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An Ergonomic Office Interior Design Study on Improving Employee Performance and Job Satisfaction

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ABSTRACT

The increasing complaints of employee fatigue, stress, and declining productivity caused by non-ergonomic office layouts have made the role of workplace interior design more critical in modern organizations. Responding to this phenomenon, this study aims to examine how ergonomics-based office interior design influences employee performance and job satisfaction. A Systematic Literature Review (SLR) approach was employed to analyze journal publications from 2020-2025 that discuss ergonomic workplace elements such as lighting, ventilation, spatial planning, and the use of ergonomic furniture. The findings show that ergonomic interior design increases productivity by improving focus, workflow efficiency, and physical comfort. Natural lighting, adequate ventilation, and structured workspace organization enhance concentration and reduce stress, while the use of adjustable tables and chairs helps prevent musculoskeletal disorders. From a psychological perspective, factors such as neutral colors, visual neatness, and dedicated rest areas contribute to motivation, emotional stability, and a sense of belonging at work. These results imply that ergonomic office interior design represents a strategic and high-value investment for organizations, not only for improving employee well-being and performance in the short term but also for strengthening job satisfaction, loyalty, and long-term organizational sustainability.

Keywords: Ergonomics; Work Environment; Employee Performance; Job Satisfaction; Interior Design

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INTRODUCTION

Along with the evolution of the world of work, companies are increasingly striving to create a work environment that not only focuses on efficiency but also positively impacts employee well-being and productivity. One of the aspects that is highly influential in creating an ideal work environment is the office's interior design, which prioritizes ergonomic and comfort aspects. According to research by Cabanilla (2024), the application of ergonomic principles in designing work environments has consistently shown to provide comfort, reduce fatigue, and enhance employee performance. Thus, office interior design is not only a visual element but also a strategic aspect that affects the overall performance of the organization. The process of modifying workspace components to match human physical and mental capacities is known as ergonomics in office interior design. Examples of this include setting up desk and chair heights appropriately, ensuring adequate lighting and air circulation, preserving effective movement flow, and placing work equipment within easy reach. Comfort, on the other hand, is a state in which workers can perform their jobs without experiencing physical or mental stress. It is bolstered by a consistent room temperature, comfortable seating, regulated noise levels, and soothing color schemes. Operationally, putting ergonomic and comfort principles into practice helps employees feel less tired, focus better, and work in a more productive and healthier environment.

In the modern world of office management, various aspects of interior design, integrated with ergonomics, are becoming a major concern due to their impact on employee effectiveness, comfort, and satisfaction. Workspaces with non-ergonomic designs can lead to physical fatigue, stress, and decreased productivity (Duhan *et al.*, 2025). On the contrary, harmonious space arrangements, natural lighting, and the selection of ergonomic furniture can create a positive and productive working atmosphere. For this reason, the search for ergonomically based office design is urgent, especially at the end of the pandemic, where the balance between comfort and work productivity is the primary focus. However, prior research typically just looks at ergonomic components from one angle, including lighting, furniture choices, or physical comfort, without incorporating psychological and cognitive factors into a thorough framework for interior design. Additionally, the majority of existing research examines ergonomics from the standpoint of productivity outcomes; however, there hasn't been a comprehensive discussion or synthesis of findings from recent literature regarding the combined relationship between ergonomic interior design, employee performance, and job satisfaction (Silva et al, 2024). This raises questions about how ergonomic interior design in contemporary post-pandemic office settings concurrently supports long-term job satisfaction, psychological comfort, and physical well-being. In order to provide a more comprehensive understanding of how ergonomics-based interior design enhances worker performance and satisfaction, this paper reviews and synthesizes recent studies.

The findings of Duhan *et al.* (2025) demonstrate that physical elements in office design, including temperature, lighting, and space arrangement, play a fundamental role in employee productivity and satisfaction. This suggests that the physical elements of the work environment have a significant impact on the performance of human resources (Efawati, 2020). In this case, the application of ergonomic principles in office interior design directly promotes improved performance through efficient movement, reduced physical stress, and increased concentration. Consistent with Prayoga & Sasana (2022), job satisfaction is a positive manifestation of one's work experience, which is a function of an environment that respects the well-being of workers.

The urgency of this study is also driven by the shift in organizational paradigm, which now includes occupational comfort and health as integral components of

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sustainability strategies. Modern office spaces go beyond focusing solely on productivity. They emphasize the creation of an adaptive, inclusive, and people-centered work environment. Ergonomically designed office interiors, as noted by Duhan *et al.* (2025), are a crucial element in fostering a productive and sustainable work culture. Therefore, it is crucial to thoroughly investigate how the application of ergonomic principles in interior design contributes to improved performance and employee satisfaction.

According to the justification provided, prior studies have generally found a good correlation between employee results and ergonomic interior design. It has been demonstrated that ergonomic workstation components, such as appropriate lighting, movable furniture, and effective spatial layouts, boost worker comfort, motivation, and productivity (Silva *et al.*, 2024). On the other hand, badly planned workspaces with subpar ergonomics can lead to detrimental effects such heightened exhaustion, musculoskeletal conditions, diminished focus, and diminished job satisfaction, all of which eventually impair performance (Duhan *et al.*, 2025). These results highlight the dual function that ergonomic design plays: when used properly, it promotes well-being, but when ignored, it poses risks.

Based on this phenomenon, the purpose of this study is to examine the connection between higher employee productivity and job satisfaction and the usage of ergonomic design in office interiors. It is intended that by examining a variety of previous works and observations, this study will offer insightful information that can be applied both theoretically and practically to enhance contemporary office administration, with an emphasis on human-oriented design. As a result, it is anticipated that the results of this study would not only enhance scholarly research on office management but also offer practical guidance to different stakeholders about the creation of effective, healthy, and productive work environments.

LITERATURE REVIEW

Office Interior Design Concept

An organization's interior design shapes productivity, comfort, and efficiency. Effective design not only provides a workspace but also influences employee motivation and conduct. As Khaerunnisa & Putri (2024) observed, office design involves furniture, lighting, colors, and spatial organization tailored to workplace needs, supporting employee well-being and operational efficiency. Sabrina & Dinah (2024) highlight the importance of workflow, space usage, and ease of contact in interior design. An orderly workstation minimizes obstacles, reduces travel time, and boosts collaboration and communication (Fawwaz *et al.*, 2025). Contemporary office design values transparency, adaptability, and collaboration, reflecting digital-era work habits.

An office layout reflects a business's identity, values, and purpose. Private workstations support focus and privacy. Open plans encourage openness and teamwork (Billa *et al.*, 2025). The growth of activity-based layouts means design now fits teams, employees, and job roles rather than using a single solution for all. Key takeaway: Layout choices reflect and reinforce company culture and adaptability. Good office design boosts satisfaction and well-being. It uses ergonomic furniture, ample natural light, good airflow, and calming colors (Gulati *et al.*, 2023). Such spaces lower stress and improve job happiness. Takeaway: Comfort-driven features directly improve employee well-being. Thus, interior design is a tool to boost productivity, not just for aesthetics. Ergonomics, aesthetics, and function must converge in optimal design. Overemphasis on one can undermine the others. A balanced approach creates a workplace that inspires, motivates, and supports employees.

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Principles of Ergonomics in the Work Environment

Ergonomics focuses on shaping workplaces to match human needs. The goal is to maximize comfort, safety, and productivity. It mainly aims to protect and improve physical and mental health, as noted by Silva *et al.* (2024). Poor design, like inadequate layout, unsuitable furniture, or weak lighting, causes discomfort, strain, and reduced concentration. Ergonomic workplace design supports posture and mobility and reduces musculoskeletal risks.

According to Duhan *et al.* (2025), there are four main principles of ergonomics in the work environment, namely:

1) The compatibility between humans and work tools.
2) Comfort of working position.
3) Adequate lighting and air circulation.
4) Space arrangements that promote mobility and efficiency.

These ideas guide the development of a productive workplace. A comfortable posture reduces long-term harm, such as fatigue and injury, helping employees remain healthy. Human-tool compatibility means the equipment fits the body size and strength, reducing strain. Adequate ventilation and lighting protect breathing and eyesight, lowering health risks. Well-organized spaces foster collaboration, make communication easier, and enable simple mobility, all of which boost efficiency and satisfaction. Cognitive and organizational factors are part of ergonomics. Cognitive ergonomics, as Cabanilla (2024) and Sabauri (2024) note, considers how work systems match people's cognitive abilities and information processing. For example, setting up computers to limit distractions is a cognitive ergonomic measure. Organizational ergonomics focuses on how processes and communication are arranged to support teamwork. This shows that ergonomics covers social and emotional factors, not just the physical workspace, that affect employees' well-being.

Ergonomics is more important than ever in contemporary practice. Examples include using natural light, appropriate workstation spacing, and movable furniture. Research by Nedelko (2022) shows that ergonomic spatial layout strongly shapes employee engagement, motivation, and job safety. Lomotey (2025) also finds that security and comfort affect long-term productivity, loyalty, and enthusiasm. Adopting ergonomic principles is crucial for organizational performance. It is not just about comfort or safety. Ergonomically designed offices foster productivity and improve worker health over time. When a workplace supports employee needs, it reduces stress, increases motivation, and builds loyalty. Ergonomics is foundational to a healthier, more effective office environment.

Employee Performance

Exceptional employee performance is the foundation of corporate success, as achieving organizational goals requires each individual to fulfill responsibilities with maximum efficiency. Supriana *et al.* (2022) define performance as the amount and quality of work achieved according to one’s roles. Performance shows both individual competence and organizational support. A positive, healthy workplace boosts output, efficiency, and long-term viability. This makes ergonomic office design essential.

Ability, motivation, workspace, and the environment all influence performance, according to Ahyat *et al.* (2023). Together, these factors boost efficiency. Poor ergonomics, such as inadequate lighting, uncomfortable chairs, or erratic temperature, lead to fatigue, reduced focus, and low morale. Conversely, ergonomic offices encourage

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healthy routines and comfort, elevating productivity. Effective workspace layout saves time and enhances collaboration. Rezka *et al.* (2024) argue that ergonomic workspace design is a decisive factor for productivity.

Performance depends on employees' mental, psychological, and physical health (Devi & Selvan, 2024). A well-designed workspace supports well-being, keeping employees organized, motivated, and able to manage time effectively. Research shows workers in orderly offices are more productive than those in chaotic settings, so a supportive environment is as vital to performance as expertise and ability.

Psychological factors such as relationships, stress, and workplace culture shape productivity (Nurain et al., 2024). A secure, calm environment sparks emotional investment, creativity, and accountability (Dahri *et al.*, 2024). When employees feel valued, intrinsic drive grows. Office design creates an inviting setting that fosters positive interactions and reduces stress, while emphasizing utility and efficiency. Soothing colors, open layouts, and restful break areas foster mental well-being.

Ergonomic interior design significantly impacts employee performance. Well-designed environments improve productivity, psychological health, and physical well-being. Addressing both mental and physical needs increases satisfaction, motivation, and loyalty. Prioritizing ergonomic design demonstrates a lasting commitment to employee welfare and facilities. The key takeaway: investing in ergonomics creates a more content, healthy, and productive workforce.

Job Satisfaction

Because it affects employee motivation, productivity, and loyalty, job satisfaction is a critical element of company success (Cebotari, 2022). It shows how content workers feel about their jobs, based on interpersonal connections, physical surroundings, and organizational structures. Employees are more likely to be committed and feel a strong sense of belonging when they feel appreciated, at ease, and have a balance between work obligations and personal well-being. This, in turn, leads to better performance and retention (Putri *et al.*, 2025).

Relationships with coworkers, workplace conditions, pay, and growth prospects all influence job happiness, according to Cebotari (2022). The alignment of these elements creates a productive and peaceful environment. Consequently, ergonomic office design significantly enhances employee satisfaction by reducing fatigue and injury and supporting good posture. An ergonomic workplace thus meets functional needs and boosts overall employee satisfaction.

In support of this viewpoint, Febrian Desty & Magito (2025) clarify that physical workspace components, such as lighting, temperature, and comfortable furniture, affect job satisfaction. Stable temperatures provide physical comfort, ergonomic furniture helps avoid physical stress, and enough lighting enhances focus and lessens eye strain. When employees' needs are addressed through well-considered ergonomic design, they feel valued by the company, which boosts loyalty and intrinsic drive.

Ergonomic workplaces directly impact mental health, according to Silva *et al.* (2024). Designs that balance psychological and physical comfort increase engagement and happiness and reduce stress. This shows that interior design supports employee well-being, not just aesthetics. Ergonomic offices prioritize efficiency and long-term comfort, creating a secure, supportive environment.

Furthermore, job happiness strongly correlates with views on human-centered design (Kakkar, 2022). This approach uses natural lighting, movable furniture, and adaptable layouts to customize workspaces for users. These features create a cozy, emotionally fulfilling workplace where staff can choose areas for focused work or

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teamwork. This adaptability drives engagement, comfort, and a sense of belonging. A balance between psychological health, social ties, and physical comfort creates job satisfaction. An ergonomic workplace is key to this balance. It supports development, socialization, and stress relief, not just work. Effective interior design meets needs for well-being, aesthetics, and efficiency. Continuously applying ergonomic principles creates a happy workplace, increases output, and builds employee loyalty. Ergonomics-based design is a long-term investment in happy, healthy, and productive employees.

The Relationship between Ergonomic Interior Design, Performance, and Satisfaction

Performance, job satisfaction, and ergonomic interior design are closely related in contemporary office management because ergonomic design directly impacts employee well-being and productivity. By supporting operations and enhancing the user experience, ergonomic design takes a calculated approach to establishing a safe and effective work environment. It reduces stress, increases focus, fosters teamwork, and directly leads to increased productivity, lower physical exhaustion, and better mental health. As comfort and functionality are balanced, employee engagement in organizational activities increases, further boosting overall productivity (Firescu, 2022).

An ergonomic design increases employee engagement by fostering comfort, safety, and acceptance (Faeq & Saleh, 2025). By encouraging good posture, maintaining optimal furniture spacing, and reducing distractions, ergonomic design enhances concentration and morale (Page & Tolmie, 2024). This comfort strengthens employee commitment and loyalty, supporting focus on shared objectives and effective teamwork.

According to Hakim & Yusup (2024), job satisfaction is a natural result of implementing an ergonomic work environment that minimizes pressure, fatigue, and tension at work. With a balance between physical comfort and mental peace of mind, employees can carry out their work more effectively. It also reflects that investments in ergonomics-based interior design provide not only short-term benefits in terms of efficiency, but also long-term benefits in the form of improved well-being and organizational stability. When employees feel cared for through supportive facilities and environments, attendance rates decrease, morale increases, and the quality of work results improves (Efawati, 2024).

Furthermore, according to Yusuph & Kisumbe (2024), office design based on ergonomic principles can help balance the demands of the work environment with the individual abilities and needs of employees. This principle puts humans at the center of the design process, where every element of the space, from layout and lighting to color and ventilation, is designed to support the comfort and health of workers. When employees feel physically and emotionally comfortable, they are more motivated to innovate and perform at their best (Efawati, 2023). Thus, the relationship between ergonomic interior design, performance, and job satisfaction is reciprocal and mutually reinforcing. A good work environment improves performance, while improved performance reinforces a sense of satisfaction with the job itself.

The conceptual model of this relationship can be explained simply: ergonomic interior design is the main foundation for creating well-being and work effectiveness. A design that strikes a balance between human needs and job demands will enhance comfort, improve performance, and ultimately lead to higher job satisfaction. In practice, ergonomic interior design not only enhances the space's aesthetic appeal but also serves as an effective human resource management strategy. By creating a comfortable, healthy, and productive workplace, organizations not only support employee work sustainability but also build a human-oriented work culture and long-term sustainability. Therefore,

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interior design should be seen as a strategic investment that integrates functional, psychological, and social aspects, rather than a mere aesthetic effort.

RESEARCH METHOD

This study systematically reviews scientific results on ergonomics-based office interior design and its impact on worker performance and job satisfaction, employing a qualitative approach and the Systematic Literature Review (SLR) method. SLR was chosen to ensure that the literature collection, selection, and synthesis process is conducted in an organized, transparent, and repeatable manner.

Research Design

In order to guarantee organized and transparent research procedures, this study used a Systematic Literature Review (SLR) design that was implemented through three linked stages. Choosing the research topic, outlining the goals of the study, and developing guiding research questions about how ergonomic interior design affects worker performance and job satisfaction were all part of the first planning stage.

In the second phase, implementation, pertinent papers were found using scholarly databases, crucial information was extracted, quality evaluations were carried out, and articles were chosen according to predetermined inclusion and exclusion criteria. This procedure guarantees that only reliable and pertinent research is methodically compiled (Duhan *et al.*, 2025). In order to provide a thorough understanding of the connection between ergonomic aspects in office interior design and employee outcomes, the findings had to be arranged and synthesized in the final step, reporting, which involved presenting findings in an analytically oriented narrative (Silva *et al.*, 2024). The SLR methodology allows for repeatable, objective, and methodologically sound synthesis that is in line with contemporary scientific standards through these three processes.

This study used the PICO (Population, Intervention, Comparison, Outcome) paradigm as a guide for choosing search terms and developing the research scope in order to bolster the precision and applicability of the literature search approach. Employees and office work environments are referred to as the population in this framework; ergonomics-based interior design is the intervention; comparison is not used because this study prioritizes synthesis over experimental comparison; and improved employee performance and job satisfaction are the outcome. The accuracy of subject selection and article screening is improved by using the PICO framework, which guarantees methodical filtering and alignment between research objectives and retrieved literature (Faeq & Saleh, 2025).

Table 1. Framework PICO

PICO Tool	Criterion
Population	Employees and office work environment
Intervention	Application of ergonomics-based interior design
Comparison	(no special comparison)
Outcome	Improved employee performance and job satisfaction

Source: Own compilation (2025)

Literature Search

This research takes advantage of existing information drawn from research results that have been released in electronic journals, which were found by using platforms like SciSpace, SpringerLink, ScienceDirect, and Google Scholar. The review of existing

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research involved employing specific combinations of words put together using Boolean operators (AND, OR). These combinations included essential words related to how office spaces are designed for comfort and how employees are affected: *(("ergonomic office design" OR "ergonomic workspace" OR "office ergonomics" OR "workspace design" OR "office interior design") AND ("employee performance" OR productivity OR "job satisfaction" OR "employee wellbeing") AND (office OR workplace OR "work environment"))*.

At the beginning of the research, the search revealed a significant number of possible studies, which were then looked at based on established rules for what could be included or not. The first search turned up a total of 690 papers, and after going through several stages of filtering to handle problems like copies, relevance, availability, and how well the methods were, 26 papers were chosen for a complete examination and summary. These researches came out during the time frame of 2020-2025, which matches the goal of documenting the newest progress and modern views on the workplace after the epidemic.

Literature Criteria and Selection

The inclusion and exclusion criteria used in the literature selection process have been modified to the previously developed PICO framework with the following additions:

Table 2. Inclusion and exclusion criteria

Criterion	Inclusion	Exclusion
Subject	Articles that discuss ergonomics, office interior design, workspace design, or physical factors of the work environment	Research on industrial/manufacturing, hospital, or out-of-office ergonomics
Language	English	Other than English
Source	Peer-reviewed journal articles and full text accessible	Paid or unavailable full text articles
Article Type	Original research or empirical study	Book chapter, editorial, commentary, review without data
Period	Published in the range 2020-2025	Published before 2020
Theme Contents	Discuss the relationship between ergonomics/office interior design and performance or job satisfaction	It doesn't address ergonomics, interior design, employee performance, or job satisfaction
Area	Management, organization, workplace design, ergonomics, business	Fields other than management, ergonomics, or the workplace (e.g. medical, pure engineering, education)

Source: Own compilation (2025)

Following the process of gathering data from multiple journal databases, publications that meet the predetermined inclusion criteria and have a study formulation are filtered and selected using the PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) approach.

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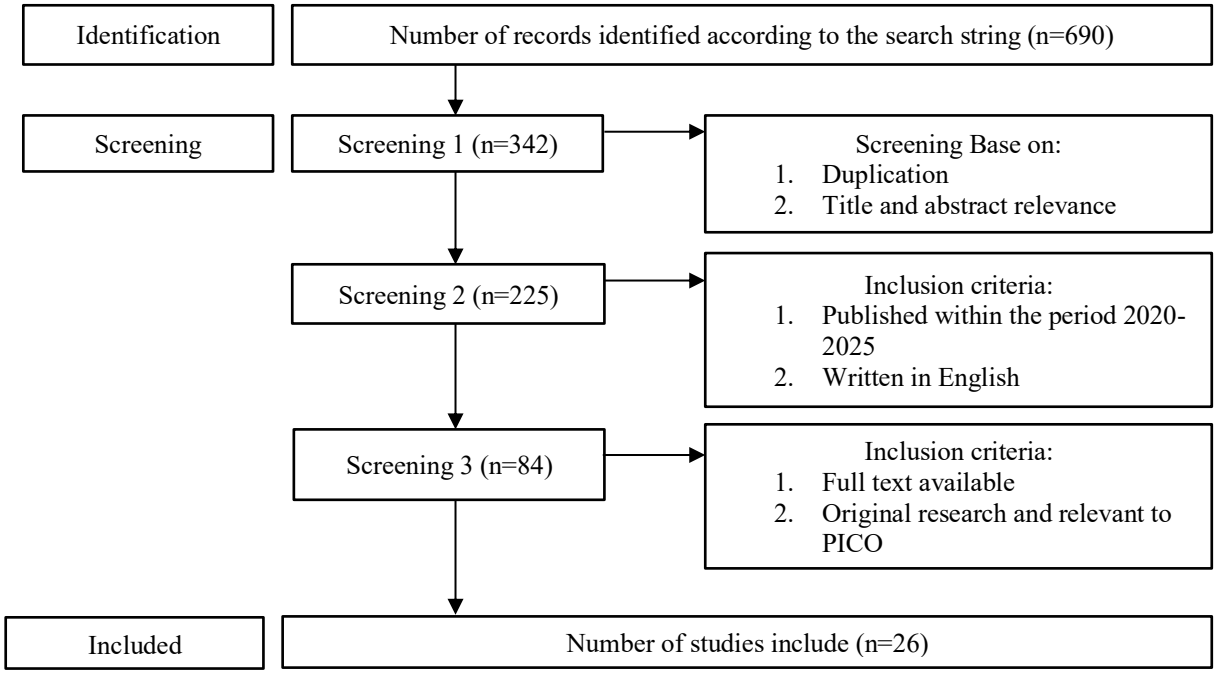

Figure 1. PRISMA Flow Diagram
Source: Own Compilation, 2025

The diagram below shows the flow of literature selection in the Systematic Literature Review (SLR) process. It includes the initial identification of articles, screening based on inclusion and exclusion criteria, eligibility evaluation, and the final number of studies analyzed.

RESEARCH RESULTS

Literature Screening Summary

Table 3. Literature screening summary

Screening Stage	Number of Articles
Found from the database	42
Irrelevant/duplicate	9
Does not meet the criteria	6
Final article analyzed	27

Source: Own compilation (2025)

Physical Ergonomic Factors

Table 4. Physical ergonomic factors

Component	Key Findings
Lighting	Adjustable natural and artificial light composition
Ventilation	Air quality and breathing comfort are affected by good circulation
Ergonomic Furniture	Use of adjustable chairs/tables according to posture

Source: Own compilation (2025)

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Spatial Layout Types

Table 5. Spatial layout types

Layout Type	Characteristics
Open Office	High interaction, but prone to voice interference
Closed Office	Supports focus and privacy
Landscape Office	Combination of open space and focus space

Source: Own compilation (2025)

Cognitive Ergonomic Factors

The analyzed studies show that regulating the distance between work devices and the efficiency of movement flow helps reduce physical and cognitive load. Control of distraction sources, such as noise and visual clutter, has also been noted to help maintain concentration. Spatial planning that considers the employee's attention burden supports more structured work activities and minimal distractions.

Psychological & Aesthetic Factors

The literature notes that the psychological elements of the space, such as neutral colors and a neat visual atmosphere, contribute to a sense of calm during work. The presence of a rest area supports mental recovery and offers a break from work pressure. A simple, regular visual design was also noted to lower cognitive load, thus creating a more emotionally stable working atmosphere.

Employee Participation Methods

Table 6. Employee participation methods

Method	Form of Involvement
Surveys	Collecting comfort preferences and user needs
FGD	Discussing layout, color selection, and furniture choices
Observation	Mapping daily activity patterns and spatial requirements

Source: Own compilation (2025)

Documented Relationships

The reviewed literature documents consistent relationships between ergonomic interior design elements and employees' physical comfort, work efficiency, and psychological well-being. Physical workspace conditions were associated with smoother work processes, while psychological aspects of the workspace were linked to comfort and job attachment. These relationships appear repeatedly across studies without further interpretation in this section.

DISCUSSION

The results of this study indicate that the implementation of ergonomics-prioritized office interior design has a significant impact on enhancing employee performance and job satisfaction. Ergonomics that pay attention to design focus not only on appearance, but also on the efficient functioning of the space, physical comfort, and the mental well-being of employees. These findings align with a study (Cabanilla, 2024) that suggests the application of ergonomic principles can enhance comfort and reduce fatigue, ultimately promoting improved productivity in the long run. Therefore, ergonomic interior design

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can be considered a strategic investment to support the sustainable performance of the organization.

Before designing an ergonomic workspace, it is essential to understand the needs and characteristics of the employee's duties. The spatial layout must be adjusted to the main activities carried out in the office. For example, a workspace for administrative activities that require high concentration should have a calm atmosphere and good lighting, while a space for collaboration activities should have an open area with smooth and flexible circulation. In this way, spatial planning organized by work activities will help achieve a balance between individual focus and teamwork (Sabrina & Dinah, 2024).

Today's office design generally applies three main types of spatial planning: open offices, closed offices, and landscape offices. An open office has the benefit of improving communication and cooperation among employees, but it often comes with noise disturbances that can interfere with concentration. In contrast, a closed office provides better privacy and is suitable for jobs that require high concentration, but can hinder collaboration between teams. On the other hand, landscape office concepts are considered the best option because they combine the advantages of both types by providing open areas for collaboration and closed spaces for activities that require concentration. Ergonomically optimized landscape office designs have proven to be effective in reducing work stress while increasing employees' sense of ownership and comfort.

In addition to the type of layout, lighting and ventilation are also two crucial physical elements in an ergonomic design. Research Duhan *et al.* (2025) indicates that natural lighting can enhance mood and concentration, while proper ventilation helps improve air quality and reduce the risk of respiratory distress. A bright, cool, and well-ventilated office space can create a refreshing and motivating work atmosphere. Therefore, when applying ergonomic principles, natural lighting should be combined with adjustable artificial lighting that can be adjusted in intensity according to the working time. This helps maintain visual stability and employee comfort throughout the day.

In addition to layout and lighting, selecting ergonomic furniture is also essential for creating a healthy working environment. Height-adjustable chairs and tables help employees maintain good sitting posture. The ergonomic chair should support the spine appropriately, allow for a knee angle of about 90 degrees, and ensure that the feet are fully on the floor. If this is ignored, improper working positions can lead to muscle and bone problems, such as Work-Related Musculoskeletal Disorders (WRMSDs), which negatively impact productivity (Duhan *et al.*, 2025). Therefore, choosing furniture that suits the human body's anatomy is not only a matter of comfort, but also important for health and work efficiency.

In the field of cognitive ergonomics, effective spatial management has a significant impact on the mental performance of employees. Arrangements that pay attention to the optimal distance between equipment, such as printers and computers, and important documents can reduce the time required and unnecessary cognitive burden. This arrangement helps employees stay focused, work more efficiently, and reduce stress caused by repetitive distractions. Additionally, an ergonomic interior design that considers the flow of communication within the organization can also enhance team collaboration and expedite the decision-making process.

Research shows that physical comfort is closely related to employee job satisfaction. An ergonomic environment fosters a sense of being valued and cared for, which in turn strengthens employees' emotional connection to the company. Employees who feel good physically and mentally typically show higher levels of commitment and have the motivation to work better (Silva *et al.*, 2024). Therefore, consistent application

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of ergonomics principles can strengthen the relationship between job satisfaction and employee performance.

Optimal office interior design must also consider the psychological and social aspects of the work environment. The color of the walls, lighting, and table settings can affect the mood and stress levels of employees. For example, neutral or natural colors can provide a sense of calm, while a rest area designed with a warm feel can be a place to relax. In line with the opinion of Kakkar (2022), human-focused design fosters a sense of belonging in the work environment and strengthens the identity of an organization that prioritizes the well-being of its employees.

Furthermore, it is crucial for organizations to involve employees in the design process of their workspace. Through needs surveys or group discussions, companies can collect input related to employee preferences and comfort regarding the layout, room temperature, and type of furniture used. This active involvement not only helps create designs that better suit user needs but also increases a sense of participation and job satisfaction as employees feel heard and valued.

Overall, the application of ergonomics-oriented interior design has been proven to have a positive impact on two key elements: performance improvement and job satisfaction. Performance is improved thanks to an ergonomic design that minimizes physical and mental distractions, creates efficiency in movement, and smoothens communication flows in the workplace. On the other hand, satisfaction increases as employees feel comfortable, healthy, and balanced between their physical and psychological needs. These two elements support each other; namely, satisfied employees are more productive, while good performance strengthens job satisfaction.

CONCLUSIONS

The implementation of ergonomic office interior design has a major impact on enhancing staff performance and job happiness, according to the analysis and discussions that were held. Ergonomic design takes into account physical comfort, mental health, and spatial efficiency in addition to aesthetics. A healthier and more effective working environment can be produced by incorporating features like natural lighting, ideal air circulation, and furniture that fits the human body's contours. Furthermore, efficient spatial planning promotes focus, teamwork, and clear communication among staff members, all of which improve the performance of the company as a whole. Ergonomics-based interior design is a strategic investment in creating a sustainable and human-centered workplace since employees are more likely to be motivated, loyal, and committed when they feel supported and at ease.

This study has a number of drawbacks in spite of these contributions. The results may not accurately reflect field settings or specific organizational contexts because they are based only on secondary data from journal publications that have been published. Additionally, this analysis only looks at studies conducted between 2020-2025, thus leaving out previous studies that would offer more comprehensive theoretical or historical insights. Additionally, the practical implementation issues of ergonomic design were not explicitly explored due to the lack of primary data gathering. Future study is therefore advised to carry out empirical or mixed-method studies by gathering primary data via surveys, field observations, or case studies, as well as investigating more varied organizational contexts and doing comparison analyses across other industries. Understanding the long-term advantages and ramifications of ergonomic office interior design may also be improved by expanding research factors including cost investment, ergonomic technology, and remote hybrid workplace adaptations.

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