

PRODUCTIVE OFFICE LAYOUT

By

TANUSHREE GORAI 20BCE1269

POULAMI BERA 20BCE1305

TANVI BAHEDIA 20BCE1667

YOGESH HARLALKA 20BCE1696

KANIKA SAHNI 20BCE1694

SATISH KUMAR NAIR 20BCE1295

ARYAN PUROHIT 20BCE1333

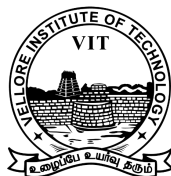
A project report submitted to

Dr. Mekhala Ramesh

ASSISTANT PROFESSOR (SENIOR)
SCHOOL OF SOCIAL SCIENCES AND LANGUAGES

in partial fulfilment of the requirements for the course of

MGT1024 – ORGANISATIONAL BEHAVIOUR



VIT[®]

Vellore Institute of Technology

(Deemed to be University under section 3 of UGC Act, 1956)

CHENNAI

DECLARATION

We hereby declare that the project entitled “*PRODUCTIVE OFFICE LAYOUTS*” submitted to Vellore Institute of Technology (VIT), Chennai, for the project is a record of bonafide work carried out by *Tanvi Bahedia, Tanushree Gorai, Poulami Bera, Kanika Sahni, Satish Kumar Nair, Aryan Purohit* and *Yogesh Harlalka* under the guidance of *Dr. Mekhala Ramesh*, Assistant Professor (Senior), **School of Social Sciences and Languages**, Vellore Institute of Technology, Chennai. The information derived from the literature review has been duly acknowledged in the text and a list of references is provided. No part of this research paper was previously presented for another degree or diploma at this or any other institution.

CANDIDATES SIGNATURE

Table of Content

S.NO.	TOPIC	PAGE NO.
1.	Abstract	1
2.	Introduction	1
3.	Relation to Management	2
4.	Literature Review	4
5.	Objective	17
6.	Research Methodology	17
7.	Analysis & Interpretation	19
8.	Conclusion	25
9.	References	26
10.	Plagiarism Check	27

ABSTRACT

The aim of this research paper is to show a comparative study between open and closed offices and their impact on employee productivity. Through this research we asked for the personal experiences and views upon how people from different sectors who work in offices want their work environment to be like and how it affects their daily life productivity and motivation.

The only lack in this research paper was the amount of responses that were collected even after such a huge amount of circulation, and also the lack of it being community specific and unique.

INTRODUCTION

The major objective of this project is to study the concepts of “open” and “closed” office layout, to compare their pros and cons and to come up with an office layout which fits the requirements of any corporate office, and helps in building a productive, and satisfactory environment for the employees working in the organisation.

This project is not specific to any particular industry and would be beneficial for organisations belonging to all the industries, having corporate offices. But we will be considering mostly IT organisations in order to conduct surveys and ask for feedback. We will be going in depth over why a certain office layout is preferred over another, and also look out for complaints and issues faced by the employees due to a particular office structure.

The recent trend for organisations when it comes to selecting an office layout has been the “open” office one. Tech giants like facebook, twitter are few of the examples. Few of the reasons/advantages that have been given by many industry experts is that this type of layout increases collaboration, facilitates communication and idea flow. But one major downside to this is the tremendous amount of distraction faced by the employees , due to which works which require a high amount of focus take a hit. “Closed” office layouts on the other side promote a focused, less diverting environment. On the downside, having less social interaction.

We will be trying to find a middle ground between the “open” and “closed” office layouts and come out with a more suitable layout .

How is our project related to Organisational Behaviour?

Workplace Environment Management

This is a subset of organisational behaviour, which deals with the management of work Environment , and focuses on shaping all the elements related to a work environment , in order to build a positive work atmosphere.

A work environment refers to the elements that comprise the setting in which employees work and impact workers. which includes physical aspects such as office layouts, space, facilities , to non physical aspects such as office politics, etc. Professionals working in both full-time and part-time positions are significantly impacted by their office environment because they have to perform their duties inside it. Therefore this becomes an important aspect to work upon while setting a new office.

The management of a work environment aims at managing all the elements of a particular work environment. All the activities in the field of planning, organising ,conducting and controlling individual elements of the work environment are aimed at optimising the working conditions.

Our project aims on exploring the different types of layouts for offices , which are open office and closed office layouts ,compare there pros and cons, and to give a conclusion over which is a better layout structure for building a productive office structure. Which can be considered a part of workplace environment management.

HISTORY OF OFFICE LAYOUTS

Offices in the 21st century prioritise efficiency and productivity, but it hasn't always been that way. Office design throughout history has evolved from open-plan to isolation. Workplaces transformed depending on the culture, technology, economy and fashion that was prominent at the time.

The nature of one's work and the way they communicate determines the style of office that they need. If a person is self-employed, they may work from home or within a coworking space. For larger businesses, they might own a building with hundreds of employees. Regardless of one's business' operations, one thing remains constant. Workplaces must prioritise the wellbeing of employees through design, furniture, layout and technology.

LITERATURE REVIEWS

S.NO.	TOPIC	PAGE NO.
1.	Adoption of open office strategy on effect..	4
2.	A Comparison of Psychological and Wor..	4
3.	The impact of office layout on product..	5
4.	The Truth About Open Offices...	5
5.	The impact of the 'open' workspacE on..	6
6.	Open Plan and Enclosed Private Offices..	6
7.	Open vs Closed Office Design: Which...	7
8.	Office type, performance and wellbeing...	7
9.	Office concepts: A scoping review...	8
10.	COVID-19 and Open Office Spaces	8
11.	The effects of window proximity, partiti...	9
12.	Workspace satisfaction: The privacy-co...	9
13.	A COMPARATIVE STUDY ON THE...	10
14.	Does an open plan office increase product..	10
15.	Coworking Space vs. Traditional Office...	11
16.	The Importance of Office Layout for Emp.	11
17.	How to make open-plan offices more pr..	12
18.	Summary of Literature Review	12

1. Adoption of open office strategy on effective service delivery in National Govt. Offices in Nakuru, Kenya (Esther Chemutai Koske AND Dr. Josphat Kwasira)

Since the introduction of modern open office design, the effects of office design on occupant performance have been examined primarily from the architectural and psychology sectors of academia. The strategic advantages of open office architecture and occupant performance, on the other hand, have not been well demonstrated. This article discusses workplace design from a strategic standpoint. It looked at how the physical work environment of an open plan office affects service delivery by staff. The second goal was to determine how employees felt about the open office plan, and the third goal was to determine how the open office policy influences national government service delivery in Kenya. According to the findings, there is evidence of strategic alignment between open office design, employee perceptions of open office design, and improved service delivery.

2. A Comparison of Psychological and Work Outcomes in Open-Plan and Cellular Office Designs - (Olivia James, Paul Delfabbro and Daniel L. King)

The goal of this review is to use a systematic approach to summarise all published quantitative peer-reviewed research on the positive and negative effects of various office designs/configurations on a variety of different outcome measures, such as health, satisfaction, productivity, social interactions, and retention. This review will concentrate on evaluating these impacts in research that contrasted both a clearly defined single occupant private enclosed cellular office and a sort of open-plan workplace design. Open-plan workplace designs are expected to have negative connections with indicators of poorer health, contentment, and productivity as compared to single occupant private enclosed cellular offices. The

open-plan office designs are projected to have a higher proportion of favourable connections with social relationship indicators. This review is expected to give an updated summary of the literature as well as a specific comparison between open-plan and traditional offices to the academic community. The findings may also be useful to decision-makers who are weighing the benefits and drawbacks of open-plan workplace designs.

3. The impact of office layout on productivity - (Barry P. Haynes , Sheffield Hallam university)

The absence of internal barriers and rooms, which define private work spaces in traditional 'multi cellular' workplaces, characterises an open-plan office. The majority of individual offices and meeting areas are eliminated in an open-plan office setting. There may be one or two private conference rooms available for private meetings, but most day-to-day business is conducted in the same room. This has evolved into a contemporary design that encourages innovation and creativity. Many co-working facilities have sprung up, promising the possibility to work and network simultaneously (Leonard, 2018). Baffled ceilings and thick carpets for sound management are examples of physical aspects of an open plan office.

According to Loughton (2017), office layout has an impact on employee satisfaction. Noise perception, health perception, psychological discomfort perception, and psychological well being perception were discovered to be factors that contribute to perceived employee satisfaction at work. The more of these characteristics there are in the workplace, the lower the employees' productivity. This is because these elements are interfering factors that may cause individuals to be unable to complete their tasks. Tanabe, Haneda, and Nishihara (2015) investigated the impact of thermal conditions and office layout on workplace productivity and found that the latter is influenced by the former. The better they can accomplish their work, the more comfortable they are with the office temperature.

4. The Truth About Open Offices - (Ethan Bernstein and Ben Waber)

There will never be a single optimum physical or digital office architecture. That's because more interaction isn't always better, and conversely, less interaction isn't always better. The goal should be to get the right people to interact with the correct amount of information at the right moment.

Many commonly held beliefs about workplace design and teamwork are obsolete or incorrect. Although the open-office design is meant to stimulate face-to-face interaction, it also allows us to avoid it. Open offices and open areas allow "unexpected collisions," which can be unproductive. "Copresence" via an open office or a digital channel does not always lead to constructive collaboration.

Technological advancements enable us to test hypotheses and gain a better understanding of how groups of workers interact in real life. It is possible to gather and analyse the hard data needed to prove or invalidate hypotheses. HR, real estate, and finance functions must embrace the innovation that has infused marketing and operations if this is to happen on a broad scale. When this happens, physical and virtual office design can become a continuous process, providing a joyful meeting ground for the architecture and anatomy of cooperation.

5. The impact of the 'open' workspace on human collaboration - (Ethan S. Bernstein and Stephen Turban)

Managers have transformed traditional office spaces into 'open', transparency-enhancing architectures with fewer walls, doors, and other spatial boundaries in the pursuit of increased workplace collaboration, but there is little direct empirical research on how human interaction patterns change as a result of these architectural changes. We empirically examined the effect of open office architectures on employees' face-to-face, email, and instant messaging (IM) interaction patterns in two intervention-based field studies of corporate headquarters transitioning to more open office spaces, using digital data from advanced wearable devices and electronic communication servers.

In both cases, contrary to popular opinion, the volume of face-to-face engagement declined dramatically (about 70%), with an accompanying increase in electronic interaction. In other words, rather than encouraging more vivid face-to-face cooperation, open architecture appears to have triggered a natural human tendency to socially withdraw from coworkers and instead communicate via email and instant messaging. This is the first study to assess both face-to-face and electronic interaction before and after open office architecture was implemented. The

findings contribute to our understanding of the impact of workstations with fewer spatial boundaries on human behaviour. The topic issue 'Interdisciplinary techniques for revealing the impacts of architecture on collective behaviour' includes this paper.

6. Open Plan and Enclosed Private Offices - (Dr. Mike O'Neill Senior Director, Workplace Research Knoll, Inc.)

There are a variety of work styles and preferences for different sorts of workspaces in most industries and organisations. Knoll's research looked at the workspace preferences of high-tech workers and discovered that their preference for open or enclosed work environments was determined by their work style and the type of job they do.

Computer programmers, who are more social and interactive at work, like open plan workstations with "sitting height privacy," which means that you can't see over a panel while seated. Software developers and engineers, whose work necessitates greater concentration and distraction-free time, prefer a private office with a door. They are willing to work in open plan workplaces that give "standing height privacy," or the capacity to stand without seeing over the panel, if they do not have access to a private office.

7. Open vs Closed Office Design: Which is best suited for you? - (Pooja Khanna Tyagi)

The sort of business, its basic principles, and its work culture are generally reflected in the architecture of an office. One of the most important considerations when designing the area is whether it should be open or closed, with little cubicles and dividers.

Employees in an open office design collaborate in a single location with no physical barriers. This design does not include enclosed rooms or cubicles to separate work spaces (except maybe cubicles for the MD and department heads).

The working areas are confined within rooms or cubicles in this typical office style. The office establishes a clear hierarchy for junior and senior staff with this style. This style is best suited for businesses that have a formal work culture, such as law companies, government offices, and auditing organisations.

8. Office type, performance and wellbeing - (Aram Seddigh)

When focusing on how the physical work environment affects employees' health and performance, the current thesis adopted a differentiated definition of office kinds. It was discovered that, while personality differences and job-related attention demands interact with office design, office style alone is a major predictor of employee health and performance.

Individual office rooms outperformed open-plan office environments on self-reported performance and health metrics, according to the findings of the experiments presented in this thesis. In comparison to open-plan office environments, flex offices have various advantages, according to the thesis. All of these findings are consistent with past research.

Finally, the conclusions of this thesis should be useful to organisations when they remodel their offices or relocate to a new place. Organisations should be aware that open-plan office settings can lead to poor impressions of distraction and employee health, thus solutions for creating an office environment that addresses these issues should be established. The findings also show that, while employees assume they may function better in cell offices, this is not the case, since their performance is affected to the same degree as those in large open-plan office environments. Consequently, while employees in cell offices may complain less, employers should be aware of the potential for lower performance if employees do not take advantage of the benefits that cell offices provide, such as the ability to close the door and actively create a quiet and interruption-free work environment.

9. Office concepts: A scoping review - (A.Gjerland, E.Søiland and F.Thuen)

Employees' work experiences and performance, as well as the profitability of businesses, are influenced by office themes. The goal of this study was to map the field of empirical research on office concepts, identify research gaps, make recommendations for future research, and influence practice by using a scoping review technique. A total of 257 empirical papers on office concepts were discovered through systematic searches across three databases. Two reviewers separately selected studies and charted data using standardised procedures, with discrepancies handled through discussion. The included studies' general and methodological features were mapped. The degree of concentration on spatial design and transformation processes was also mapped for research comparing different office concepts. The data show that this is a very interdisciplinary topic with a growing number of publications in recent years.

The empirical research on office concepts has been documented in this scoping review. A range of study methodologies, populations, study focuses, and outcome variables have been used to investigate various office concepts. Although the field is minor, there has been a significant increase in the number of publications over the last decade. The focus of comparative studies on office concepts tends to be on the exclusion of other essential themes like spatial design and transformation process. We urge that these subjects be included in future evaluations and studies. Systematic reviews may likely consolidate findings by office idea type, study topic, and outcomes, given the amount of studies that matched the inclusion criteria for this scoping review. However, given the topic's inherent complexity and the limits of existing research, reviews may not be the best approach forward at this time. Instead, we advocate for more randomised controlled trials in real-world office settings. This study design can accommodate the study subject's complexity while controlling for confounding variables. We anticipate that our findings will help to bridge research gaps and provide a better knowledge of how to design offices for the benefit of employees and organisations.

10. COVID-19 and Open Office Spaces - (Reagan Nickl, Director of Partner and Customer Success,SpaceIQ)

Measures to ensure a transitory workplace In an open-office setting, COVID-19 warrants are difficult to execute, but not impossible. Employers must establish clear rules and procedures that keep people apart without causing workplace instability. To control workplace traffic, create thoroughfares. Emphasise the importance of cleanliness and hygiene. Encourage people to behave in a reasonable manner. The changes are easy to make and can help you stick to the CDC's social distance and workplace safety requirements.

The coronavirus pandemic is a litmus test for open-plan offices. It will show us what works and what needs to be improved, just like any true test, so we can continue to develop the workplace into the best version of itself.

11. The effects of window proximity, partition height, and gender on perceptions of open-plan offices (-KemalYildirim, Aysu Akalin-Baskaya,MineCelebi)

Employees in open-plan offices may feel a lack of visual and auditory privacy, as well as an increase in unwelcome distractions and interruptions. However, it is thought that having a window with enough light and a view of the outside world is helpful to inhabitants and affects their workplace happiness. In this study, two firms in the same office building were compared. Employee proximity to an exterior window and workstation partition height on three environmental quality criteria (planning, privacy, and illumination) were evaluated as part of this study. Employee happiness was impacted by proximity to a window, suggesting that proximity to a window buffered or compensated for the negative characteristics of open-plan workplaces.

Employees whose workstations had a window and a 1.40 m high barrier were the most delighted with their environment, likely because they were happy to have partitions providing them with a better level of visual and auditory isolation while also limiting distractions and disruptions. Open-plan workplaces were likewise shown to be more appealing to males than to females.

12. Workspace satisfaction: The privacy-communication trade-off in open-plan offices (-JungsooKim, Richard De Dear)

The open-plan office style is often considered to promote workplace happiness and teamwork performance by facilitating communication and engagement amongst coworkers. Open-plan layouts, on the other hand, are commonly recognised as being more disruptive owing to uncontrollable noise and a loss of privacy. Empirical research based on the occupant survey database from the Center for the Built Environment (CBE) revealed that occupants rated Indoor Environmental Quality (IEQ) concerns differently depending on their workspace's spatial design (defined by degree of enclosure). Enclosed private offices beat open-plan layouts in almost every element of IEQ, especially when it came to acoustics, seclusion, and proxemics. The advantages of improved 'easy of engagement' were outweighed by the disadvantages of increased noise and diminished privacy caused by an open-plan office layout.

13. A COMPARATIVE STUDY ON THE IMPACTS OF OPEN PLAN AND CLOSED OFFICE LAYOUT TOWARDS EMPLOYEES' PERCEIVED PRODUCTIVITY (-Putri Nadea Adrianna Muzaffar¹, Norlina Mohamed Noor² and Shahril Anwar Mahmud³)

The open plan style has taken over workspaces in a variety of industries, with proponents stating that it fosters a more participatory and collaborative work atmosphere. Despite the numerous acknowledged benefits of the structure, recent research has shown that CEOs may find it challenging to stimulate collaborative engagement and productivity among their staff when using an open plan office layout. The goal of this study is to determine the influence of open and closed office layouts on employees' perceived productivity based on privacy, concentration levels, social interaction, health, and wealth inside the workplace. An office in Thompson Hospital, Damansara, Selangor, was chosen as a case study because the arrangement of the workplace represents a typical open and enclosed office. The findings and data were collected and analysed using a self-administered questionnaire.

Due to the office layout, respondents from open plan workplaces still had the lowest degree of satisfaction and positive view of the constructs linked to their productivity within their work environment. This was notably true in terms of general health and wellbeing. Surprisingly, employees in closed private offices also report significant levels of discontent in other areas of the workplace, such as social contact. The data might be utilised to gain a better understanding of office workers' perceptions of the link between workplace layout and overall impacts on their perceived job productivity.

14. Does an open plan office increase productivity? (-Corey Moseley)

Employers introduced what we now know as the open plan office, which consists of long workstations pushed together, no walls or barriers, "pop-up" collaborative areas, and few (if any) private offices, thanks to a significant monetary incentive to shift away from the cubicle model.

Open-plan workplaces have the potential to level the playing field. Interns sit close to Directors, and the CEO occasionally uses a common workstation. Upper management becomes much more approachable all of a sudden. They can also increase the amount of natural light in the room. Opening up the office implies fewer walls, which might provide a brighter atmosphere depending on where the business is located. The open arrangement also allows for some seating diversity. However, without barriers, you're more likely to be interrupted by coworkers at any time, making it harder to get back on track. Your privacy is greatly harmed, which might have a detrimental impact on your productivity. Lack of privacy might sometimes lead to more serious issues. Securing the few accessible conference and meeting rooms in order to have some solitude and quiet time becomes more of a sport. There's also the sort of team and role to think about. Designers, authors, editors, developers, and programmers, for example, may choose more traditional office layouts that provide them with the seclusion and solitude they require to focus on a work without interruption. Teams that need impromptu meetings to hammer out ideas and frequent face-to-face communication, on the other hand, may choose an open concept workplace. The optimum workplace arrangement for productive, engaged employees appears to be one that combines the best of both environments.

15. Coworking Space vs. Traditional Office Space: Which Is Right for You? (-Sean Peek)

You may choose between coworking spaces and regular offices when it comes to finding a physical location for your business. Each has advantages and disadvantages, but the best option depends on the sort of business you run, your production goals, and how you want your company to be seen by customers.

If your company is tiny or you work alone, you might find that coworking spaces are more advantageous. These areas are an excellent method to save money while also boosting productivity. Coworking spaces are the greatest option if you want to build a collaborative, creative workforce. There are several possibilities for networking, cross-industry collaboration, and team communication.

A private office space may be the best option for a company with a larger workforce or one that interacts with clients regularly. Traditional office settings are less distracting, provide a sense of solitude, and place a premium on individual work. Office spaces are ideal for companies that want employees to work on various activities at various times. The office will offer the necessary workspace for them to finish their job and then get together to share what they've accomplished.

16. The Importance of Office Layout for Employee Productivity -(Nurbarirah Ahmad, Aziean Jamin, Raja Mayang Delima Mohd Beta, Shafinar Ismail, Siti Rosnita Sakarji, Zainab Mohd Zain)

The purpose of this study was to determine the effect of open and enclosed office layouts on employee productivity. This research was conducted in Amanah Saham Pahang Berhad (ASPA). In this study, 52 people from the Administration Department, Finance Department, Logging Department, Forest Department Planning and Development Department, and Investment Department took part. A questionnaire was utilised to gather data, and descriptive analysis was employed to analyse the results. The findings revealed that staff productivity was good, but that the workplace architecture had little effect on employee productivity. Furthermore, the data revealed that only enclosed plan offices had substantial beneficial associations, answering research questions and confirming the ideas stated in this study. As a result of this research, another researcher would be able to investigate the influence of office layout on staff productivity. This research study's conclusion was backed up by earlier findings that were reported at each research discovery.

17. How to make open-plan offices more productive (-Sharon Florentine)

According to Tom A., a technical expert who requested anonymity, open office concepts have failed to deliver on the promises of higher productivity and spontaneous cooperation. He claims that the lack of physical boundaries has led workers to rely on technology rather than face-to-face communication. Many office workers utilise technology to reduce distractions and increase efficiency, such as noise-cancelling headphones. According to Meister, hot-desking/hoteling is considerably more contentious. Workers do not have assigned seats, and office space is distributed on a "first come, first served" basis, which is a deliberate initiative by corporations to achieve cost savings.

What can businesses do to ensure that open office plans benefit everyone? It all starts with strong leadership communication. Each team establishes its own set of norms and standards, determining what makes them feel most at ease and capable of doing their responsibilities. Choice is crucial, in addition to enabling team involvement. Open workplaces should provide a variety of workspace options to support a wide range of working styles and changing working and collaboration demands. Organisations must develop new patterns of engagement in open-plan workplaces to make them genuinely effective, whether via a culture shift or technology investments. Finally, make sure you have a clear procedure and structure in place for discussing concerns and issues as they arise.

Summary of Literature Review

We found out through 17 different sources (studies and articles) that a lot of conflicting opinions exist when it comes to open vs closed office plans. It depends majorly on personal preferences and company culture. Our main focus in this project is on the IT industry which usually requires some hours of quiet, undisturbed work but also needs creative discussions to come up with solutions and new ideas.

Through the literature reviews we found that both open as well as closed plans have their own pros and cons and to find balance between both is the key to a productive and positive workplace environment. We observed a research gap when it comes to finding a right balance between the two as major research has been done on having a completely open or completely closed layout. Through this project we aim to research and find an equilibrium between the contrasting ideas on types of office layouts where all employees feel included, comfortable and motivated to be more productive.

Is it researchable?

Yes, it is researchable.

OBJECTIVE

The major objective of this project is to study the concepts of “open” and “closed” office layout, to compare their pros and cons and to come up with an office layout which fits the requirements of any corporate office, and helps in building a productive, and satisfactory environment for the employees working in the organisation.

This project is not specific to any particular industry and would be beneficial for organisations belonging to all the industries, having corporate offices.

RESEARCH METHODOLOGY

Intervention Research

This type of research examines the effects of an intervention on an outcome of interest. The primary purpose of intervention research is to engender a desirable outcome for individuals in need.

Qualitative Research

This means that qualitative researchers study things in their natural settings, attempting to make sense of, or interpret, phenomena in terms of the meanings people bring to them.

Inductive Approach

To our knowledge, no existing theories on organisational culture and its impact on the organisation or the individual incorporate office design in their models. Our data will be compared to the models and the results will be presented.

We created an online questionnaire which is a research tool featuring a series of questions used to collect useful information from respondents.

We have used closed ended questions by providing the respondents with a series of predetermined responses they can choose from.

Questionnaires are effective in research; they offer a fast, efficient and inexpensive means of gathering large amounts of information from sizable sample volumes. These tools are particularly effective for measuring subject behaviour, preferences, intentions, attitudes and opinions.

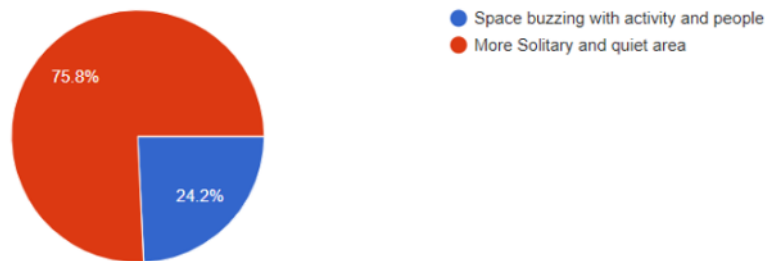
RESULT

As this was a non-probability research project, the anonymity and selection of people to give the responses was taken into consideration. The surveyees were the people who were a part of the IT organisations and not everyone and anyone. The responses were taken without their personal information like their names or email addresses which kept us also in a dark room of who responded to us. A total of 33 responses were collected.

ANALYSIS AND INTERPRETATION

While working, you are most comfortable in_____?

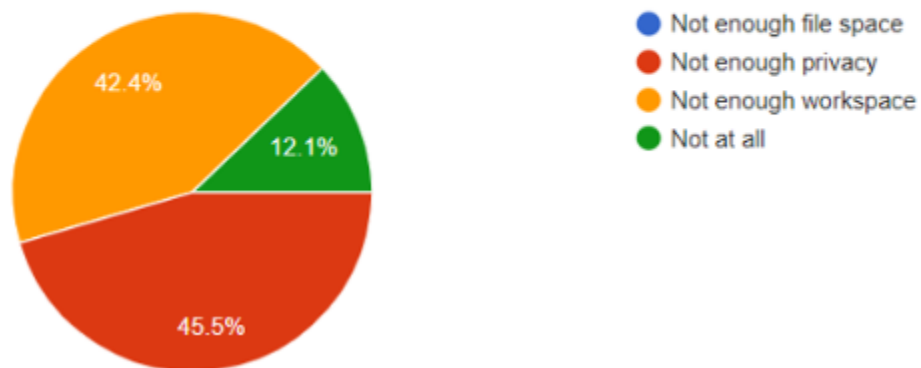
33 responses



We can interpret from this that more employees require noiseless free space(nearly 76%) which is more like a closed office layout compared to space buzzing with activity and people.

How do such space and furniture sharing arrangements interfere with your productivity?

33 responses

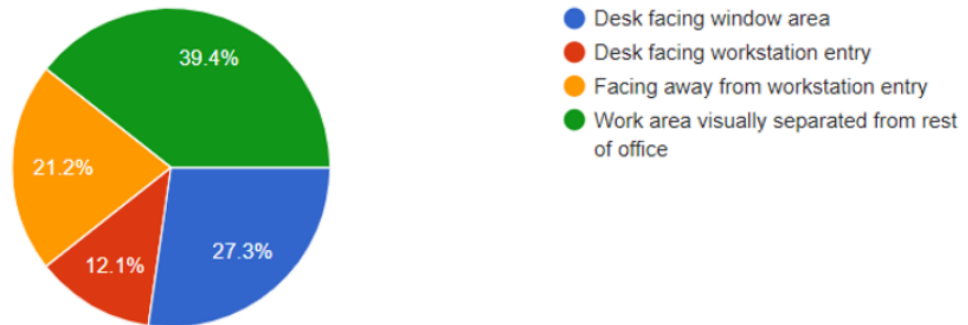


First of all the majority of people (around 88%)do agree that open office space does interfere with their productivity in some way and privacy as expected is a major issue in open space offices.

The constant sense of being watched can cause some employees to not to work at their fullest potentials , which turns out to be true according to our survey. This can hinder the employees from fully focusing on their work .

How would you like to work in an open office ?

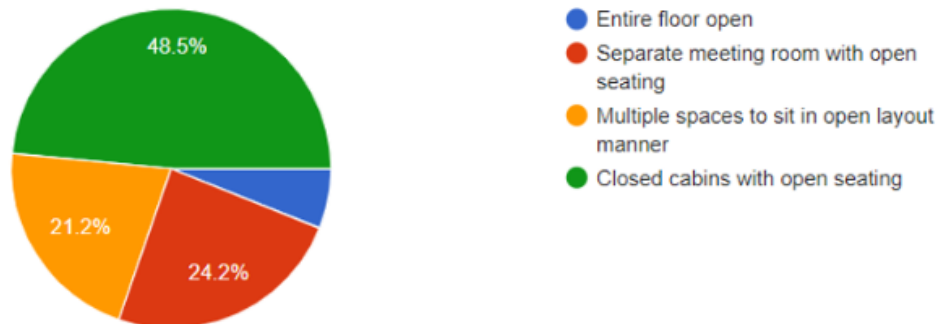
33 responses



This question was added in order to find suitable layout options for an open office plan, which can help employees feel at ease at work. The data suggests that employees want less visual distraction while working and therefore most of them want a visually separated work area. The next option which has been chosen the most amount of time is “Desk facing window area”, Which can be interpreted as a way for the employees to get relaxed and reduce stress while working.

If you were like to work in an open office plan, what would you prefer ?

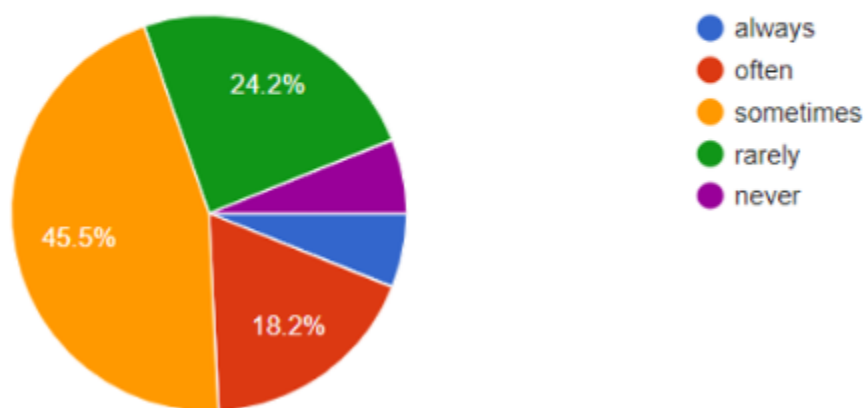
33 responses



With this data, we can see that the majority of them in an open office plan prefers closed cabins with open seating and the least preferred is the entire floor open with no isolation.

How often have you gotten a new idea while socializing with others?

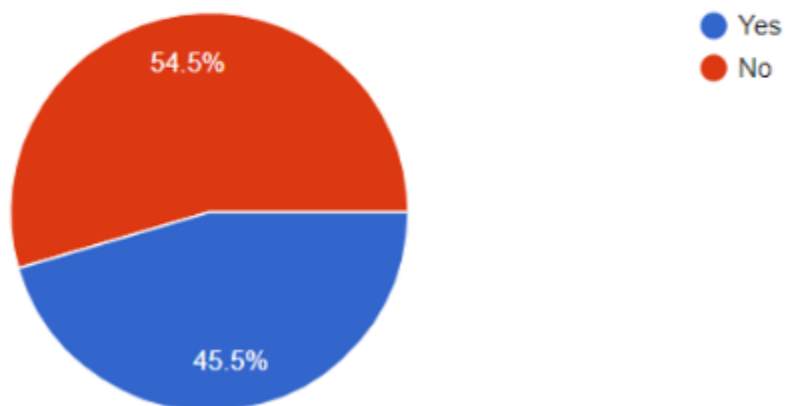
33 responses



With this data, we can see that the majority of employees only sometimes get new idea while socialising.

Does socialization helps relax you?

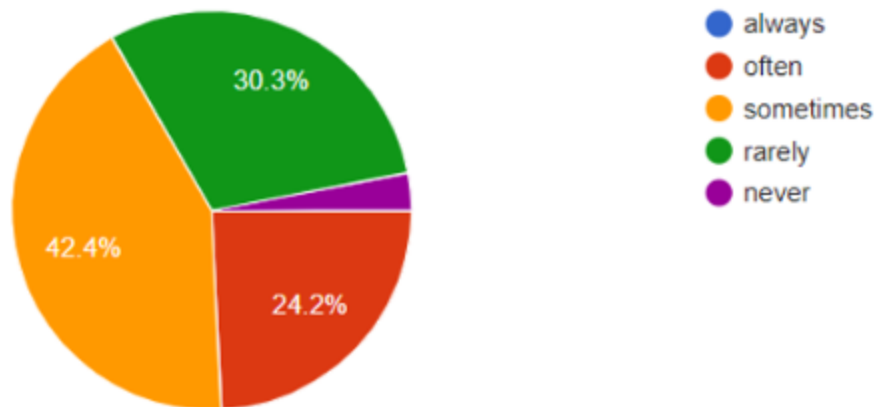
33 responses



With this data, we can see that the majority of employees do not feel relaxed while socializing with others.

How often do you indulge in formal/informal group discussions during study/work?

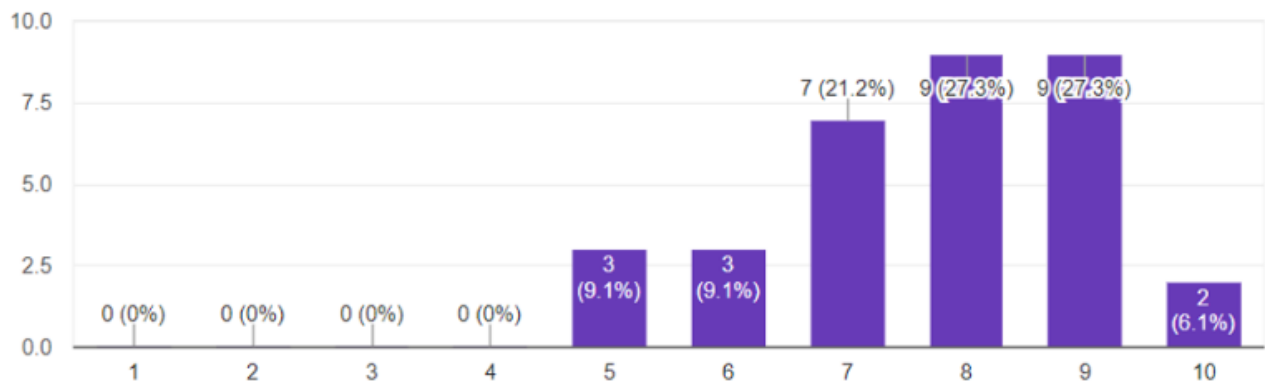
33 responses



With this data, we can see the result that only sometimes people indulge in group discussion during study/work.

On a scale of 1-10 how noisy is your current environment?

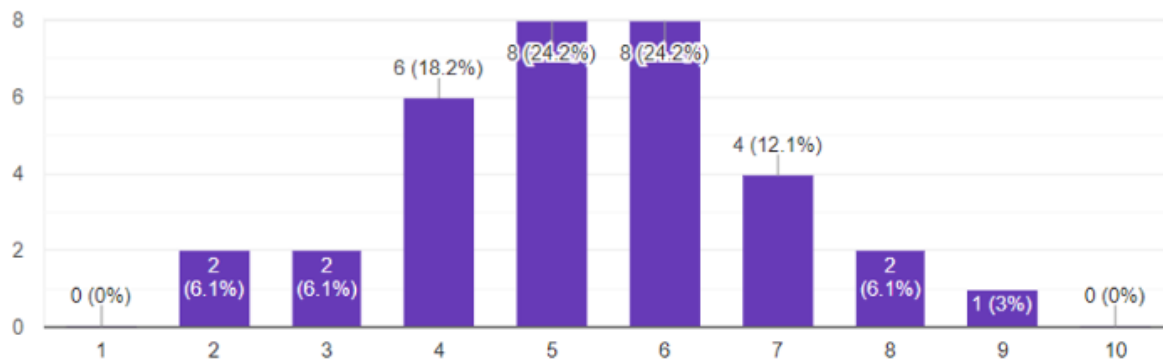
33 responses



With this data, we can see that the majority of employees feels that their current office layout is more noisy.

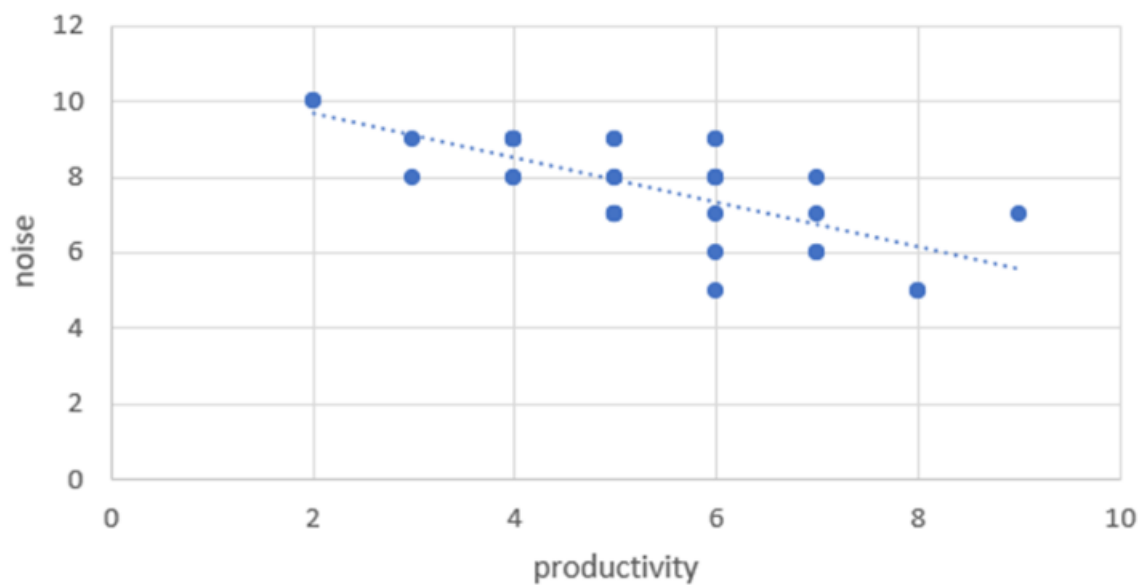
On a scale of 1-10 how productive are you in your current work place

33 responses



With this data, we can see that the majority of employees are not that productive as they should be in their current office layout.

correlation graph



As expected we can find a negative correlation between noise and productivity .

Table 2: The Overall Mean Score of Employees' Perceived Productivity

Construct	Average mean		
	Open Plan	Enclosed Shared	Enclosed Private
Privacy and concentration levels	2.66	2.99	2.84
Job performance	3.45	3.21	3.55
Social interaction within the work environment	3.35	3.33	3.22
Overall health and wellbeing	2.92	3.26	3.24
Environmental satisfaction	3.39	3.33	3.49
Total mean score	3.15	3.23	3.27

CONCLUSION

From the data which we have collected one thing that can be confirmed about open office spaces is that they are not ideal for productivity, it was observed that a majority of the people preferred separate and more space, with minimum amount of noise around it. But it is not just work that happens in an office, people talk, socialise and we also saw that around 50 % of the people like to relax through socialisation.

Another thing which we observed is that open-office is majorly known for the concept of serendipity and knowledge flow, but when we asked whether they have gotten any new idea around 81.8% said that they have sometimes, rarely or never gotten a new idea through socialisation or day to day talks which tells a lot about the effectiveness about the concept of knowledge flow.

It can be seen that both of them add some value to the office environment, but it can also be noticed that open office layout requires some flexibility for providing free space, and a focused environment which promotes high level of productivity, and hence we can't totally neglect the concept of closed office layout. What we require is a mix of both to satisfy the overall needs of an employer.

This research led us to the conclusion that most employees are in the favour of enclosed office. A closed office offers relative privacy and quiet. In a closed office, employees are able to focus entirely on their work when they need to. The walls of an office space can cancel out noise and nothing in sight will guide your employees' eyes off of the monitor. On top of that, employees can feel as if they have some privacy. Open space employees might feel as if sometimes they are continuously being watched. An office can grant an employee a sense of security. While closed office spaces may be more costly in the short run, the investment in the company's employees' morale and motivation eventually pays off, creating more productivity and profitability than that of an open office.

The correct balance between the two layouts is the key to having a productive and comfortable working space for all employees.

REFERENCES

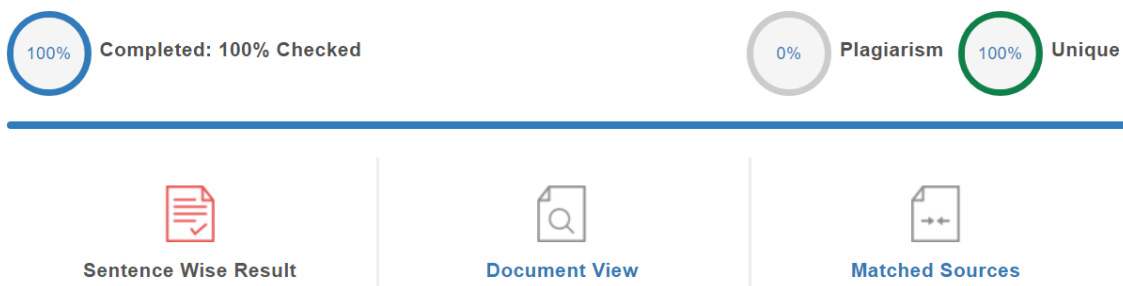
1. http://ijhssnet.com/journals/Vol_5_No_5_May_2015/10.pdf
2. <https://journals.sagepub.com/doi/10.1177/2158244020988869>
3. https://www.researchgate.net/publication/235280244_The_impact_of_office_layout_on_productivity
4. <https://hbr.org/2019/11/the-truth-about-open-offices>
5. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6030579/>
6. https://www.knoll.com/media/878/738/OpenClosed_Offices_wp.pdf
7. <https://www.architecturaldigest.in/content/open-vs-closed-office-layout-design-which-is-best-suited-for-you/>
8. <https://www.sciencedirect.com/science/article/pii/S0360132319305049>
9. <https://www.diva-portal.org/smash/get/diva2:840700/FULLTEXT02.pdf>
10. <https://spaceiq.com/blog/covid-19-and-open-office-spaces/>
11. <https://www.sciencedirect.com/science/article/abs/pii/S0272494407000059>
12. <https://www.sciencedirect.com/science/article/abs/pii/S0272494413000340>
13. <http://www.josrr.com/PDF/JOSSR-2020-06-03-26.pdf>
14. <https://blog.jostle.me/blog/does-an-open-plan-office-increase-productivity>
15. <https://www.uschamber.com/co/start/strategy/coworking-space-vs-traditional-office>
16. <https://journal.unnes.ac.id/nju/index.php/DP/article/view/26081>
17. <https://www.cio.com/article/220519/how-to-make-open-plan-offices-more-productive.html>

Overall : www.google.com

PLAGIARISM REPORT

After conducting Plagiarism checks for each and every page, our Research Paper is 100% self written, the only things that might cause plagiarism checkers to show up something will be due to the citations or facts that have been kept unchanged for the reality of the report.

RESULTS



SRC: <https://smallseotools.com/plagiarism-checker/>

video presentation drive link:

https://drive.google.com/file/d/1ldscLwionL01iHliwRvPwfBIQ_Kh-BOm/view?usp=sharing