

ENVIRONMENTAL PSYCHOLOGY
PRIVACY IN THE WORKPLACE (ANALYSIS OF PRIVATE TERRITORY IN AN
OFFICE ENVIRONMENT)

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ABSTRACT

Work environment in the organization is one of important issues that is important all the time and the importance of and how to create a conducive environment and efficient human resources is emphasized; An environment with the proper definition of privacy and jurisdiction, can increase the growth and productivity of personnel and their values affect. With the complexity of structure and organizational performance, organizing work and creating a relaxed atmosphere and productivity, that leads to the activation of more manpower, their vitality, eliminate risk, increase quality in work, reducing depressants, growth in services is positive and ultimately achieve the desired productivity is the concerns of executives and supervisors of organizations. Today, with the advancement of technology and their help we can create environments to help resolve problems in the workplace and finally positive and high quality services for employees and managers who spend a lot of time working for companies and organizations. In this paper for qualitative analysis and comparison of samples it was tried to define the notion of privacy and its impact in the workplace has been associated with decreased anxiety.

Keywords: work environment, Privacy, territory, Work quality

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1. INTRODUCTION

Among the things that make you feel satisfied from the office nothing is as important having private space(reclusiveness). However, when specifying the relationship between the private sphere and satisfaction in the workplace, we should consider the complexity and requirements of the job (Hedge, 1982). But studies show that satisfaction of office environment rises by increasing reclusiveness (Sandstorm, 1976; Winman, 1982). In one study, university professors proved that private space in the offices of other factors such as space, temperature, ventilation, lighting and furniture was more important (Farenkov and Roth, 1980). In recent in vitro study of Pollock and Stokes (1989) of the reclusiveness were the same priorities.

In their study of 169 undergraduate students were employed in a private office and in the office with four other individuals. In both the status of all participants on the same tables and worked quite the same workspace.

Students in private office worked significantly better than students in partnership office systems. These results are even more dramatic when the subjects of working on complex task rather than the simple task.

How to allocate territory

The sample in this study is an academic planning center. Based on what has been stated in a quiet environment and territory can be divided into two groups of staff in this department:

A- A separate and totally isolated environment

The first working group is in a separate room; In this case, the privacy of their territory according to the allocated room is completely clear, these groups are often those with high ratings or employees whose duties require them to allocate a room, such as accountant or pantry room. In this group rectangular room – because of the larger effects - are given to managers.

This is brought on the merits or specific points:

1-The Director of the allocation of the special atmosphere in the room determines the amount of interaction is recognized, by furniture arrangement and placement of the director's chair with clients and even decorative or symbolic form used to guide individual behavior and again hierarchy has provided more privacy for administrators.

So it can be concluded that the arrangement of furniture also defines behavior and how people feel about each other, it means the arrangement of furniture to enhance the focus on the person and instill the importance of privacy and allocated territory induces feeling of respect and command in other employees and increases the value and power of individual.

Allocating this space domain and privacy for a person (administrator) has limited his person socializing.

2- Another factor of this allocation of such privacy that is mandatory is the sensitivity and the need to pay attention and mental focus on duty. An example of this is the individual's need for privacy your room Comptroller and Auditor General (because of the need to avoid noise or unpleasant stimulus) is necessary.

3- Another factor of this allocation of such privacy that is mandatory is pantry environment for the crews are convinced that due to health factors to have this type of privacy and territory.

It is obvious that the aforementioned space, because of the lack of a definitive rejection of interacting with others and breaking the privacy to some extent is forced by clients (of course, by definition, and coordination with the territory).

B) Open offices:

Another form of this office workspace is open office. Space is often seen in two great halls, due to the limited scope of the privacy of individuals in the table, shown less formality comparing with first case (a) and it shows more diverse behavior of the people.

Those who are in a hall often those who have the same type of tasks, in these places they are encouraged to interact with others more visible and somehow reverse type (A), individuals and the environment have been sociability. People who work in this environment because they have more interaction with each other's feel uncomfortable most of the time and this resulting to lack of job satisfaction and work environment. The other factors in the person's environment that have caused dissatisfaction are as follows:

Create conflicts and problems between people because a lot of interactions and failure to allocate space and quiet territory officially

Office furniture and different elements of archive because the person is not directly related to space and is outside the direct control of the chaos and confusion has been created.

The important in this open office is that the void of conversation privacy will be felt truly and this point increased the most dissatisfaction in person because of a quiet conversation without worrying about being heard by others is not possible.

Lack of focus and attention and arousal factors caused by negative stimuli because the creation of audio-visual pollution is caused by lack of allocation of territory and retreats for individuals' dissatisfaction is another factor.

Because of weak tool used by employees to create privacy, a little is able to control stimulants (phone ringing, people talking, etc.) to disrupt the privacy and attention.

In this space based on the mentioned definition of first part the informative and inspiring people face-to-face meeting is more than part (A) and inasmuch interaction in the office (open office) is more likely.

Tools and privacy

Because like part (a) the space and privacy of the territory allocated are not clear, therefore, personally they use tools for self-help to make this possible and have tried to use layout and of tools in the workplace made it more private space for themselves so others realize their territory and their privacy.

The amount of using this tool around a person can feel markers indicate the person to interact with others. In fact, these elements can be called a kind of prohibition of socializing. It may be the largest office furniture such as desks and used chairs, and large and small pots, cabinets, libraries, electronic devices, inefficient tables, partitions or even the smallest elements such as computers, small pots and dashboard desktop files and more.

To explain better the issue a detailed plan set of privacy and territories is provided.

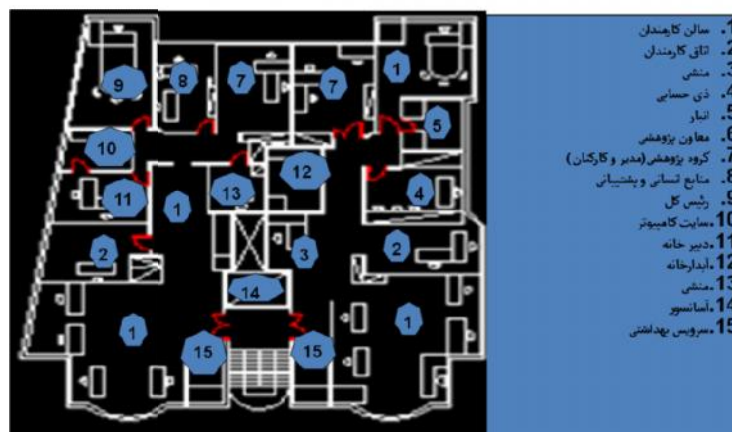


Fig.1. Of sample areas examined (lc author)

This tool can reduce a person's stimulation level and because it is easier for a person to function in the environment and more serious is the duty of the person, the stimulation happens sooner or vice versa.



Fig.2. Primary spaces in the studied sample (Ic author)

Another type of individuals' reaction to find territory and privacy is moving location and using the new elements of the work environment that caused lots of effort for every person to achieve that.



Fig.3. Introduction of secondary spaces in the map sample (Ic author)

This new factor improve business performance of job opportunities, but it was proved they were purely temporary to review these factors to create privacy and satisfaction in creating a better scope, and after losing it returns to the previous level of satisfaction and again urge people to search just to get the consent of the environment.

Public space:



Fig.4. Introduction of public space in the sample (Ic author)

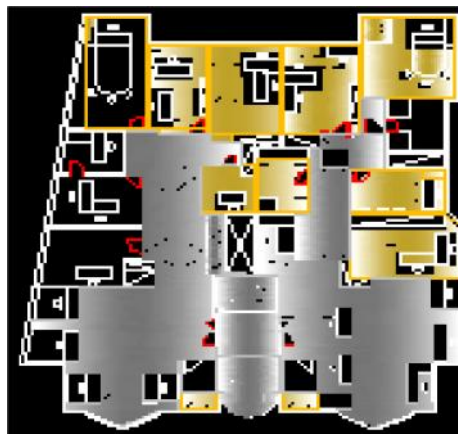


Fig.5. Introduction of public space in the sample (Ic author)

Map of traffic jams (8-10)

A very significant traffic jam

A Low-importance traffic jam

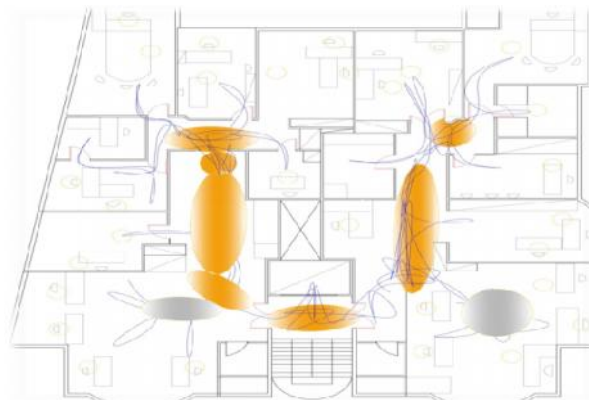
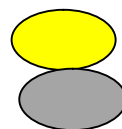


Fig.6. Map of traffic jams (8-10 A.M) morning was in the sample (Ic author)

Map of traffic jams (12-4 P.M) afternoon

A very significant traffic jam

A Low-importance traffic jam

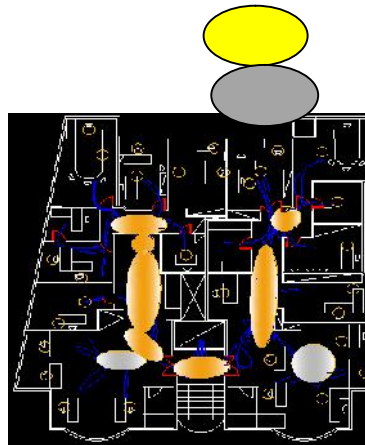


Fig.7. Map of traffic jams (12-4 P.M) afternoon in the sample by age (lc author)

Analysis of the territory and privacy in special places (chapel, conference hall, parking)

In this part, the chapel spaces, conference rooms and parking are considered separately because of following reasons.

First, analysis of previous parts has numerous categories and groups which the placement of the raise the number and expression is getting lost.

Second, the scopes of privacy in these spaces were completely different previous places.

Chapel

The allocation of privacy and territory in the chapel has no place, because, firstly, it is not a workspace, second, this environment cannot be assigned to anyone except on a temporary basis when someone wants to worship alone.

This place is a public place and no one feel that sense of possession and territory does not even make it there in person.

Conference Room

The conference hall is a public place and use it is possible for all people to attend a meeting place (although at the appointed hours).

In this space the different of territory is different with previous definition and territory because the definition of territory is only limited scope and duration of the meeting and their seats. This territory is purely temporary and as soon as a person leaves the seat, it shall not be counted as territory for the individual.

On the other hand, since the conference hall relationship is an inspiring connection (individual connection to the outside world) and interaction is very important this space has defined as a quiet getaway.

Parking lot:

Since parking space is only allocated to managers, therefore, public access is not possible and only is considered as a territory for certain people. In the second hand this territory is divided into small places for different people. Privacy here only is a definition for individual's car.



Fig.8. Examining the territories in studied samples (Ic author)

2. CONCLUSION

It can be concluded that having the realm of privacy is very important to humans, especially staff and we should create spaces that allow employees to meet the minimum requirements and by allocating territory prevent factors such as; Create conflicts and problems between people because a lot of interactions and failure to allocate space and quiet territory formally, creating disorder and confusion, lack of privacy, speech and decentralization and the presence of stimulation of negative stimuli caused by the creation of audio-visual pollution caused by lack of allocation of territory and privacy for individuals.

By examining the impact of the case study and the notion of privacy in office environments even in rush hour staff are trying to keep their private domains to provide privacy to do their jobs and this is the reason for their need and meeting this environmental need increase their efficiency and job satisfaction.

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