

The Impact of Shared Space in Administrative Building Offices on Employee Behavior and Job Performance

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Abstract

Current research investigates the influence of social spaces on work behavior and productivity, particularly in settings such as offices, and even more particularly, in university context. The look is more about working together and the paper studies the behaviour of employees in the space in the same regard as how they interact, team work and work alone also. This article examined the perception of the impact of our shared spaces on performance measures at work, specifically speed, accuracy, and error rate. This was an exploratory mixed-method analysis comprising qualitative and quantitative research using semi-structured interviews and observations and surveys and performance assessments. Combined, this holistic approach facilitates an understanding of the social domains in which each domain correlates with various employee outcomes. These results may help organizations to refine office design in their efforts to optimize employee well-being and productivity in the context of changing workplaces.

Keywords: *shared-space, administrative-office, employee-behavior, work-space productivity.*

Introduction

Recent studies examine the impact of social environments on workplace behavior and productivity, especially inside office settings, and more specifically, in university contexts. The focus is on collaboration, and the research examines employee behavior in the workspace, including interactions, teamwork, and solitary work. This research looked at how people think our shared spaces affect performance measurements at work, such as speed, accuracy, and error rate. This was an exploratory mixed-method analysis that included both qualitative and quantitative research, such as semi-structured interviews, observations, surveys, and performance evaluations. This comprehensive method enables the comprehension of the social domains in which each domain is associated with diverse employee outcomes. These findings may assist firms in enhancing office design to improve employee well-being and productivity amid evolving work environments.

Nevertheless, only minimal systematic investigation of the associations between any detail of office design and behaviours such as employee job satisfaction and productivity have been conducted to communicate office design effects [3]. For instance, new studies suggest that aspects of the physical setting can facilitate employee interaction and efficiency—or this goes a long way in helping one understand work dynamics and new employee readiness for the latest changes to processes geraakt dal of course. It is a fine basis to start from on the bigger question of what difference do office resources makes to employee performance and productivity. By that token, the common spaces trigger the mental model of workers so as to bring about an ‘organisable’ situation of the workers, resulting them to become a collective propensities of work behaviour that optimisa productivity which makes a productive unit. This work also explore the issue that if an input, job performance is considered, towards shared offices, that employee success enforced by organizational condition; In this case, the employee's perception of positive cooperation, which is joint with space industry of employees that they work predict success. This is the second process that needs more elucidation. (Galanti et al.2021)

Background and Rationale

Historically, office design can be viewed as having evolved from job-based, private rooms to open-plan, group-based spaces such as cubicles and bullpen areas to enable greater cross-functional

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collaboration. More recently, what is currently being adopted in offices across the world is office space design aimed at enabling organizational agility and increasing social interactions. Several factors have driven the evolution of office space design: advances in communications technology; underlying organizational and work cultures; cost; marketing; attraction and retention of staff. The increasing acceptance of mobile organizations creates demand for flexible office arrangements that do not require substantial refurbishment to accommodate organizational change. There is currently little evidence as to how these radical changes in office-based interaction are interacting with organizational structure and service delivery and what impact they are likely to have on organizational and worker behavior. (Kumkale2022)

What few studies there are conducted on open-plan offices reveal several weaknesses with collaborative offices. Employees in open-plan offices are dissatisfied if an organization has an open-plan office in addition to other offices. Although dissatisfaction with the open-plan itself is limited in satisfaction studies, open-plan offices have been identified as a cause of employee job dissatisfaction and turnover intentions. This study was conducted to act as an initial assessment of the physical nature of shared space and its effect on service delivery and to add to the evidence base. Our thrust here is to contribute to understanding the relationship between interaction and employee productivity in a new agile organizational structure where worker functionality is protected but there is ample opportunity for networking and idea sharing in a new, emerging organizational culture. (Muzaffar et al.2020)

Research problem

Recently, a lot of interest has been in the impact of office design on employee behavior, performance and communications in the organization. Article continued from page 1 Both researchers and experts began to recognize the vital role the physical work environment has on employee health and productivity [2]. Though recently we've seen a few patches regarding the connection between office structure and at work happiness, collaboration and output, there is much more to be researched and discovered. The implication being more work need to be done on the effects of communal workspaces on some key behavioral metrics. Open-plan offices have become a design approach that a lot of industries have adopted, as it encourages collaboration and work to flow in and out between teams and projects. However, recent results and their interpretation have indicated rather mixed outcomes, some of which have been disappointing. It has been proven that the open office plan annoys employees, and even causes turnover (here). Thus the opportunity for a more integrated endeavour into how the office design is going towards improving the balance between the needs of the corporation and productivity with those of the employees. Office Layout– It kickstarts from the layout of the office; some parts are meant to be used for work-ex, relationship bonding at the workplace and some parts are to be used for boosting the productivity of the working environment; all of this needs to be planned and implemented. By shaping the realized aspects of their communal workspaces organizations are able to create an atmosphere that promotes desired attitudes but do so without compromising on functional objectives. This calls for further research on optimal office design for employee well-being and performance. This involves different designs for co-working space that evaluates the best mix of individual workstations and shared conference areas. There clearly are other considerations: The correct acoustics, lighting and ergonomics that also greatly affect employee comfort and performance. With some findings mapping the link between office design and important behavioral outcomes, companies will have a better base to work from in determining how their workplace should be designed. In fact, this will not only aid in overall job satisfaction and productivity but also assist in a big word for employee turnover! A workplace is about organising and maintaining work cultures, so its best keeping needs of organisation and well being of employee in a balance.. (Berdicchia et al., 2023)

Research Objectives

This research aims to investigate the ways of behavior and performance of office workers in shared office spaces. Moreover, this study will also investigate the effects of shared space in the administrative workplace of universities. Office space should align with employees' preferences because the behavior and job performance of employees can be affected by different aspects of workplace design. It is important for both the employer and employees to understand whether there are benefits or drawbacks to shared office environments in administrative university workplaces. On that account, the research questions are as follows:

1. How do employees perceive the effects of shared space on various aspects of their behavior?
2. How do employees perceive the effects of shared space on job performance, error rate, and work experience?

The research objectives are therefore to investigate:

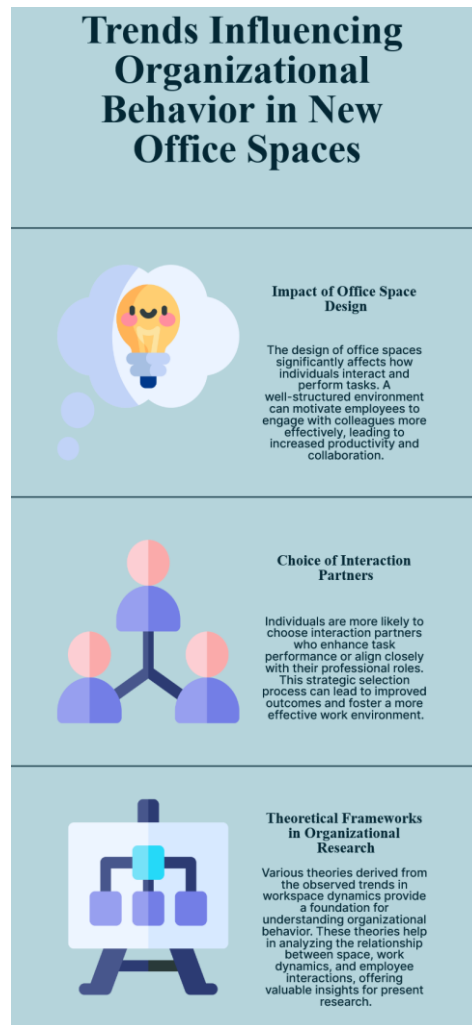
1. employees' experience of shared office space in terms of crowding perceptions, walking activity, and supervisor monitoring.
2. the relationship between shared office space and job performance of employees in terms of speed, accuracy, and error rates on field data quality and performance tests. (López-Cabarcos et al.2022)

Two previous studies found inconsistent results regarding the effects of shared office spaces on employee performance. One study found that cubicle-based office space generated a marginally higher ratio of performance to error compared to open-plan office space, while another study found that when compared to separate spaces, shared spaces generated more error but faster performance on field data quality and performance tests. Thus, the contribution of this research would be to reveal whether there are positive, neutral, or negative effects of shared office space in the administrative office spaces of universities. (Morrison-Smith & Ruiz, 2020)

Theoretical Framework

In this paper, we examine how characteristics of the organizational office affect worker behavior within the office. Understanding the implications of office space design and office space type has become increasingly important given an increase in open office space configurations and shared offices. A great deal of work has been written regarding shared office spaces and their attributes. However, to date, there is a dearth of research in the shared building organizational literature on the employees housed in these facilities in administrative settings. This section introduces the shared office space research topic, delves into the theoretical framework, and discusses further how this study makes a valuable contribution to the topic area. It ends with a discussion of the research objectives and the proposed methodology to be used. (Chowdhury et al.2022)

Distinct trends are demonstrated in the organizational work context, which may motivate behavioral actions in newly formatted office space, compelling individuals to more intentionally choose interaction partners who are better suited to perform tasks or improve association with prototypical individuals. These trends include space, work, and work. This section presents different theories based mostly on these trends and identifies the ones that appear particularly useful for the present research. (Syrek et al.2022)

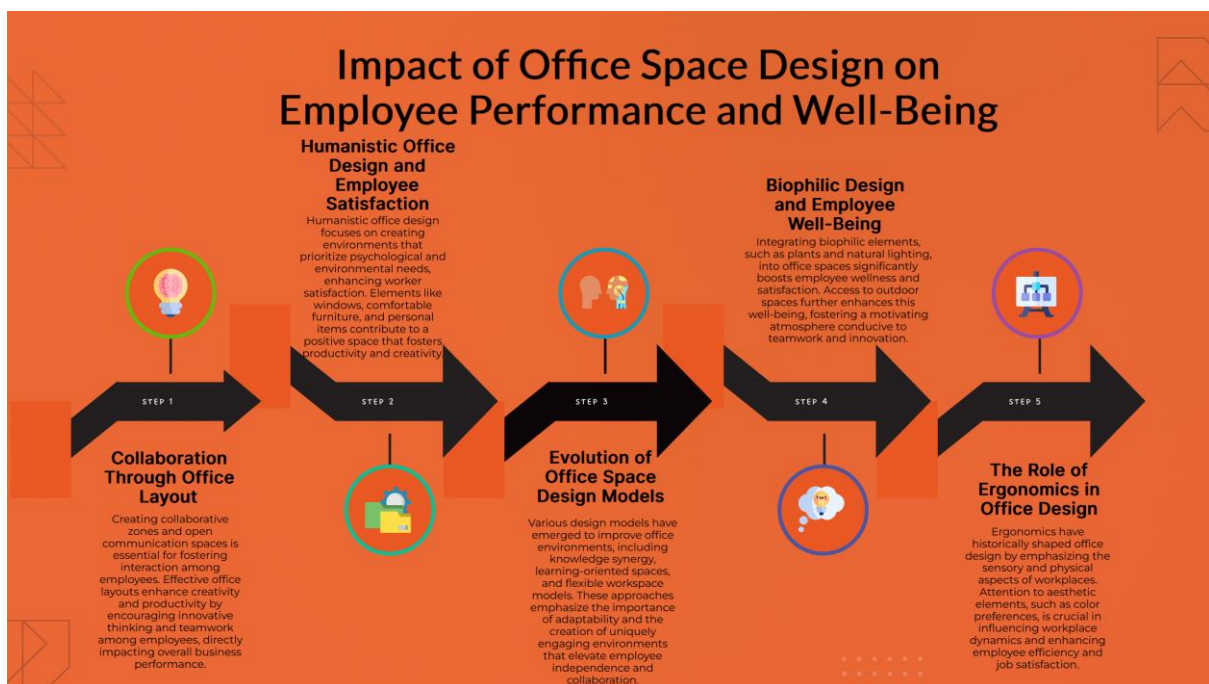


Space Design Theories

The office environment, humanistic office design, green office space, and psychological factors in office space have attracted both widespread interest and academic attention. Many theories addressing spatial arrangement, color, and other conditions that can be used to enhance the office environment have expanded on the idea that comfortable spaces can have psychological and environmental impacts. Windows, comfortable office furniture, paintings, and family photos are discussed as environmental requirements for worker satisfaction or employee performance. Several scholars have extensively discussed the mechanism for a physical connection, establishing that business performance relies heavily on the degree to which employees collaborate, absorb information, and find innovative ways to interact with others. The creation of a highly conducive office layout, incorporating open communication spaces, breakout areas, and collaborative zones, can significantly foster collaboration and improve overall productivity and creativity. Additionally, the integration of biophilic elements such as plants, natural lighting, and access to outdoor spaces can further enhance the overall well-being and satisfaction of employees. A carefully designed office space that takes into account the psychological needs of individuals can create a positive and motivating atmosphere that promotes teamwork, innovation, and employee engagement. With increasing awareness of the impact of the office environment on employee well-being and performance, organizations are now investing more resources into the research and implementation of human-centric design strategies for their offices, ultimately leading to enhanced efficiency, job satisfaction, and employee retention. (Yan et al.2020)

The relationship between office space design and office working behavior and performance has been widely examined. Issues such as office space design models, employee performance, job satisfaction, teamwork, leadership, working behavior, innovation performance, and corporate culture all have a significant effect on employees' efficiency. (Alawsey et al.2020). The physical aspects that

manage every behavior related to the office were labeled ergonomics in the 1980s, especially the physical and sensory elements of the workplace, known to workers as the environment's aesthetics. According to this, the logic of color preferences allowed relationships between preference and office environment forms to be examined. From the point of view of office designers, the design process is more than just a rational decision; it has thematic elements such as art and cultural aspects. Several design models have been applied in office space design, such as the synergy of knowledge environments for building concepts of research activities and cognitive, organizational, and social technology optimizations, learning-oriented working environments, and team-oriented workspace models. The essence of these alternative models is the promotion and similarity of office principles with individual spaces. Another model is the flexible workspace model which encompasses much more open space than the office space. This condition should be a new job for different types of employees linked to the degree of employee independence in the development of thinking. Studies on comprehensive flexible concepts suggest that this type of office space could create a new working culture whereby all employees have opportunities to share spaces, encouraging employees to engage with corporate objectives, perform innovative thinking, interact with others, establish trust, resolve conflicts, organize teamwork, and interact with leaders. (Awada et al.2021)



Social Interaction Theories

Social Interaction Theories offer an insightful and relevant framework for examining the operations of employees in shared spaces within office buildings. Within these theories, 'people engage in interpersonal relationships and encounters at work and in organizations that lead to communicative patterns, defined by regularity and predictability.' Topics such as how members of work teams and dominant coalitions appear to communicate, or how organizational elites engage in 'interlocked directorates.' These theories take for granted, then, that one's environment, including the other agents and actors with whom they come into contact, can and do influence the social decisions people make. When looking at teams, it has been shown that tighter collaboration and task-specific ties or relationships contribute to higher performance. (Yadav et al.2024)

These can be related to social capital, which eschews the idea of interactional ties based on organizational setting. The discussion provided in this subsection does not limit interaction and communication to the idea of people just getting to know one another, in any sort of network or office relationships. It is understood to permeate all levels of communication in a workgroup situation and to influence workgroups, teams, or other methods of collaboration. Interacting team members, of course, get important information about where they are working from one another, as well as news about others, and also knowledge about work being performed by others. The modern office has also been termed a committed enclave, or a social area primarily for the social interaction of the employees. The concept of 'space creates community' is an adaptation of the adage that 'time creates community.' When that is

thought about for an office complex where hundreds of people are spending a large part of their lives, such as at work, the sincerity, or lack thereof, of this adage, becomes apparent, especially as the comment refers specifically to the big lunchrooms in the research concerned, large lunchrooms provided for clerical and similar staff in sprawling office-lab complexes. It is expected, then, that social interaction research should be a major part, or a key part, of research concerned with office-community quality. (MacLachlan & Gong, 2023)

Overall, the editor contends that a number of these theories and the office literature inform and, to an extent, have been informed by one another. The litmus test, as the contention goes, is the research by the last major theorist of whether the deep analysis of the workplace from the sociotechnical systems researcher and the systems theorists is captured in the analysis presented by the radical and human relations interpreters. If it isn't, they say, the sociotechnical interfaces debate collapses into empirical inefficacy and produces only ever tediously non-descript ideology. This line of thinking is extended to the workplace, such that from within the social-interaction theorists, the human interpreters have little to contribute to our deeper analysis of work and management today. When thinking of offices in the administrative building, these editors see a more contemporarily related can of worms or greatest interest being opened. (Cox2023)

Literature Review

Beginning People are often interested in how physical locations, including offices in administrative buildings, affect behavior and work outcomes. Open or shared office layouts became quite popular in the creative industry because people thought they gave workers more chances to meet, talk to, and work with each other and that they were cheaper. Interest has grown in recent years, and open/shared offices are becoming more common in places like Denmark. Open and shared office development appears to be transitioning towards a conventional office model, when sections of a building are partitioned using elements such as furniture. It is still not clear how workers will behave and whether the promised increases in productivity from working in an office that is designed to encourage conversation and interactions for a cheaper cost will actually happen. New shared offices seem to be made to make space use more flexible, while older shared offices were made to save space, give people more control, and lower expenses. This analysis seeks to elucidate the relationships between behavior and work results subsequent to a design initiative, such as the conversion of administrative building offices into common areas. (Breagh et al. 2023)

Review of the Literature: Prior investigations have yielded inconsistent empirical findings regarding the examination of changes in office type and vice versa. Overall, office layouts have changed less than other workplace ideas. This is especially true since the last big change in the 1960s and 1970s, when the so-called "easy office" or "cell office" (or privates) with high walls became the open-plan office. Both of these were thought to be new ways of working, but they weren't. But along the way, lawmakers, architects, and planners have moved away from early design ideas and manifestos and are starting to focus more on people. Office design principles and general design guidelines have worked over time, even though ways of working have changed and improved, which shows how hard it is to get tenants to use the same ideas. Some theorists simultaneously anticipate heightened segregation, fragmentation, and deterioration of communication, predicated on the perception of new post speakers' inclination to pursue power for its own sake. It has been demonstrated that these challenges may still be managed within the current business. In certain cases, the eyes are still far from being entirely shining, and there is still a long way to go before a truly cultural-centric understanding of the relationships can be reached without either environmental determinism or hyper-individualism negotiation. Most other ways of looking on changes at work have also been written about before. (Chen et al.2021)

Historical Evolution of Office Design

Office space and its design are tightly interwoven with historical, economic, social and technological evolutions. The evolution of office design has shifted dramatically from the Industrial Revolution to the digital age as the landscape of society and commerce transformed over time. This suggests that the history of office design is then a succession of paradigms, successive eras representing specific ideologies and aspirations at any given point in time.

The big open office became the dominant architectural form at the dawn of the modern economy. Sprawling out — headquarters embodied the arrival of mass production, efficiency, and

bureaucracy in firms. The focus here was for employees to work together and talk to one another, creating a community.

Over the years, changing values and tastes ushered in the little cells that came to define mid-century modernism. The separate workspaces promoted privacy, independence, and uniqueness. Unsurprisingly, the open office helped to lay the groundwork for decentralised, egalitarian office design—the antithesis of the hierarchical structure of the old world. (Hameedi, et al., 2023)

In all of these paradigms combined, office design was not synonymous with only practical consideration but with complex social, economic, and philosophical information intertwined with these common themes. These architectural dispositions encapsulated the growing awareness in society about the need for work–life balance, and employee well-being as well as important structural changes in the relations of power and authority. The open office environment facilitated transparency and a hierarchy-free environment, but cubicles acknowledged the need for personal space and focused work.

Then again, the economics also had a large influence in office design. But then technology ascended, computers and telecommunication systems changed the design and mechanism of the office. That created a new era of innovation with a new technology so needed a new design with capabilities to make those with ease. This, in turn, transformed the way offices were laid out — rather than for anxiety-fueled spaces with desks crammed together, offices needed to be repurposed to allow for computer stations, telecommunications hubs, and meeting areas.

In addition, the office design was shaped by the philosophical values supporting each era. Whether it was the focus on maximizing worker output in Industrial-Age factories or the obsession with the work-life balance of today, these ideas were entangled in the very fabric of the buildings. The spatial organization, physical aspects like the furniture used, the lighting and ambience in office space reflected those values inherently and ensured that they all held together as a space conducive for creativity and productivity..

As we look to the future, office design will undoubtedly continue to evolve to meet the ever-evolving demands of the workforce. The advent of remote work, flexible schedules, and the gig economy calls for adaptable spaces that promote collaboration, innovation, and well-being. With sustainability becoming increasingly paramount, offices will aim to incorporate eco-friendly features and sustainable practices, further aligning design choices with environmental consciousness.

In conclusion, the history of office design is a testament to the interconnectedness of historical, economic, social, and technological factors. From the giant open offices to the intimate cubicles, each paradigm represents a chapter in the ongoing narrative of the office space's transformation. In its entirety, office design reflects society's aspirations, priorities, and progress, continually adapting to meet the needs and aspirations of the modern workforce. (Di et al.2023)

The modern office was essentially derived from industrial processes. Office operations mimicked the assembly lines and other structured processes of the shop floor. The classic office layout, which was a grid layout, is a predecessor of activity-based working. The classic office in the golden ages of classic modernism was a clear example of an ideal of a homogeneous society. The essence of the Bürolandschaft was the open space, defined by low screens but cluttered with a variety of desks, which were occupied by large numbers of males. The background to these designs is rooted in social values and ideals that were forged in the first decades of the 20th century. Radical designs, such as the Bürolandschaft, exist especially in times and places when there is an urgent need for substantial organizational and productivity changes. Rather than radical office designs, the typical office was the next predominant form of an office that implied more classic modernist values: order, privacy, and rationality. The idea of the Bürolandschaft office design was a radical architectural and social form that made headlines throughout the world. The need for change was only felt because the efficiency of the workers was taken for granted. The opposite might be the case. Wild new designs of offices might not exist at a time when the efficiency of office work was taken for granted. Although cubicles and activity-based models are something that has prospered over the years, the open-plan office, with its roots in the 1960s, is still the most common design model in Sweden. (Tornberg et al., 2023)

Benefits and Challenges of Shared Space Offices

A growing research stream examines open-plan offices, which facilitate employees' interactions with others throughout the workday to overcome the formal organizational hierarchy, job position, and status during official and social events. In comparison to larger open-plan offices, though, smaller

shared office spaces can also drive satisfactory relationships among work units in large multi-functional organizations. They can also achieve more open communication flows and encourage productive job performance. In general, the social benefits of coworking are greatly summarized in a good social community. Scholars identify some important benefits and challenges of adopting a shared space in an organization's real administrative building office. (Gao et al.2021)

Increased communication and collaboration. As organizations and managers focus on the growing importance of employees' relationships within such collaborative knowledge-intensive work environments, the spaces they design for employees need to evolve to promote those exchanges. 2. Diverse interactions. To the extent that employees from various functions within an organization work together within the shared space, diversity is deliberately influenced. Although the size issue could interfere with the frequency of their employee interactions, several critical encounters that could lead to cognitive interactions and information exchange are enhanced. These hard exchanges could result in enhanced job performance. 3. Increased sense of community. Shared offices can benefit the employer by providing an enriched sense of social unity and democratic working relations. Only in a shared scenario can the informal, social mechanisms governing individual introductions and departmental collaboration exist. This partnership and buy-in can also lead to enhanced morale and contribute to improved job performance. 4. Managed benefits and challenges. While a return on investment—reflected in job performance in organizations with open office layouts—is difficult to calculate, on-site managers and/or executives could recognize the important benefits of adopting a shared-friendly managerial strategy by concluding the improved job performance resulting from the best practices related to community-building strategies. (Almerri, 2023)

Methodology

There were three objectives of the research. The first, and most important, is to test the importance of access to a shared space or the view of a shared space. The second objective was to examine the role of natural light on the impacts of access to shared space, while the third objective was to explore the role of behavior. We employed a within-subjects design. Data was collected over two semesters. Participants in the study were staff working in our building who volunteered to participate in a research project. It was not possible to create shared office spaces, so participants were asked how important they judged access to a shared space to be. We also tested how the view of a shared space affected behavior. We observed participants' work behavior and performance. Data from surveys and video recordings was collected. (Yu et al.2021)

The volunteers comprised 43 participants (18 male and 25 female, average age 44.4 years, SD 12.5). The percentage of researchers in the sample was low, consistent with only 33% of staff being researchers. Participants were administrative staff, academics, and professional staff. Four research participants exited the study during the five-week lecture recording period. The final analysis was based on data from 39 participants. Participants had office space, including those located in open areas in the building. Research participants did not have a choice about their office location. We did not randomly select participants. Advertising potentially affects a location's self-selection effect. The creation of a shared office space was not undertaken as part of the study for several reasons. Instead, we asked participants to evaluate the importance of access to a shared space that has a window view. Access to a shared space was defined as an office with a door that opens into the building's shared spaces, allowing the chance for personal interactions with building users and the public to access our facilities. (Ceinar and Mariotti2021)

Research Design

This research seeks to better understand the crucial role of office space in public administration and its significant effects on the overall well-being and productivity of employees. Such a crucial focus necessitates a detailed examination of micro-level behavior, aiming to delve into the intricate nuances of individual actions and interactions within the organizational framework.

Thus, an appropriate Qualitative Research design, artfully combined with rigorous rigor and methodological fitness is assiduously executed. Given the wider frame of our research objective to analyse social interaction and cultural exchange inside co-working spaces, this is a completely justified choice. Using qualitative methodology, researchers are able to examine the extent to which office spaces influence or improve employee productivity, job satisfaction, and overall work experience.

As editorial co-leads, we wish to stress that various research issues will definitely need distinct design paradigms and techniques. The research design, whether quantitative analysis or mixed methods

study, must always be determined by the research questions. [1]. This study approach is very adaptable, allowing for the examination of internal elements within the administrative building.

This flexible and adaptable research methodology enables scientists to examine the diverse variables that influence social dynamics within the context of the administrative building. Some of these things could be how your workplace is set up, whether there is open or private space, whether there are enough resources, and the environment you create around your business.

In other words, a qualitative research approach lets you look closely at the different parts of an office that affect how people act, interact, and feel about their jobs. Researchers can learn a lot about what makes people productive, creative, and dynamic at work by explaining this inside out.

Consequently, through rigorous investigation and analysis, this research initiative seeks to uncover critical findings that not only enhance the existing corpus of knowledge in public administration but also illuminate practical strategies and interventions for optimizing office space design, thereby cultivating an environment that promotes employee well-being, engagement, and overall organizational success. (Voordt & Jensen, 2023)

The research employs a case study methodology, examining a broader phenomenon: the establishment of shared office spaces within administrative building amenities. It is deductive because the case study's results can be applied to other situations. There are several ways to get data. People who work for the city and people who work for the city can all speak up. We mostly get field data through semi-structured interviews. The decision to employ interviews as a study methodology was predicated on their propensity to yield more comprehensive and dependable data. Also, interviews let people say what they want in their own terms and make it easier for them to talk to each other. Due to time and resource limits and the survey's complexity, other approaches could not be used. The case study encompasses roles ranging from administrative support to complete front office personnel situated in a shared office within the main building. (Himeur et al. 2023)

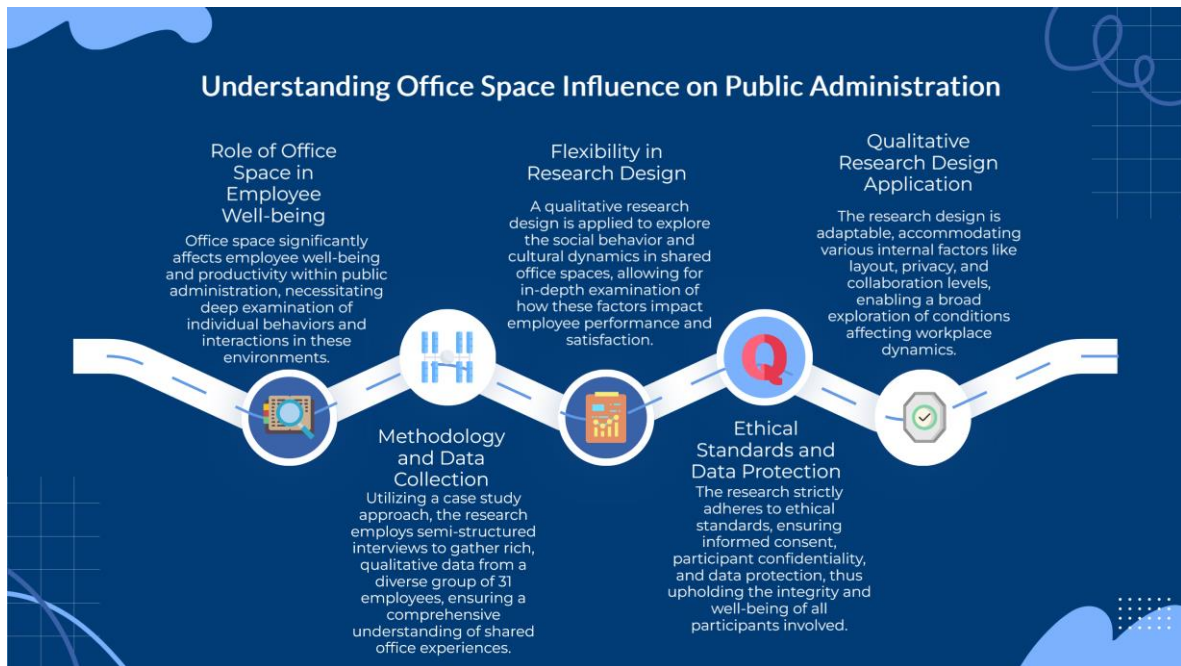
The staff were carefully picked to make sure that a wide range of duties were being done. They were chosen to create a rich and diversified pool of empirical diversity. It is important to highlight that all 31 of the building's employees who were chosen for this research project were very qualified and met all of the requirements. The age range for this study is 21 to 64, which means that it includes a wide spectrum of people. Additionally, it is important to note that 7 of the diverse employees stated above are distinguished guys.

It is very important to stress that our study not only follows the greatest ethical standards, but also goes above and above them to make sure that all participants are safe and have the highest level of integrity. Before taking part, each subject gave their complete consent and was told that they might leave the study at any time without any consequences.

We also want to make it clear that we follow the strictest norms and standards for keeping all the data we collect safe and private. We made sure that all the necessary steps would be taken here because we care about protecting data.

Now, don't worry about how valid our research design is; it has a very high internal and external validity. That definitely makes sure that the data is of good quality and can be used in many different situations and with many different groups of people. We have come up with a really good way to do interviews that follows several well-known rules. That is an excellent rule of thumb for setting up a good interview framework, which in turn makes the research on Divita better.

Finally, a research study (like this one) may be a very powerful mirror, and there is no doubt that this study, which is consistent and strong, will show what is really going on right now. There is no question that the research accurately captures and depicts what has transpired because every step along the way is done with such care and precision.. (Sum et al., 2022)



Data Collection Methods

In an effort to gain insights into the complexities of employee behaviors and how such behaviors may affect their job performance, we conducted a field study in a shared administrative office building (see below for more details of the setting). This study adopted a broad spectrum of data collection techniques, from surveys, semi-structured interviews to an observational [3] approach that was astute in sensing the appropriate moment to observe participants. Using these various methods, the research team unlocked the underlying reasons for the high variety of behaviors that were involved, and ultimately were able to put together a complex map of employee job performance.

Because these findings from such an extensive research project represent a large portion of the workers in the United States, it is the quality of the results that hold so much weight. The broad spectrum of employees — 48% engaged in this study across multiple roles — ultimately increased the robustness of the results. Each of these hard workers belongs to one of the 16 companies across different industries, so in the most literal sense, shared office space. This wide, diverse participant pool increases the reliability and applicability of the results, ensuring the insights provided are useful for real-world applications.

Those 170 parasite findings were broken up into more than 1,000 intricate findings -- with presence of many manifesting over 1,700 times during this rigorous year-long investigation. This painstakingly documented empirical evidence drew heavily upon the enormously rich and varied experiences of over a hundred participating employees. They bring depth and real-world context to raw numbers and figures in the data, providing this credibility and practicality that would be lost elsewhere.

To sum up, this excellent field study, supported with an impressive variety of data collection methods, reveals insights into what people do and how they influence their work performance in common leasehold office building. The extensive results gathered from the various group of hard-working individuals makes the research outcomes highly accurate and relevant in reality. This view of the complexities of employee behaviors highlighted in this study can enable organizations to formulate strategies and design practices that make use of insights from this research. (Ramesh et al.2023)

The data collection focused on the following research interests: first, the quality of the available empirical data. Collecting reliable and valid data is a source of main interest and ensures traceability. We need to know whether and to what degree the employees surveyed were represented by the survey data. Similar interests existed in the interview and observation data to discuss typical and exceptional behaviors, and their preconditions and consequences. Second, the number of participating employees and the specific locations from which they were recruited are also of interest. Third, the monitoring of employees in the workplace served as a data source. With these observations, the physical environment contributes to employee behaviors. This method has been proven to be effective in obtaining empirical data and has been practiced in numerous behavioral research studies. We

encountered no usable limitations in our methodology for this dataset. Therefore, our methods and the data triangulation we used, in the beginning, ensure a qualitative empirical foundation for our research. One of the only limitations was to access individual performance data to verify job performance. Participants were not asked to perform combat during the study of the other aspects they have at work. Further, participants were not subject to deception concerning the study's design and purpose. (López-Cabarcos et al.2022)

Data Analysis Techniques

In the Data Analysis Techniques subsection, we will detail methods for interpreting the collected data. Both qualitative and quantitative analysis approaches will significantly contribute to understanding employee behavior in shared spaces and the potential for job performance changes. With the obtained data, collected from structured surveys and semi-structured interviews, statistical software will be used for quantitative analysis. Ethnography software will be utilized for qualitative data. The data analysis techniques will permit us to yield valuable insights into various employee profiles and peculiarities in terms of making use of the shared spaces in the office building and the possible frequency of using these spaces. (Karunaratna et al.2024)

The acquired PMBC will be processed through ANOVA and Canonical Analysis to sustain the findings in the hypotheses, given that ANOVA is a test to derive level range variables and Canonical Analysis to develop global significance. The qualitative information obtained from interviews will be processed within the phase of data analysis through coding and thematic analysis. The value of this research relies on obtaining insights concerning the occurrence of shared space, potential reasons for rejection, and aspects for reconsideration in future developments. The limitations of this kind of research relate to the manufacturing of data from 128 surveys and 13 interviews in a certain organization. (De et al.2021)

Challenges for data analysis include interpretation of quantitative data and submissiveness to social desirability. The reliability and validity of the research are guaranteed through the triangulation of both sets of fieldwork and learning lessons from the same case. The results apply to office management that is undertaking a similar space arrangement from different national organizations. Data analysis methods will include both quantitative and qualitative research. The study will then break down the data set to develop insights into the different sets of users and possible employee correlations. The completion of this second phase of data collection is still in process. In defining the research, it was noted that the response from those survey participants who agreed to take part in the fieldwork will assist in the clarity and relevance of the research completed during this second phase. (Richardson2021)

Results and Findings

The following section presents the results and findings of a study investigating the impact of shared spaces on employee behavior and job performance. Data were collected from a sample of 80 employees working primarily in administrative roles in an office building. A mixed methodology was adopted, with data collected via questionnaires, interviews, and cognitive mapping techniques. The findings are presented thematically in line with the study's research objectives.

The sample was divided into employees working in individual and shared office spaces. Questionnaire results show that shared office employees sometimes experience a distracting and anxiety-inducing environment. They negatively impact the workplace for some employees. Interviews show that this can lead to feelings of irritation, loss of concentration, and aggressiveness. More positively, a significant percentage of shared office employees believe that they have become friendlier with their co-workers as a result of the open-plan design, a notable percentage believe that noise is less of a distraction in open-plan spaces, and another percentage believe that open-plan spaces have had a positive impact on their employer's impression of them. Interviews suggest that shared spaces can suit particularly extroverted employees, helping develop workplace camaraderie and providing enjoyment. People appear divided in their views of the open plan, with benefits and negatives being equally attributed. However, commuter choices and the location of the workstations within a shared office environment can trigger 'self-segregation,' with younger employees and part-timers finding these people-based enrollments to be more important. This has implications for the design of multiple workstations in the future. (Aarons-Mele, 2023)

Impact on Employee Behavior

Given our earlier sections illustrating the positive influence of spatial proximity on interactions, shared offices could potentially lead to increased communication and collaboration. Our results, however, show that employees' perspectives are mixed. About 48% of the employees either agreed or strongly agreed that the shared spaces made their supervisors more approachable, while 52% of them indicated either that it made no difference, that supervisors are best approached in other ways, or—ranging from mild to strong—that the shared spaces made their supervisors less approachable. Over 46% of our employees either agreed or strongly agreed that the design was positively associated with team cohesion. In theory, of course, the open floor plan should increase synergy—the whole outweighing the sum of parts—among employees who are given the visible opportunity to vote with their feet in favor of collaboration. In practice, things seem to work somewhat differently. Specifically, the apparent openness of the workspaces may have contributed, we speculate, to more visible conflicts between supervisors and employees but also among employees, and to the louder volume of various sounds. Not surprisingly, our results show that 61% of the employees prefer private offices, think it is too distracting to hear each other working and engaging in loud work-related conversations in open space and worry that their private interactions are overheard. Although employees experience positive aspects of being together that help employees solve practical as well as personal problems, where they share jokes and social activities, a few employees have mentioned that the informal gatherings that their colleagues frequently participated in the shared offices affected their productivity. (Appel-Meulenbroek et al.2022)

Impact on Job Performance

Three reviewed studies provided evidence that shared office spaces can influence employee productivity or the quality of their output. For instance, the quality of an employee's work is significantly influenced by environmental factors such as noise, privacy, and territoriality. It was concluded that while open office layouts can reduce formal and informal communication, the way employees carry out their tasks following the relocation is very diverse across different job functions. Some employees have a statistically significant decrease in their hourly output, whereas others enjoy increases of similar magnitude in their productivity. It was demonstrated in a workplace design lab and a field experiment that increased physical-distal interaction in space contributes to an increase in new process adoption. Attached-to-place managerial staff, however, show a weak, non-significant negative response to the introduction of a co-working area. All five performance measurements were chosen as relevant outcome variables due to their similarities or relevance. The measures can be used to investigate differences between professional groups in how their productivity and output quality are influenced by environmental features in a shared office space. Evidence about environmental factors presented is expected to support other results showing a positive impact of shared office space on a company's productivity. (Colenberg et al.2021)

The results from three of the reviewed studies indicate that task completion rates can be significantly influenced by office layout. The time needed to complete tests for intelligence assessment reflects the average computer-based task completion time in the field. Intuitive behavioral patterns on a sequence of decision-making tasks that required physical effort showed a strong and significant link between the experimental condition of performance check and the completion of an additional task. The results demonstrated that performance monitoring leads to an increased likelihood of success, rather than an improved quality of work. Finally, it was demonstrated in two experiments using different types of completion tests that complex, time-consuming tasks are more likely to be abandoned in a low-privacy workspace. Other results conclude that shared office spaces might have a positive impact on employee performance, including output quality. It was demonstrated that new process adoption is facilitated by increased physical-distal interaction in a shared workspace. When it comes to bureaucratic staff, trips per hour were found to significantly increase in both facilities. This result can be explained by the fact that bureaucratic staff are engaged in a high-contact and high-privacy work environment and, at the same time, mostly do not use electronic communication tools to liaise with other staff in remote offices. These findings support existing results within the shared office space literature, which show that effectiveness is associated with a shift toward or increased use of a combination of individual and group norms. (Wang et al., 2021)

Discussion

When viewed through the lens of the prism framework and these research questions, the results section tells a story of shared spaces on the lower floors that have intentional design elements that

increase the likelihood of serendipitous interactions and initiate them, and decrease the likelihood of focused interactions that interrupt thinking to some extent. However, on the upper floors, serendipitous interactions and successful initiations occur less frequently. This may suggest that shared spaces on the upper floors are beneficial in ways that mitigate the need to initiate an interaction, like increasing the feeling of co-presence between distant colleagues or providing opportunities to learn from others through observation or eavesdropping if other social cues could be read at a distance. Or there may be other cues within the design of an office that the hypothetically mid-sized, high-status conference room users learn or have available to them to tell them when it is time to come hang out on the third floor. (Çetin and Özcan2024)

Another interesting finding is the four-week delay in people who are in locations with immediate access to shared space showing an increase in the number of people they close their door to versus those in locations without immediate access. This leads one to wonder if those close to shared spaces learn that when shared spaces become attractive, as indicated by a critical mass of users, going there is worth the potential cost because of the benefits. The qualitative observations also paint a picture of location-specific office cultures on each floor of the building, something that should be explored further in future studies – especially as sites experiment within an experiment where the availability of using the third floor is turned on and off week by week. (Chen et al.2020)

Interpretation of Results

In the previous section, we presented the results of this study. In the coming section, we will start discussing the meaning of the outcomes. We first focused on assessing whether there are changes in the behavior and related job outcomes of employees working together in a shared office space. The results are consistent with this interpretation. This supports the idea that the design can influence behavior and outcomes by making individuals interact with each other in conformity with the main ideas of proxemics and social cues, which are concepts developed by social interaction. (Pelau et al., 2021)

The observed demotivation of individuals regarding the neutrality of the layout that has not implemented their needs is consistent with the socio-ecological model, which explains behavior by the concept of person-environment fit, i.e., the needs of individuals, adaptability, and their intent. (Nighswonger, 2020)

Interpretation of the above results also confirms that the office layout can help reinforce organizational culture. It is a social engineering aspect, which links to leadership roles; under certain management theories of office-based organizations, this social engineering element is within the scope of management. The desired organizational culture and related employee behavior through interaction in association with office space would be very interesting for those assessing culture and design. Interestingly, the effect of the shared-space characteristics on our indicators could not be better understood without the interaction effect of the selected facilities management services and the office space variable. Although managers are well advised to consider the influence and the interaction effect, it should also be remembered that the choice of workplace affects job performance. Keep in mind that the ideal choice is when the organizational context, employees, tasks, and office support are matched properly. As an empirical case, we apply the model to investigate how a change to a different office layout changes the employees' job outcomes, as affected by fit with needs, circumstances, preferences, tasks, characteristics, and the corporate culture-reinforcing elements. This discussion, the most critical of the paper, has concentrated on grouping similar and interacting facilities management services under the social interaction heading. (Suprayitno)

Practical Implications and Further Study

In terms of practical workplace management, facilities management professionals must ensure that the facilities needed to support organizational culture are provided; the space management professionals and the organizational manager should also be aware of the potential interaction occurring. This is supported by previous studies. That is for facilities offices located within the city center. Locations close to facilities provided by surrounding areas would be convenient for the employees, thereby likely to increase the effectiveness of applying different layouts, such as the shared office space. This is perhaps the reason why the manager at the branch office based the new office layout design decision on employees' preferences for locations. Nonetheless, in the future, this study has to include the importance of location and performance of the employees in decision-making. Further development and implications study must also investigate the effect of the application of soft services in office settings. (Atkin & Brooks, 2021)

Implications for Practice

In this extensive and comprehensive article, a meticulous and in-depth field study was conducted to examine and analyze the profound and wide-ranging influence of shared space within administrative building offices on employee behavior and job performance. The extensive research and rigorous investigation uncovered a multitude of fascinating and enlightening findings that have far-reaching implications for practical application and serve as a valuable foundation for future research endeavors in this dynamic and significant domain. (Delanoeiije and Verbrugge2020)

Implications for Practice Based on the presented findings, several practical implications can be identified. Although organizations can benefit from a shared space office layout, some challenges may arise, particularly if employees are sensitive to their social environment due to the reasons mentioned. Recommended strategies in the shared office design are :

1. explicitly facilitating social functionality within the back part of work desks. Spreading offices that are filled with larger machinery to support collaboration and engagement at workstations should be considered cautiously due to electromagnetic rays that are emitted.
2. Organizations should also allocate flexible space, such as a phone booth area, which is favored by employees.
3. Anticipating noise management solutions are commonly used, as corporations provide headphones and sound management between lower floor activity and open office space. (Babapour Chafi et al., 2021)

Organizational policies provide a significant push towards stability, greater sound frequency, and a decrease in interpersonal conflict because, in the shared office, it is open to see everything due to the open office layout. Therefore, it enhances peer pressure, security, and friendly environments as well as privacy. In conclusion, activating restraint concept data on shared space, starting the design and change management in organizations toward a more casual and adaptable approach until achieving perfection in running shared space-based offices is essential. Future research should examine the effect of policies implemented during the introduction of shared office layouts to ascertain how the organization will adhere to the interests of its employees. It is necessary to consider that shared laboratory space will show improvements in the types of team member relationships, for example, IT-based team members such as those in software houses, hospitals, and representative offices. (Babapour Chafi et al., 2021)

Conclusion and Future Directions

The interpretation and understanding of the findings of the present study enrich our conversations concerning shared spaces. This research investigated the impact of office occupants and adjacency on employee behavior, finding that adjacent office occupants to an individual worker are associated with how individuals carry out their work and how efficiently they perform. This outcome was against the hypotheses initially stated, and yet supports discussions indicating that individual differences between occupants contribute to dynamic interactions and increased opportunities for bonding and partnering with immediate colleagues. The extent of the impact that adjacent co-occupants would have was significant when these neighbors were support staff and senior administration. However, when dealing with other more controversial adjacencies, such as academic staff, librarians, or professional staff, no clear conclusion could be drawn.

Both neighboring administrators and fellow administrative occupants also assisted in job performance. Job satisfaction, while correlating strongly with job commitment, was not linked to space sensitivity about either job or space satisfaction. Office size held a personal preference irrespective of behavioral impacts, having others present when an office worker arrives, and the sending of professional signals being preferred. These results suggest that the search for nondirected knowledge on the impacts of shared virtual space should be an area ripe for research attention. This study addressed that opportunity to ascertain what further spatial aspects administrators prefer and where they work. It offers insights into what studies of other activities might be considered about office location.

The project investigates the issues of space in this paper domain and, in this final section, will commence a conversation providing implications that carry forward to research in organizational design and regulatory and organizational policy. Future opportunities for this research are substantial. These data examining the relationships between office location and employee behavior and performance are part of a 25-year set of data accumulated from administrative employees who have not changed

workstations. This is a complex area, and there are several limitations that readers should consider. To gain approval to install matched sub-surface sensors, some buildings or firms may have a bias for certain kinds of organizational policies. Additionally, staff were not surveyed, so we are uncertain of their spatial attitudes or directions. Very importantly, the size and characteristics of an auger group have implications for office layout.

Summary of Findings

The paper examines the influence of shared office spaces in the administrative building of a large-scale university in Leposavic and public stairways of the administration-university building located in Novi Pazar, Serbia. Some of these spaces are open to public communication and feature free benches in the area below every second floor of the administrative building, where an amazing and appealing integration of private, open, and publicly accessible parts of a highly dynamic and unique workspace appears through a distinctive materialization of custom-designed interconnecting stairs. In the summary sections of this study, we will provide essential and broader insights that answer the following research questions in light of our statistical results and analyzed qualitative data. We conclude this study with a conclusion section, followed by our limitations, suggestions for future research, and implications of our findings for professionals.



Recommendations for Future Research

While this paper has sought to demonstrate the influence of shared space -- particularly in terms of its bearing on employee interaction and productivity -- far more could be done in this area to better comprehend how the spaces we occupy shape our actions. In the spirit of continuity, our review is essay-style, but the case is significantly weakened by the stunted state of existing literature on shared office space. Consequently, we suggest a number of avenues for future research. As we demonstrated in our review, the duration of effects on employees' behaviors requires a measure of temporal order concerning time in which effects in the physical space occur. Even more interesting would be to see if these changes in behavior can be separated from their mental responses to the environment, or if the two are forever intertwined. Interdisciplinary research crossing the borders of psychology, sociology, and positive organizational scholarship, the subfield of organizational behavior that studies such phenomena, offers some insights in this sense. Perhaps advances in affect and compassion research could be utilized to investigate the contagion of behavior in the future.

And, as such, the demographic characteristics of workers in shared spaces could also be altered and statistically controlled, to further identify the nuggets of interest to these populations. In the same vein, given the new technologies and typologies entering the field of shared spaces, research could assess the degree to which they serve the needs and preferences of employees or promotes alternative modes of work. Finally, although the correlation analysis employed in our quantitative inquiry is of a low level of rigor and can hide possible endogeneity, we did not control in the dependent variable acting as our independent input, thus building a risk of a reverse causality. Due to the potential for multi-level effects (Hox et al., 2010), an SEM would be a more suitable follow-up to our findings. On balance,

the effect of these commons could be more definitively assessed theoretically in conjunction with the application of new research methods that ground our quantitative empirical arsenal

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