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Abstract

Organizations have historically utilized an assortment of choices and practices in their workplaces with the goal of improving the contentment, productivity, and creativity of their employees. From nonprofit groups to corporate businesses, these practices have had various impacts on the work of American employees and the success of their organization. There has, however, not been adequate discussion of these influences in the United States. In this paper, I first examine the use of contemporary workplace practices and classify them by their relation to the physical environment, cultural and relational environment, and individual project work of an organization. This paper further analyzes the implications of each category on the organization and its employees, as well as the capability for a new organization to effectively incorporate these practices in its own workplace.

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