THE RELATIONSHIP BETWEEN SPATIAL APPROPRIATION AND WORK MOTIVATION IN OFFICE INTERIORS

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Abstract

This study aims to analyze the relationship between spatial appropriation and work motivation in office interiors and the factors influencing this relationship. In this context, the research is structured around two key research questions. A quantitative research method was employed, and the cross-sectional model was adopted to address these questions. The study population consists of academics working at 44 foundation universities in Istanbul during the 2024-2025 academic year, while the sample comprises 35 full-time faculty members from the Faculty of Architecture and Design at Istanbul Gedik University. A 56-item questionnaire developed by the researchers was utilized in the study. Data collected for this study were analyzed using descriptive statistical methods. The findings reveal that spatial appropriation plays a significant role in work motivation. Particularly, the adequacy of personal space, the ability to choose one's workspace, and a sense of belonging emerge as key influencing factors in job satisfaction and productivity.

Keywords: Spatial appropriation, work motivation, office interiors

1. INTRODUCTION

In the contemporary world, characterised by its technological advancement, humans allocate a substantial proportion of their time to "indoor" environments. Consequently, individuals residing in domestic dwellings, attending educational institutions, engaging in professional activities within offices, and partaking in meals in restaurants perceive interior spaces as the most prevalent milieu in their daily lives, thereby distinguishing them from other living beings (Pile & Gura, 2014, p. 13). Therefore, the concept of space, initially defined solely by its physical attributes, has evolved into a richly layered, multidimensional "place" that is continuously shaped and redefined by individual experiences, intrinsic meanings, and dynamic social relationships (Cresswell, 2014).

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RESEARCH ARTICLE

The multidimensional nature of space enables individuals to establish various forms of engagement with their environment, one of which is the process of 'appropriation', defined as the act of rendering the space unique to the individual (Bilgin, 1990).The term "appropriation" is derived from the Latin appropriatio, which is formed from the prefix "ad-". (denoting approach or orientation) and the root "proprius" (meaning own or self) (Harper, n.d.).In this context, "appropriation" conveys the meaning of "making something one's own" and refers to the act or process by which a person perceives or claims something as belonging to them (Graumann, 1976, p. 113).

Appropriation is an indicator of authority and control that emerges in the transformation of a place or space (Bilgin, 1979, p. 11). Moles (1976), on the other hand, defines appropriation as "a person driving a stake into the universe, taking root," thereby emphasizing both the control over space and an existential attachment. Hegel, in his work *Philosophie des Rechts*, discusses three forms of property. According to Hegel, the most significant stage of property is the process by which the individual shapes an object according to his or her own purposes—that is, appropriation. This process serves as a means for expressing the individual's core identity and freedom. In this context, true property is not merely the acquisition of an object, but its transformation and shaping in accordance with the individual's aims, thereby integrating it with the individual's identity. This phenomenon enables the object to become an integral part of the individual's praxis and conception of freedom, thus elevating it beyond a merely external entity (Hegel, 2002).

Spatial appropriation foregrounds the physical and spatial dimensions of transformation by emphasizing the interactions individuals establish with their environment and the ensuing process of self-actualization. In environmental psychology, the concept of spatial appropriation has been developed as an interactive process whereby individuals transform themselves while intentionally using, modifying, or enhancing a space to render it a meaningful place (Feldman & Stall, 1994). This process encompasses the various ways in which people claim ownership of a space, actively engage with it, generate meaning within it, and form lasting attachments (Rioux et al., 2017).

The individual organizes, arranges, and dialectically differentiates a space that they perceive as their own (Bilgin, 1997). In this context, the formation of a lived environment unfolds in two inseparable phases: the first involves the structuring of the environment, while the second concerns the relationship and connections between the structured environment and the individual (Erkman, 1973). This unique reciprocal relationship between a person and space highlights the dynamic nature of the appropriation process. The dynamic character of spatial appropriation emerges through behavioral (actions toward space, usage practices, transformation behaviors) and symbolic (emotional, cognitive, and interactive processes) components that exist in a dialectical interaction (Pol, 2002). For an individual, the transformation of

space into a place signifies that it becomes an extension or a part of their identity. This transformation influences how a person engages with space, affecting the duration, nature, and variety of activities they perform. It also shapes temporal experience by diversifying spatial interaction. As spatial types increase, the relationship between appropriation and temporal experience becomes more complex. This complexity stems from each spatial type's unique characteristics, requiring different appropriation strategies suited to their attributes (Karasu & Cesur, 2023, p. 114).

Building on Hegel's philosophical approach, it becomes evident that the concept of appropriation not only explains the philosophical dimension of property but also clarifies how individuals interact with their surroundings. This perspective has laid the foundation for subsequent studies. For instance de Certeau (1984) demonstrated how individuals engage with their environment through everyday practices, assigning personal meanings to their surroundings and thus "appropriating" them. These findings indicate that the concept of appropriation extends beyond theoretical discussion, holding significant relevance in both practical life and organizational contexts.

Similarly, studies by Fischer and Manstead (2008) have shown that individuals' interaction with their environment, leading to its personalization and appropriation, contributes to their sense of control and psychological empowerment. Although their study primarily focuses on the social functions of emotions, their findings suggest that individuals' engagement with their surroundings reinforces their sense of belonging, autonomy, and control, thereby positively influencing work motivation.

In light of these two perspectives, the process of spatial appropriation in office interiors holds the potential to enhance employees' work motivation by allowing them to personalize and exert control over their workspaces. In office interiors, spatial appropriation serves as a crucial psychological mechanism, enabling employees to claim ownership of their environment and infuse it with personal meaning, ultimately strengthening their work motivation. These theoretical approaches provide a solid foundation for hypotheses suggesting that spatial appropriation in office interiors fosters employees' ability to personalize their surroundings, enhance their sense of control, and improve overall work motivation.

Ultimately, the concept of appropriation is rooted in a broad academic framework encompassing philosophical, psychological, and organizational perspectives. While Hegel's philosophical approach provides the theoretical foundation for this concept, research on psychological ownership and spatial appropriation highlights its practical applications and empirical significance. This perspective offers valuable insights into the potential impact of appropriation processes on individual identity, autonomy, and work motivation, shaping the ways individuals engage with and personalize their environments.

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1.1. Problem

Work motivation is a critical factor affecting employees' performance, job satisfaction, and overall well-being. Despite extensive research on various factors influencing work motivation, the specific relationship between the ways in which employees appropriate, personalize, and adapt their workspaces and their work motivation remains underexplored. In office environments, spatial appropriation may be evidenced by the organization of personal belongings, modifications within the workspace, or the establishment of personalized zones in shared areas. The effects of these behaviors on employees' sense of belonging, autonomy, and motivation are still insufficiently documented. Addressing this gap could pave the way for developing effective strategies to enhance employee motivation in both academic and corporate settings.

1.2. Purpose

The principal objective of this study is to comprehensively analyze the relationship between spatial appropriation behaviors exhibited in office interiors and the work motivation of academics, to evaluate the impact of workspace ownership and personalization on employee motivation, and to explore the connections between perceived autonomy, sense of belonging, productivity levels, and the organization of the physical environment.

1.3. Questions

The present study has been designed to address two research questions (RQ1 and RQ2) that emerged from the analysis of the identified problem.

RQ1: How does spatial appropriation affect work motivation in office interiors?

RQ2: What are the factors influencing the relationship between spatial appropriation and work motivation in office interiors?

1.4. Importance

Academia's continuously evolving work dynamics have transformed office environments from spaces designed solely for aesthetics and functionality into settings that also address the psychological and social needs of employees. In this context, the present study critically examines the interplay between spatial appropriation and work motivation among knowledge-intensive groups, such as academic personnel, thereby underscoring the strategic significance of office design. Consequently, the research contributes to both theoretical literature and practical applications, establishing a robust foundation for future research.

1.5. Limitations

This study has several limitations that should be acknowledged. In terms of internal validity, as the research relies on self-report data, participants' responses may be influenced by social desirability bias or subjective perceptions. This may hinder the objective evaluation of the relationship between spatial appropriation and work motivation. Furthermore, since the study employs a cross-sectional research design, it is not possible to track changes in this relationship over time or establish potential causal links between the variables. Regarding external validity, the data collection process is limited to a single university, which restricts the generalizability of the findings and reduces the representativeness of the study. Additionally, the study utilizes a convenience sampling method, which, while efficient in terms of time and practicality, may result in the inclusion of participants who are more accessible and willing to respond. Consequently, this may limit the sample's ability to fully represent the broader academic community. Despite these limitations, this study provides significant insights into the relationship between spatial appropriation and work motivation, contributing to both workplace design research and organizational psychology literature.

2. METHOD

For this study, which involves collecting quantitative data from participants, we obtained Ethics Committee Approval (No. 355141) from the Istanbul Gedik University Ethics Committee at its meeting on 31 October 2024 (2024/10). All data used in this study were collected in accordance with institutional data-sharing protocols and analyzed while strictly maintaining the confidentiality of the participants' identities. In compliance with personal data protection regulations, all ethical principles were meticulously observed.

2.1. Model

In this study, one of the quantitative research methods, the general survey model, was employed. This model aims to systematically obtain information about various characteristics of a specific group. Although different types of general survey models exist, this study adopted the cross-sectional research model, in which data are collected from a specific study group within a particular time frame (Fraenkel et al., 2011). The cross-sectional model facilitates the description of the current state of the research subject by allowing the analysis of data collected at a specific point in time (Büyüköztürk et al., 2014). According to Karasar (2019), cross-sectional research aims to identify the existing state of a phenomenon as it is within a specific time frame.

2.2. Sample

The population of this study consists of academics working at 44 foundation universities in Istanbul during the 2024-2025 academic year. The sample, on the other hand, includes a total of 35 full-time faculty members from the Faculty of Architecture and Design at Istanbul Gedik University, representing the departments of Digital Game Design, Gastronomy and Culinary Arts, Visual Communication Design, Interior Architecture and Environmental Design, and Architecture. To facilitate the rapid and cost-effective collection of data from the target population, convenience sampling, a type of random sampling method, was employed. This approach allowed for the selection of accessible and willing participants, thereby streamlining the data collection process.

2.3. Data Collection Tools

In this study, a survey questionnaire developed by the researchers was used. Designed to systematically measure the research variables, the questionnaire is structured into seven sections, each containing eight questions, totaling 56 questions. The first section collects demographic information about participants, while the second section provides a general assessment of the work environment, covering aspects such as office sharing, daily usage duration, office atmosphere, and distracting elements. The remaining five sections focus on office usage, the work environment, its impact on work motivation, spatial appropriation behaviors in office interiors, and the influence of spatial appropriation on work motivation. A five-point Likert scale (1: strongly disagree … 5: strongly agree) was employed to quantitatively assess participants' perceptions and attitudes. The questionnaire, which takes approximately 15 minutes to complete, was administered online via Google Forms, allowing participants to respond at their own pace without time restrictions.

2.4. Data Analysis

Data collected for this study were analyzed using descriptive statistical methods. In this regard, the responses from the 56-item survey were evaluated in two stages. In the first stage, frequency analysis was performed on responses from the first two sections, which comprised a total of 16 items. In the second stage, responses from the remaining four sections, comprising 40 items, were analyzed using percentage distributions and arithmetic mean calculations. All data were processed and analyzed using the SPSS 25.0 software package. This analytical approach enabled a detailed evaluation of the research findings and significantly contributed to a deeper interpretation of the relationship between spatial appropriation and work motivation in office interiors.

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3. RESULTS

This study explores the relationship between spatial appropriation and work motivation in office interiors, along with the factors influencing this interaction. To establish a solid foundation, the frequency of responses to eight questions focusing on general evaluations of the work environment in the second section of the survey was analyzed (Table 1). The findings indicate that a significant portion of participants share their offices with multiple colleagues. Office sharing may limit individuals' ability to establish control over their work environment. This factor plays a crucial role in understanding the connection between spatial appropriation and work motivation.

Findings related to working hours indicate that academic staff spend long hours in their offices throughout the day. However, a noticeable discrepancy exists between the total time spent in the office and the actual time dedicated to work. This situation suggests that factors such as distractions, spatial conditions, and work dynamics may influence productivity.

Evaluations of office size indicate that a large portion of participants are only partially satisfied with the adequacy of their workspace. Similarly, assessments of the overall office atmosphere are predominantly characterized by "partially satisfied" responses. These findings suggest that academic workspaces do not fully meet user expectations. The lack of physical and psychological satisfaction in the work environment may negatively impact individuals' work motivation.

Responses to the question regarding the availability of designated spaces for private meetings indicate that the majority of participants reported the absence of such areas. Given the nature of academic work, which often requires individual or student consultations, this spatial limitation may play a restrictive role in professional interactions.

A significant portion of participants reported being affected by distractions such as noise, visitor traffic, and similar factors in their offices. The presence of these distractions can hinder individuals' ability to concentrate, negatively impacting both work motivation and productivity. In shared office environments, these factors may become even more pronounced, making it more challenging to maintain spatial control and establish a structured personal work routine.

Moreover, evaluations regarding opportunities for interaction with colleagues indicate that academic staff generally have sufficient opportunities for engagement. Interaction with colleagues can serve as a supportive factor for academic productivity and may also act as a motivator for spatial appropriation. However, an abundance of interaction opportunities may also be perceived as a source of distraction, potentially interfering with individual work processes.

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Table 1

Frequency Analysis of General Evaluations on the Work Surroundings

Do you share your office with another academic staff member?	%	N
No, I do not.	20.0	7
Yes, 2 people in total.	28.6	10
Yes, 3 people in total.	51.4	18
How many hours do you spend in your office daily?	**%**	**N**
2-3	14.3	5
4-5	14.3	5
6-7	45.7	16
8-9	25,7	9
How many hours do you spend working in your office daily?	**%**	**N**
2-3	34.3	12
4-5	34.3	12
6-7	22.9	8
8-9	8.5	3
Are you satisfied with the size of your office?	**%**	**N**
Yes	40.0	14
Partially	37.1	13
No	22.9	8
Are you satisfied with the overall atmosphere of your office?	**%**	**N**
Yes	37.1	13
Partially	48.6	17
No	14.3	5
Is there a space in your office where you can hold private meetings?	**%**	**N**
Yes	28.6	10
Partially	8.6	3
No	62.8	22
Are there any distractions (e.g., noise, visitors, etc.) in your office?	**%**	**N**
Yes	57.1	20
Partially	37.1	13
No	5.7	2
Does your office space provide sufficient opportunities for interaction with your colleagues?	**%**	**N**
Yes	74.3	26
Partially	20.0	7
No	5.7	2

*The table shows percentage distributions with the symbol (%) and participant numbers with the symbol (N).

Overall, the findings highlight the complex interplay between spatial conditions, workplace dynamics, and work motivation in academic office environments. While shared spaces foster collaboration, they may also limit personal control and increase distractions, potentially reducing productivity. The absence

of private meeting areas and dissatisfaction with office size further indicate spatial limitations. Addressing these challenges through personalization opportunities could enhance both motivation and efficiency.

The findings of this study, which examines the relationship between spatial appropriation and work motivation in office interiors, are systematically presented within different thematic factors. These themes are categorized into five factors, representing office usage (F1), workspace (F2), the impact of the workspace on work motivation (F3), spatial appropriation in office interiors (F4), and the impact of spatial appropriation on work motivation (F5) (Tables 2–6). To examine the effects of workspace personalization and spatial appropriation practices on motivation, productivity, and job satisfaction, the collected data were systematically analyzed. In evaluating the findings, standard deviation (σ) and arithmetic mean ($\bar{x}$) values were examined to identify participants' perceptions and tendencies regarding different factors, as well as to gain a deeper understanding of data distribution and central tendency measures. Additionally, statistical analyses were conducted to assess the impact of each variable on work motivation.

The analysis of the first factor (F1), which focuses on general evaluations of office usage, reveals that while the majority of participants enjoy working in their office, their level of satisfaction is influenced by external factors such as the number of individuals sharing the workspace and commute duration. Although working in an office is perceived as beneficial for productivity and concentration, its impact on creativity appears to be less pronounced. Additionally, a small yet notable group of participants reported not feeling a sense of belonging to their office environment. This finding suggests that not all workspaces equally support personal comfort and motivation (Table 2).

Table 2
Analysis of Data on Office Usage Evaluations

F	No.	Questions	(σ)	($\bar{x}$)
	01	I enjoy working in the office.	0.96	3.69
	02	I am satisfied with the number of academic staff utilizing the office.	1.42	3.14
	03	The number of academic staff using the office affects the time I spend there.	1.10	3.71
F1	04	The duration of my commute influences the amount of time I spend in the office.	1.09	3.57
	05	Working in the office has a positive effect on my creativity and productivity.	1.09	3.43
	06	Working in the office facilitates my ability to concentrate.	1.19	3.34
	07	I feel out of place in the office.	0.73	2.00
	08	I prefer working in an environment other than the office.	1.07	2.83

The analysis of the second factor (F2), which examines general evaluations of the workspace, indicates that the adequacy of office equipment and ease of access for students are notable considerations. While

participants generally find their office locations convenient, perceptions of spatial division and the availability of personal space vary. Some participants view the existing layout as restrictive, suggesting that flexible office designs should be tailored to accommodate diverse spatial preferences (Table 3).

Table 3
Analysis of Data on Evaluations of the Workspace

F	No.	Questions	(σ)	($\bar{x}$)
	09	My workspace is adequately furnished.	0.99	3.31
	10	My workspace is sufficient in terms of personal space.	1.12	2.86
	11	My workspace is situated in a location that is readily accessible to students.	0.68	4.20
F2	12	My workspace is partitioned with fixtures such as cabinets and columns.	1.21	2.80
	13	My workspace is located near the entrance (door).	1.07	3.74
	14	My workspace is situated near a source of natural light (window).	1.01	4.09
	15	My workspace is in a favorable location within the office.	0.85	3.91
	16	My workspace is in the location I determined within the office.	1.43	3.29

The analysis of the third factor (F3), which focuses on the impact of the workspace on work motivation, reveals that having sufficient personal space, proximity to natural light, and the ability to independently determine one's own workspace significantly enhance employees' motivation and overall job satisfaction. However, being located near the office entrance is generally perceived as a factor that negatively affects motivation and concentration. These findings emphasize the importance of aligning the workspace with both functional and psychological needs (Table 4).

Table 4
Analysis of Data on the Impact of the Workspace on Work Motivation

F	No.	Questions	(σ)	($\bar{x}$)
	17	Adequate furniture in my workspace increases my work motivation.	0.68	4.34
	18	Sufficient personal space in my workspace increases my work motivation.	0.86	4.29
	19	My workspace being easily accessible to students boosts my work motivation.	1.04	3.57
	20	Partitioning my workspace with cabinets, columns, etc. boosts my work motivation.	0.94	3.94
F3	21	My workspace near the entrance (door) boosts my work motivation.	1.22	2.49
	22	My workspace being near natural light (window) boosts my work motivation.	0.89	4.17
	23	My workspace's good location within the office boosts my work motivation.	0.51	4.49
	24	Deciding my workspace's location within the office boosts my work motivation.	0.51	4.54

The analysis of the fourth factor (F4), which focuses on evaluations of spatial appropriation behaviors in office interiors, indicates that participants share a strong consensus on the necessity of appropriating office spaces, with many engaging in this process by keeping personal items or rearranging office layouts. While most participants enjoy personalizing their workspaces, they tend to maintain a certain level of

distance when it comes to shared spaces. This finding suggests that appropriation strengthens the sense of belonging and identity, yet it also highlights the importance of respecting boundaries in the use of shared areas (Table 5).

Table 5
Analysis of Data on Evaluations of Spatial Appropriation in Office Interiors

F	No.	Questions	(σ)	(x̄)
	25	I think offices should be appropriated.	0.66	4.46
	26	I enjoy appropriating my office.	0.56	4.49
	27	I keep personal items in my office (e.g., family photos, mementos).	1.24	3.66
F4	28	I largely decide my office's layout	1.16	3.89
	29	I am allowed to personalize my office	0.78	4.09
	30	My office reflects my identity and work attitude	1.12	3.74
	31	Using personal items in my office distracts me.	0.92	2.09
	32	I don't want my office mates to appropriate my office.	1.03	2.23

The analysis of the fifth factor (F5), which focuses on the impact of spatial appropriation on work motivation, reveals a clear positive relationship between spatial appropriation and work motivation. Appropriation behavior not only enhances comfort and creativity but also supports focus, productivity, and job satisfaction. Furthermore, spatial appropriation appears to reduce stress and increase the amount of time spent in the office. These findings suggest that allowing employees to modify their environment could be an effective strategy for creating a more motivating and engaging work environment (Table 6).

Table 6
Analysis of Data on the Impact of Spatial Appropriation Behavior on Work Motivation

F	No.	Questions	(σ)	(x̄)
	33	Appropriating my office makes me feel more comfortable at work.	0.65	4.37
	34	Appropriating my office boosts my creativity and productivity.	0.81	4.23
	35	Appropriating my office helps me focus on work.	0.65	4.23
F5	36	Appropriating my office helps me finish work faster.	0.89	3.83
	37	Appropriating my office allows me to work longer in the office.	1.04	3.83
	38	Appropriating my office increases my work commitment.	0.98	3.83
	39	Appropriating my office reduces my work stress.	0.83	3.89
	40	Appropriating my office boosts my work motivation.	0.69	4.23

Taken together, the data from this study indicate that the degree to which employees personalize and take ownership of their workspace is directly related to their work motivation levels. This finding provides an answer to the first research question (RQ1), which examines the relationship between spatial appropriation and work motivation in office interiors. Specifically, the adequacy of personal space, the ability to define one's workspace, and the sense of belonging to the office environment emerge as key determinants of

job satisfaction and productivity. This finding, in turn, directly contributes to answering the second research question (RQ2), which explores the factors influencing the relationship between spatial appropriation and work motivation in office interiors.

The findings also indicate that the physical conditions and spatial arrangements of the work environment significantly influence employees' focus and creativity. Sufficient natural light, ergonomic adjustments, and the flexible use of individual workspaces are among the key factors that enhance work motivation.

Additionally, spatial appropriation has been found to reduce employees' stress levels and positively impact the time they spend in the workplace. Individuals who can organize and personalize their workspaces tend to feel more engaged and motivated in their jobs. Accordingly, office designs that consider employees' spatial needs are identified as a crucial factor in supporting workplace productivity and psychological well-being.

In the literature, there are also empirical studies examining the effects of spatial appropriation in office interiors on employees' attitudes and performance. The psychological ownership theory developed by Pierce et al. (2001) suggests that when employees develop a sense of "mine" over their work environment, it leads to positive work outcomes such as job satisfaction and motivation. When employees personalize their offices, their sense of control and ownership over the space increases, which, in turn, enhances their intrinsic motivation and commitment. This viewpoint is corroborated by the findings of Avey et al. (2009), whose study underscores the favourable impacts of psychological ownership on employees' motivation and performance. The study demonstrates that the personalisation of office interiors functions as a pivotal motivational factor.

Likewise, Knight and Haslam (2010) found that employees who have the freedom to personalize their workspaces experience greater comfort, a stronger sense of belonging, and overall well-being, which ultimately enhances work motivation. Similarly, Sungur et al. (2017) emphasize that spatial appropriation in academic office interiors strengthens individuals' sense of belonging and serves as a key factor in increasing motivation. Furthermore, Bekar et al. (2022) posit that a more pronounced spatial experience exerts a positive influence on work motivation, thereby reinforcing the correlation between environmental adaptation and productivity.

Findings in the literature suggest that spatial appropriation positively influences employees' sense of belonging, motivation, and job satisfaction. The results of this study align with these findings, indicating that employees who personalize and take ownership of their workspace exhibit higher work motivation and greater commitment to their tasks. This research supports the limited literature that examines the connection between spatial appropriation and work motivation. Furthermore, the findings highlight that

spatial appropriation is not merely a personal preference but a key determinant of work performance, emphasizing the importance of designing workspaces that accommodate employees' psychological and spatial needs to enhance motivation and productivity.

4. CONCLUSION

This study has examined the relationship between spatial appropriation and work motivation in office interiors, highlighting the influence of spatial personalization on employee engagement and productivity. The findings underscore that employees who can personalize and take ownership of their workspace exhibit higher levels of motivation, job satisfaction, and psychological well-being. Factors such as the adequacy of personal space, the ability to determine one's own workspace, and a sense of belonging were found to be crucial determinants in fostering a motivating work environment. The study also revealed that spatial appropriation not only enhances focus and creativity but also reduces stress and extends the amount of time employees willingly spend in their office environment.

Beyond confirming the significance of spatial appropriation, this research provides insights into the broader implications of workspace design for academic professionals. The ability to control and modify one's work environment serves as a critical element in promoting workplace autonomy, which is closely tied to overall job performance. The findings suggest that institutions aiming to enhance employee motivation should consider policies that encourage workspace personalization and flexibility. In particular, the design of academic offices should prioritize configurations that allow for both personalization and functional adaptability, catering to diverse work styles and preferences.

Despite its contributions, this study has certain limitations. The sample size is restricted to academic staff within a single institution, which limits the generalizability of the findings to broader professional contexts. Additionally, the reliance on self-reported data may introduce biases related to subjective perceptions of motivation and spatial appropriation. Future research should employ longitudinal designs to track how changes in workspace personalization impact motivation over time, and should expand the sample to include various institutional settings. Moreover, experimental approaches that manipulate workspace configurations could offer more concrete evidence of causality between spatial appropriation and work motivation.

Future studies should also explore how cultural and organizational differences influence the relationship between spatial appropriation and motivation. Given the growing emphasis on hybrid work environments, investigating the role of spatial appropriation in remote and flexible work settings could further enrich the literature. Additionally, interdisciplinary approaches incorporating environmental psychology and

workplace design perspectives could provide more holistic insights into optimizing workspaces for enhanced motivation and well-being.

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Conflict of Interest Declaration

The authors declare no conflict of interest.

Contribution Rate Declaration Summary of Researchers

All authors contributed equally to the article.

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