

Good Shepherd Rehabilitation Hospital's Move to Center Valley

Effects on Work Environment Satisfaction, Job-Related Stress, and Health

Survey Administration

To evaluate the impact of employees moving their primary work location to Center Valley, employees were invited to complete surveys online in July 2023 before the move, October-November 2023 soon after the move, and October-November 2024 one year later. A total of 285 participants fully completed the baseline survey, 227 completed the first follow-up, and 153 participants completed the second follow-up survey. However, follow-up between waves was low. Only 128 participants fully completed both the baseline and first follow-up surveys, and 43 fully completed all three waves.

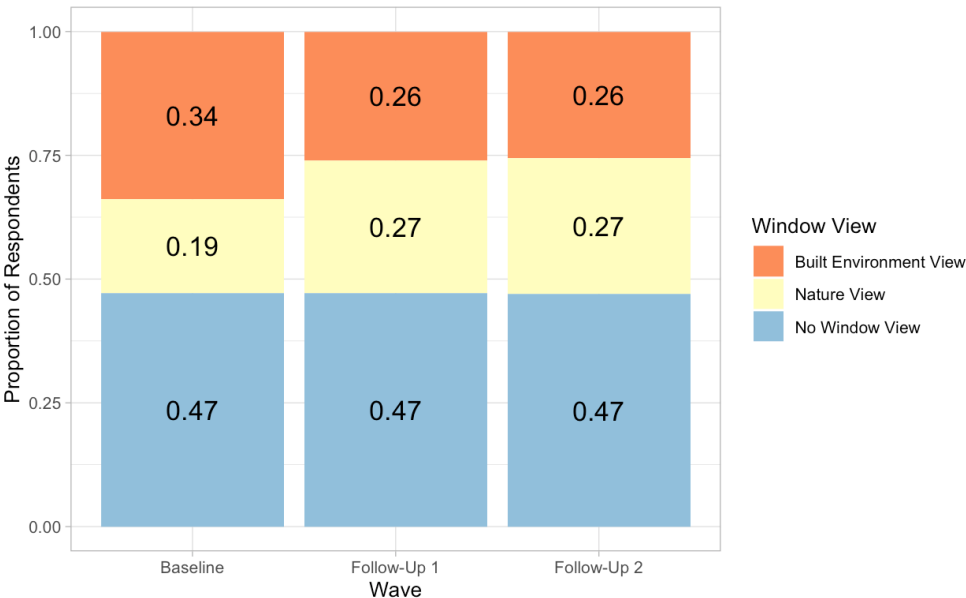
Participants Moving

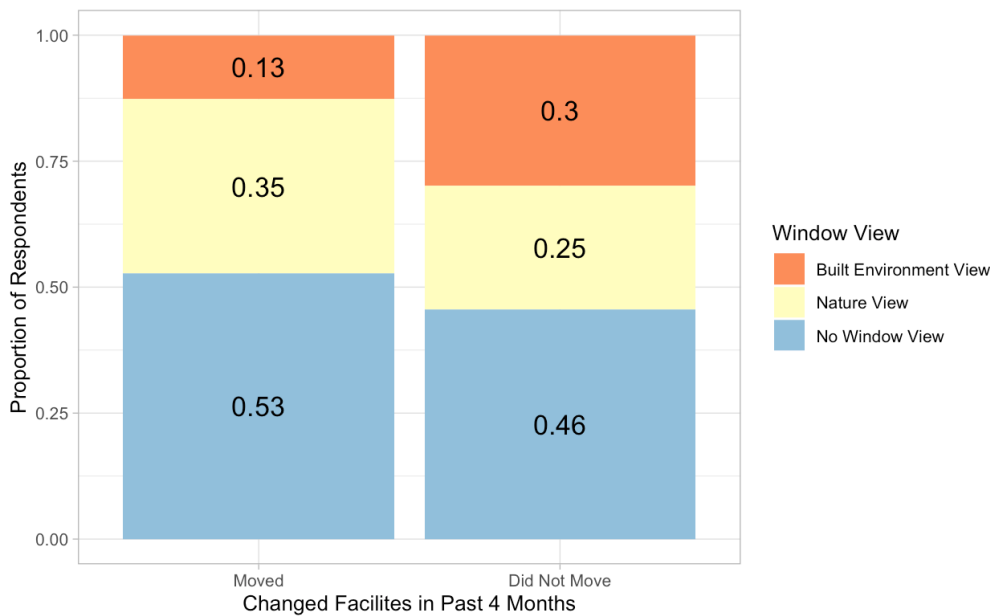
In the first follow-up survey, 55 participants reported that they had moved to a different facility within the previous 4 months, primarily to the new Center Valley location. Comparing changes over time among participants who moved against participants who did not move allows us to estimate the effect of moving facilities on job satisfaction and health. In models that control for age, gender, and change in job, we found no significant impact of moving facilities on outcomes relating to job satisfaction and job stress or health outcomes.

Gaining a Window View of Nature

Following the move to Center Valley, more participants reported having a window view of nature in their primary workplace than at the baseline survey. The same proportion of participants reported having no window view at all, but participants were more likely to have a window view of nature as compared to a window view of built-environmental features in follow-up surveys.

Overall, 16 participants reported that they gained a window view of nature between the baseline survey and the first follow up. 22 participants reported that they always had a window view of nature; 103 that they never did, and 5 lost a window view of nature between the baseline and first follow-up surveys. Participants who moved locations were more likely to gain a window view of nature than participants who did not.





Employees who moved were more likely to have a window view of nature in the first follow-up than employees who did not move, and employees of the Center Valley location were more likely to report window views of nature than employees at other locations. In general, the more days that a participant reported working at Center Valley in a typical week, the more likely they were to report having a window view of nature and the less likely that they were to report a window view of the built environment.

In controlled modeling, participants who gained a window view of nature between the baseline and first follow-up survey were more likely to also increase their satisfaction with their window view between those time periods. However, effects on job satisfaction, job stress, and health outcomes were not significant. These results are consistent when using data from the second follow-up survey one year later.

Cross-Sectional Analyses of Workplace Environments

In addition to assessing change over time, we also conducted detailed cross-sectional analyses on the effect of window views of nature on perceptions of workplace physical environments, and on the effect of these perceptions on job-related and health-related outcomes. We found that participants with window views of nature were more likely to feel that their workplace environments helped them to focus; were beautiful; and helped them to feel connected to the organization.

Further, we found that participants who perceived their workplace environments as being supportive of their ability to focus had higher job satisfaction, greater work ability, and perceived higher workplace supportiveness; they also reported less anxiety, depression, and stress. Participants who rated their workplace environments as more beautiful likewise reported higher work ability, higher workplace supportiveness, lower depression, and lower stress. Finally, participants who rated their workplace environments as helping them to feel more connected to the organization reported higher job satisfaction, work ability, and workplace supportiveness, as well as lower anxiety, lower depression, and lower stress.

