

# Assessing the At-Home Work Environment: Measure Development and Employee Correlates



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*You can't design or evaluate what you haven't measured.*

## The Home Workspace: Measure development



### INTRODUCTION:

- As more people work from home, it is critical to understand how the environment and design of the home workspace can affect employee performance and well-being. **Currently there are no valid measures of the home workspace.**
- The aim of this study to develop and evaluate a measure based on integration of Goffman's dramaturgical theory (1956) and Ashforth's boundary theory (2000)

### ITEM SELECTION & GENERATION:

- Measures developed to assess three architectural concepts:
  - Depth:** "How far away is your home workspace from these other rooms?"
  - Openness:** "I shut a door or use a divider to separate my workspace from other areas of the home"
  - Multifunctionality:** "At certain times during the day, my workspace is used for activities not related to my work "

### SAMPLE & DATA COLLECTION:

- Initial survey N = 19
- Online survey administered which utilizes floorplan images and Likert-style survey items to assess the above three concepts and four employee outcomes

### INITIAL FINDINGS AND IMPLICATIONS:

- Workspaces characterized by high openness, high multifunctionality, and low depth were associated with boundary violations, w-f conflict, and negative affect
- Females report greater boundary violations & w-f conflict
- Those with children saw more dramatic boundary violation and role-overlap effects
- Physical elements of the home workspace can be organized and measured.**
- Initial evidence for influence of physical elements of the home on WFH experience**

### Scale Reliability

Scale	# Items	Alpha
Depth	8	.70
Multifunctionality	4	.70
Openness	5	.50

### Intercorrelations

	Boundary Violations	W-F Conflict	Negative Affect
Depth	-.14	-.07	.20
Multifunctionality	.70	.70	.35
Openness	.48	.40	.16

### Summary of Trends

Low Depth, High Openness, High Multifunctionality	Support So Far	Gender differences
Boundary Violations	✓	✓
Work-Family Conflict	✓	✓
Negative Affect	✓	
Break-taking behavior		



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