and makes employees feel more productive.

Table 4. Design concept for breakout spaces.

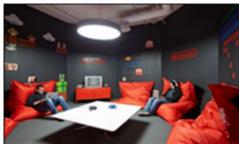
No	Description	Figure
1.	<p>Quiet work space Among high-performing employees, 58% say they need more quiet workplaces. A modern office environment should have quiet spaces. Flexible workspaces today need areas of calm that enable employees to be creative and focused on coming up with great ideas [32].</p>	
2.	<p>Use of technology and charging devices Technology is important in solving problems and managing files and reports, and modern workplaces rely entirely on technology to achieve work efficiency and reduce time and money problems, and accomplish required tasks [33].</p>	
3.	<p>Relaxation, meditation Meditation is a simple and quick method that helps reduce the stress of daily work while bringing a sense of inner peace [34].</p>	

Table 4. Cont.

No	Description	Figure
4.	<p>Informal meetings Informal meetings can be held to address issues, whether monthly, weekly, daily basis. Large chalkboards can be hung on a wall to present problems and ideas are presented, and share information [35].</p>	
5.	<p>Brainstorming sessions Brainstorming combines calm and informal thinking to solve problems, providing an opportunity and encouraging everyone to think innovatively. Interior design for a brainstorming space uses methods that focus on creative design and activities, which helps to evoke ideas by providing the best conditions [36].</p>	

10. Discussion

This section includes the following: a presentation and discussion of the results related to the questionnaire filled out by employees of King Faisal University; data analysis related to the responses about the dimensions of job happiness and the role of interior design in achieving job happiness; and the process of identifying the consistency and compatibility among the respondents’ opinions about the questions and clarifying them.

The researcher carried out several procedures, as follows:

In the first step, an electronic questionnaire was designed and prepared to gather opinions on the effectiveness of interior design in creating functional and institutional happiness for work environments, using King Faisal University as a model. The questionnaire was made up of five sections, with each section containing a set of questions or phrases. The Deanship of Scientific Research at King Faisal University was consulted to approve the ethics of the scientific research and agreed to send the questionnaire via e-mail to the university’s employees.

In the second step, the researcher carried out the analysis by first determining the goal, which was to measure the extent to which job happiness was achieved in the institutional work environment at King Faisal University by analyzing the responses to the questionnaire by university employees. Next was determining the unit of measurement or counting to enumerate the analysis categories, which was the frequency of responses to each question in each section. The total sample size was N = 100, and 57 responded to the questionnaire.

The following are the results related to the first question: Is the current internal work environment conducive to achieving job happiness?

The statistical analysis of the 57 responses to question 2, shown in the first section of Table 5, indicates that 8% strongly agreed, 23% agreed, 13% were neutral, 8% disagreed, and 5% strongly disagreed as shown in Figure 3. Through these responses, it can be seen that they were aware of job happiness and their need for it in the work environment.

From the statistical analysis of the 57 responses to question 5 in the first section, the questionnaire (Table 5) indicates that 8.8% strongly agreed, 33.3% agreed, 19.3% were neutral, 22.8% disagreed, and 15.8% strongly disagreed as shown in Figure 4. From this analysis, it was found that the number who agreed and disagreed was almost equal. That is, the current internal work environment needs to be developed and improved to achieve job happiness.

The results related to the second question: What is the effectiveness of interior design in creating functional and institutional happiness for the work environment?

The statistical analysis of the responses to question 6 in the first section of the questionnaire (Table 5) indicates that 53.1% strongly agreed, 40.4% agreed, 19.3% were neutral, 1.8% disagreed, and 3.5% strongly disagreed. From this analysis, we can see the importance of interior design in the workplace. The analysis of responses to question 7 indicates that 59.6% strongly agreed, 22.8% agreed, 12.3% were neutral, 3.5% disagreed, and 1.8% strongly

disagreed as shown in Figure 5. From this analysis, we found that interior design affects job happiness in the workplace.

Table 5. Frequency of responses in the first section on administrative spaces (administrative offices for employees).

No	First Section Administrative Spaces (Administrative Offices for Employees)	SD	D	N	A	SA
1.	Do you know what functional happiness is?	4	3	12	13	25
2.	Do you feel functional happiness in your work environment?	5	8	13	23	8
3.	Does feeling happy in the work environment reduce the level of anxiety and help enhance productivity?	3	1	1	12	40
4.	Is job happiness a basic requirement for employees in the work environment?	1	3	2	9	42
5.	Is the current internal work environment suitable for achieving job happiness?	9	13	11	19	5
6.	Are you interested in the interior design of the workplace at your institution?	2	1	11	23	20
7.	Does the interior design of the workplace affect the achievement of job happiness?	1	2	7	13	34

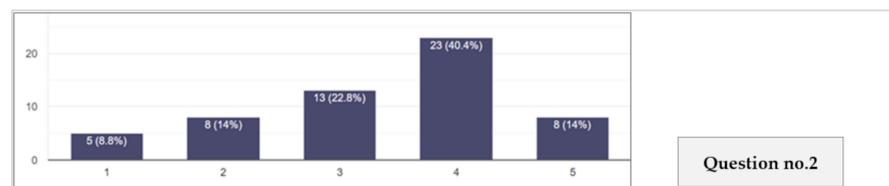


Figure 3. Analysis of responses to question 2 in first section.

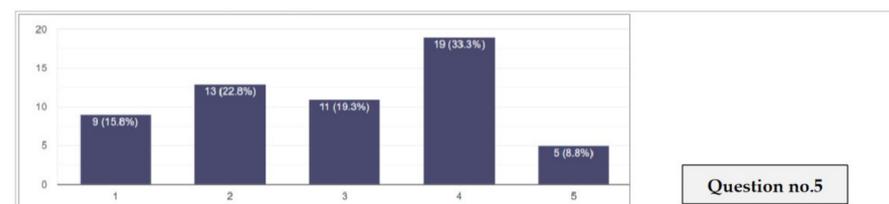


Figure 4. Analysis of responses to first question.

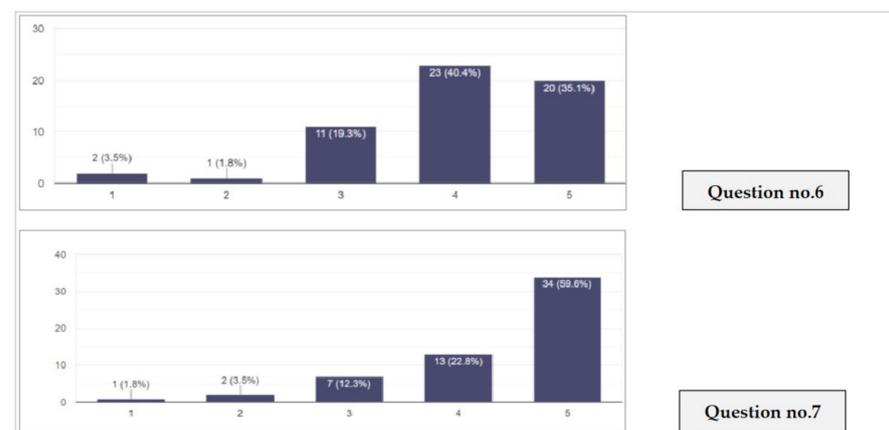


Figure 5. Analysis of responses to questions 6 and 7 in first section.

Table 6 shows the frequency of responses in the second section, office room interior (space planning), which consists of five questions. The analysis of responses to question 1 (Is the interior space of the office commensurate with the nature of the work?) indicates that 40.4% strongly agreed, 31.6% agreed, 19.3% were neutral, 3.5% disagreed, and 5.3% strongly disagreed. The analysis of responses to question 2 (Are the office furniture items available in the room appropriate to their size?) indicates that 29.8% strongly agreed, 31.6% agreed, 24.6% were neutral, 10.5% disagreed, and 3.5% strongly disagreed.

Table 6. Frequency of responses in the second section (Office room interior space planning).

No	Second Section: Office Room Interior Space Planning	SD	D	N	A	SA
1.	Is the interior space of the office commensurate with the nature of the work?	3	2	11	18	23
2.	Are the office furniture items available in the room appropriate to their size?	2	6	14	18	17
3.	Does the office furniture achieve aesthetic and functional aspects?	5	12	14	13	13
4.	Do the dimensions of the available office furniture items make you feel comfortable?	7	6	15	13	16
5.	Do the internal movement paths fit into the space of the office?	5	10	15	14	13

The analysis of responses to question 4 (Do the dimensions of the available office furniture items make you feel comfortable?) indicates that 28.1% strongly agreed, 22.8% agreed, 26.3% were neutral, 10.5% disagreed, and 12.3% strongly disagreed. The analysis of responses to question 5 (Do the internal movement paths fit into the space of the office?) indicates that 22.8% strongly agreed, 24.6% agreed, 26.3% were neutral, 17.5% disagreed, and 8.8% strongly disagreed. The analysis of responses to question 3 (Does the office furniture achieve aesthetic and functional aspects?) indicates that 22.8% strongly agreed, 22.8% agreed, 24.6% were neutral, 21.1% disagreed, and 8.8% strongly disagreed.

Statistical graphs of the data in Table 6 showing the analysis of responses to the second section are shown in Figure 6.

Table 7 shows the responses to the availability of natural and artificial lighting sources, which consists of six questions. The analysis of responses to question 5 (Does your office interior design make you feel private?) indicates that 49.1% strongly agreed, 22.8% agreed, 10.5% were neutral, 7% disagreed, and 10.5% strongly disagreed. The analysis of responses to question 4 (Do you prefer vertical partitions (walls) for the office room to be solid?) indicates that 45.6% strongly agreed, 26.3% agreed, 7% were neutral, 10.5% disagreed, and 10.5% strongly disagreed. The analysis of responses to question 3 (Is the current lighting for the office commensurate with the interior space?) indicates that 36.8% strongly agreed, 31.6% agreed, 14% were neutral, 7% disagreed, and 10.5% strongly disagreed. The analysis of responses to question 1 (Is there a source of natural lighting in your office?) indicates that 33.3% strongly agreed, 21.1% agreed, 8.8% were neutral, 1.8% disagreed, and 35.1% strongly disagreed. The analysis of responses to question 2 (Do you suffer from a lack of natural light sources?) indicates that 31.6% strongly agreed, 1.8% agreed, 10.5% were neutral, 17.5% disagreed, and 38.6% strongly disagreed. The analysis of responses to question no 6 (Do you prefer to work in an open-plan office with eye contact with colleagues?) indicates that 12.3% strongly agreed, 15.8% agreed, 12.3% were neutral, 15.8% disagreed, and 43.9% strongly disagreed.

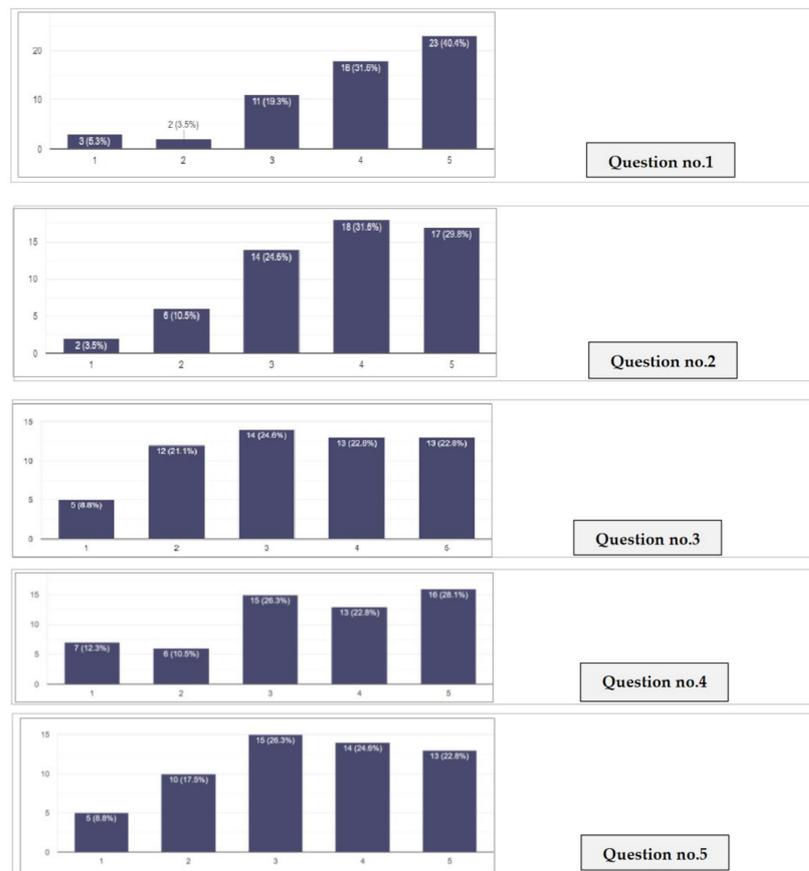


Figure 6. Analysis of responses to the second section.

Table 7. Frequency of responses to the third section on availability of natural and artificial lighting.

No	Third Section: Availability of Natural and Artificial Lighting Sources	SD	D	N	A	SA
1.	Is there a source of natural lighting in your office?	20	1	5	12	19
2.	Do you suffer from a lack of natural light sources?	22	10	6	1	18
3.	Is the current lighting for the office commensurate with the interior space?	6	4	8	18	21
4.	Do you prefer vertical partitions (walls) for the office to be solid?	6	6	5	14	26
5.	Does your office interior design make you feel private?	6	4	6	13	28
6.	Do you prefer to work in an open-plan office with eye contact with colleagues?	25	9	7	9	7

Statistical graphs of the data in Table 7 showing the analysis of responses to the third section are shown in Figure 7.

Table 8 shows the responses on materials and colors, which consists of five questions. The analysis of responses to question 2 (Do the materials used in the interior design elements (floors, walls, ceiling) for the office make you feel comfortable and functional?) indicates that 17.5% strongly agreed, 36.8% agreed, 21.1% were neutral, 14% disagreed, and 10.5% strongly disagreed. The analysis of responses to question 5 (Are the materials used in the office furniture items appropriate from your point of view?) indicates that 17.5% strongly agreed, 36.8% agreed, 24.6% were neutral, 8.8% disagreed, and 12.3% strongly

disagreed. The analysis of responses to question 3 (Are the colors used in a way that helps you feel comfortable and positive?) indicates that 14% strongly agreed, 38.6% agreed, 15.8% were neutral, 15.8% disagreed, and 15.8% strongly disagreed. The analysis of responses to question 4 (Does the distribution of colors in the office make you feel lethargic and lazy?) indicates that 14% strongly agreed, 7% agreed, 21.1% were neutral, 19.3% disagreed, and 38.6% strongly disagreed. The analysis of responses to question 1 (Do the colors used in the furniture items make you feel stressed?) indicates that 10.5% strongly agreed, 8.8% agreed, 14% were neutral, 24.6% disagreed, and 42.1% strongly disagreed.

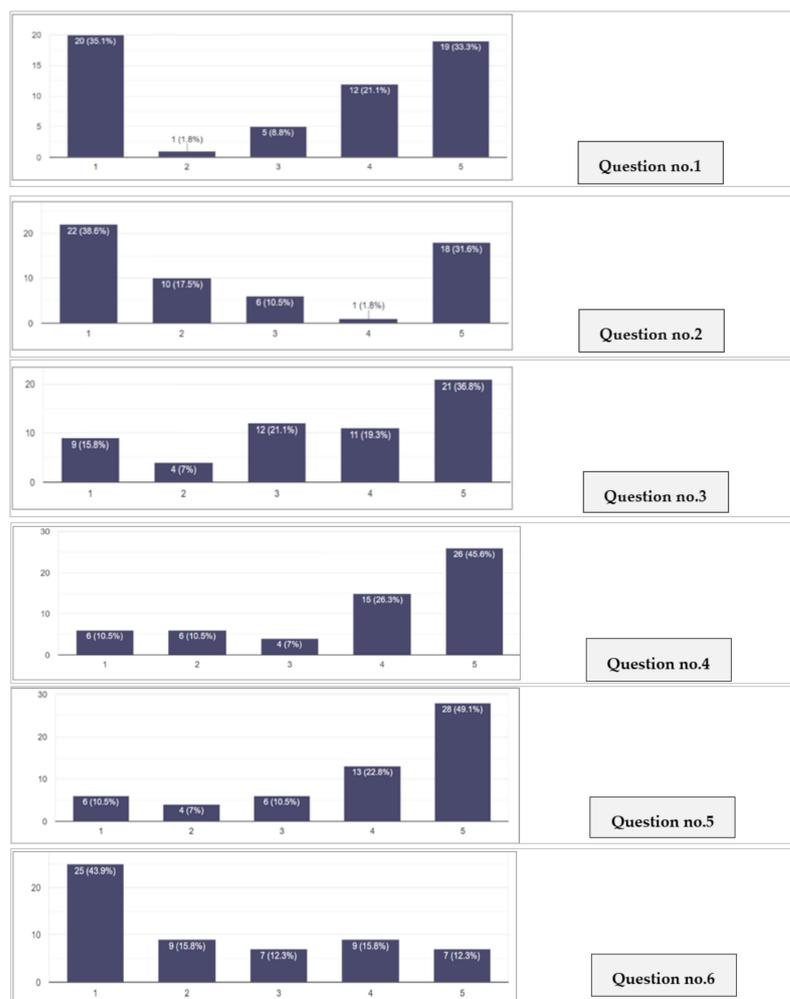


Figure 7. Analysis of responses to the third section.

Table 8. Frequency of responses to fourth section (materials, colors).

No	Fourth Section: Materials, Colors	SD	D	N	A	SA
1.	Do the colors used in the furniture items make you feel stressed?	24	14	8	5	6
2.	Do the materials used in the interior design elements (floors, walls, ceiling) for the office make you feel comfortable and functional?	6	8	12	21	10
3.	Are the colors used in a way that helps you feel comfortable and positive?	9	9	9	22	8
4.	Does the distribution of colors in the office make you feel lethargic and lazy?	22	11	21	4	8
5.	Are the materials used in the office furniture items appropriate from your point of view?	7	5	14	21	10

Statistical graphs of the data in Table 8 showing the analysis of responses to the fourth section are shown in Figure 8.

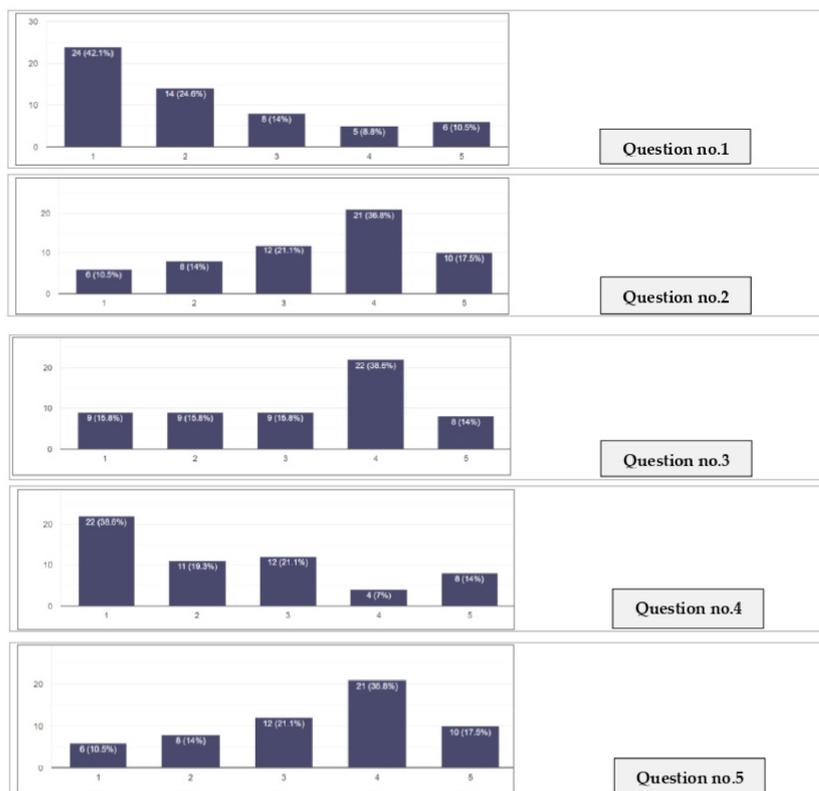


Figure 8. Analysis of responses to the fourth section.

The following are the results related to the third question: how can we help employees reach their highest levels of happiness and quality in the work environment?

The statistical analysis of the 57 responses to the questions in the fifth section of the questionnaire (Table 9), which consists of seven questions about resting places within the work environment, indicates that for question 1, 59.6% strongly agreed, 28.1% agreed, 7% were neutral, 1.8% disagreed, and 3.5% strongly disagreed. From this analysis, we can see the importance of providing time to take breaks from the daily workload within the institution.

Table 9. Frequency of responses to the fifth section (Rest areas within the work environment).

No	Fifth Section: Rest Areas within the Work Environment	SD	D	N	A	SA
1.	Do you feel that you need to take breaks during your daily work?	2	1	4	16	34
2.	Do you prefer to take time off alone?	8	7	11	13	18
3.	Would you rather take a break in your office (formal work area)?	12	13	9	7	16
4.	Would you rather take a break outside your office (formal work area)?	10	7	10	14	16
5.	Are there places to rest from work at your institution?	34	5	11	6	1
6.	Do you feel that having resting places at your institution is important?	1	3	5	6	42
7.	Does the presence of resting places in your institution help achieve job happiness and strengthen relationships between you and co-workers?	6	2	6	10	33

Figure 9 shows the analysis of responses to question 2, about spending time alone, indicates that 31.6% strongly agreed, 22.8% agreed, 19.3% were neutral, 12.3% disagreed, and 14% strongly disagreed. This shows that it was necessary to provide suitable places for rest individually or collectively according to the desires of the employees.

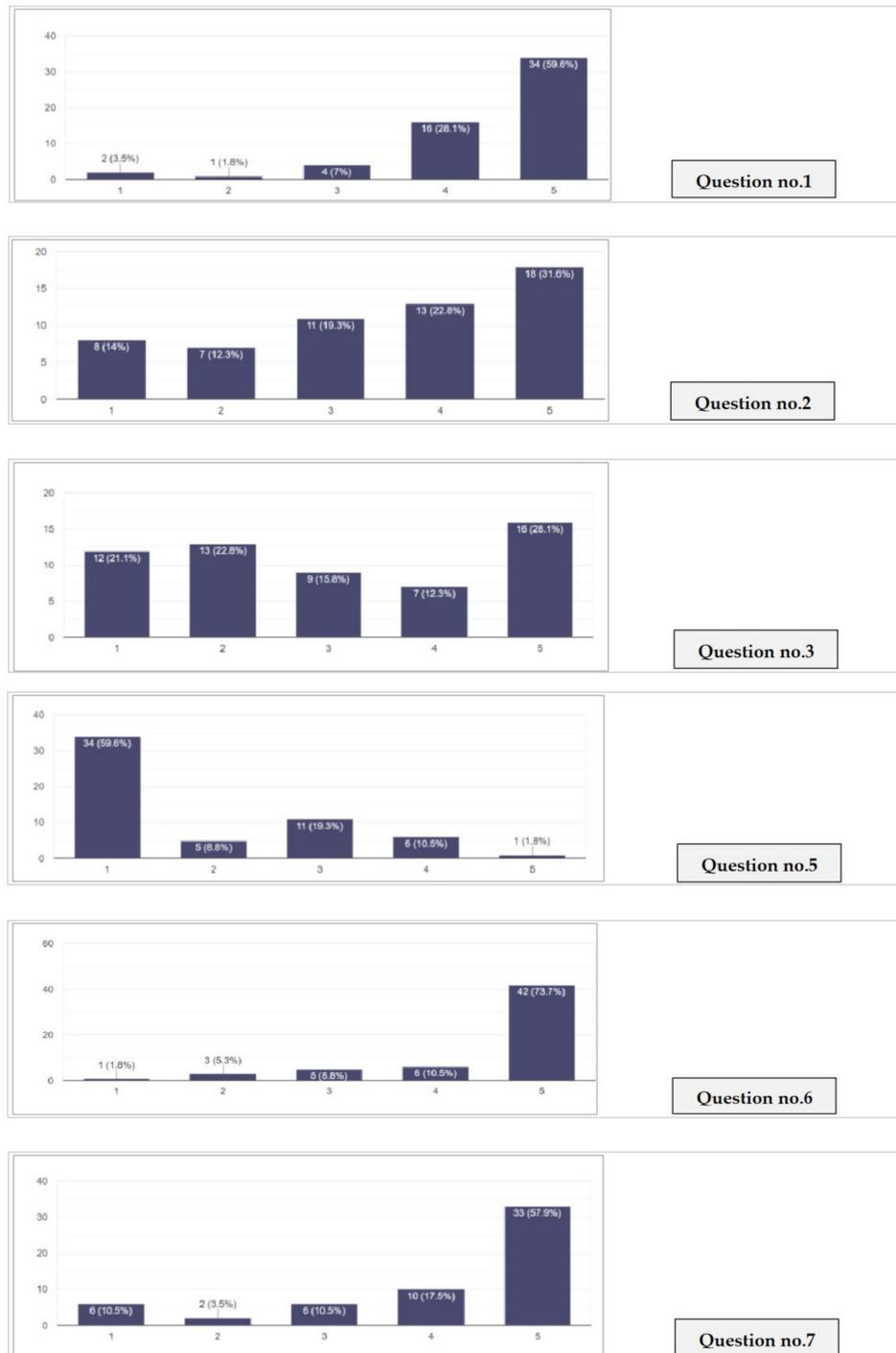


Figure 9. Analysis of responses to the fifth section.

The analysis of responses to question 3, about employees’ desire to spend rest time in their offices (official workplaces), shows similar values: 28.1% strongly agreed, 12.3% agreed, 15.8% were neutral, 22.8% disagreed, and 21.1% strongly disagreed.

The analysis of responses to question 5, about the availability of resting places within the institution, shows that 1.8% strongly agreed, 10.5% agreed, 19.3% were neutral, 8.8%

disagreed, and 59.6% strongly disagreed. These percentages indicate that there were no resting places within the institution; thus, there needs to be development and modification in order to provide places to rest during work.

The analysis of responses to question 6 concerning the importance of having resting places at the institution indicate that 73.7% strongly agreed, 10.5% agreed, 8.8% were neutral, 5.3% disagreed, and 1.8% strongly disagreed. These percentages indicate the need to provide resting places and that they have an impact on employee comfort and happiness.

The analysis of responses to question 7, about the presence of resting places and their role in achieving job happiness, indicates that 57.9% strongly agreed, 17.5% agreed, 10.5% were neutral, 3.5% disagreed, and 10.5% strongly disagreed. The researcher believes that providing such spaces would help achieve happiness and quality in the institutional work environment.

The following are the results related to the fourth question: What are the future vision and proposed solutions to achieve functional and institutional happiness of the work environment?

The researcher presented suggestions about achieving job happiness in the institutional work environment to the questionnaire respondents, and their suggestions included the following:

- Provide an attractive and safe work environment in which the interior design elements are available while providing well-equipped rest areas with the appropriate furniture that facilitates creativity and innovation;
- Provide a comfortable work environment for King Faisal University employees that suits them and their preferences, as some prefer to be in a closed office where they can focus on work and avoid noise, while others prefer to work in an open-plan office that contributes to cooperation and visual and intellectual communication among the staff;
- Provide additional workspaces outside the offices that enable collaborative or individual work and generation of ideas while strengthening social bonds and exchanging opinions;
- Activate happiness days at the university and its faculties;
- Achieve job happiness through interior design treatments that are commensurate with the nature of the job and the space to improve motivation;
- Provide natural lighting sources within the institution for psychological comfort during work;
- Pay careful attention to the selection of colors that can help to spread positive and stimulating energy in the workplace;
- Provide the appropriate thermal climate in terms of heat and cold, which has an impact on the performance of workers and is reflected on their efficiency at work.

11. Recommendations

- Provide an internal work environment with an interior design that helps employees feel functional happiness;
- Improve employee productivity through air quality, lighting, and temperature, as these are among the factors that positively affect health and enhance performance in a comfortable work environment;
- Understand that innovation in interior design has a positive impact on the level of the work environment in general and motivates employees to work in particular;
- It is necessary to allow employees to get away from their computers; thus, they can have job comfort;
- Encourage researchers and interior architecture designers to put forward creative proposals to redesign the workplace to raise the level of happiness;
- Increase the interest of university-level institutions in the role of interior design in the work environment and to work on their wellbeing and make it a happy environment that stimulates activity, generates constructive energy, and stimulates positivity among employees;
- Provide safety and prevention standards in the work environment;

- Provide a positive and happy work environment that encourages positive communication among workers.

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