

New Ways of Working: a Fairy Tale?

Stefan C.M. Lechner MSc

- Lecturer and Researcher Facility Management
 - Hanze University of Applied Sciences Groningen, The Netherlands

Mark P. Mobach PhD

- Professor in Facility Management
 - Hanze University of Applied Sciences, Wageningen University and Research Centre, University of Groningen

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Veldhoen (2005)
15% increase
Source of evidence
unknown

Leaman en Bordass (2005)
5 killer variables



Bijl (2007)
Offers tools
Source of evidence
unknown

Haynes (2008)
Connection not clearly
established



Van de Haterd (2010)
Claims causality
Source of evidence unknown

i.a. Maarleveld, Volker en
Van der Voordt (2009)
Perceived productivity

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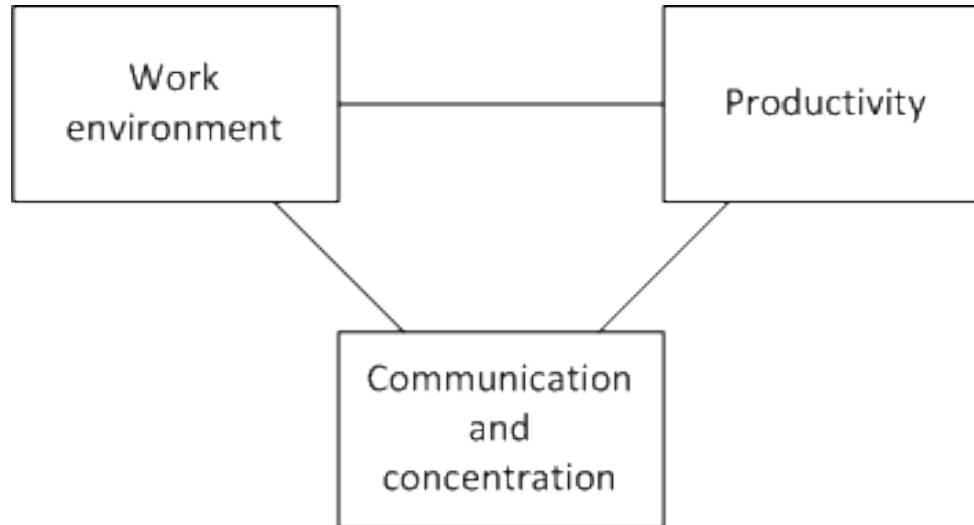
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Research question



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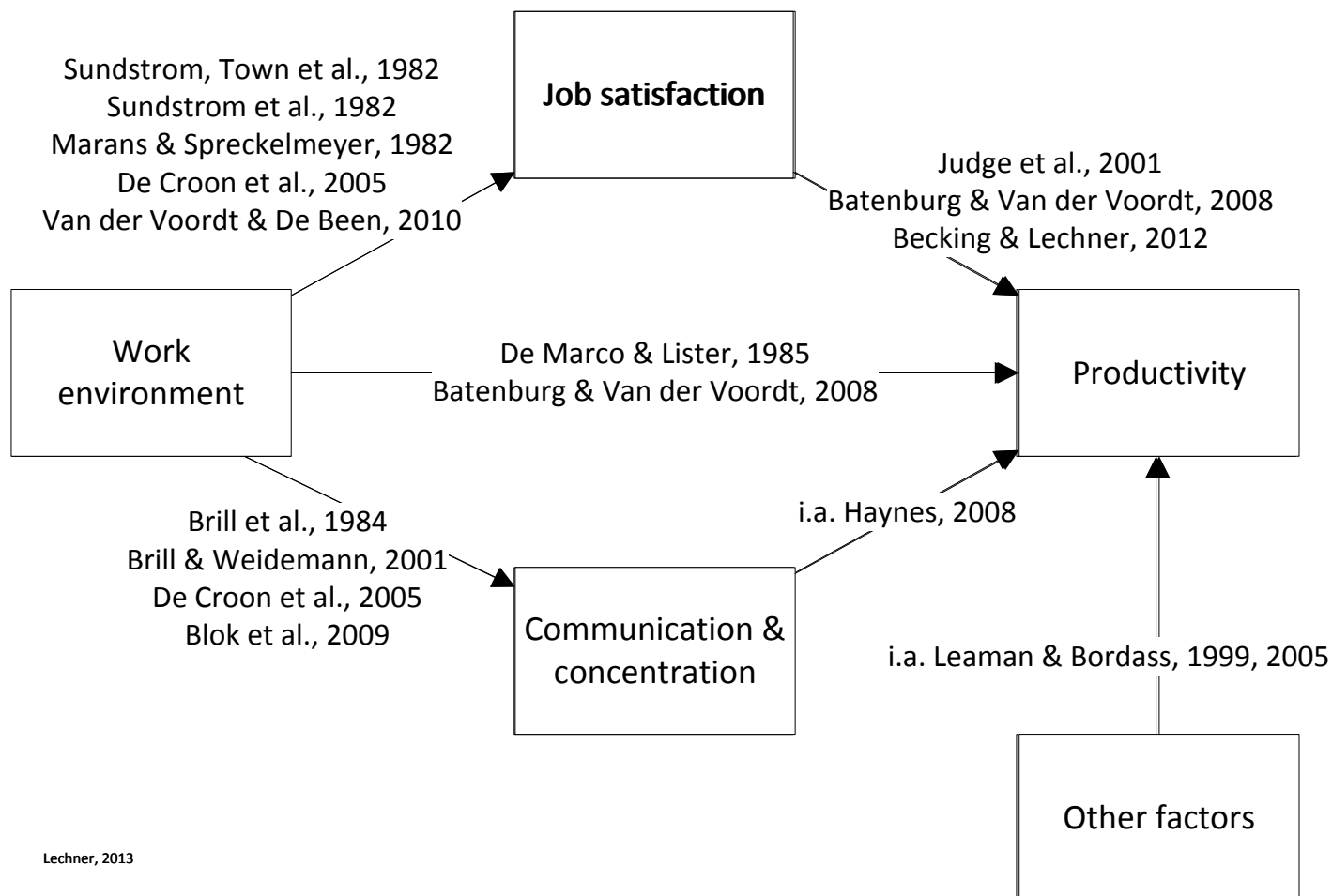


- Qualitative research
- 26 semi-structured interviews
- 9 businesses and government institutions
- Investigator (or researcher) triangulation (Denzin, 1970)
- Coding (or rating) and analysis by use of CAQDAS **NVIVO**

- New Ways of Working i.c. innovative offices (stipulative definition)
- Activity based office environment (Blok et al., 2011)
 - Flexible secondary benefits (RDW, 2011)
 - ICT, focus on output, culture (Blok et al., 2012)

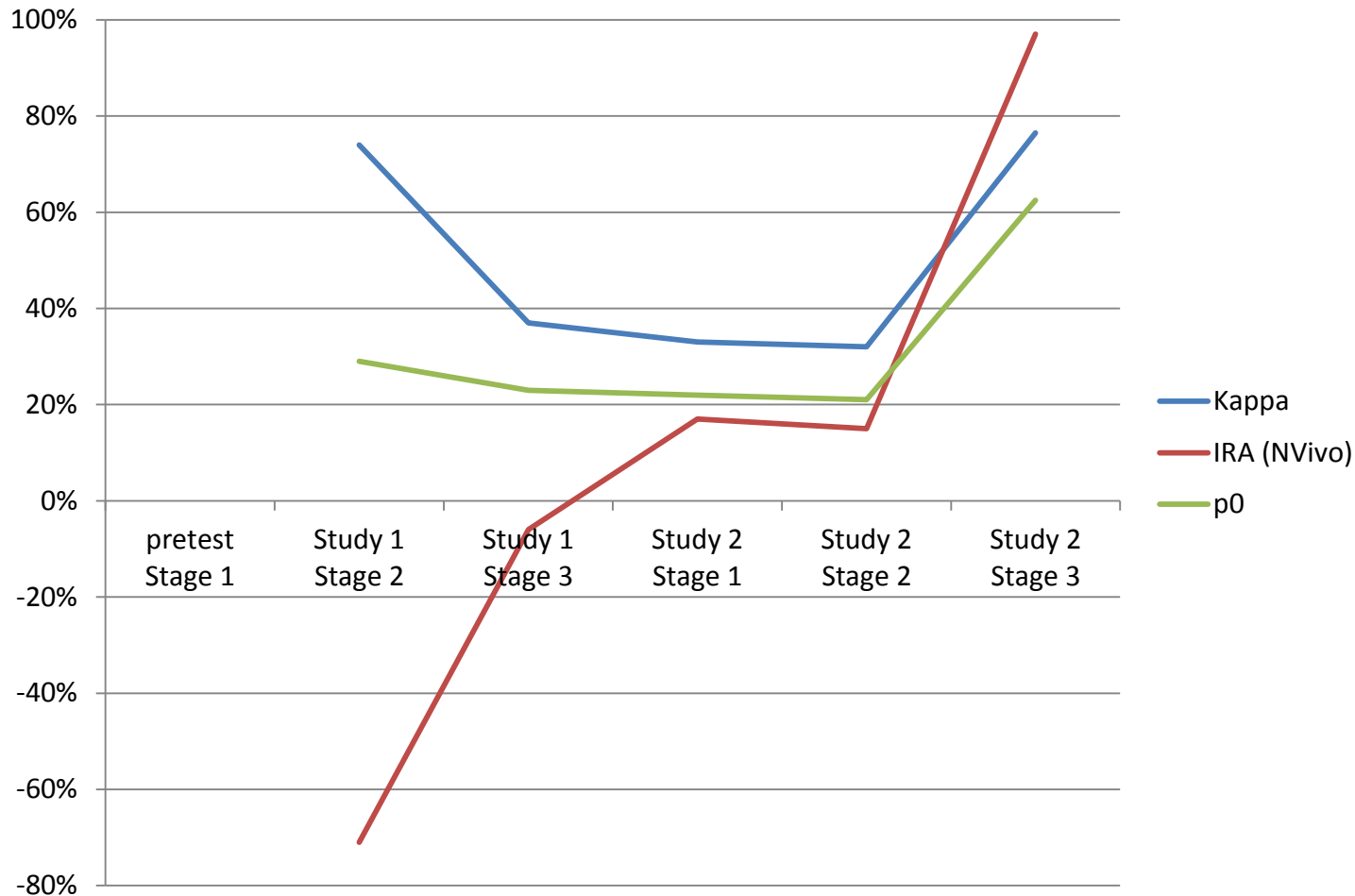
Conceptual Framework

Effect of work environment on productivity (partial mediated by ability to communicate or concentrate on work)



Lechner, 2013

Degree of Interrater Agreement (IRA) in subsequent stages



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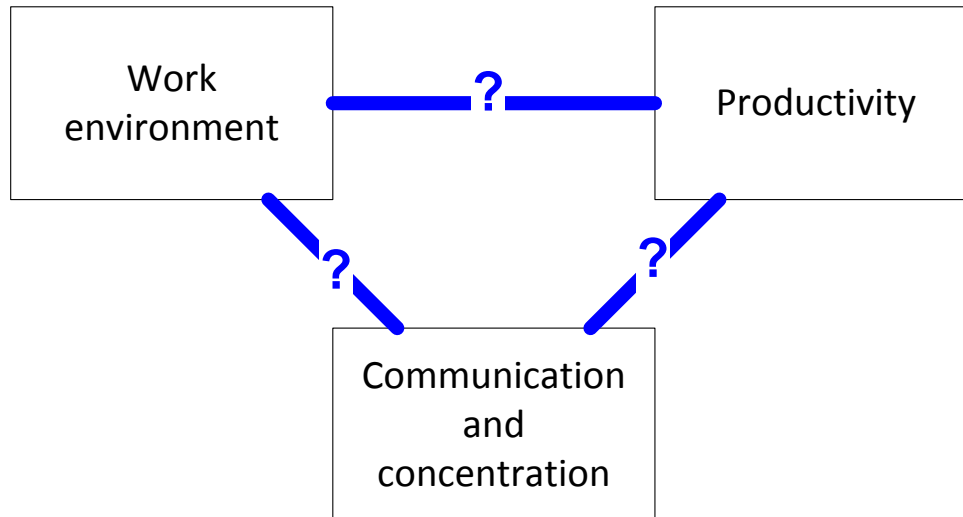
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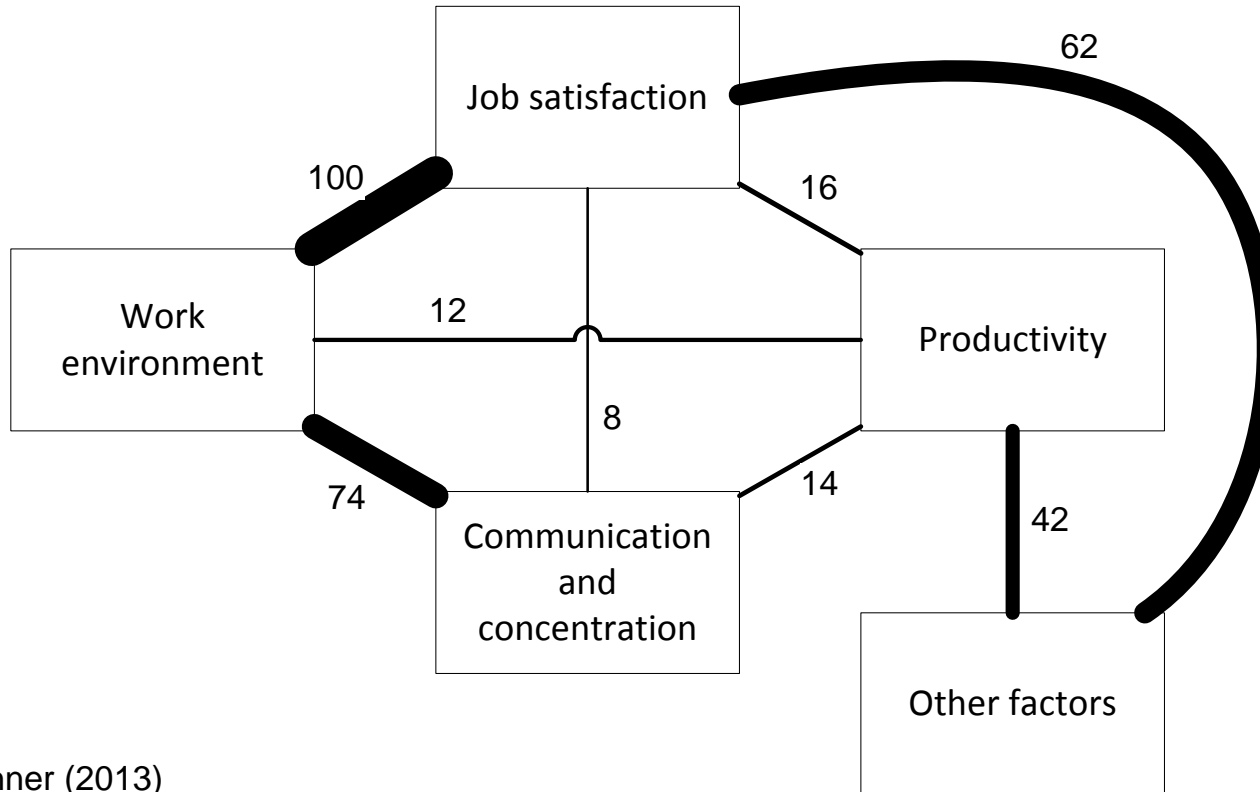
Which relationship is the strongest?



Framework

Effect environment on productivity

(partial mediation by ability to communication and concentrate on work and job satisfaction)



version 5.0 EN

Lechner (2013)

> Exercise 1

Note: Relationships between constructs are indexed according to number of encoded fragments

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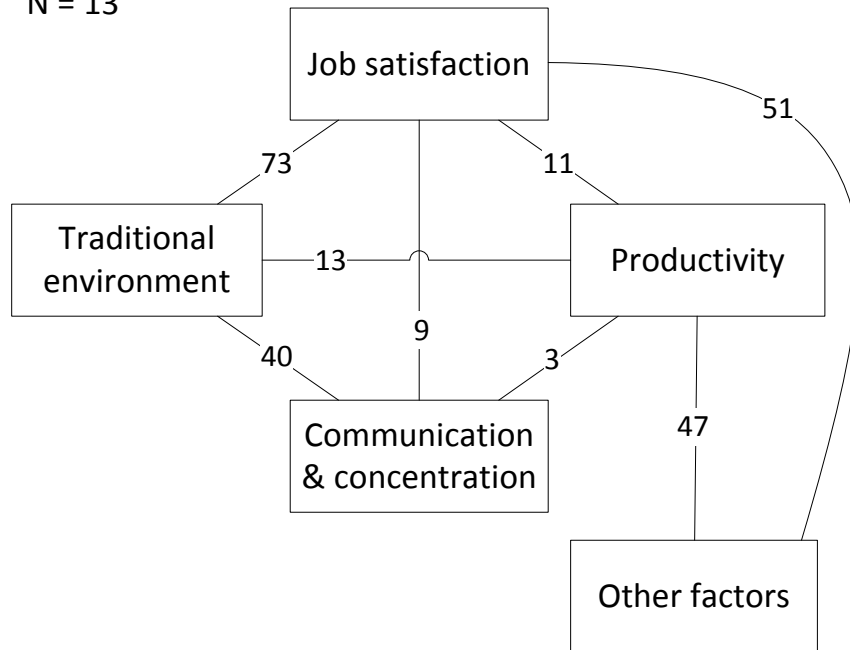
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Framework, traditional and innovative office

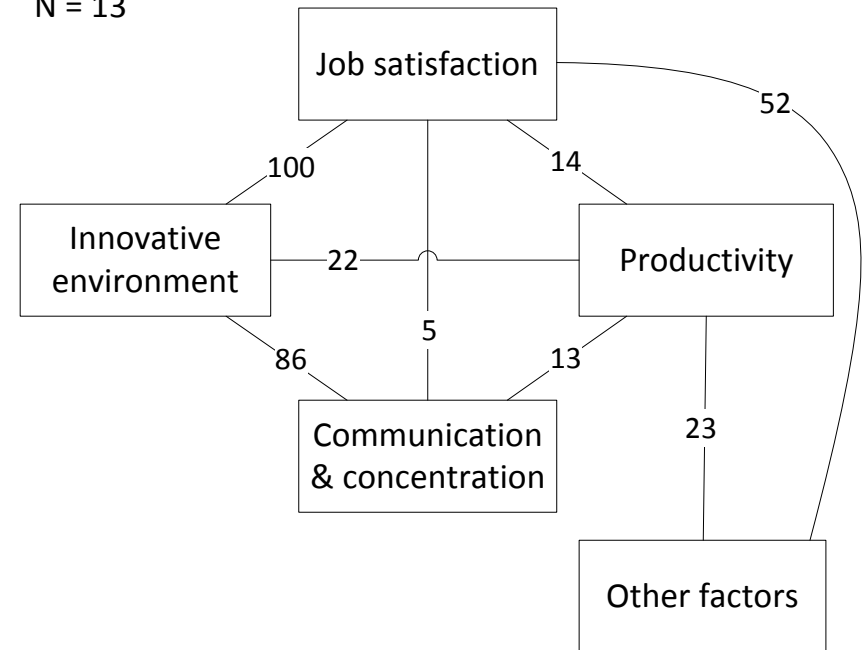
Traditional

N = 13



Innovative (HNW or NWW*)

N = 13



Lechner (2013)

* HNW: Het Nieuwe Werken
NWW: New Ways of Working

Note: Relationships between constructs are indexed according to number of encoded fragments

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Question:

New Ways of working: a fairy tale?

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Methods

- Mono method research design > triangulation

Management implications

- Facilitate the ability to concentrate on work
- Integrated implementation of New Ways of Working