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Strategic use of flowers for creating recreational values in organisations

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Abstract: The objective of the paper is to shed lights on the use of flowers to create recreational values in Dhaka City organisations. The information has been collected primarily from secondary sources but few interviews have been conducted to get insights into the issue. Interestingly, the aforementioned issues can be resolved by designating a few spaces. This paper focuses on the imperative role that indoor plants and flowers play in helping employees find recreation, mental wellbeing, and motivation within the walls of office premises. This paper creates empirical contribution as no previous research has been carried out to explore the value of using flower in organisation and its impact on employee wellbeing in the context of Dhaka, Bangladesh.

Keywords: flower; recreation; greening of organisation; employee motivation; wellbeing.

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1 Introduction

The immense influence that plants have on our environment is indisputable. Amplified greenery and finding clean and sustainable ways of living our daily lives can help mitigate climate change globally. In a world where stress, anxiety, and depression are becoming common phenomena, the presence of plants' physical and mental healing properties partly comes to the aid of those in need. The purpose of the paper is to recognise the importance of indoor plants or flowers inside the premises of different organisations in Dhaka, Bangladesh and how those can contribute to the employee recreation, happiness, wellbeing, motivations and productivity. Secondary data helped to understand and study the impacts of flowers on a range of individuals and their reactions and perceptions of it. Few organisations, of Dhaka, which have adopted this concept, are used as examples in this case to depict three different scenarios.

There has been a good deal of research on the workplace environment and how it benefits employees. According to a published article, a business should perform several important tasks to meet the demands of its employees if it wants to enhance employee well-being. Thus, safety and shelter, social interaction control, symbolic identification, work instrumentality, enjoyment, and development and sustainability are all important (Zitars et al., 2021). Organisations should be built for the comfort of their workers as a special defence against emotional and physical harm. Interestingly, organisations that prioritise social wellbeing may see team members' contentment and a favourable environment in the workplace. According to research, the workplace atmosphere has a big influence on how productive and motivated people are. Colenberg and Jylhä (2021) claimed in one of their studies that to ensure workers' security pathogenic and salutogenic methods should be incorporated into the interior design of the workspace. Pathogenic approach views health as the absence of sickness, disability, and early death; and salutogenic approach on the other hand, sees health as the presence of good states of human consciousness, emotions, and behaviour. Tech giants like Google and Amazon, have cited employee collaboration and innovation as their foundation to consistent success. They assert that sales, management, and client service function and interact more effectively in the presence of quality recreational areas which results in better teamwork. Moreover, it is possible for several experts from a wide range of specialisations to connect, communicate, and share innovative ideas. This will help the employees to participate in constructive competition and put in extra efforts to their works. Additionally, playing games in the break room, conversing about personal experiences and even minor matters might foster camaraderie and collaboration among the employees and increase the overall efficiency of the business (Tomar, 2021).

Similarly, aspects like facilities, atmosphere, layout, and lighting in the physical environment affect consumers' intentions to visit restaurants or resorts (Wardono et al., 2012). Recently, picture spots have been used in restaurants as a 'pull factor' to attract a large clientele. Restaurants and cafés are decorated using a specific theme that fits their personality, such as ethnic, bohemian, or an entirely eco-friendly environment, to add beauty and a tidy appearance. When a snapshot taken in their photo booth is posted on social media, the distinctive representations draw clients and subtly promote their company (Hidayati et al., 2021). Moreover, studies have shown that hospital design and layouts that are comfortable and convenient for patients have a substantial influence on their health and rate of recovery (Bangladesh Post, 2022).

Entrepreneurs must always think outside the box and differentiate themselves from the competition in order to succeed. Companies may foster innovation by improving the working environment. In fact, it is frequently said that excellent ideas form the foundation of a successful firm. To sustain in the market, a company must try to ensure the happiness of its human resources, a pleasant physical environment that promotes relaxation, recreation and reduces stress may indeed aid to employee satisfaction. Work places should be welcoming and pleasant to employees at all times, since they have to spend at least nine hours of their day on that premise. Moreover, they can experience stress, negativity, anxiety, headaches, and insomnia which might cause their mental and physical wellbeing to suffer. However, all of the aforementioned problems might be resolved at once by investing in recreational areas that are well-designed and equipped with the appropriate tools (Tomar, 2021). The emphasis on interior design and how it might foster interpersonal connections is fairly strong. Several architects highlight the value of interior design in residences to encourage peaceful family time. For instance, having indoor plants in a few corners, an open kitchen, swings, green rooftops, and coffee spots may help individuals unwind without having to drive far from home (Haque, 2023). This enables one to reap the benefit of local tourism within their own backyard and provides a practical substitute for those who find it difficult to afford lengthy excursions. Similarly, break rooms, office backyards and other zones of workplaces could be designed with indoor plants and recreational activities for making the premises more welcoming to the workers. Spending around 45 minutes in the break room might help maintain productivity high and promote optimism among the personnel. Meeting rooms can follow a specific theme and can be designed accordingly; for example, Google movie themed meeting rooms and named the rooms after various famous movie dialogues. Additionally, Google have their own office parks which reflect their concern about greenery and sustainability, and also provides the employees with an open space to think, innovate, and develop new idea (Mann, 2018).

Remarkably, indoor plants have been shown to boost oxygen levels and reduce anxiety (Liu et al., 2022). People are more creative when exposed to a natural environment than surrounded by just four walls and hence, organisations are expected to create workstations where employees can develop ideas and bring innovation in their works (Fleury et al., 2021). Furthermore, both medical and industry research have recognised the enormous therapeutic benefits that flowers have on people's mental health and productivity. Individuals often feel relaxed to the exposure of a magnificent flower-decorated atmosphere, since those are an absolute embodiment of warmth and pleasant sentiments. Additionally, a study on the benefits of different flower hues for those who are stressed found that looking at flowering plants might be a promising therapeutic technique for enhancing office employees' physiological processes and mental wellbeing (Elsadek and Liu, 2020).

Additionally, climate change poses a serious threat to the environment today and indicates the impending collapse of the human economy and mental health. The environmental impact of the amenities we use for comfort should thus be addressed. To offset the adverse effects of increased carbon footprints, such as air conditioners and paper, indoor plants can be employed in workplace interiors. For example, 'Sustainability' has been adopted by Google throughout its whole global portfolio. Their headquarters in Dublin, Ireland, is all green and *they claim that plants in green offices increase staff recreation, happiness, motivation and productivity* (Archello, n.d.).

Although there are many types of research based on the positive repercussions of a better work environment and physical ambiances, studies based on ‘how flowers, in particular, can have an impact on various organisations’ are pretty scanty. This study aims to determine how numerous effects of flowers can have constructive influences on the corporate world and employee happiness.

1.1 Psychological impacts of flowers on individuals

An experiment conducted to test 81 employees’ productivity, based on the number of plants available on office premises, showed that employees have more comfort and uplifted mood around plants, and their perception of the workplace becomes favourably appealing (Larsen et al., 1998). In order to examine the psychophysiological effects of the experiment, the participants had to see colourful flowers on one table and an empty table for 3 minutes. There was a significant rise in alpha relative waves and parasympathetic nerve activity while viewing the flowers, suggesting that seeing flowers exhibits a clear indicator of comfort, relaxation, and happiness (Elsadek and Liu, 2020; Elsadek et al., 2019). Quite often, it is stated that a happy employee leads a company towards its goals, and employees working in an organisation with a feeling of comfort and relaxation can make them dig further into their potential and bring innovation to the company. Therefore, if organisations adorn their office spaces with indoor plants and flowers, it may improve the environment and enhance everyone’s comfort.

Likewise, 31 male office workers participated in an experiment in another study. The control group’s table was devoid of any flowers, whereas the experiment group was presented with thirty unscented pink roses. When exposed to flowers, participants in the experiment were discovered to be more ‘relaxed’ than those who were not. Therefore, it can be argued that firms may observe a substantial improvement in behaviour if they often greet clients and employees and adorn their workplaces with flowers (Ikei et al., 2014).

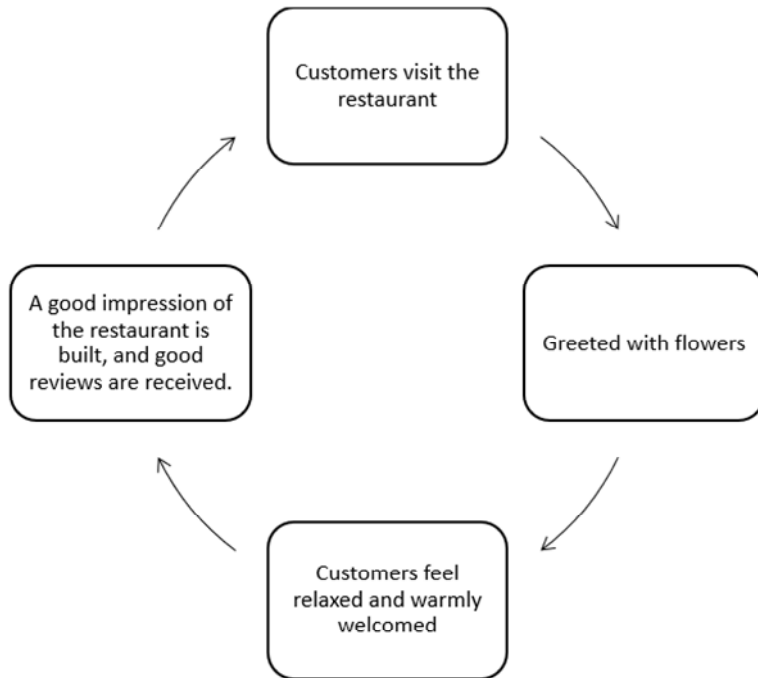
1.2 Impacts of flowers on restaurant ambiance and its customers

Restaurants place more emphasis on the likelihood of their customers’ intention to revisit and the extent to which loyal customers will advocate for the brand. Unfortunately, it has become more challenging for businesses in a fragmented market to retain their customers for an extended period in the age of globalisation and numerous alternatives for every individual. However, the presence of nature has a profound impact on humans since they are a part of it. Therefore, restaurants can incorporate interiors that are close to nature and reap its benefits. It is a crucial component of the environment that serves to reduce the rigors of daily life and benefits mental wellbeing.

Customer recognition, attitudes (caring, pleasant, and helpful staff conduct), experience provider, and the inclusion of certain feel-good characteristics (small complementary gifts for customers) are other elements that contribute to a positive customer experience. In the library elevator, 122 college students participated in research. The subjects had no idea that the study was being conducted since a spontaneous response was essential. A single Gerber daisy was given to one set of participants, a basket of flowers was kept in front of the second group as a test with ‘gifts’ written on it, a pen was given to the third group, and nothing was given to the fourth group. According to the study’s findings, all of the individuals who got flowers had ear-to-ear smiles on

their faces as a result of increased level of dopamine release. In addition to their facial expressions, the investigator also observed their eye contact, conversation starters, and emotional proximity (Haviland-Jones et al., 2005). Similar to the previous example, if customers in a restaurant are welcomed with flowers as soon as they enter a restaurant, it will have a positive initial impression on them, which may result in a favourable review, patronage, and their guaranteed return. Figure 1 shows the use of flowers that may help in customer retention.

Figure 1 Customer revisit cycle



Source: Compiled by authors

1.3 Healing effect of flowers

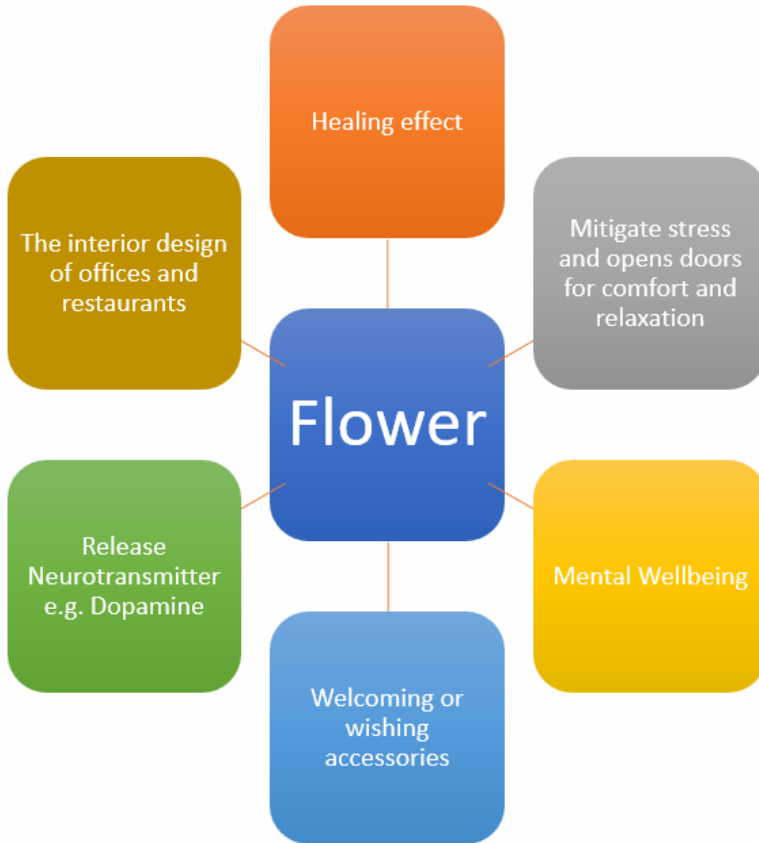
For years, it has been customary to give flowers, when visiting a sick person at home or in the hospital, for their healing effects. As it creates a rush of positive emotions within the individual, it helps them eliminate high blood pressure and lethargy. Additionally, flowers have immense implications on mental health. It works as a mood lifter and a kick of happiness to stressed individuals (Willimson, 2020). Some hospitals, like the Sapahar Upazilla complex, have decorated their health complex with flowers and have observed an increase in the speed of patient recovery.

Figure 2 is the complete representation of the use of flowers discussed in the aforementioned secondary data.

To attract stakeholders and compete in the market with possible rivals, several businesses have embraced the idea of incorporating flowers in their everyday operations.

The three different scenarios described below highlight how flowers have significant contribution to the organisation’s ability to run seamlessly.

Figure 2 Use of Flowers (see online version for colours)



Source: Compiled by authors

1.3.1 Use of flowers in health complex

Hospitals tend to have negative energy most of the time because people usually go there when they are not feeling their best. Some people also undergo PTSD (post-traumatic syndrome disorder) while visiting hospitals because of unpleasant experiences like a family member’s death. Dr. Md. Ruhul Amin, planning officer of Sapahar Upazilla Health Complex, confronted this issue with innovation. He took the initiative of decorating the health complex with various flowers to bring tranquillity and positive energy to the patients and employees. The health complex authority had adorned the spaces with flowers that fell into disuse. The entire complex is spread with green plants and a soothing scenery of a flower garden.

Moreover, they also incorporated medicinal plants and paintings on different walls to ensure that the place gets the glory and vibrancy required. The colourful flower garden is now attracting various people’s attention. By observing the degree of innovation and strategy, many health complexes have adopted this initiative and started adorning their

places with flowers. This makes the health complex's environment cleaner and safer in the eyes of the patients, and health care providers also gather motivation from the positive energy that flower gardens spread in the atmosphere. *Their internal survey could analyse that the overall performance of the employees has increased and patients are deemed to cure soon.*

Moreover, they have ensured that the health complex is child friendly. They made a separate kid's zone to make the kids comfortable within the health complex and prevent them from succumbing to any negative information related to their health. They have also arranged a mini park in the hospital premises near the children's ward for recreation and entertainment. Dr. Ruhul Amina and his team's tremendous efforts in bringing this change had brought differences in their environment, services, and image. Their outstanding performance has made them gain the fifth position among all the health complexes and second position in the Health System Strengthening Rating report in December 2021 (Bangladesh Post, 2022). This explains the impact flowers had on their work environment and services and how they created a soothing ambiance for their patients.

1.3.2 Use of flowers in restaurants

Restaurants nowadays focus equally or sometimes more on ambiance and decoration than food. Since people are more concerned about uploading content or pictures on social media, having a photo booth in restaurants has become quite common lately. Afrin Tayeba Alif, a star entrepreneur in Bangladesh, took this concept as an influence and created a resort cum restaurant called 'Thikana'. The whole place is decorated with flowers to bring innovation and tranquillity to its customers. The 'social-media friendly' adornment of this tranquil space has done its own social media promotion. Since people started uploading photos, their friends and acquaintances developed an instant urge to visit there, automatically helping Thikana find its customer base and work. Recently, the owner imported around thirty thousand flower plants to make the biggest Shahid Minar with flowers, waiting for the recognition of the Guinness world record.

Moreover, Thikana has become an escape for relaxation for people to get rid of their monotonous and hectic routines. The surrounding natural beauty creates an aura of peace and provides a serene environment for their customers to spend quality time with their families. In addition to the outstanding blooming flowers imported from Japan, Thikana's architecture adds value to their restaurant. Their vast space allows the Dhaka residents to experience backyard tourism (having a staycation near one's home). Most importantly, hyperinflation and currency devaluation has created a national crisis and led people to immense frustration and anxiety. In this situation, many counsellors and psychotherapists suggest a vacation to break the cruel reality. Given the overall financial deficiency among the local people, this is an excellent opportunity for the residents to have a recreational vacation that fits their budget. Even though customers have questionable reviews about a few things, Thikana has recently become a favourite go-to place during weekends. It provides a place for children to play on open ground and expose them to the natural beauty the world offers near their abodes.

1.3.3 *Economic impact*

Planting exotic flowers in a country like Bangladesh, where the weather is mostly warm and humid, is a big challenge. The tulip is one of the flowers that require a temperature below 55 degrees Fahrenheit (tolerance of 29 degrees Fahrenheit); hence, countries with winter-friendly weather are ideal for its growth. However, an entrepreneurial couple Delwar Hossain-Selena Hossain, took this challenge and overcame it with a conspicuous beauty of a tulip garden in Gazipur. They gathered proper training and did effective hard-work to make this happen. Initially, they collected a few tulip bulbs from the Netherlands to test their growth in Bangladesh. When Ms. Paula Rose, Deputy Head of Mission of the Netherlands Embassy, heard the story while paying a visit to the garden, this brace step was highly appreciated and welcomed. Ms. Paula promised the couple a hassle-free procedure to import flowers from the Netherlands.

Additionally, she thinks that the 50-year-old-year-old relationship between the Netherlands and Bangladesh will become stronger because of this. It implies that many new gates of export business opportunities might open for Bangladesh, ultimately resulting in the growth of national GDP and hence a better economy. Delwar Hossain started developing an interest in floriculture soon after his SSC, and he started his profession in this sector with only 4,000 BDT. However, his journey was rugged, just like other entrepreneurs as well. Initially, he faced immense challenges and obstruction in his way, but his tendency to hold on to his dreams has made the business worth three crores in 17 years. Apart from gardening, he provides free training to his consumers who buy flowers from his nursery. He had inspired about 400 more farmers to get into this business. The director of the Bangladesh Agricultural Research Institute stated that Mr. Delwar's love for this business had suddenly increased the demand for flowers in the country. Some research is being conducted on the success of growing different varieties of flowers. If Bangladeshi florists can reach the standards of the countries that are experts in managing flower gardens, these can be expected to use for exports (Islam, 2021); leading to an increase in the foreign currency reserve of Bangladesh and thus might mitigate the financial and economic crisis we are undergoing.

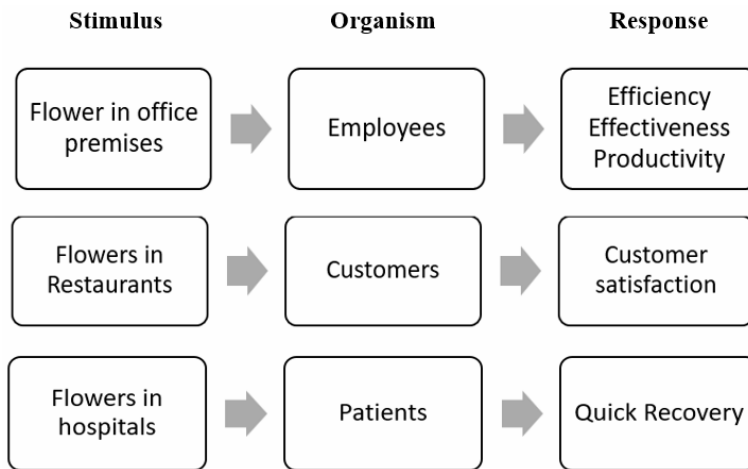
1.4 *SOR model*

The SOR model can be utilised to explain a person's response to placing flowers in certain locations in relation to the aforementioned events. The term 'stimulus-organism-response' (SOR) refers to how a person reacts to a certain experience depending on what their subconscious mind advises. The organism's (an individual's) reaction to or response to a given circumstance is determined by the stimulus that prompts it to perform any action.

The presence of flowers in the workplace has been shown to boost employee productivity according to the researches explained above. The Sapahar Upazilla Health Care Complex employees have been noticed to be more productive and enthusiastic when surrounded by flowers. Employees find decorated office premises more pleasant and may gain the motivation to put their best efforts into work. Some diners, including 'Thikana' and 'Pinewood', have added floral decorations to their spaces to create a more serene and scenic atmosphere. These aided in their client retention and social media promotion. Hospitals have also embraced this idea to make the environment more welcoming and comfortable for patients who frequently experience a rush of unfavourable thoughts

concerning their bodily discomforts. In order for patients to feel enthusiastic about their recovery, hospitals must keep a serene environment. This can sometimes lead to the placebo effect, in which patients have an unrealistically high anticipation that a certain therapy would have more beneficial consequences than it actually would. Figure 3 depicts the use of flowers in different organisations and their implications with the SOR model.

Figure 3 Demonstration of the use of flowers in different organisations with the SOR model



Source: Compiled by authors

2 Emerging demand for flowers in Bangladesh

Recently, flowers are playing a significant role in the economy of the Bangladesh. The need for flowers as an agricultural commodity has increased throughout time in the country, making the floriculture industry a promising one for the nation. Bangladesh’s soil and climate are ideal for floriculture and its tropical environment makes it possible to produce a wide variety of exotic flowers. The Dhaka Chamber of Commerce and Industry (DCCI) recently released figures showing that the local market for cut flowers and greenery has grown to TK 1,600 crore annually and is increasing by 10% annually. The government must ensure the availability of adequate newer seeds, cover farmers and traders with high-value crops, increase credit opportunities on favourable terms by Bangladesh Bank, private banks, and microfinance institutions, and establish permanent flower wholesale markets in major cities, among other measures, in order for Bangladesh’s potential floriculture sector to develop further. It will be possible to expand flower cultivation on a large scale on a commercial basis if the agro-friendly government gives the farmers the necessary assistance. As a result, it will provide opportunities for employment for many unemployed people, which will significantly improve the socio-economic conditions of the nation and reduce income inequalities.

Table 1 shows the cultivation of different flowers in different locations of Bangladesh.

Table 1 Flowers and production locations

<i>Flowers</i>	<i>Locations</i>
Tuberose	Jessore (Sharasha, Chaugacha, Jhikargacha), Savar, Satkhira, Bogra, Comilla, Chittagong
Rose	Gazipur (Kapasias, Salna, Kaliakair), Savar, Jessore, Dhaka, Satkhira, Dinajpur
Gladiolus	Dhaka, Jessore, Gazipur (Sreepur, Kaliakair)
Chrysanthemum	Savar (Dhamrai, Nabinagar, Sadullahpur), Gazipur (Kapasias) Bogra, Narayanganj
Dahlia	Dhaka, Savar, Gazipur, Bogra
Marigold	Narayanganj, Jessore, Savar
Lily	Narshingdi, Savar
Orchid	Dhaka, Gazipur, Savar, Mymensingh

Source: Mony et al. (2018)

3 Challenges of using flowers in organisations

Despite the numerous implications that flowers have on the environment and mental health, specific conflicts might make an organisation think twice before incorporating flowers inside their premises.

- *Cost*

Flowers are pricey, perishable items. They need to consistent care to make them last longer and ultimately need to replace. Further, companies might need extra efforts to ensure the survival of the flowers, which most businesses might prefer to avoid. Moreover, the use of flowers in decorations might not always enhance employees' mental wellbeing, but will surely increase the company's maintenance cost.

- *Hassle*

Every flower requires a particular care method, just like every person has a unique personality. Some flowers need daily watering and enough sunlight, while others only need a little light and once a week of watering. Organisations should be well-versed in each flower's characteristics and regulate temperature in accordance with various needs. This causes a lot of trouble for the administration because flowers represent just a small portion of the building's interior and do not directly generate income. No organisation in today's capitalist world will abide by the requirements that flowers place on its functioning.

- *Survival of flowers*

Bangladesh has a climate where air conditioners are not a luxury in the summer but rather a need for workplaces. Employees will find it challenging to focus on work in a space that does not maintain an ideal temperature since the oppressive heat of this nation saps practically all of the residents' vitality. Flowers, however, cannot survive

in a cool environment. They are sensitive to temperature changes, and the chilly air dries out certain blossoms.

- *Employees' health*

Workplaces should foster an environment where employees feel secure. As a result, they may unwind and focus on their work without worrying about their wellbeing. However, if several employees have floral allergies, their health can be at danger, which can be a problem for a company's business ethics. Since the pollens are very little, they might irritate the nasal cavities of the people who are allergic and hay fever or rhinitis might result from the inflammation. Recent studies show that individuals in Bangladesh between the ages of 25 and 29 have the highest rates of rhinitis among them (Pedersen et al., 2020). Therefore, it might not be feasible for some organisations in Bangladesh to decorate their office interiors with flowers.

- *Maintenance during vacation*

Some flowers require continuous care. They need sunlight and watering every day. Every employee in Bangladesh is entitled to 11 paid festival holidays under the country's labour code, with Eid ul Fitr and Eid ul Adha vacations often lasting four to five days each. Therefore, it will be challenging for them to secure the plant's existence at those times, if the workplaces are decorated with indoor live plants.

- *Insect*

Aphids, whiteflies, scale insects, spider mites, and other insects that prey on plants are common. These factors may make office plants unappealing to the staff and have an impact on their comfort. Additionally, throughout the day, *Aedes Aegypti* mosquitoes are drawn to the additional water in interior flower pots, which might spread dengue among workers. In 2019, Bangladesh witnessed a severe dengue outbreak that led to a rise in treatment costs and a reduction in productivity as a result of a large number of individuals not being in good health (Islam and Huq, 2020). All the good effects will be deemed ineffective if indoor plants in office buildings cause a similar problem and workers' health is not safeguarded.

- *Office space*

Most office buildings in Bangladesh want to not have more space than they need since doing so increases maintenance and operating costs. In consequence of this, the majority of companies have chosen for open workplaces over private cabins or cubicles. If the workplace is furnished with indoor plants, the staff could feel more crowded since the necessities of the office will occupy the most of the area.

- *Increased concentration of carbon dioxide at night*

Due to the absence of sunlight at night, plants respire. Thus, they produce carbon dioxide at such time, and its higher concentration may render the closed rooms unsuitable for employees who are claustrophobic and those with chronic obstructive pulmonary disease (COPD). Employees may therefore experience respiratory issues, which is a call into a big concern for the management.

- *Strong fragrance*

The aroma of flowers draws pollinators (any insects or birds that carry pollen from one plant to another). They often emit a powerful scent with a pleasant fruity fragrance. Some of the compounds in the fragrance might irritate and inflame the sinuses when someone inhales them. As a result, the increased pressure causes migraine symptoms (Zadeh, 2022). Some employees may feel agitated by this inconvenience, which may act as a distraction.

To preserve the proper workplace decorum, lessen employee health hazards, and cut expenditures, businesses may choose to just decorate a small portion of their premises with flowers. To encourage staff members to go there sometimes for a break and to focus on their innovations and plans with a clear head, naming the place as leisure or thinking room. Additionally, organisations may choose low-maintenance flowers that do not require frequent watering or sunlight exposure to secure the life of indoor plants.

There are not adequate facilities in Dhaka where people can spend some quality time with their families or friends (Molla, 2022). The founder of the Thikana resort defied this fact, however, and opened a café with a flower-filled interior. She chose to utilise exotic flowers to spruce up the area since she the primary objective was to keep the restaurant close to nature. The owner, Afreen Tayeeba Meem, stated that flowers enhance any location's charm and that the brilliant colours elevate the value of the scenic scene. She added, stating that the majority of the visitors simply stop by the café to admire the flowerbeds and have a closer look at mother nature. Hence, she focused on what was attracting the customers and enhanced the floral decorations of the restaurant which can be considered as the unique selling proposition of Thikana (Seraj, 2021). Grameenphone, one of the leading organisations in Bangladesh, focused on the need for the environment and kept the interior decorations simple yet conspicuous. The workspace at Grameenphone is well recognised for being environmentally friendly where employees are constantly urged to live more sustainably. "With the advent of digitalization, we see more and more electronic gadgets being launched, more energy being spent, and more data being exchanged", said the CEO (New Age, 2022). These procedures need to be run more effectively, and environmentally responsible actions need to be taken. Hence, every year, employees at Grameenphone observe a green week where they are encouraged to plant a few flowers or trees to make the office environment more vibrant and livelier. Accordingly, one of the mid-level employees expressed that it is always comforting to observe a few plants on every few corners inside the workplace grounds. It improves the office atmosphere and gives the staff a sense of home, which is consistent with the office building. Moreover, In relation to that another employee said that greenery all around the workplace not only offers a spectacular view but also creates a sense of responsibility among the staff that every action we take has an influence on the environment. In order to make the approach more convenient for the employees, a booth was also set up at the GP House from which they could collect desired saplings at any time throughout the week. Furthermore, when asked one of the senior management employees of GP commented that we should behave responsibly so that our future generation won't become worse of.

AFC Furniture's founder claimed in one of his articles that providing spaces for leisure activities at work might enhance employees' mental health and, as a result, their productivity. He thinks that being confined to a cubicle may sap professional brains of their optimism and inventiveness. In order to foster openness and a joyful environment that will encourage creativity, imagination, invention, and originality, employees should

be encouraged to talk, have fun, and roam around. In order for employees to play as hard as they work, businesses should strategically invest in large, pleasant recreation rooms with complementary décor (Tomar, 2021).

4 Conclusions

Organisations mostly anticipate achieving their objectives and realising their full potential. Efficiency, enjoyment, and comfort among employees may save costs and boost revenues for a business. Numerous studies have proven that an organisation's working environment is crucial since a happy workforce will result in long-term success for the business. Organisations are always working to comprehend how their stakeholders view them and manage them in accordance with various psychological factors. As it has been demonstrated to boost relative alpha wave and parasympathetic nerve activity, indoor flower decoration has a profound effect on people's psychology or mental health. Few publications had also asserted that receiving flowers tends to make individuals happier, which was apparent via their Duchene smiles. This is a clear sign of dopamine being released in the body, which makes people feel good about certain things. Flowers have had significant effects on boosting customer happiness and promoting patients' speedy recovery. It has been shown that green spaces, in particular flowers, can assist individuals enhance their mental health, in accordance with the scenarios discussed earlier and other studies. Green environments have worked to significantly alter people's anxiety and tension. Hence organisations can design their interiors with indoor plants, games, and bean bags to enhance employee wellbeing during the working hours. Furthermore, office backyards can reflect the environment friendly mindset of the organisations and can be decorated with flower plants, swings, and coffee zones for employees. As a result, employees will be able to reap the benefits of long vacations within their workplaces and mitigate their stress, anxieties and all the other repercussions that follow. Not only it will help in employee recreation, motivation, and wellbeing for productive outcomes, but also will enhance the boss-employee relationship that will result in effective brain storming, innovation and new ideas. However, there are several disadvantages and difficulties with utilising flowers such as lack of office space, allergic reactions, and maintenance, but if organisations can design the workplace responsibly. Hence, businesses should seek for specialised tactics and approaches to overcome obstacles and achieve their goals. The paper found that employees have significant satisfaction and bring in more credibility as their work environment becomes more welcoming with simple accessories like flowers or indoor plants. However, this paper has also acknowledged the challenges flowers and indoor plants can bring to the office environment and suggested alternative plans to mitigate those issues. This research is primarily based on secondary information. Primary research should be carried out to see the exact impact of the use of flower in organisations on employee wellbeing and organisational performance.

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