

The Impact of Green Spaces on Job Satisfaction for Employees in Urban Japan

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Background and Purpose

Access to green spaces in the workplace can lead to increased job satisfaction and productivity (Lau et al., 2014). However, little research has been conducted to better understand how frequency and length of time spent in green space can influence job satisfaction. While green spaces often fall on cities to fund, the financial burden of the creation and management of these spaces is extremely pronounced in Japan because demographic trends of aging and depopulation are decreasing the tax base for municipalities throughout the country (Rupprecht, 2017), causing the responsibility of these expenses to fall on organizations. Japan is one of the top ten most green and sustainable countries in the world and is currently working towards having at least 50% of new cars produced with zero emissions, meeting a goal of 100% carbon emission free by 2050 in major cities, and is considered to have one of the best recycling systems in the world (Berry, 2021).

Objective

The objective of this study is to understand the relationship between job satisfaction and time spent in green spaces during work.

Participants

244 employees from two cities in Fukuoka Prefecture, Japan.



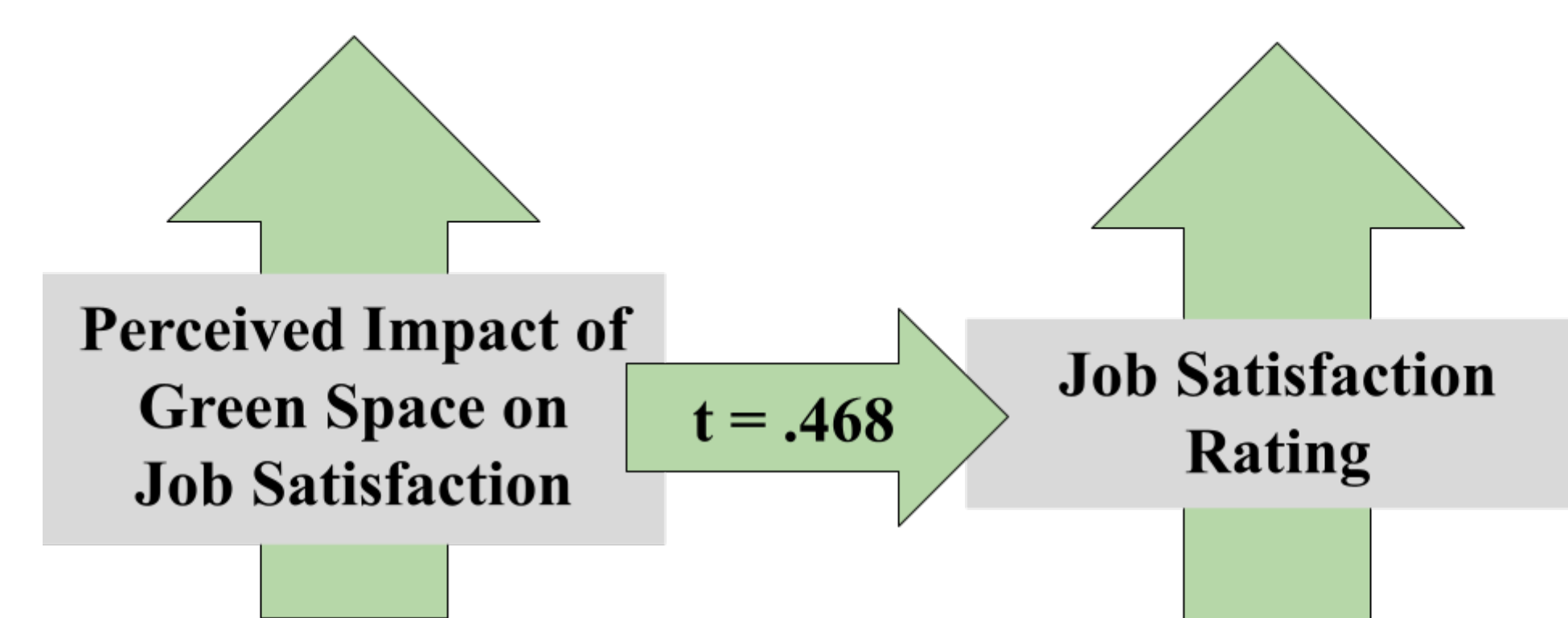
Results

A multiple regression analysis was used to determine results.

| Independent Variable | Coefficient | Standard Error | t | Significance |
|----------------------|-------------|----------------|-------|--------------|
| Age | -0.023 | 0.056 | -0.42 | 0.676 |
| Gender | -0.211 | .129 | -1.63 | 0.103 |
| Perceived Value | 0.468* | 0.040 | 9.73 | 0.00 |

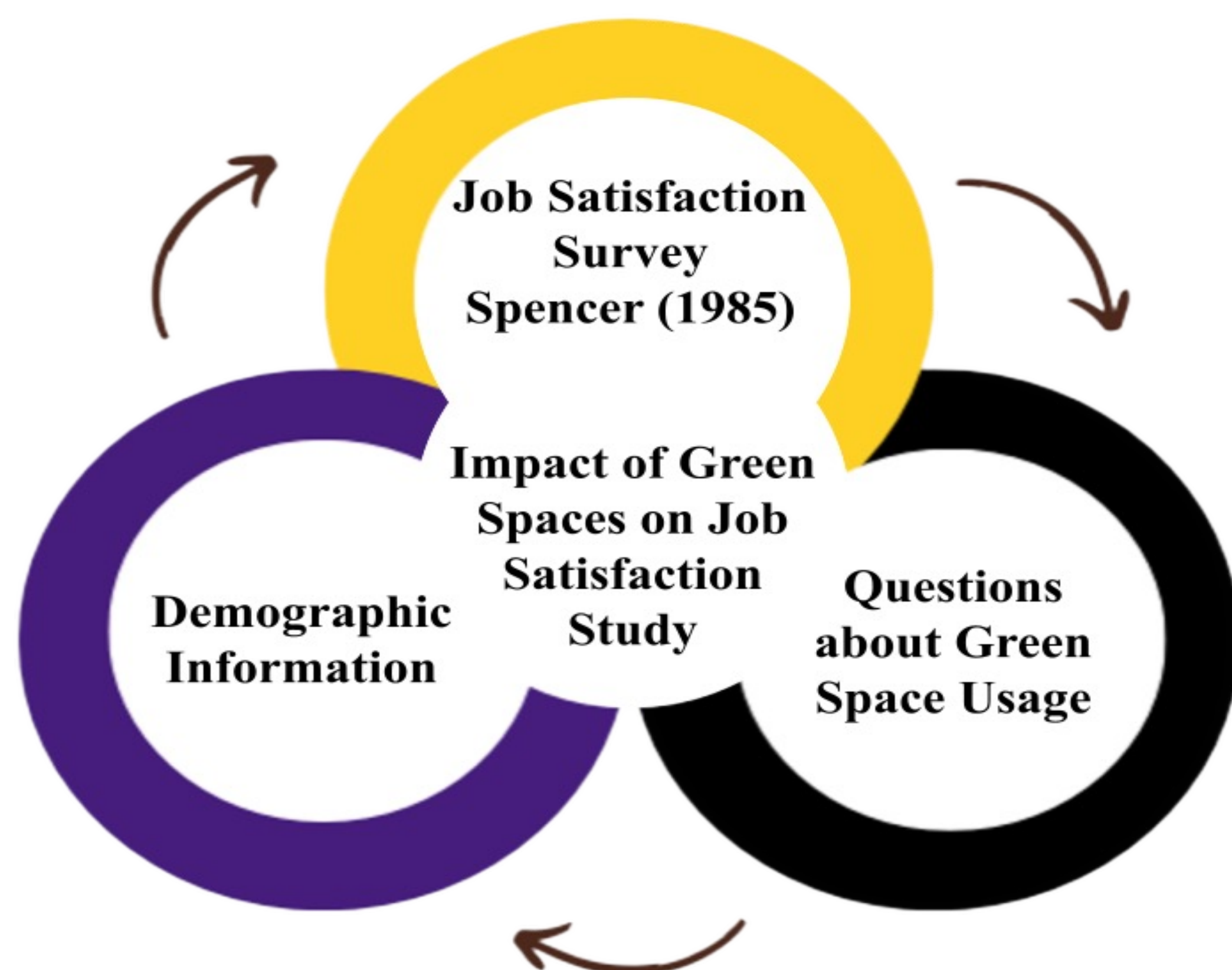
n = 244

- The amount of time spent in green spaces was a poor model fit.
- The perceived value of green space on job satisfaction is statistically significant.



Methods

Participants completed a survey distributed through email that included three sections:



Demographic Questions Included:

- Gender
- Age

Job Satisfaction Survey:

Participants completed Spector's (1985) Job Satisfaction Survey, a 36 item, nine facet scale to assess employee attitudes about the job and aspects of the job. Each facet is assessed with four items, and a total score is computed from all items. A summated rating scale format is used, with six choices per item ranging from "strongly disagree" to "strongly agree". Items are written in both directions, so about half must be reverse scored. The nine facets are Pay, Promotion, Supervision, Fringe Benefits, Contingent Rewards, Operating Procedures Coworkers, Nature of Work, and Communication.

| Scale | Alpha | Description |
|----------------------|-------|--|
| Pay | .75 | Pay and remuneration |
| Promotion | .73 | Promotion opportunities |
| Supervision | .82 | Immediate supervisor |
| Fringe Benefits | .73 | Monetary and nonmonetary fringe benefits |
| Contingent Rewards | .76 | Appreciation, recognition, and rewards for good work |
| Operating Procedures | .62 | Operating policies and procedures |
| Coworkers | .60 | People you work with |
| Nature of Work | .78 | Job tasks themselves |
| Communication | .71 | Communication within the organization |
| Total | .91 | Total of all facets |

Spector, P. E. (1985). Measurement of human service staff satisfaction: Development of the Job Satisfaction Survey. *American Journal of Community Psychology*, 13, 693-713.

Questions about Green Space Usage Included:

- How frequently do you visit green space near your office?
- Experiencing green spaces improve my ability to cope with work-related stress.
- Experiencing green spaces positively impact my feeling of job satisfaction.

Conclusion

While the amount of time spent in green space, as well as age and gender were determined to not be mediating factors, the perceived value of time spent in greenspace is a mediating factor. For each level of perceived value, job satisfaction increased by .468.

In the context of the workplace, green space should be regarded as a significant organizational asset that fosters the well-being of employees. Organizational initiatives aimed at facilitating access to and utilization of green space resources year-round could influence job satisfaction, if promoted as such.

Select References

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