
WORKSPACES IN TRANSITION: INVESTIGATING DWELLING ADAPTATIONS FOR YOUNG PROFESSIONALS WORKING FROM HOME

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ABSTRACT

Working from home (WFH) is becoming increasingly common. Technological developments and the COVID-19 pandemic have catalyzed the development of the concept of working from home. This has caused a shift in the meaning of housing from something separate from work to something that must accommodate work activities. A proper place to work in housing then becomes a necessity that cannot always be fulfilled. This research explores how housing accommodates work activities. The study is conducted on how participants negotiate space by using and changing the attributes of the dwelling to create an ideal work setting. Interviews and auto-photography were conducted with young professionals aged 20 to 25 who have experience working from home with varying frequency. The results show that work activities take place in a variety of residential settings. Participants chose their work setting based on the type of work activities performed as well as personal preferences. Some interconnected factors that influence the work setting in the residence are the type of work activity, privacy, attributes, and atmosphere. Participants also intervene in the dwelling by using existing spaces and attributes to form ideal working conditions that meet their needs.

KEYWORDS: work from home, residential, work setting, architectural attributes

Bekerja dari rumah (work from home/WFH) saat ini menjadi semakin umum. Perkembangan teknologi dan pandemi COVID-19 menjadi katalis berkembangnya konsep bekerja dari rumah. Hal ini menyebabkan terjadinya pergeseran makna hunian dari sesuatu yang terpisah dari pekerjaan menjadi sesuatu yang harus mawadahi aktivitas bekerja. Tempat bekerja yang layak dalam hunian kemudian menjadi sebuah kebutuhan yang tidak selalu dapat dipenuhi. Penelitian ini mengeksplorasi bagaimana hunian mengakomodasi aktivitas bekerja. Studi dilakukan terhadap bagaimana partisipan bernegosiasi terhadap ruang dengan menggunakan dan mengubah atribut hunian untuk menciptakan setting kerja yang ideal. Wawancara dan auto-photography dilakukan terhadap pekerja profesional muda berusia 20 hingga 25 tahun yang memiliki pengalaman bekerja dari rumah dengan beragam frekuensi. Hasil penelitian menunjukkan bahwa aktivitas bekerja dilaksanakan pada berbagai setting dalam hunian. Partisipan memilih setting bekerja berdasarkan jenis aktivitas kerja yang dilakukan serta preferensi personal. Beberapa faktor yang saling berhubungan yang mempengaruhi setting bekerja dalam hunian ialah jenis aktivitas kerja, privasi, atribut, dan suasana. Partisipan juga melakukan intervensi dalam hunian dengan menggunakan ruang dan atribut yang ada untuk membentuk kondisi bekerja yang ideal yang memenuhi kebutuhan mereka.

KATA KUNCI: : work from home, hunian, setting bekerja, atribut arsitektur

INTRODUCTION

Working remotely from home is a part of the telecommuting concept that has been known as an effort to overcome traffic congestion from daily home to office commutes (Mungkasa, 2020). It is known to be beneficial for workers and corporates by increasing job satisfaction, production rates and work quality, and even environment by reducing commuter congestion and improving air quality (Kopec, 2006).

Today, the concept of working from home is becoming increasingly prevalent. The technological advances along with the internet that provides connectivity increase the feasibilities for companies to hire workers remotely and for workers to access offshored work including freelancing in various fields using various platforms (Sako, 2021). The COVID-19 pandemic has also catalyzed this condition with the lock down orders and Work from Home policies, forcing homes to become the center of all human activities including

working, challenging the boundaries between work and home (Irawanto et al., 2021; Naos, 2021; Okuyan & Begen, 2022).

However, an “ideal” workspace at home is not something every house could provide. Some need to negotiate within spaces in their dwellings to create their own work settings. To study this phenomenon, this study delves into the experience of the young professionals aged 20 to 25 in Indonesia. As the younger generations who are just starting their careers, many of them are still living in their parents’ home. In Indonesia, the younger generation tends to delay homeownership until their 30s (Rahadi & Mulyano, 2021). As a result, this leads to a situation where they have limited control over their living spaces (White, 2002). Additionally, the experience, lifestyle, and cultural backgrounds of the users can also affect how they perceive environmental attributes (Lang & Moleski, 2010; Rapoport, 2005). The young professionals are dominated with Generation Z, the demographic group born between 1997-2012 who are starting to enter the productive workforce (Badan Pusat Statistik Indonesia, 2020). They are exposed to opportunities to work remotely in myriad fields and are more familiar to the concept of work from home. Generation Z is known as a generation with high entrepreneurial nature that grew up with digital technology including the internet and social media (Dwidienawati & Gandasari, 2018; Tanner, 2020). It leads them to have different expectations, preferences, and perspectives on work (Jenkins, 2017). They are keen to work in technology-related fields such as by becoming mobile or web developer, UI/UX designer, digital marketer, to social-media related work like content creator, copywriter, and even social media influencers (Wicaksono, 2021). With their entrepreneurial skill, they also have preference to run their own business (Purnomo et al., 2019) which is better supported by the existence of various e-commerce platforms. They also have higher opportunity to work freelance remotely with platforms like Fiverr and Upwork (Sako, 2021). These characteristics affect the types of working activities they do from home. It will also affect how they understand the settings and attributes of the built environment and use it to afford their needs including their work activities in the dwellings. Consequently, this results in the use of various rooms in the dwelling as settings for work, where users pick a space and work with it to create their own version of “ideal” work setting.

In the study of humans and the environment, space is learned as the domain where activities take place. Space is defined by architectural formal attributes which has a specific function that derives its form or is flexible in nature that can be defined by the spaces around it (Ching, 2015). However, the

behavioral approach in EBS emphasizes its discussion on the interaction between humans and environment. Thus, the term “setting” that is more associated with activities and behavior is more likely to be used compared to the term “space”, highlighting the difference between both (Haryadi & Setiawan, 2014). Humans use environmental attributes according to their needs. It is also possible for the environmental attributes to be used differently from what they were intended to (Farbstein & Kantrowitz, 1978). Therefore, a space can serve as settings for different kind of activities, regardless of whether it aligns with its original intended purpose or not.

The theory of systems of activities and systems of settings (Rapoport, 1990) is used to study human activities within built environments. Identifying the activity or behavioral system occurring in space leads to the recognition of the setting system associated with elements that are not always distinctly perceptible within the spatial definition of the room (Rapoport, 1990). Systems of settings are formed by fixed, semi-fixed, and non-fixed attributes (Rapoport, 1982). Fixed attributes are static attributes that rarely or slowly changes, like walls, floor, and ceiling; semi fixed attributes can be defined as attributes that can change easier and faster, consists of all types and arrangements of furniture and semi-furniture like curtains, plants, decoration, and personal/sentimental stuffs; non-fixed attributes are non-environmental attributes related to human as occupant, such as clothes and language and activities (Rapoport, 1982).

The design of a workplace environment plays a crucial role in attaining job satisfaction and comfort, ultimately leading to increased productivity, wellbeing, and emotional health (Rioux, 2017; Vischer & Wifi, 2017). However, working from home challenges the boundaries between work and home (Naos, 2021), contrasting the nature of work environment and home environment which in fact, are opposite of each other (Ng, 2010). If work activities are conducted in an unsuitable environment, it can have a negative impact on employee’s job satisfaction, productivity, family well-being, and overall quality of life (Ng, 2010). Research during COVID-19 also shows that productivity, satisfaction with working from home, and work-life balance are affected by the environmental conditions of the workplace environment at home (Yang, Kim, & Hong, 2021). Even though mobile and internet-based are gradually diminishing the importance of physical work requirement, conditions and facilities of the work environment at home are still critical (Okuyan & Begen, 2022).

Initially, the qualities defining an effective workplace in traditional/conventional corporate office settings can also be applicable to home workspace (Ng, 2010). Kellett and Tipple (2000) through their

research found that people tend to separate work activities setting with other daily activities setting in their residence due to specific needs of spaces and attributes for working. Bloom et al.'s research (2015) explains that the positive effects of WFH can be achieved as long as employee have a separate workspace that is not their bedroom, and cannot be entered by other people during work days and hours. Kopec (2006) also states that workspace on residence is ideally separated from the main building, for example on the garage, attic, or basement. If that cannot be achieved, spatial boundaries or temporal boundaries are needed to create appropriate work setting. Aside from that, according to Vischer and Wifi (2017), functional comfort on workplace is affected by environmental factors, such as ambience that covers thermal comfort, ventilation, air quality, lighting, scenery, sound and noise; concentration and secrecy related privacy; and workspace physical condition that is related with workspace dimension, layout, and storage area. Moreover, it is also crucial to consider to the ergonomic of the working environment (Ng, 2010; Okuyan & Begen, 2022).

RESEARCH METHODS

This study uses qualitative strategy with phenomenological approach to identify the relationship between user needs and built environment from the participants' perspective (Groat & Wang, 2013). The study was conducted through extensive and prolonged engagement with the participants within their natural setting of everyday environment (Miles, Huberman, & Saldana, 2014), aiming to comprehend the functional and spatial dynamics within the built environment concerning their needs and activities (Niezabitowska, 2018). The participants are selected through purposive sampling (Creswell, 2007) from individuals with the experience of the phenomenon being studied (Creswell & Creswell, 2018). The participants are young professionals aged from 20 to 25 with experience of working from home at different scales and are living in their parents' houses. Participants range from 3 to 10 individuals, following the recommended number for qualitative phenomenology research according to Creswell and Creswell (2018). Data collection from participants is concluded when the data is saturated. Participants were selected through a questionnaire distributed across various social media platforms, targeting respondents who meet the predetermined criteria.

The data were collected through in-depth interviews and auto-photography to understand the participants' working environments at home. In-depth interviews were conducted to explore the experiences and understanding of meanings through participants'

interpretation (Brinkmann, 2013). Open-ended questions were asked to gain participants' personal narratives about their work activities at home and how they are carried out. The interviews then complemented by the auto-photography methods where the participants were asked to take photographs of the settings in their dwelling (Cahyadi, 2019). The photographs taken by the participants were used to study the attributes and spatial quality of the settings through participants' perceptions of their own living environment (Rose, 2016). During the research period, the participants were given pre-assignment to take pictures of their work settings at home and send them to the researcher. The angle, timing, and tools for taking photographs were not restricted, allowing participants to capture their environments in the most representative natural settings. The photographs were then discussed during the in-depth interviews, and some participants were asked to send additional pictures that support the findings. These methods revealed information about the settings and attributes that support the work activities in the dwelling. Data analysis was conducted through content analysis method, where they are condensed by making conclusions from the data gathered into themes or categories according to the context of their use (Krippendorff, 2004).

RESULTS AND DISCUSSIONS

This section discusses the dynamics of working activities at home and the affording settings and attributes. Further, we explore the participants' expectations of the work from home settings. The data were obtained through interviews with participants and auto-photography. The results are of the inquiry to 9 participants with details as shown in Table 1. Participants have experienced working from home under various conditions. Some participants work from home during the pandemic (P1, P4, and P7), some are primarily working remotely from home (P5, P6, P8, and P9), while some are primarily working from the office and just work from home on special occasions (P2 and P3). The conditions of working from home also impact the workplace settings; participants exclusively working from home tend to prioritize their work environment compared to those who only occasionally work from home. This inclination is because they put higher value in comfort in work settings, given the longer time they spend there.

Table 1. Participants' Details

P	Sex	Age	Occupation	WFH/ WFO	Workspace at Home
P1	F	23	Architect	WFO	Bedroom
P2	M	23	Engineer	WFO	Bedroom
P3	F	24	Teacher	WFO	Bedroom

P4	M	24	Intern, Freelancer	WFO	Bedroom, "multipurpose room"
P5	F	24	Freelancer	WFH	Bedroom
P6	M	24	Architect (Remote)	WFH	Bedroom, guest room, living room
P7	F	24	Intern, Part-time piano teacher	WFO	Bedroom
P8	F	24	Entrepreneur (online seller)	WFH	"Business room"
P9	F	24	Privat sector employee (Remote)	WFH	Bedroom

The participants live in their parents' homes with landed housing typology, where they have separate rooms for various activities. Therefore, there are exposed to more alternative of settings for working. However, they also have to negotiate the spaces with other family members. This situation defines the research context, where the participants' chosen work settings might be a product of their preferences or a form of negotiation over the existing spaces in the parents' dwellings that they do not have the authority to modify or intervene with. The findings revealed that the participants use various settings and attributes to shape their working environment at home. The important influencing factors are to be discussed.

Workplace Settings at Home

Within the home as a workspace context, the absence of an ideal workspace results in the utilization and adaptation of existing spaces (Kopec, 2006). This section characterizes the diversity of spaces selected and used as work settings in the participants' dwellings. The participants use various rooms as their work settings, as shown in Table 1. Most participants use their bedroom as the primary setting for work activities. This is partly affected by the type of work activities conducted by the participants. The type of work activity determines the spatial requirements essential for conducting the activities and storing equipment. Generally, the majority of young professional work with computers, especially laptops. Compared to PC set-ups, laptops are cheaper and provide more flexibility due to their portability. The use of laptops allows work activities to be carried out in various settings as presented. However, P4 and P8 have specific types of work activities that lead to specific spatial requirements and hence specific settings. Besides his main job, P4 often does freelance work by making filter for fishponds and aquariums that require spacious area to work. These works are carried out in a room he refers to as the "multipurpose room". The multipurpose room is used to work and store the tools and materials (Figure 1a). Meanwhile, P8 is an online seller that works entirely from home. Her activities consist of checking orders, printing order

receipts, preparing stocks, packing the products, taking photos of the products, and creating content for social media. Her work activities resulted in the need for a spacious space for storing products and packing orders. Thus, P8 does her work in a room she refers to as the "business room" (Figure 1b). These specific spatial requirements lead to the arrangement of the semi-fixed attributes which are arranged on the sides of the room to provide a spacious working area. P4's "multipurpose room" is in the front area of the house with large windows that provide proper lighting for his work activities. Meanwhile, P8's "business room" is connected to an open area in the back of the house that provides good air circulation to maintain the quality of the products stored.



Figure 1. Specific work setting (a) P4 (b) P8 on working days

(Source: Author's Documentation, 2022)

For working activities that use laptops or computers, the participants choose their work settings by considering other factors. Bedrooms are mostly chosen due to their nature as private and personal space that facilitates a comfortable work environment by offering privacy and minimizing distractions from the other household activities. A comfortable working environment provides a good level of privacy where the user can concentrate on their work without being distracted by interruptions and other people's conversations, can work without worrying about bothering others, and carry out personal or private discussions freely during work (Laurence, Fried, & Slowik, 2013). Privacy involves more than just control of physical access, but also visual, acoustical, olfactory, or informational privacy (Kopec, 2018). When privacy becomes the leading factor, participants are willing to negotiate or adapt to other factors.

"I usually work in my room, for some reason I don't really want people to see my works (laughs). I really work on my own, even when it gets hot, I just endure it. Door opened, windows opened, that's where the wind comes to my room." – P7

The privacy of bedrooms is commonly supported by fixed attributes through spatial configurations. Bedrooms are initially designed to accommodate

sleeping and therefore created comfortable and separated from other activities in the dwelling. However, achieving privacy for working can be challenging for some participants. P9, a fulltime remote worker who lives in a multi-family residence with seven occupants including two children, shared her experience on this case. For her, the appropriate privacy for working can only be achieved by intervening various attributes. Although her bedroom is located on the second floor, separated from the living room and kitchen as the activity center of the house, she needs to intervene the fixed attribute by closing the door to eliminate the distractions such as noise or the presence of the other family members. She also has to use non-fixed attributes by verbally telling the family members not to enter her bedroom during working days and hours.

“(I work) in my room, with the door closed, because I already have nieces and nephews and they aren’t babies anymore. So, I set up boundaries with them, ‘Don’t go to auntie’s room from morning until evening. Not until uncle is home’. Because my brother gets home around maghrib (around 6 p.m.) ... Before I set those boundaries, they once barge into my room while screaming when I was in the middle of a work’s interview.” – P9

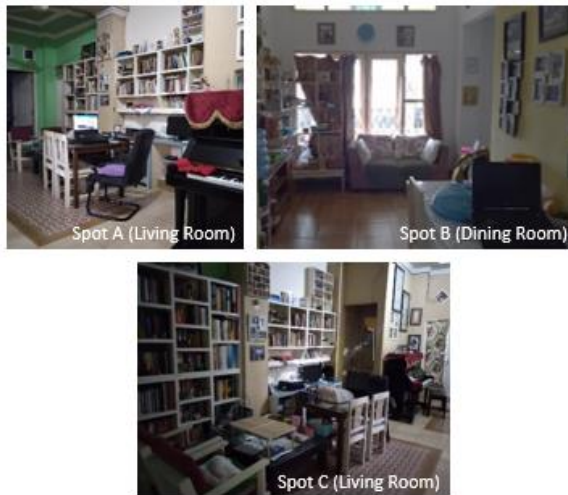


Figure 2. P6’s Work Setting Alternatives
(Source: Author’s Documentation, 2022)

Bedrooms also serve as the primary domain for young adults living in their parents’ homes, over which they have the autonomy to control (White, 2002). As personal spaces, bedrooms are considered as primary territory, where one’s ownership of a space is strong and provides them the ability to control (Kopeck, 2018). It is found that the participants tend to have more freedom to intervene in the attributes in their bedrooms to create a working environment according to their needs and preferences. Interventions are mostly made to semi-fixed attributes, resulting in the choice and arrangement of the attributes. This also allows them to personalize their spaces to mark the territory of their work setting. This issue will be further discussed in the next

section. Other than bedrooms as private space, work activities are also carried out in semi-private areas in the dwelling. P6, for example, uses his dining room and living room (Figure 2). In this case, the main factor affecting the setting choice is the room ambience.

“Usually (I work) while listening to podcast or music, so I choose a location based on whether the sounds I play would bother others and whether I’m in the mood to use an earphone. I sometimes move when it’s noon. Spot B usually gets hotter around that time, so I tend to avoid that. Sometimes when I need to pull an all-nighter when I haven’t finished the work in time, I move to spot A or C because the front door is locked and dimmed.” – P6 (May 10th, 2022)

The participant pays attention to the sound he wants to listen to while working to choose the space for his work setting. The dining room adjacent to the guest room and facing the large window gets hot so it is avoided during the day, while the front area of the house is dimmed so it is not used at night. This shows that the choice of work setting is also influenced by the functional comfort shaped by the atmosphere, including sound or noise, lighting, and thermal comfort (Vischer & Wifi, 2017).

The Attributes for Work from Home Settings

Settings for work activities are shaped by choosing and arranging fixed, semi-fixed, and non-fixed attributes. However, the discussion in this section will mainly be focused on semi-fixed attributes that are more often altered by the participants. Semi-fixed attributes like the existence and arrangement of equipment like laptops or computer and furniture are found to have significant role in the participants’ work from home settings. The most important attribute for working is which we spend the most of our working time with, while the other attributes serves as support to create the working environment (Okuyan & Begen, 2022). Since the participants’ main work activities use laptops, the main supporting attributes found to be used are tables, ranging from desks to folding tables. The use of desks in the bedrooms provides more freedom to arrange other supporting attributes to make up the work settings. For example, P4 places an RGB lamp and sound system on his desk to create the proper ambience of lighting and sound for his work setting (Figure 3a). Similarly, P9 uses semi-fixed attributes of lamps, music from smartphones, and a small fan on her desk to create ambience of lighting, sound, and thermal comfort (Figure 3b).

“If I have unfinished work (from office), usually I finish it on the work desk in my room. I work while watch Netflix and use sounds system and RGB lights on top of the desk, so I feel like those Youtubers.” – P4



Figure 3. Work settings in The Bedrooms (a) P4, (b) P5, (c) P9

(Source: Author’s Documentation, 2022)

The use of laptops with their compact design and integrated display and keyboard can cause serious health problems because users tend to sit in poor posture and positions (Okuyan & Begen, 2022). Hence, the application of ergonomics rules in work settings is crucial to reduce the risk of health issues due to working in inappropriate positions, creating a healthy and comfortable working environment (Hanom, Rozefy, Filasta, & Raihana, 2020). To make the work settings ergonomic, the participants use laptop stands and extension keyboards to position the laptop screen at eye level and the keyboard at the hand position (Figure 3b & 3c). However, this condition is not found in the work setting of the participant who works from home only occasionally or on relatively shorter duration (Figure 3a).



Figure 4. Personalization in P3’s Work Setting

(Source: Author’s Documentation, 2022)

The use of desks also allows personalization in the work settings, namely by placing calendars, photos, decorations, or even quotes on sticky notes. According to Kopec (2006), personalization as a form of self-expression can have positive impacts on the individual’s environmental satisfaction. He also stated that personalization can be related to gender, where women are more likely to personalize their work settings compared to men. This is consistent with the finding on this research, where the desk of P4 (male) (Figure 3a) has fewer elements of personalization compared to the desks of P3, P5, and P9 (female) (Figure 3b; 3c; 4). Meanwhile, P2 and P6 (male) do not personalize their work settings at all.

Another attribute that is also widely used is the folding table. Smaller in size and portable in nature, the use of folding tables can provide alternative working positions that can improve working environment conditions (Kopec, 2006). P7, for example, uses a folding table as an alternative attribute in her bedroom as work setting (Figure 5).

“I have a small table that I often use when I want to work on the floor, sometimes I move that table to the bed so I can work while I lean back. I used that table since my high school years since I was often too lazy to work on the study desk.” – P7



Figure 5. P7’s Working Settings and Attributes Alternatives
(Source: Author’s Documentation, 2022)

On the other hand, the flexibility of the folding table often considered to be more comfortable and suitable for working for some participants. P1 stated her preference of using it as the main attribute for working despite the existence of a “proper” desk in her room (Figure 6). She said it’s more comfortable to use a folding table while sitting on the floor and use her desk as storage instead.

“I usually work in my room, using a folding table while sitting on the floor, laying back on the wall and putting some pillows on my back too, also having tons of snacks at the same time. There’s a study desk, but I don’t really like using it. I prefer to just sit on the floor.” – P1

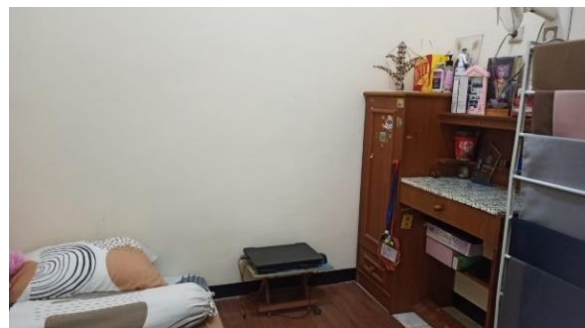


Figure 6. P1’s Work Setting
(Source: Author’s Documentation, 2022)

When working in the semi-private spaces, participants tend to have less control over the semi-fixed attributes that they use. Living in their parents’ home, they are in a situation where home is a zone with limited autonomy and limited freedom of action determined by the view of the parents (White, 2002).

These semi-private areas in the dwellings are considered as secondary territories where the control of the occupants in them is not as strong or significant because the space is shared with other occupants (Kopec, 2018). Therefore, the interventions that can be carried out are more limited or tend to be temporary by making use of the existing attributes. The participants use the existing attributes ranging from the dining table in the dining room to the coffee table in the living room to support their work activities.

"Sometimes I move out of my room because my parents asked for me to just work in the living room just so I won't stay cooped in my room all day ... When I need to use the table on the living room, I move it, and then (I would) place it back when I'm finished." – P2

Additionally, participants often also get creative in choosing and arranging the attributes they use. For example, P6 uses a folding table to lift his laptop when he works in the living room where the coffee table is too low, creating a more ergonomic work setting (Figure 7).



Figure 7. Folding Table as Supporting Attribute in P6's Work Setting

(Source: Author's Documentation, 2022)

The Virtual Meetings

Beside the initial work activity, working from home also involves interaction through virtual meetings. When engaging in a virtual meeting, participants choose their settings, working positions, and the choice and arrangement of attributes by considering the background for their video and sounds from their surroundings that might affect the activity. Thus, the settings for virtual meetings can be different from the settings for the initial work activities. For example, P2 chooses to turn off the camera and microphone features when he does the meeting in the living room, and could only freely turn both features on when he is in his own bedroom. It is related to privacy and different disturbance which are affected by the

condition of non-fixed attributes such as the sound and the presence of the other family members during the meetings.

"I go off-cam when I am in the living room, only talking through the chatroom. If I am on my room, then it's full on-cam." – P2

The choice and arrangement of the semi-fixed attributes is also related to the background used when the participants turn on their camera feature during the virtual meetings. Although using virtual backgrounds is also an option, participants also tend to choose the most appropriate or representative side of their settings to be used as their background. P2 often uses the walls or cabinets that do not have a "tacky" color as his background (Figure 8). This flexibility is supported by the use of the folding table as a supporting attribute for his work setting in the bedroom.

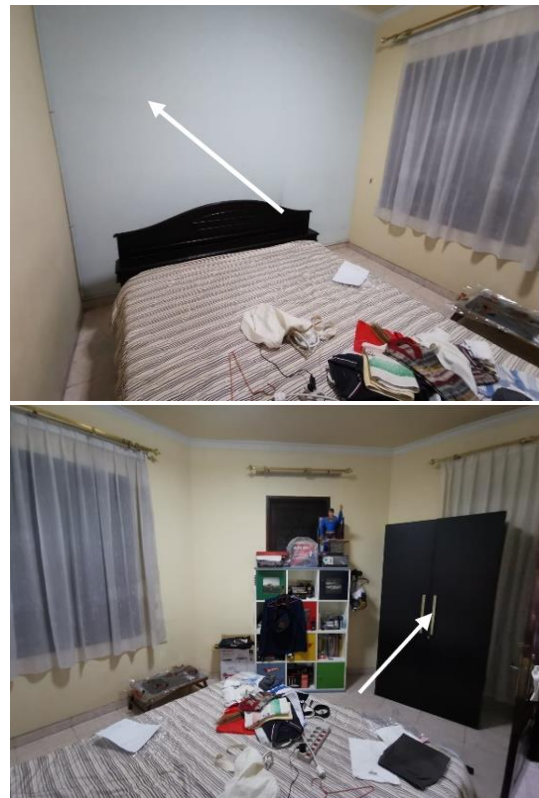


Figure 8. P2's Virtual Meeting Setting and Background
(Source: Author's Documentation, 2022)

P6 chooses to put his laptop on the bed instead of his desk when he works on his bedroom for similar reason. He stated that when using the bed, he can have a more aesthetic background compared to when using the desk when he turns on his camera feature on virtual meetings. When using the bed, the background is the wall with several posters, while when using the desk, the background is the bedroom door with his hanging clothes (Figure 9).

"I use the bed, so I would know if someone came in when I work while using earphones. Also, the background is ugly if I use it for zoom meetings if I use the desk instead (laughs)." – P6



Figure 9. P6's Positions and Attributes Define the Background for Virtual Meetings
(Source: Author's Documentation, 2022)

While arranging her workspace in her bedroom, P9 has considered the placement of the desk and the other furniture to be comfortable and appropriate to accommodate virtual interactions. This includes the background she uses which is the wall and the window in her room (Figure 10).

"I've set up this workspace comfortable for me. The background is just like this, so I won't need to move anything when I need to do stuffs, or when I need to turn on my camera." – P9



Figure 10. P9's Virtual Meeting Setting
(Source: Author's Documentation, 2022)

Meanwhile, P8 stated a negative evaluation of her bedroom which she uses as the settings for virtual meetings, especially related to the color of the walls and the style of the furniture (semi-fixed attributes). When doing virtual interactions with the camera turned on, she intervenes with the semi-fixed attributes by using a patterned fabric as a backdrop (Figure 11).

"These paintjobs and furniture have been like this since around when I was in primary school, so it looks too girly and childish for me now. What I want now is to make it all brown, all beige, like that, meanwhile the room is now dyed pink, so I feel like a kid." – P8



Figure 11. Semi-fixed Attribute Intervention in P8's Virtual Meeting Setting
(Source: Author's Documentation, 2022)

The Expectations of The Workplace at Home

Considering that participants living in their parents' homes, they have limited ability to create a workspace that suits their wants and needs. Therefore, the existing working settings could be negotiation or adaptation that they can do with their current ability and resources which may not suit their preferences. The participants show that they have clear expectations for their working environment at home and emphasize the importance of a setting that accommodates or support work activities. They stated that they wish to have a setting that does not have to be a space but can be in the form of a corner that accommodates the attributes that supports their work activities. The existence of this setting is expected to provide privacy, avoid distractions, and increase their work productivity.

This preference for work settings is also related to the condition of home-work boundaries, where a different setting can help humans to separate work activities from daily activities at home. This is considered as "guarding the private" boundaries, where occupants maintain the distinction between home and work (Naos, 2021). This also indicates the participants working behavior, where Generation Z is known to tend to be strict on the home-work boundaries and more concerned about work-life balance (Hinduan & Anggraeni, 2020).

"In my opinion, it is important to have your own work area for privacy reasons, and so we can separate the function of the room. For example, when I work at the work desk in my room, my concentration would get disrupted when I saw the bed. It'll feel more like "Oh, I am working right now." and get more focused and serious." – P5 (Freelancer)

In addition, the existence of this setting is also needed as a storage for job equipment (Ng, 2010). Therefore, the work settings at home are still important even for the participants who work from the office, because they will still need storage space for their job equipment.

"I want to have a work room, especially for storing work's equipment, things like books and such. Doesn't need to be an actual room, a separate space is enough." – P3 (Teacher)

The participants also expressed a preference for a work setting that has proximity to the things that they need to support their work activities, such as food and snacks, entertainment for breaks, a place to rest and alternative positions for working.

"A workspace is needed in a house in my opinion, so no working time is going to be wasted on being distracted by the bed. And it would be more productive if there was a separate room. The workroom I want should have a table and chair, a rug so I can sit on the floor when I want to, a window would also be necessary to let the sunlight in, a mini fridge, a mini sofa, and TV for when I need to relax or take a short break." – P1 (Architect)

However, there is also a participant who feels that he does not need a special workplace at home even though he works entirely from home. This is because he prefers to switch places for work to have different atmosphere so that he doesn't get bored. Again, this emphasizes the importance of ambience in the working environment at home.

"I used to think, what if I had a space for me to focus on my work, I chose my own room and rearranged it, I also put some stuff on the walls, like structure dimensions and such, so I can work efficiently in that room. I claimed that room at the start of the pandemic when I was still in college. As time went by, I felt bored taking lectures and working in the same place over and over again. Like it doesn't feel pleasant anymore, not what I had hoped for in the first place. Having a separate workspace makes me get bored easily. In the end, when I'm working, I choose the place based on what I feel. And it doesn't affect much, the support things used for works is still left on my room." – P6 (Remote-architect)

CONCLUSION

This study explores how work activities take place in the dwelling of young professionals. The result shows that the participants' work activities are conducted in various settings in the dwelling, ranging from private spaces like bedrooms to semi-private spaces like living rooms and guest rooms. The participants' work activities are mostly done using laptops, including engaging in virtual meetings. But there are also some who work with materials such as making tools and managing products to sell online. The type of work activities will affect the qualities needed from the other factors in the work settings. Personal work using

laptops and virtual meetings that need higher privacy are mostly done in private settings. While work activities that need less privacy or need bigger space are mostly done in semi-private settings. The choice of spaces used as working settings is also affected by the supporting attributes arrangement. The findings revealed that work settings at home are influenced by several interrelated factors that are the type of work activities, privacy, attributes, and ambience. This study also revealed that young professionals intervene in their dwellings by using existing spaces and attributes to create their ideal work settings that respond to their wants and needs. Therefore, the degree of intervention that can be carried out in a setting determines the quality of that setting as a work from home setting. However, when describing their work environments, participants predominantly referred to semi-fixed attributes. Only a few instances mentioned fixed and non-fixed attributes. Therefore, the findings were focused on analyzing the semi-fixed attributes in the work settings.

Additionally, the selected methods are found to significantly impact the findings. The photographs from auto-photography provide specific information about work from home settings from the participants' perspective. Thus, they show what the participants value in their working settings. However, the photographs have different levels of details, and therefore have different capacities in representing the settings. For further research, it is essential to provide more detailed instructions or prompt for auto-photography to ensure the resulting photographs can best represent the natural settings from the participants' perspective.

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