**Analysis**

Advantages:

The main and most important reason why a software company should consider implementing an open-office plan is to encourage serendipitous interaction among workers. Not only would it greatly expedite communication process between employees, the fact that it is so easy to talk to your teammates also improves team chemistry. Thus, it would improve teams’ productivities and even potentially foster new innovative ideas.

Another benefit of open design is that it provides an invisible accountability in the work environment, since everyone can walk by and see one’s work without a moment notice. This would inadvertently keep employees from working on personal issues using the company’s resource, therefore, saving company’s resource in the long run.

Last but not least, having no walls in between offices can greatly reduce the cost of building an office. Even though this might not be a significant benefit to enormous corporations, it’s impact is quite profound on small businesses and software companies. This extra savings in resource could be reallocated and used elsewhere to further grow the company.

Disadvantages:

Due to the nature of open office, the noise level can vary and becoming incontrollable for everyone. Because of that, open-office floorplan can be extremely distracting for one to focus. According to Maria (2014), it is “damaging to the workers’ attention spans”, thus, lowering workers’ concentrating ability and motivation.

Since it creates a subtle pressure of being watched constantly, this pressure also inadvertently raises one’s epinephrine level which causes worker’s anxiety level to increase as well (Ramsay, 2015). Needless to say, no one can achieve their maximum potential if too much stress is introduced into their system, especially if these external factors cannot be controlled.

Open office also kills privacy, and “privacy actually allows for more creativity, where someone is more likely to achieve a state of flow” (Ramsay, 2015). In fact, one of elite professors at Wharton who produces at an incredible level chooses to isolate himself from social interaction to focus on his research. During these periods, he goes as far as putting “an out-of-office auto-responder on his email so correspondents will know not to expect a response.” (Newport, 2016) It is certain that he wouldn’t be able to achieve what he did achieve if he worked in an open office research center.

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