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Research Article

Examining the life satisfaction, job satisfaction, intention to leave and burnout levels of employees according to the compliance of workplaces with the well building standard- mind concept[1]

İş yerlerinin well bina standardı- mind (zihin) konsepti uygunluğuna göre çalışanların yaşam doyumu, iş tatmini, işten ayrılma niyeti ve tükenmişlik düzeylerinin incelenmesi[1]

Çağla Özçelik[2]

Bahar Çelik[3]

[1] This article is derived from a published master's thesis written by Çağla Özçelik under the supervision of Bahar Çelik.

[2] Research Assistant, Kütahya Health Sciences University, Kütahya, Turkey,
cagla.ozcelik@ksbu.edu.tr
ORCID: 0009-0008-0271-1638

[2] PhD Student in Health Management, Ankara University, Ankara, Turkey
cozcelik@ankara.edu.tr

[3] Assoc. Prof., Kütahya Health Sciences University, Kütahya, Turkey,
bahar.celik@ksbu.edu.tr

ORCID: 0000-0003-2494-5343

Corresponding Author:

Çağla Özçelik

Kütahya Health Sciences University, Kütahya, Turkey, cagla.ozcelik@ksbu.edu.tr

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Abstract

Workplaces need high-performance employees to boost productivity, and a comfortable environment is essential for attracting the right talent. While work contributes to mental well-being, a hostile work environment may result in both physical and mental health issues. Since two-thirds of individuals with mental health problems are employed, workplaces offer a valuable opportunity to protect and improve mental health. The WELL Standard is a building certification system that focuses on enhancing health and well-being in the built environment. This study hypothesises that buildings with higher WELL-Mind scores are associated with greater job and life satisfaction, as well as lower intention to leave and lower levels of burnout. In this context, the study examined the life satisfaction, job satisfaction, intention to go, and burnout levels of users in the Faculty of Health Sciences (FHS) and the Faculty of Medicine (FM) at Kütahya Health Sciences University, based on the WELL Standard Mind concept. Initially, training was provided by an accredited WELL AP expert for the WELL Building Standard. Following this, the buildings of the Faculty of Health Sciences and the Faculty of Medicine were evaluated based on the WELL-Mind concept, and data were subsequently collected from staff via surveys. The data collected through online surveys was analysed using SPSS 26, and the WELL-Mind statuses of both buildings were compared. Although the FM building met all prerequisites and had a higher WELL-Mind score, intention to leave and burnout levels were higher, while life and job satisfaction were lower compared to FHS. Managers can use WELL Standard policies and designs as a guide to enhance employees' mental health.

Keywords: Burnout, Intention to Leave, Job Satisfaction, Life Satisfaction, WELL Building Standard

Jel Codes: M12, I31, J63

Öz

İş yerleri, verimliliği artırmak için yüksek performanslı çalışanlara ihtiyaç duyar ve doğru yetenekleri çekmek için rahat bir ortam oluşturulması önemlidir. Çalışmak ruh sağlığına fayda sağlarken olumsuz çalışma koşulları fiziksel ve ruhsal sorunlara yol açabilir. Ruh sağlığı sorunları olan bireylerin üçte ikisi çalıştığından, iş yerleri ruh sağlığının korunması ve geliştirilmesi için önemli bir fırsattır. WELL Standardı, yapılandırılmış çevre içerisinde bireylerin sağlık ve iyi oluş hâlini desteklemeye odaklanan bir bina sertifikasyon sistemidir. Bu çalışma, WELL-Mind puanı daha yüksek olan binaların daha yüksek iş ve yaşam memnuniyeti ile daha düşük işten ayrılma niyeti ve tükenmişlik düzeyleriyle ilişkili olduğu hipotezini öne sürmektedir. Bu bağlamda, çalışma Kütahya Sağlık Bilimleri Üniversitesi Sağlık Bilimleri Fakültesi (SBF) ve Tıp Fakültesi (TF) kullanıcılarının WELL Standardı Mind konsepti çerçevesinde yaşam memnuniyeti, iş memnuniyeti, işten ayrılma niyeti ve tükenmişlik düzeylerini incelemiştir. Öncelikle WELL Bina standardı için akredite bir WELL AP uzmanından eğitim alınmıştır. SBF ve TF binalarında WELL-WELL-Mind konseptine göre binaların puanlaması yapılmış ve sonrasında personelden anket yoluyla veri toplanmıştır. Çevrimiçi anketle toplanan veriler, SPSS 26 programında analiz edilerek her iki binanın WELL-Mind durumu karşılaştırılmıştır. TF binası tüm ön koşulları karşılamış ve daha yüksek bir WELL-Mind puanına sahip olmasına rağmen, işten ayrılma niyeti ve tükenmişlik düzeyleri daha yüksek, yaşam ve iş memnuniyeti ise SBF'den daha düşük olduğu bulunmuştur. Yöneticiler, çalışanların ruh sağlığını iyileştirmek ve üretkenliği artırmak için WELL Standardı politikalarını rehber olarak kullanabileceği öngörülmektedir.

Anahtar Kelimeler: İşten Ayrılma Niyeti, İş Tatmini, Yaşam Doyumu, Tükenmişlik, Well Bina Standardı

JEL Kodları: M12, I31, J63

Introduction

Employment positively impacts mental health; however, an unhealthy work environment may contribute to both physical and psychological issues. The increasing recognition of mental health problems in the workplace has made it essential to explore the impact of work environments on employees' well-being. Mental health and workplace conditions are known to have a reciprocal relationship (LaMontagne, Martin, Page, Reavley, Noblet, Milner & Smith, 2014). According to Gupta, Wåhlin-Jacobsen, Abildgaard, Henriksen, Nielsen and Holtermann (2018), poor workplace conditions can lead to adverse outcomes in employees, including burnout, decreased performance, and disruptions in physical and mental balance. In this context, it is evident that an in-depth investigation of the work environment's role in shaping mental health is necessary, particularly given its impact on employee performance and overall quality of life.

Mental health problems are a widespread global health problem, and mental health problems are stated to constitute 13% of the worldwide disease burden and approximately 32% of the years spent with disability (Vigo, Thornicroft, & Atun, 2016). Despite the growing body of research on mental health, there remains a significant gap in understanding how the physical workplace environment specifically influences mental well-being. When we look at the data of the World Health Organization, it is seen that depression and anxiety alone cost the global economy approximately 1 trillion dollars due to lost productivity (World Health Organization, 2017). Since approximately two-thirds of individuals with mental health problems are employed and individuals spend most of their time in the work environment, it is thought that work environments are a good tool for reaching people to protect and improve mental health (Jarman, Martin, Venn, Otahal, Blizzard, Teale, & Sanderson, 2016). This highlights the need for workplace interventions designed to not only reduce mental health risks but also enhance overall well-being.

Considering the prevalence of mental health deterioration in the working population and the working population experiencing mental health problems, it is evident that workplaces need to work to reach people, improve social and mental health and raise awareness. The World Health Organisation also stated in its 2003-2020 global action plan that all sectors should cooperate by specifying the principles and goals for protecting the mental health of employees (World Health Organisation, 2017). The WELL building standard holds an essential place among certification studies that aim to increase productivity and profitability by enhancing the mental health of employees through the workplace environment. However, despite the promising impact of such standards, there is limited research on their real-world application in diverse work environments. Among sustainability and environmental green building certification studies, standards such as BREEAM, LEED and WELL, which have international validity and a widespread network worldwide, have been established. These standards and rating systems aim to guide the future of our built world and how we interact with the spaces where we spend our time. Standards such as BREEAM, developed by the Building Research Establishment, and LEED, created by the US Green Building Council (USGBC), assess sustainable values across various categories, including energy and ecology (BREEAM, 2017; USGBC, 2019). The WELL building standard, developed by the International WELL Building Institute (IWBI), focuses on the comfort, mental health and well-being of building occupants, which are not emphasised enough in these standards (IWBI, 2022). Therefore, this study aims to fill the gap by assessing the impact of the WELL-Mind concept on workplace mental health and identifying the potential benefits for building users.

This study hypothesises that buildings with higher WELL-Mind scores are associated with greater job and life satisfaction, as well as lower intention to leave and lower levels of burnout. The impact of work environments and workplaces on mental health indicators, such as life satisfaction, job satisfaction, intention to go, and burnout levels, highlights the importance of this issue both in Turkey and globally, aiming to provide insights into the contributions of creating supportive and healthy work environments for employees and building occupants.

Literature review

Life satisfaction

The interaction between life satisfaction and work life is inevitable. There is even evidence that there may be a stronger correlation between job performance and life satisfaction than job satisfaction (Jones, 2006). It is also suggested that if the employee is not satisfied with their life due to work and the level to which a job change is perceived as a means to a better life, dissatisfaction with life is likely to increase the tendency to leave the job (Erdoğan, Bauer, Truxillo, & Mansfield, 2012).

There is evidence that poor air quality and high noise levels in the work environment significantly reduce employees' life satisfaction (García-Mainar, Montuenga, & Navarro-Paniagua, 2015). Life satisfaction is associated with low turnover intention (Rode, Rehg, Near, & Underhill, 2007). In light of these studies, it is believed that implementing the WELL building standard, which encompasses all elements of the work environment, in workplaces will positively enhance the level of life satisfaction.

Job satisfaction

Job satisfaction is defined as the combination of psychological, physiological and environmental conditions that enable a person to express their satisfaction with their job (Hoppock, 1935). It is well established that environmental factors significantly impact employees' job satisfaction, and therefore, employers should strive to enhance employees' job satisfaction by addressing and improving these ecological factors. It is also known that there is an interactive relationship between job satisfaction and mental health (Kaheh, 2012). Therefore, it can be predicted that increasing employees' job satisfaction levels can help protect their mental health or that protecting and improving their mental health can, in turn, increase employees' job satisfaction levels.

Candido, Marzban, Haddad, Mackey, and Loder (2020) conducted a study comparing the satisfaction, perceived productivity and health of building occupants in WELL-certified and non-WELL-certified Australian offices. The questionnaires used included elements related to indoor environmental quality, such as thermal comfort, spatial comfort, indoor air quality, individual space, noise dispersion and privacy, visual comfort, connection to the outside environment, building maintenance, and perceived health. It has been stated that WELL-certified office workers report higher scores in terms of overall satisfaction, satisfaction, workability, perceived productivity and health.

Licina and Yıldırım (2021) investigated the satisfaction of a group of building users regarding indoor environmental quality (IEQ), sick building syndrome (SBS) symptoms and self-reported productivity before and after moving to WELL-certified office buildings. In light of these studies, it is believed that implementing the WELL Building Standard, which encompasses all elements of the work environment, will positively impact job satisfaction in the workplace.

Intention to leave

Employees' intention to leave their jobs is considered a significant problem in all organisations and nearly all sectors worldwide today. Despite much work, it remains an unsolved and dynamic phenomenon. It is also known that there is a strong and positive correlation between the intention to leave and actual behaviour (Cho & Lewis, 2012). When managers find evidence of their employees' intention to go, they should be aware that this is likely to result in a behavioural departure. Considering the damage that employee turnover rates can cause to the workplace budget, it is essential to conduct studies to prevent this. A study conducted by Lee, Seo, Lee, Lee, Jeon, and Han (2016) suggested that improvements should be made in the work environment and that reducing job stress would help decrease employee turnover.

Applebaum, Fowler, Fiedler, Osinubi and Robson (2010) suggested that noise, air quality, light, exposure to toxic substances, temperature, humidity, aesthetic view and stress from physical environmental elements can affect the level of job satisfaction, which in turn will trigger the intention to leave.

In a study conducted by Ildiri, Bazille, Lou, Hinkelman, Gray, and Zuo (2022), it was also revealed that the satisfaction and perceived mental health of employees in WELL-certified buildings increased after use. Since it is known that employee satisfaction and job satisfaction have a negative relationship with intention to leave (Sivuk & Seyhan, 2021), it is thought that WELL-certified buildings can be effective in reducing employees' intention to leave. Employers and building managers can utilise the policies and strategies of the WELL building standard, which encompasses these elements, to implement innovative solutions that reduce employees' intention to leave by ensuring job satisfaction.

Burnout

According to Freudenberger (1974), burnout is defined as "the state of exhaustion in the internal resources of the individual as a result of failure, wear and tear, loss of energy and strength, or unsatisfied demands." Shirom (1989) accepts burnout as "a chronic and continuous emotional depression that includes negative emotional experiences at the individual level." It is increasingly accepted that workplaces are critical environments where mental health should be supported and developed; however, it is also acknowledged that difficulties arise when attempting to achieve this (Kumar & Kumar, 2014). It is stated that job stress and burnout syndromes affect the mental health of employees and are reflected in their performance, which can, in turn, impact workplace productivity (Amer, Elotla,

Ameen, Shah, & Fouad, 2022). It is suggested that stress in the workplace incurs high psychological, physical, emotional, and financial costs, and corrective and preventive interventions should be implemented to prevent productivity loss (Sisley, Henning, Hawken, & Moir, 2010; Hassard, Teoh, Visockaite, Dewe, & Cox, 2018).

Evidence has been presented that natural elements such as plants and sufficient daylight used in the workplace are associated with health-promoting benefits such as reduced depression and anxiety levels of employees, increased attention capacity, reduced job stress, and improved psychological well-being (Grinde & Patil, 2009; Largo-Wight, Chen, Dodd, & Weiler, 2011). Küller, Ballal, Laike, Mikellides, and Tonello (2006) stated in their study on lighting, a key physical element of the work environment, that well-designed and adequately lit workspaces contribute to better mental health, reduce stress, and enhance visual acuity. Research on noise, another physical factor in the work environment, has demonstrated that office noise can induce stress and negatively affect performance in complex cognitive tasks, such as prose memory and mental arithmetic (Banbury & Berry, 1997; Jahncke, Hygge, Halin, Green, & Dimberg, 2011).

Knapp, McDaid and Parsonage (2011) stated that the cost of intervening in depression and anxiety disorders in workplaces is much less than the cost of loss of labour caused by these problems and provides financial savings. In other words, this study claims that every £1 spent on a stress prevention and mental health promotion program in the workplace will provide £10 in economic return.

It is believed that implementing the WELL building standard, which encompasses various factors examined in these studies on stress and burnout, will have a positive impact on the burnout levels of employees and building users in workplaces. Therefore, building managers can benefit from the guiding strategies outlined in the WELL Building Standard to reduce the burnout levels of building users and enhance their mental well-being.

Well-building standard

In 2007, leading doctors, scientists and industry professionals came together under the leadership of Delos, a real estate company operating in the United States. After seven years of work, the "WELL Building Standard" was created as a result of a study completed in 2014. WELL, which was created with the idea of a "user-centred green building certification system" that differs from other green building certifications, aims to "see the built environment as a tool to support human health, well-being and comfort." The WELL building standard, managed by IWBI, is a performance-based system for measuring, verifying, and monitoring the features of buildings that impact the health and well-being of people living, working, and learning in these spaces (IWBI, 2016).

WELL-certified buildings are designed to take into account the characteristics of their users, such as their activity levels, eating habits, mental state, sleep patterns, productivity and other factors that affect their performance. WELL is a system that aims to prioritise the health and comfort of users in the design, production, operation and termination of use of buildings. Additionally, the WELL Building Standard proposes that it can reduce long-term employee costs by enhancing the loyalty and productivity of building occupants (IWBI, 2016). The WELL Building standard consists of 11 concepts and 133 criteria, and a total of 219 points can be obtained by evaluating 11 concept-based credits. 48 of the 133 criteria are Precondition criteria that must be met; 174 are Optimisation criteria that earn points (IWBI, 2022).

As a result of the literature review, it was found that various studies on the WELL building standard exist in the international literature; however, most of these studies do not address the effects on employees' mental health, instead focusing on other areas or making comparative analyses with other certification programs. In the local literature, very few thesis studies were found (Alkan, 2022; Ölmez, 2019), and these also focused on comparisons with other certification programs. The literature review revealed that there is no study addressing the impact of the WELL building standard, which was launched with user-focused goals, on the mental health of building occupants.

Methodology

Research purpose

This study aims to examine the life satisfaction, job satisfaction, intention to leave, and burnout levels of building users in the FHS (FHS) and FM (FM) buildings of Kütahya Health Sciences University, according to their compliance with the Mind concept of the WELL building standard.

Research population and sample

The population of the research consists of academic and administrative staff working in the FHS and FM buildings. According to the sample calculation with a known population, 137 participants from the

FM and 84 participants from the FHS are expected to be reached. A total of 107 personnel work in the FHS, and a total of 212 personnel work in the FM.

Hypotheses and research model

In the study, the following hypotheses were determined based on the research problem and the purpose of the research;

H1: *Employees' life satisfaction levels vary depending on the compliance of the building they work in with the WELL-Mind standard,*

H2: *Employees' job satisfaction levels vary depending on the compliance of the building they work in with the WELL-Mind standard,*

H3: *Employees' intention to leave levels vary depending on the compliance of the building they work in with the WELL-Mind standard,*

H4: *Employees' burnout levels vary depending on the compliance of the building they work in with the WELL-Mind standard,*

H5: *There is a significant relationship between employees' life satisfaction levels and job satisfaction levels,*

H6: *There is a significant relationship between employees' life satisfaction levels and intention to leave levels,*

H7: *There is a significant relationship between employees' life satisfaction levels and burnout levels,*

H8: *There is a significant relationship between employees' job satisfaction levels and intention to leave levels,*

H9: *There is a significant relationship between employees' job satisfaction levels and burnout levels,*

H10: *There is a significant relationship between employees' intention to leave levels and burnout levels*

H11: *Employees' life satisfaction levels differ significantly according to their demographic characteristics,*

H12: *Employees' job satisfaction levels differ significantly according to their demographic characteristics,*

H13: *Employees' intentions to leave their jobs differ significantly according to their demographic characteristics,*

H14: *Employees' burnout levels differ significantly according to their demographic characteristics.*

After the hypotheses were created, the research model related to these hypotheses was prepared as given in Figure 1;

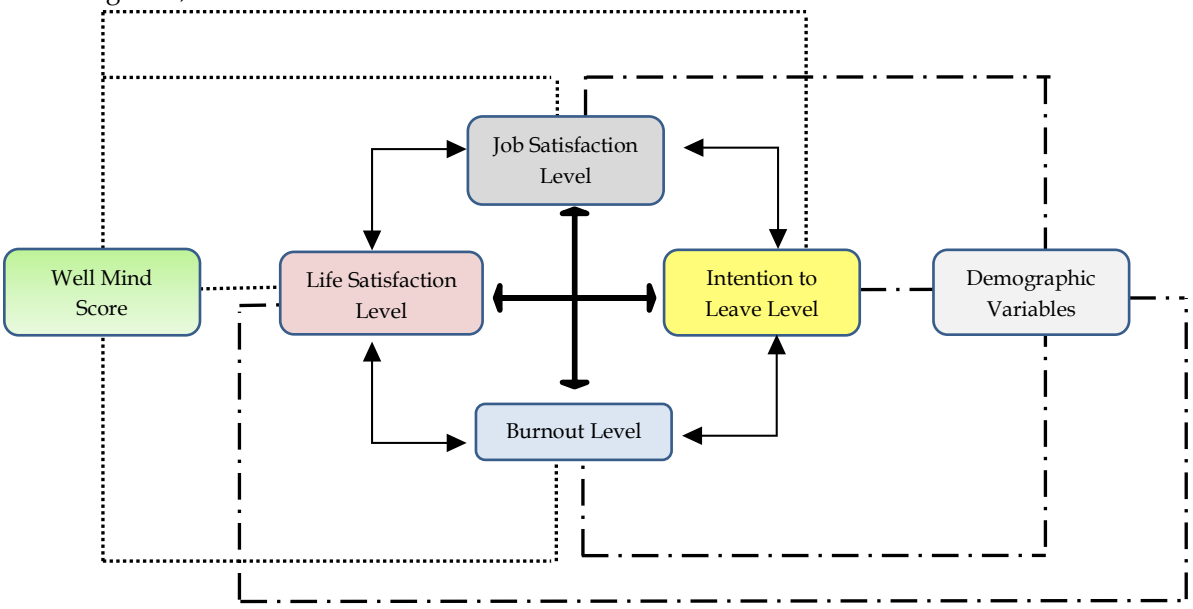

Figure 1: Research Model

Data collection tools

The survey method was used as the data collection method. A 9-question survey form was created to collect demographic information. The "Life Satisfaction Scale" developed by Diener, Emmons, Larsen, and Griffin (1985) and adapted to Turkish by Dağlı and Baysal (2016) was used to measure life satisfaction; the "Shirom Melamed Burnout Scale" developed by Shirom-Melamed (2005) and used in the study of Alanyalı (2006) was used to measure burnout levels; the "Minnesota Job Satisfaction Scale" which is developed by Weiss and others (1967) and adapted by Alanyalı (2006) to evaluate job satisfaction levels; and the " Turnover Intention Scale" consisting of Turkish questions

developed by Bluedorn (1982) and Netemeyer, Boles, McKee and McMurrian (1997) and used in the study of Bozdoğan (2020) was used to measure intentions to leave. These scales consist of a 5-point Likert type. Using the scorecards published in the WELL Building Standard v2 Q4 2022, 11 items in the Mind criteria of both buildings were evaluated and scored (IWBI, 2022).

Evaluation of data

SPSS 26.0 and Jamovi 2.4.11 programs were used for obtained data analysis. First, descriptive analyses, such as frequency distributions, average values, and standard deviation values, were performed using the programs. Then, statistical analyses were performed to evaluate the hypotheses. In the first stage of the study, a pilot study was conducted after the number of participants was completed in both faculties. It was observed that the Minnesota Job Satisfaction and Shirom Melamed scales were not separated according to the dimensions in the original version of these scales. However, since the scales had already been translated into Turkish after their validity and reliability were verified, the study continued without making any changes to the scale.

Findings

Findings related to data collection tools

Reliability and item analyses: The Cronbach's Alpha (α) value was used to test the reliability of the life satisfaction, job satisfaction, intention to leave, and burnout scales. When the Cronbach Alpha values in Table 1 are examined, it is determined that the Alpha (α) values for the data obtained from both faculties are above 70% (Korkmaz, Çakır, & Özden, 2015); therefore, the data have sufficient reliability for both faculties.

Table 1: Reliability Analysis of Scales

Scales	FHS (α)	FM (α)
Life Satisfaction	0.824	0.911
Job Satisfaction	0.929	0.962
Turnover Intention	0.769	0.927
Burnout	0.952	0.974

Exploratory factor analysis

Exploratory factor analysis of the FHS findings: The results of the exploratory factor analysis of the FHS findings revealed that life satisfaction items were grouped into a single dimension, consistent with previous development. Factor loadings ranged between 0.614-0.828. As seen in the explanatory analysis of the factor, it is known that the factor loadings should be higher than 0.30, and the variables explain a total of 50.2% of the variance.

The Minnesota Job Satisfaction Scale is typically divided into two dimensions—internal and external satisfaction. However, the explanatory factor analysis conducted in this study demonstrated that the scale was consolidated into a single dimension. Therefore, instead of considering this scale in two different dimensions, such as internal and external satisfaction, it was considered in a single dimension with only the satisfaction expression. Factor loadings ranged between 0.478-0.837. In analysing the variables from the FHS data, it was observed that 40.1% of the total variance was explained. Three expressions were removed from the analysis, and the analysis continued, resulting in a total explained variance rate of 45.0%.

It was observed that the statements regarding the turnover intention scale were collected under a single dimension as previously developed. The factor loadings ranged between 0.403 and 0.968, and according to the data, the variables explained a total of 62.9% of the variance.

The Shirom-Melamed Burnout Scale is generally categorised into three dimensions—cognitive, physical, and emotional exhaustion. However, the explanatory factor analysis conducted in this study revealed that the scale was combined into a single dimension. The factor loadings ranged between 0.441-0.948. It was seen that the variables explained a total of 63.8% of the variance.

In the literature, it is considered sufficient in terms of explanatory power if the total explained variance in the field of social sciences is between 40% and 60% (Karagöz, 2021).

Exploratory factor analysis of the findings of the FM: As a result of the explanatory factor analysis of the conclusions of FM, it was seen that life satisfaction expressions were gathered under a single dimension as previously developed. Factor loadings ranged between 0.678-0.915. As seen in the

explanatory analysis of the factor, it is known that the factor loadings should be higher than 0.30, and the variables explain 68.9% of the total variance.

The Minnesota Job Satisfaction Scale is composed of two dimensions: internal and external satisfaction. However, the explanatory factor analysis performed in this study revealed that the job satisfaction scale was grouped under a single dimension. Therefore, instead of considering this scale as two separate dimensions, such as internal and external satisfaction, it was regarded as a single dimension with the satisfaction expression. Factor loadings ranged between 0.554-0.904. The variables explain 57.8% of the total variance.

It was observed that the expressions related to the turnover intention scale were grouped under a single dimension, as previously developed. Factor loadings ranged from 0.819 to 0.967, and according to the data, the variables explain 81.7% of the total variance.

The Shirom-Melamed Burnout Scale is categorised into three dimensions: cognitive, physical, and emotional burnout. However, the explanatory factor analysis performed in this study reveals that the burnout scale is grouped under a single dimension. Factor loadings range from 0.735 to 0.967. It is observed that the variables account for 76.3% of the total variance.

In the literature, it is considered sufficient in terms of explanatory power if the total explained variance in the field of social sciences is between 40% and 60% (Karagöz, 2021).

Confirmatory factor analysis

Exploratory Factor Analysis (EFA) is an analysis used to reveal the statistical analysis of the main structure and its sub-dimensions. Confirmatory factor analysis (CFA) is a type of analysis used to verify a pre-existing structure and dimensions (Seçer, 2013). The reference fitness values are used to evaluate confirmatory factor analysis (Schermelleh Engel & Moosbrugger, 2003).

Table 2: Fitness Values for CFA Fit Indices

Sample Size	N<250			N>250		
Number of Observable Variables	m≤12	12<m<30	m≥30	m≤12	12<m<30	m≥30
CMIN (X^2)	Non-significant p-value	Significant p-value even with good fit	Significant p-value	Significant p-value even with good fit	Significant p-value	Significant p-value
CMIN/df		$\chi 2$ /df<2.5			$\chi 2$ /df<5	
GFI	> 0,95	> 0,90	> 0,90	> 0,90	> 0,90	> 0,90
CFI	> 0,97	> 0,95	> 0,92	> 0,95	> 0,92	> 0,90
NFI - TLI	> 0,97	> 0,95	> 0,92	> 0,95	> 0,90	> 0,80
RMSEA	< 0,08	< 0,08	< 0,08	< 0,07	< 0,07	< 0,07

In the confirmatory factor analysis (CFA) of the life satisfaction scale associated with the FHS building, items 4 (I have had the essential things I want from life so far) and 5 (I would change almost nothing in my life if I were to be born again), which exhibited high correlation values, were linked. Adjustments were made to enhance the model fit. The resulting fit indices from the CFA were CMIN/df = 1.11, RMSEA = 0.048, CFI = 0.999, NFI = 0.989, and TLI = 0.997, indicating that the scale is valid according to the reference values presented in Table 2.

In the confirmatory factor analysis of the job satisfaction scale data related to the FHS building, items 7 (In terms of having the opportunity to do things for others) and 8 (In terms of having the chance to tell people what to do) with high correlation values and items 5 (In terms of having the opportunity to do things that do not go against my conscience) and 6 (In terms of providing me with a stable job) were connected. Modifications were made to increase the model fit values. As a result, it was determined that the fit indices obtained with CFA were CMIN/df 1.12; RMSEA 0.051; CFI 0.997; NFI 0.971; TLI 0.996, respectively.

The fit indices derived from the confirmatory factor analysis (CFA) of the Turnover Intention Scale data for the FHS buildings were as follows: CMIN/df = 0.000, RMSEA = 0.000, CFI = 1.000, NFI = 1.000, and TLI = 1.000.

For the Shirom-Melamed burnout scale data related to the FHS buildings, the CFA results revealed the following fit indices: CMIN/df = 1.08, RMSEA = 0.042, CFI = 1.000, NFI = 0.995, and TLI = 1.000.

Regarding the life satisfaction scale data for the Medical Faculty building, the CFA results were as follows: CMIN/df = 0.53, RMSEA = 0.000, CFI = 1.000, NFI = 0.998, and TLI = 1.003. These results

indicate that the life satisfaction scale meets the validity criteria as outlined in the reference values in Table 2.

For the job satisfaction intention scale data related to the Medical Faculty building, the CFA yielded the following fit indices: CMIN/df = 1.16, RMSEA = 0.061, CFI = 0.999, NFI = 0.990, and TLI = 0.998.

The fit indices obtained from the CFA of the Turnover Intention scale data for the Medical Faculty building were: CMIN/df = 0.00, RMSEA = 0.000, CFI = 1.000, NFI = 1.000, and TLI = 1.000.

As part of the CFA for the Shirom-Melamed burnout scale data related to the Medical Faculty building, items 11 (I feel that my thinking process is slow) and 12 (I have difficulty thinking about complex issues), which showed a high correlation, were combined and adjusted to enhance the model fit. The resulting fit indices were CMIN/df = 0.78, RMSEA = 0.000, CFI = 1.000, NFI = 0.999, and TLI = 1.000.

Confirmatory statistical analysis

In the factor analyses performed, since the dimensions in some scales could not be divided into the dimensions stated by the authors who developed the scale, convergent reliability fit analyses were necessary as a confirmatory factor analysis (Temel, 2022).

Table 3: Faculties Composite Reliability and Average Variance Extracted Analyses

Scales	Faculty of Health Sciences		Faculty of Medicine	
	Composite Reliability (CR)	Average Variance Extracted (AVE)	Composite Reliability (CR)	Average Variance Extracted (AVE)
Life Satisfaction	0.881	0.598	0.936	0.747
Job Satisfaction	0.937	0.728	0.997	0.996
Turnover Intention	0.958	0.664	0.977	0.782
Burnout	0.873	0.703	0.954	0.875

As shown in Table 3, the convergent validity analysis examines the relationships between the expressions of the FHS variables and the factors they form. The results indicate that the AVE values for life satisfaction, job satisfaction, burnout, and intention to leave dimensions exceed 0.50, while the CR values are greater than 0.70. Furthermore, as expected, the AVE values are higher than the CR values (Yaşlıoğlu, 2017; Temel, 2022).

Similarly, Table 3 presents the convergent validity analysis for the FM variables and the factors they constitute. The findings reveal that the AVE values for life satisfaction, job satisfaction, burnout, and intention to leave dimensions surpass 0.50, whereas the CR values exceed 0.70. Additionally, the AVE values are observed to be greater than the CR values, aligning with expectations (Yaşlıoğlu, 2017; Temel, 2022).

Normality test

The normality test was performed, and the values indicating the levels of kurtosis and skewness were examined. The normality test was evaluated at a 95% confidence level, and the kurtosis and skewness values were assessed within the ±1.5 range (Tabachnick & Fidell, 2013). Accordingly, when the data of both faculties in Table 4 were examined, it was seen that all dimensions showed normal distribution. Since the data showed normal distribution in the kurtosis and skewness analyses, the Pearson method was used for the analyses related to the hypotheses H5, H6, H7, H8, H9, H10. The t-test and ANOVA test were used for the analyses related to the hypotheses H11, H12, H13, and H14.

Table 4: Skewness- Kurtosis Values for FHS and FM Variables

Scales	Faculty of Health Sciences		Faculty of Medicine	
	Skewness	Kurtosis	Skewness	Kurtosis
Life Satisfaction	-0.472	0.840	-0.239	-1.326
Job Satisfaction	-0.169	-0.659	-0.376	-0.544
Turnover Intention	0.851	0.021	0.591	-0.768
Burnout	0.120	-1.177	0.256	-0.801

Participants' demographic profiles

Considering the demographic structure of the participants, 67.3% of those in the FHS and 54.5% of those in the FM are female. It is observed that the majority of participants fall within the age range of 36-45, with 53.1% in the FHS and 40.9% in the FM. When examining marital status, 61.2% of the FHS and 68.2% of the FM are married. When discussing the level of education of the participants, it is evident that the majority hold a doctorate, with rates of 63.3% in the FHS and 52.3% in the FM.

It is seen that there is a difference in family income among the faculties. Accordingly, 46.9% of the participants working in the FHS have a family income between 30,001 TRY and 40,000 TRY, while 61.4% of those in the FM have a family income of 40,001 TRY or above.

It is observed that 81.6% of the participants in the FHS and 75% of the participants in the FM are academic staff. In the distribution of educational titles, it is observed that 57.5% of the participants in the FHS hold the title of Lecturer with a PhD. In comparison, 27.3% of the participants in the FM hold the title of Associate Professor, and 27.3% of the participants in the FM hold the title of Lecturer, PhD. Upon examining the distribution of administrative titles, it is evident that the participants in the FHS administrative unit primarily hold the title of director. In contrast, those in the administrative unit of the FM mostly hold the title of civil servant. When the distribution of institutional experience is examined, the distribution is different. Accordingly, it is observed that 36.7% of the participants in the FHS have 10 years or more of experience, while 54.5% of the participants in the FM have 1-3 years of experience.

Analyses of hypotheses

Analyses of Hypotheses H1, H2, H3, and H4: The FHS building was scored according to 11 criteria in the WELL-Mind concept, and the details are given in Table 5.

Table 5: Faculty of Health Science Buildings WELL-Mind Scores

Yes	No	Weight Point	Criterion Code	Criterion Name
Y		Required	M01.1	Promote Mental Health and Well-being
	N	Required	M02.1	Provide Connection to Nature
Y		Required	M02.2	Provide Connection to Place
0		1 point	M03.1	Offer Mental Health Screening
1		1 point	M03.2	Offer Mental Health Services
1		1 point	M03.3	Offer Workplace Support
0		1 point	M03.4	β Support Mental Health Recovery
0		1 point	M04.1	Offer Mental Health Education
0		1 point	M04.2	Offer Mental Health Education for Managers
0		2 point	M05.1	Develop a Stress Management Plan
1		1 point	M06.1	Support Healthy Working Hours
0		1 point	M06.2	Provide Nap Policy and Space
0		1 point	M07.1	Provide Restorative Space
0		1 point	M08.1	Provide Restorative Programming
0		1 point	M09.1	Provide Nature Access Indoors
0		1 point	M09.2	Provide Nature Access Outdoors
0		2 point	M10.1	Provide Tobacco Cessation Resources
1		1 point	M10.2	Limit Tobacco Availability
1		1 point	M11.1	Offer Substance Use Education
0		1 point	M11.2	Provide Substance Use and Addiction Services
			Total: 5 Points	

When the FHS field evaluation scores are examined, it is seen that they meet the preconditions of Promote Mental Health and Well-being (M01.1) and Provide Connection to Place (M02.2) but do not meet the prerequisite of Provide Connection to Nature (M02.1). Additionally, it was awarded 1 point for meeting the requirements of Offer Mental Health Services (M03.2), Offer Workplace Support (M03.3), Limit Tobacco Availability (M10.2), and Offer Substance Use Education (M11.1) criteria. Thus, the FHS did not meet a precondition; however, it was noted that it received a total of 5 points.

Table 6: FM Building WELL-Mind Scores

Yes	No	Weight Point	Criterion Code	Criterion Name

Y	Required	M01.1	Promote Mental Health and Well-being
Y	Required	M02.1	Provide Connection to Nature
Y	Required	M02.2	Provide Connection to Place
0	1 point	M03.1	Offer Mental Health Screening
1	1 point	M03.2	Offer Mental Health Services
1	1 point	M03.3	Offer Workplace Support
1	1 point	M03.4	β Support Mental Health Recovery
0	1 point	M04.1	Offer Mental Health Education
0	1 point	M04.2	Offer Mental Health Education for Managers
0	2 point	M05.1	Develop a Stress Management Plan
1	1 point	M06.1	Support Healthy Working Hours
0	1 point	M06.2	Provide Nap Policy and Space
1	1 point	M07.1	Provide Restorative Space
0	1 point	M08.1	Provide Restorative Programming
1	1 point	M09.1	Provide Nature Access Indoors
0	1 point	M09.2	Provide Nature Access Outdoors
0	2 point	M10.1	Provide Tobacco Cessation Resources
1	1 point	M10.2	Limit Tobacco Availability
1	1 point	M11.1	Offer Substance Use Education
0	1 point	M11.2	Provide Substance Use and Addiction Services
		Total: 8 Points	

It is evident from Table 6 that the FM building meets the preconditions of Promoting Mental Health and Well-being (M01.1), Providing a Connection to Nature (M02.1), and Providing a Connection to Place (M02.2). It is also seen that it has received one point by meeting the requirements of the criteria Offer Mental Health Services (M03.2), Offer Workplace Support (M03.3), β Support Mental Health Recovery (M03.4), Support Healthy Working Hours (M06.1), Provide Restorative Space (M07.1), Provide Nature Access Indoors (M09.1), Limit Tobacco Availability (M10.2), Offer Substance Use Education (M11.1). Thus, the FM building has received a total of 8 points by meeting all the preconditions of the WELL-Mind criterion.

A scoring study was conducted for both buildings by WELL-Mind Criteria. In the study, it was determined that the FHS did not meet one of the preconditions. Since it did not meet the prerequisite, the SBF building could not receive WELL-Mind compliance. The FM building received a total of 8 points by meeting all preconditions.

Table 7: T-test Analyses of FHS and FM Life Satisfaction, Job Satisfaction, Intention to Leave and Burnout Levels

Scales	Faculties	n	X	SS	t	p
Life Satisfaction	FHS	49	3.33	0.738	0.995	0.323
	FM	44	3.15	0.975		
Job Satisfaction	FHS	49	3.65	0.695	0.326	0.745
	FM	44	3.59	0.876		
Turnover Intention	FHS	49	2.04	1.02	-1.109	0.270
	FM	44	2.30	1.24		
Burnout	FHS	49	2.65	0.987	-0.450	0.654
	FM	44	2.75	1.136		

Table 7 presents the results of the t-test analysis, which examines whether there is a significant difference between the life satisfaction, job satisfaction, intention to leave, and burnout levels of FHS participants and FM participants based on WELL-Mind adequacy and scoring. Upon examining the table, it is found that the difference in life satisfaction, job satisfaction, intention to leave, and burnout levels between the two faculties is not statistically significant ($p > 0.05$). As a result, the H1, H2, H3 and H4 hypotheses are rejected.

Analyses of Hypotheses H5, H6, H7, H8, H9, and H10:

Table 8: FHS-Correlation Analysis of Life Satisfaction, Job Satisfaction, Intention to Leave and Burnout Elements

Variables	Life Satisfaction	Job Satisfaction	Turnover Intention	Burnout
Life Satisfaction	1			
Job Satisfaction	0.567**	1		
Turnover Intention	-0.355*	-0.585**	1	
Burnout	-0.324*	-0.628**	0.484**	1

When Table 8 is examined for the correlation analysis results of the FHS, a moderately positive and statistically significant relationship at a 0.57 significance level was determined between the life satisfaction element and the job satisfaction element. It can be said that if life satisfaction increases, the job satisfaction element will also increase positively.

A low-level negative and statistically significant relationship at a -0.35 significance level was determined between life satisfaction and intention to leave the job. It can be said that if life satisfaction increases, the turnover will decrease.

A low-level, negative, and statistically significant relationship with a correlation coefficient of -0.32 at a significance level of 0.32 was determined between life satisfaction and burnout. It can be said that as life satisfaction increases, burnout tends to decrease.

A moderately negative and statistically significant relationship at a -0.59 significance level was determined between job satisfaction and intention to leave the job. It can be said that if job satisfaction increases, the turnover intention will decrease.

A moderately negative and statistically significant relationship, with a p-value of -0.63, was determined between job satisfaction and burnout. It can be said that if job satisfaction increases, burnout will decrease. A moderately positive and statistically significant relationship, with a p-value of 0.48, was determined between intention to leave the job and burnout. It is predicted that burnout will increase as intention to leave the job increases.

Table 9: FM- Correlation Analysis of Life Satisfaction, Job Satisfaction, Intention to Leave and Burnout Elements

Variables	Life Satisfaction	Job Satisfaction	Turnover Intention	Burnout
Life Satisfaction	1			
Job Satisfaction	0.543**	1		
Turnover Intention	-0.263	-0.650**	1	
Burnout	-0.319*	-0.609**	0.556**	1

When Table 9 is examined for the correlation analysis results of the FM, a moderately positive and statistically significant relationship at a 0.54 significance level was determined between the life satisfaction element and the job satisfaction element. It can be said that if life satisfaction increases, the job satisfaction element will also increase positively.

A low-level negative and statistically significant relationship at -0.26 significance level was determined between life satisfaction and intention to leave the job. It can be said that if life satisfaction increases, the turnover will decrease.

A low-level, negative, and statistically significant relationship with a correlation coefficient of -0.31 at a significance level of 0.31 was determined between life satisfaction and burnout. It can be said that as life satisfaction increases, burnout tends to decrease.

A moderately negative and statistically significant relationship at a -0.65 significance level was determined between job satisfaction and intention to leave the job. It can be said that if job satisfaction increases, the turnover intention will decrease.

A moderately negative and statistically significant relationship, with a p-value of -0.60, was determined between job satisfaction and burnout. It can be said that if job satisfaction increases, burnout will decrease.

A moderately positive and statistically significant relationship at a 0.55 significance level was determined between intention to leave and burnout. It is predicted that burnout will increase if the intention to leave increases. According to all these analysis results, hypotheses H5, H6, H7, H8, H9 and H10 were accepted.

Analyses of Hypotheses H11, H12, H13, and H14

Table 10: Independent Samples T-test of FHS variables

Scales	Gender	X_{mean}	ss.	p	Result
Life Satisfaction	Female	3.26	0.759	0.899	Non-significant
	Male	3.49	0.692		Non-significant
Job Satisfaction	FHS	3.50	0.693	0.557	Non-significant
	FM	3.92	0.768		Non-significant
Turnover Intention	FHS	2.16	1.048	0.495	Non-significant
	FM	1.79	0.973		Non-significant
Burnout	FHS	2.79	1.008	0.244	Non-significant
	FM	2.38	0.912		Non-significant

As a result of the independent sample t-test for the variables of the FHS shown in Table 10, the sig. value of all dimensions of life satisfaction, job satisfaction, intention to leave the job and burnout was p>0.005. Accordingly, there is no significant difference between genders in terms of life satisfaction, job satisfaction, intention to leave the job, and burnout. When the X_{mean} values are examined, it is seen that there is no significant difference in the response averages of female and male individuals.

Table 11: Independent Samples T-test of FHS variables

Scales	Marital Status	Xmean	ss.	p	Result
Life Satisfaction	Single	3.32	0.845	0.092	Non-significant
	Married	3.36	0.552		Non-significant
Job Satisfaction	Single	3.55	0.691	0.201	Non-significant
	Married	3.76	0.808		Non-significant
Turnover Intention	Single	2.11	0.948	0.459	Non-significant
	Married	1.93	1.163		Non-significant
Burnout	Single	2.69	0.958	0.333	Non-significant
	Married	2.60	1.055		Non-significant

As a result of the t-test for the variables of the FHS shown in Table 11, the sig. value of all dimensions of life satisfaction, job satisfaction, intention to leave the job and burnout was p>0.005. Accordingly, there is no significant difference between the elements of life satisfaction, job satisfaction, intention to leave the job, burnout, and marital status.

Table 12: One-Way Anova Test of FHS Variables

Scales	Marital Status	Xmean	Result
Life Satisfaction	Age	0.104	Non-significant
	Education Level	0.498	Non-significant
	Family income	0.192	Non-significant
	Institutional Experience	0.800	Non-significant
Job Satisfaction	Age	0.563	Non-significant
	Education Level	0.969	Non-significant
	Family income	0.549	Non-significant
	Institutional Experience	0.876	Non-significant
Turnover Intention	Age	0.254	Non-significant
	Education Level	0.148	Non-significant
	Family income	0.254	Non-significant
	Institutional Experience	0.730	Non-significant
Burnout	Age	0.406	Non-significant
	Education Level	0.153	Non-significant
	Family income	0.910	Non-significant
	Institutional Experience	0.961	Non-significant

As a result of the ANOVA test performed on the variables of the FM in Table 12, the sig. value of all dimensions of life satisfaction, job satisfaction, intention to leave and burnout was found to be $p>0.005$. Accordingly, there is no significant difference between the elements of life satisfaction, job satisfaction, intention to leave, and burnout, and age, education level, income level, and working years. According to the independent sample t-test and ANOVA test results for both the FHS and FM data, hypotheses H11, H12, H13, and H14 were rejected.

Conclusion

Since people spend most of their lives at work, the working environment will inevitably become a significant factor in their lives. The role of the workplace in shaping employees' mental health and/or the employment of people with mental health disorders has made it necessary for employers to pay more attention to the work environment. In addition to employers selecting suitable employees during the recruitment process, considering the issues that employees also take into account when choosing their workplaces, employers need to stay informed about developments in the work environment to enhance business attractiveness, efficiency, and sustainability in a competitive environment.

In this study, the effects of the compliance of the Health Sciences Faculty and Medical Faculty buildings of Kütahya Health Sciences University with the Mind concept of the WELL Building standard, i.e. the number of points of the buildings, on the life satisfaction, job satisfaction, intention to leave and burnout levels of the building users were examined.

It was observed that the life satisfaction, job satisfaction, intention to leave, and burnout levels of employees in both buildings were not affected by gender, age, marital status, income level, education level, years of service in the institution, academic and administrative titles, and years of work in the institution.

Upon examining the correlation analysis, it is evident that the same results are obtained for both faculty data sets. A positive and significant relationship has been determined between the life satisfaction element and job satisfaction. Accordingly, it can be said that employee satisfaction with the elements and resources in the work environment can affect their overall life satisfaction. A negative and significant relationship has been found between life satisfaction, intention to leave, and burnout. It can be said that employees with high levels of leave and burnout tend to have lower life satisfaction. A negative and significant relationship has been found between job satisfaction, intention to leave, and burnout. Based on these results, it is recommended that employers and managers consider that individuals with low job satisfaction may have high intentions to leave and feelings of burnout while making improvements regarding the effects of work environments on employees. Therefore, employers

should focus on the elements that will increase the job satisfaction of the individuals they employ in the workplace, which will reduce the time and cost of training new employees by decreasing the intention or speed of leaving. A positive and significant relationship has been determined between intention to leave and burnout. Based on these results, it can be said that awareness studies conducted by employers and managers on employee burnout can help them identify individuals who intend to leave their jobs.

Low life satisfaction due to work-related factors can negatively affect an employee's overall quality of life. When the individual perceives job change as a means to achieve a better life, this perception may strengthen the impact of low life satisfaction on the intention to leave the job (Erdoğan et al., 2012). In line with this, our study revealed that an increase in life satisfaction is associated with a decrease in the intention to leave the job, supporting the inverse relationship between these two variables.

Employees' intention to leave is commonly defined as a tendency to engage in destructive behaviours or consider quitting their jobs when they are dissatisfied with their working conditions (Telli & Oğuzhan, 2012). The literature frequently emphasises a significant negative relationship between job satisfaction and turnover intention. As job satisfaction increases, the intention to leave the job tends to decrease (Burisch, 2002; Kalliath & Morris, 2002). The findings of our study also support this relationship, revealing that as employees' job satisfaction levels increase, their intention to leave significantly decreases.

The total score for the WELL-Mind section is 19 credits. The WELL-Mind score of the FM buildings was evaluated as 8 points, and the WELL-Mind score of the FHS buildings was assessed as 5 points. Thus, it is evident that the FM buildings comply more closely with the WELL-Mind criteria. However, despite the higher WELL-Mind score in the FM buildings, the levels of intention to leave and burnout were higher compared to the FHS data. The levels of life satisfaction and job satisfaction were lower compared to the FHS data.

In the study conducted by Candido et al. (2020), two WELL-certified offices and seven non-WELL-certified offices were compared. The findings revealed that WELL-certified buildings received the highest ratings in terms of overall satisfaction, functionality, perceived productivity, and health. It was concluded that employee satisfaction improved in offices that implemented ergonomic and biophilic design. While evaluating these results, it is also worth noting that the majority of FM employees (54.7%) have between 1 and 3 years of experience at the institution. In comparison, the majority of FHS employees (36.7%) have 10 years or more of experience, which may have an impact on life satisfaction, job satisfaction, intention to leave, and burnout. The fact that medical sector employees have less difficulty finding a job and have job alternatives may support the fact that they may have a higher intention to leave their jobs.

In a study conducted by Licina and Yıldırım (2021), the impact of transitioning three buildings to WELL-certified status on employee satisfaction, productivity, and health was investigated. Although no conclusive evidence was found regarding a consistent effect on overall satisfaction and job satisfaction, the study indicated that building satisfaction had improved in certain instances. No significant changes were observed in factors such as noise, visual comfort, and indoor air quality. These results suggest that job satisfaction is influenced not only by physical environmental factors but also by broader organisational and psychosocial factors. Similarly, in our study, despite the Medical Faculty building receiving a higher WELL-Mind score, lower job satisfaction among its users emphasises the need to evaluate other WELL criteria and further investigate organisational and psychosocial aspects.

It is thought that the fact that the majority of participants in the FM have just started their jobs and have not yet gained sufficient experience in forming organisational commitment may affect their intention to leave their jobs and the level of burnout. Therefore, it is recommended that different studies be conducted on these issues. Consequently, it is recommended that this situation be taken into consideration in future studies. Additionally, the FHS relocated to a different building only six months before our study. Due to the limited time available for our research, survey studies were conducted six months after the building was put into use. It was observed that the arrangement and settlement in the building had not yet been achieved after the move. Consequently, biophilic and artistic works could not be placed. Therefore, the criteria, such as access to nature in the interior and the necessity of biophilic designs in the WELL-Mind criteria, were not met. During the field visit following the study, it was observed that numerous innovations and changes had been implemented in many Health Sciences Faculties.

Green building certifications, such as WELL, although requiring high upfront costs for innovative energy-efficient systems and sustainable materials, can provide long-term financial benefits, including reduced operational costs and higher property values. Technological advancements, particularly the

integration of intelligent building systems and innovations in sustainable materials, will influence the future of green building certifications. Additionally, government incentives and global sustainability goals will create significant opportunities for the broader adoption of these certifications (Gil-Ozoudeh, Iwuanyanwu, Okwandu, & Ike, 2024).

In a study conducted by Kantola (2020), it is emphasised that possessing green building or employee-oriented building certifications can be seen as a way to signal to prospective employees that a company is committed to the correct values. The same study highlights that today's workforce is more conscious and value-driven compared to previous generations, and they tend to have higher expectations from employers. Therefore, obtaining such certifications may serve as a strategic tool for attracting and retaining talented professionals in the modern employment landscape.

The WELL Building Standard evaluates buildings and projects based on a total of 11 concepts and 133 criteria. No research specifically examining the WELL-Mind criteria has been found. Since the WELL standard is one of the rare standards specifically focused on the well-being of building users, it is recommended that studies on the Mind criteria be increased. In this study, buildings were evaluated based solely on the 11 criteria of the Mind concept in the standard. It is challenging to allocate sufficient technical resources, budget, and time to assess and score all concepts, which constitutes one of the limitations of our research. It is recommended that the study be expanded by including other concepts when evaluating building users.

These two buildings were chosen because they are both faculties of a health-themed university and have similar employee profiles and facilities for better comparison. Both administrative and academic staff from both faculties were included in the study. However, it is recommended that the scope be expanded by conducting research among different employee groups using the same building to examine the effects on various work groups. It is well known that workplaces can be a valuable tool for enhancing the mental health of employees. Therefore, employers building and health managers can use the policies and designs in the WELL Building Standard as a guide to reduce the burden of social and mental health problems on countries by considering employee productivity, commitment, and mental health. It is anticipated that many of the requirements of the WELL Building Standard have been scientifically proven and will be a highly demanded certificate in the coming years.

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Author Contributions:

Idea/Concept/ Design: **Ç.Ö., B.Ç.,** Data Collection and/or Processing: **Ç.Ö.,** Analysis and/or Interpretation: **B.Ç, Ç.Ö.,** Literature Review: **B.Ç.**, Writing the Article: **Ç.Ö., B.Ç.,** Critical Review: **B.Ç.,** Approval: **B.Ç, Ç.Ö.**

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