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

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

**PRESENTER:** Jenny Egan

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**Scale Reliability**

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<thead>
<tr>
<th>Scale</th>
<th># Items</th>
<th>Alpha</th>
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</thead>
<tbody>
<tr>
<td>Depth</td>
<td>8</td>
<td>.70</td>
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<tr>
<td>Multifunctionality</td>
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<tr>
<td>Openness</td>
<td>5</td>
<td>.50</td>
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</table>

**Intercorrelations**

<table>
<thead>
<tr>
<th></th>
<th>Boundary Violations</th>
<th>W-F Conflict</th>
<th>Negative Affect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Depth</td>
<td>-.14</td>
<td>-.07</td>
<td>.20</td>
</tr>
<tr>
<td>Multifunctionality</td>
<td>.70</td>
<td>.70</td>
<td>.35</td>
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<tr>
<td>Openness</td>
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<td>.40</td>
<td>.16</td>
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</table>

**Summary of Trends**

<table>
<thead>
<tr>
<th>Low Depth, High Openness, High Multifunctionality</th>
<th>Support So Far</th>
<th>Gender differences</th>
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</thead>
<tbody>
<tr>
<td>Boundary Violations</td>
<td>✔️</td>
<td>✔️</td>
</tr>
<tr>
<td>Work-Family Conflict</td>
<td>✔️</td>
<td>✔️</td>
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<tr>
<td>Negative Affect</td>
<td>✔️</td>
<td></td>
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<tr>
<td>Break-taking behavior</td>
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</tbody>
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Jenny Egan & Dr. Ruth Kanfer