

## **EAWOP 2025, Abstract, Virpi Ruohomäki & Annu Haapakangas, FIOH**

### Title

Choosing to work from home or at office - The role of physical and psychosocial workplace experiences in hybrid work

### Objective

In post-pandemic organizations, hybrid working highlights the debate between working from home vs. working at office. The objective is to examine the role of employees' experiences of physical office environment in the choice of work location, and to compare them with other potential predictors of location choices, including psychosocial factors and employee well-being.

### Methods

A cross-sectional survey was conducted in four organizations in Autumn 2022 (n=923). The survey data was analyzed by using correlations and multinomial regression.

The organizations had flexible telework practices and most employees had no compulsory minimum on-site requirements. Most offices represented modern activity-based design.

### Results

The employees' experiences of the physical workplace were primarily a factor away from the office in hybrid work. Various factors, such as, insufficient workspaces for quiet work and spontaneous collaboration were associated with preferring to increase telework.

Good privacy for work requiring concentration was associated with a preference to decrease telework. More positive experiences of the physical workplace had a weak correlation with better well-being at work. Of the psychosocial factors, only effort-reward imbalance and lower relational justice were related to telework preferences. Employee well-being was not related to telework preferences.

### Conclusions

Employees' experiences of office spaces are a key factor in choosing between telework and office work. People who assess work premises more negatively prefer working from home and are more likely to want to further increase the amount of telework. Lower relational justice and effort-reward balance were also reasons for wishing to work from home more. Peaceful working conditions with few distractions and interruptions attracted hybrid employees to the office.

In designing the office more attractive for hybrid employees, it is relevant to ensure sufficient privacy and adequate workspaces for concentration and interaction. Office design should be considered an integral component of hybrid working models for post-pandemic organizations.

### Keywords

Hybrid work, well-being, workplace



Työsuojelurahasto

Arbetarskyddsfonden

The Finnish Work Environment Fund