Annotated Bibliography


Franklin Becker, Ph.D., is the Director of the International Workplace Studies Program (IWSP) at Cornell University as well as a professor in Facilities Planning and Management and Human-Environment Relations there. William Sims, Ph.D., CFM, is professor of Facility Planning and Management and Human-Environment Relations at Cornell, and principal researcher for the IWSP. Together, Becker and Sims create an indisputable argument concerning how the workplace affects employees in their article, “Offices That Work: Balancing Communication, Flexibility, and Cost.” In contrasting the office environment of 50 years ago with the office environment now, they identify trends moving towards the independent worker, with artificial walls that are designed to provide privacy while still promoting increased camaraderie among coworkers. I see this article as being very valuable, as I will be evaluating aspects of the office environment that are specifically covered here.


Dr. Ronald J. Burke is writing from York University in Toronto, Canada. His article, The Ripple Effect, was written for Nursing Management and, so studies and reviews “…the degree of support an organization shows during periods of restructuring and downsizing greatly impacts staff stress levels and work
environment perception” (2002, 41). My focus from this piece of writing is taken from the work environment perception. Here, Burke discusses how employee morale affects perceptions of facility function. He further explains that perception is correlated with satisfaction and psychological well-being. Although I don’t see this article as useful as the others listed in this bibliography, some of the information offered may eventually prove to be helpful.


David B. Hershenson is a professor in the Department of Counseling and Personnel Services at the University of Maryland, College Park. Hershenson revealed intriguing theories in “Promoting work adjustment in workforce investment act consumers: a role for employment counselors.” Here he talks about the various levels in which an individual is involved: Family/Living, Peer Group/Socialization, Work Setting, and more. He pays specific attention to the segment on a phrase he coined as “work personality.” Hershenson claims that the components that make up an individual’s orientation toward work include, “the person’s self-concept as a worker, their system of work motivation, and their attitude toward work” (2001). I plan to use this information as I focus more in depth on the psyche.
"Improving the Health of Workers in Indoor Environments,” by Mendell et al, focuses on how our physical health is affected by various aspects of typical indoor work environments. The authors make a point in one of the opening paragraphs that, “few U.S. legal standards . . . mandate that occupied buildings provide healthful indoor air quality, comfortable thermal conditions, or even some minimum amount of outside air” (2002, p. 1430). We also learn that building owners often look for ways to save money in the areas of design, construction, equipment, maintenance, operation, and renovation, obviously not taking into account the indoor environmental quality (IEQ). For, while these measures may initially look good, they are likely to incur extra costs—dealing with employees’ health issues—in the long run. This article will be great with reference to the technicalities of IEQ, as well as some good terms and definitions.


Christina Odone obviously had an enjoyable time while writing her article, “Why This Girl’s Heart is Always in the Office.” Her personality shows through, and it is very pleasant to read. Odone tells of her often depressing experiences when
working from home for two full years. For example, she speaks of missing the camaraderie found when working in an office, and how she would try and make her video delivery boys and girls stay and talk. The part of Odone’s brief article that was the most beneficial to me was where she testified of how crucial the office environment is to an employee’s productivity and, often, to their sanity. Working with other people is encouraging to our spirits, and stimulating to the functioning of our mind.


Markku Riipinen, of the Department of Psychology at the University of Helsinki, expresses his views on the concept of job involvement in the article, “The Relationship Between Job Involvement and Well-Being.” Job involvement is defined as “the degree to which one identifies with one’s present job” (Kanungo 1982; Lawler & Hall, 1970). Unfortunately, as Riipinen points out, little research has been performed on how our mental well-being is affected by the participation or interest we have in our job. As I study this article further, I will continue to seek out any other research that I can find related to this matter. I plan on covering this information in the sub-topic “Worker’s Health.” It has very unique data regarding the psychology of one’s contribution and participation at work.

Deborah J. Swiss is an accredited management consultant and expert on topics such as gender equity, career development, and work/life balance issues. Constantly involved in a myriad of speaking engagements, she is a national consultant for some major corporations. In her book, The Male Mind at Work, Swiss dares to go where few women have gone before: into the mentality of the opposite sex. Here she discusses topics such as confidence in the workplace, balancing feminine and masculine traits, and not letting business get personal. As quoted by Swiss in 2000, "By looking through the male lens on work, a woman can gain valuable truths about the male psyche so that she can rise above gender politics, compete with confidence, and succeed on her own terms" (p. 5). There is a great deal of interesting information here, and, while trying not to get way off the topic of my thesis, I hope to be able to incorporate at least some of this unique research.