

Bulletin de veille N°1 - février 2026

Les nouvelles organisations spatiales du travail

Objectif : Le développement du travail hybride et des espaces de flex office s'accompagne d'une transformation profonde de l'organisation spatiale du travail, en particulier dans les bureaux. L'objectif est d'identifier les transformations de l'organisation du travail et les effets de ces choix organisationnels sur la santé des travailleurs, leur activité réelle et leur productivité.

La validation des informations fournies (exactitude, fiabilité, pertinence par rapport aux principes de prévention, etc.) est du ressort des auteurs des articles signalés dans la veille. Les informations ne sont pas le reflet de la position de l'INRS. Les éléments issus de cette veille sont fournis sans garantie d'exhaustivité.

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1. Actualités et tendances émergentes

- 5 janvier 2026. Capital. [Moins de télétravail : pour les entreprises, le casse-tête du retour au bureau](#). Avec le retour progressif au bureau et la réduction du télétravail, de nombreuses entreprises font face à des tensions sur leurs espaces de travail : postes insuffisants, open spaces saturés et nuisances sonores. Elle relance la réflexion sur la réorganisation des espaces.
- 8 décembre 2025. [Selon la 5e édition de l'étude « Ubiqdata 2025 » d'Ubiq, le marché est à un tournant](#). Face à l'essoufflement de la demande de bureaux classiques, le modèle flexible s'impose définitivement comme une composante de l'immobilier tertiaire.
- 18 octobre 2025. France Info. [Les espaces de travail continuent de diminuer dans les entreprises](#). Entre 2009 et 2024, la surface moyenne allouée par poste de travail a désormais diminué d'un tiers, selon les calculs de l'IDET. Cela signifie qu'on est passé progressivement de 23 mètres carrés, à l'époque, à 15 mètres carrés, l'an dernier.
- 28 septembre 2025. Challenges. [Télétravail, coworking... et si les bureaux mal occupés devenaient une nouvelle opportunité ?](#) Une étude a mesuré la sous-utilisation des espaces de travail, avec un taux de remplissage réel de 40 % en moyenne. Une « vacance invisible » qui incite à accélérer leur transformation.

2. Transformations des modèles spatiaux et alignement organisationnel

Ruiz de Castañeda Altuna, Borja, Rianne Appel-Meulenbroek, et Samuel Azasu. [« The Relationship Between Organizational Structure and Office Layout: A Systematic Review »](#). *Journal of Interior Design* 50, n° 3 (2025): 177-98.

Strategic alignment between business goals and real estate portfolios gained significance after the COVID-19 pandemic. One aspect of alignment at the workplace level involves optimizing the relationships between organizational structure and office layouts. Previous studies focus only on how layout design is affected by hierarchy, rank, or organizational charts, which provide a limited understanding of the role of organizational structure. This systematic review aims to synthesize variables that operationalize the relationship between office layout and organizational structure, and the nature of the relationships. This review follows Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines and starts from Mintzberg's theory of organizational structures. Content analysis of the 31 papers included empirical studies and identified relevant variables, methods, theories, and relationships between variables. Relationships between layout and structure involved communication issues in office environments, facilitation of work patterns, monitoring employees' behavior through spatial means, and expressions of power and hierarchy. The informal structure of organizations emerged as a key feature that depends on layout design too. Organizational culture, job characteristics, and organizational flexibility

were also concepts that influenced the relationship between structure and layout. This study provides a foundation for further studies of the role of organizational structure in workplace design research. It also enhances understanding of an office layout's alignment with organizational strategy as a means of enhancing organizational performance. Future studies could examine the integration between the formal and informal structure in office layouts, symbolization of culture, or the interplay between job characteristics and organizational structure in hybrid work settings.

Goulois, Eva, Danie Jon, Nadia Heddad, et Pascal P. Béguin. [« Two scales of workplace flexibility and their impact on activity: modularity and versatility »](#). *22nd Triannual Congress of the International Ergonomics Association* (Jeju City, Jeju Island, South Korea), août 2024.

Flexibility has become a major concern for many organizations today, especially in the service and education sectors. This concept brings about significant changes in the spatial and temporal dimensions of work, although it is not always clearly defined. This paper aims to clarify two key aspects of flexibility regarding its spatial dimension: modularity and versatility, and their impact on work activities.

Jon, Danie, Pascal Béguin, et Nadia Heddad. [« Une signification des mésusages de l'espace de travail : Quand le Flex-Office \(Activity-Based Flexible Office\) ne semble pas fonctionner »](#). *22nd Triennial Congress of the International Ergonomics Association (IEA)* (Jeju Island, South Korea), août 2024.

Le modèle du flex-office est une typologie d'aménagement de bureau de plus en plus mise en place par les organisations. La non attribution des places de travail fait du flex office un modèle d'aménagement particulièrement intéressant du point de vue de la gestion financière. Mais le flex office accompagné de ses prescriptions d'usage fait dans certains cas l'objet d'un retour négatif : les règles d'usages ne sont pas respectées. Nous tentons de proposer dans ce texte une nouvelle perspective pour comprendre ces « mésusages » en utilisant le couple de concept normes-milieu de Canguilhem et le concept de monde professionnel de Béguin.

Bobillier Chaumon, Marc-Eric, Priska Lutumba, Noémie Morvan, Giuseppe Scavo, Juliette Stephan, et Chiara Lai. [« Le futur du travail à l'épreuve des activités hybrides et distancielles : quelles méthodes pour investiguer ces nouveaux territoires et ces nouvelles modalités de travail ? »](#) *Pratiques Psychologiques* 31, n° 3 (2025): 153-80.

Les nouvelles formes de travail (hybrides, nomades, mobiles, comodales, distancielles, flex-office, etc.) peuvent être définies comme l'alternance et/ou la coexistence de modalités organisationnelles, spatiales et temporelles que les sujets doivent (ré)apprendre à réguler, ajuster et articuler. Problématique Dans ces nouveaux cadres d'exercice de l'activité, les

pratiques deviennent plus individualisées et invisibilisées, plus distribuées et éclatées, mais aussi plus transparentes et évanescentes. Comment, dès lors, accéder et restituer ces activités ? Tant pour : (i) le chercheur-intervenant qui s'efforce de comprendre ce qui se fait réellement pour soutenir et améliorer l'activité ; (ii) les professionnels qui souhaitent comprendre ce qu'ils font et à quoi ils contribuent et servent dans ce travail dématérialisé et diffus ; (iii) les partenaires de ce travail qui ne disposent plus d'indices ni de repères pour se coordonner et coopérer efficacement ; (iv) que pour l'entreprise qui peine à déterminer ce qui se passe hors de ses murs et à proposer les ressources appropriées à leurs salariés.

Goulois, Eva, Danie Jon, Nadia Heddad, et Pascal Béguin. [« Two Scales of Workplace Flexibility and Their Impact on Activity: Modularity and Versatility »](#). 2025.

Flexibility has become a major concern for many organizations today, especially in the service and education sectors. This concept brings about significant changes in the spatial and temporal dimensions of work, although it is not always clearly defined. This paper aims to clarify two key aspects of flexibility regarding its spatial dimension: modularity and versatility, and their impact on work activities.

Tremblay, Diane-Gabrielle. [« Coworking Spaces and Their Effects on Workers and Working Environments »](#). *Open Journal of Social Sciences* 13, n° 7 (2025): 476-509.

This paper draws on a qualitative methodology, combining semi-structured interviews with thematic analysis, to examine the benefits and limitations of working conditions in coworking spaces. It also explores the hypothesis that such environments foster creativity and innovation, a claim often associated with the theory of open innovation and the context of open spaces, as are often found in coworking spaces. The findings reveal that collaboration is neither universally pursued nor spontaneously realized among coworkers. Rather, it appears to depend on the presence of a facilitator who actively promotes interaction and knowledge exchange. Physical conditions—such as noise, distractions, or spatial layout—can hinder productivity for some, while others adjust with ease. The study underscores the diversity of coworking experiences, particularly in non-metropolitan areas where empirical research remains limited, thereby making a significant contribution to the field. Beyond its theoretical insights into creativity and innovation, the research offers practical guidance for coworking space facilitators and community managers aiming to cultivate more collaborative and productive environments.

3. Environnement physique, qualité intérieure et paramètres spatiaux

3.1. Acoustique

Chen, Chuxi, et Dayi Ou. [« Effects of occupants on speech spatial decay of open-plan offices »](#). *Building and Environment* 289 (février 2026): 114115.

Speech noise significantly degrades acoustic conditions in open-plan offices (OPOs), adversely impacting occupants' job satisfaction, performance, and comfort. Spatial decay rate of speech (D_{2,S}), speech level at 4 m distance (L_{p,A,S,4m}), distraction distance (r_D), and comfort distance (r_C) were provided by ISO 3382-3 to evaluate the speech spatial decay in OPOs. Previous studies and the ISO standard related to speech spatial decay in OPOs have primarily been conducted in unoccupied rooms. However, OPOs are typically occupied during working hours. The purpose of this study was to investigate the effects of occupants on speech spatial decay in OPOs. Four prediction models were proposed to predict these effects, including Classical room theory model (Model 1), Revised-empirical regression model (Model 2), Ray-tracing model (absorption) (Model 3) and Ray-tracing model (block) (Model 4). By comparing simulation and measurement results, Model 4 was the most accurate in predicting these effects. Model 4 was then used to conduct parametric studies to investigate the effects of occupants on speech spatial decay under various configurations. The results indicated that increasing occupancy rate enhanced speech spatial decay in OPOs. These occupant effects were found to be associated with workstation density, clothing levels, ceiling sound absorption and screen heights.

Kang, Shengxian, Dayi Ou, et Xinxin Zhou. [« The Impacts of Room Acoustic Quality Levels on Speech Intelligibility in Open-Plan Offices: A Laboratory Study »](#). *Building Services Engineering Research & Technology* 47, n° 1 (2026): 5-16.

Speech sound has often been considered as a source of interfering noise in previous studies examining the impacts of acoustic environments in open-plan offices. However, speech sound in open-plan offices is not always a source of annoyance; it can also be a useful speech signal that can benefit the work. A laboratory experiment was conducted to examine the impacts of room acoustic quality on speech intelligibility of useful speech signals in open-plan offices. Speech intelligibility score and subjective speech intelligibility and acoustic perceptions were tested at two receiving positions in four open-plan offices with different acoustic quality levels. The room acoustic quality of four open-plan offices was classified into four levels, from high to low, based on ISO 3382-3:2022 Annex C. The results indicated that open-plan offices with high or medium-high acoustic environmental quality can better meet speech intelligibility requirements within and between teams, according to the acoustical classification of ISO 3382-3:2022 Annex C. Practical Application This paper studies the effects of room acoustic quality levels in open-plan offices on speech intelligibility of useful speech signals and acoustic perceptions, and demonstrates the effectiveness of the acoustic classification in Annex C of ISO 3382-3:2022. When designing the acoustic environment of open-plan offices, the acoustic parameter values of medium-high or high acoustic quality that

meet the acoustic classification in ISO 3382-3:2022 should be given priority as design goals, and the distance between team members should be arranged within 7 m as much as possible to ensure communication within the team and reduce potential interference between teams.

Rachman, Zulfi, Francesco Aletta, et Jian Kang. [« Advancing Soundscape Assessment in Open-Plan Offices: Insights from Expert Focus Groups »](#). *Building Acoustics* 32, n° 3 (2025): 417-61.

Open-plan offices are designed to foster collaboration but often face challenges related to noise and acoustic comfort, which can affect employee well-being and productivity. The soundscape concept offers a holistic approach to assessing and improving these environments, yet existing methods often fall short of capturing the complexity of open-plan offices. This study addresses this gap by developing a structured questionnaire tailored for open-plan offices, integrating acoustic and non-acoustic factors. Expert focus group discussions were conducted to identify and expand upon key factors influencing soundscape assessments, building on insights from prior research. Thematic analysis revealed critical considerations, including individual characteristics, spatial dynamics, sound environment perception, office acoustic metrics, noise control, work performance, and psychosocial conditions. To effectively incorporate these elements, the study recommends adapting existing soundscape frameworks to the specific context of open-plan offices. The proposed approach prioritises brevity, logical structure, and user-friendly language to enhance participant engagement and data quality, enabling practical and insightful assessments centred on user experience.

3.2. Qualité de l'air et climat intérieur

Moazami, Therese Nitter, et Tom Sterud. [« Self-reported indoor climate in shared vs. private offices and its effects on headache and respiratory symptoms in Norwegian office workers »](#). *Indoor Environments* 2, n° 3 (2025): 100118.

This two-wave cross-sectional study analyzed data from 7968 Norwegian office workers collected in 2016 and 2019 to investigate associations among self-reported indoor climate, headaches, and respiratory symptoms across six office types. Interaction effects between office type, indoor climate, and health outcomes were assessed, alongside a mediation analysis examining indoor climate as a mediator between office type and health outcomes. Adjusted generalized linear models (GLMs) revealed that shared offices had significantly poorer indoor climate conditions than private offices, with the highest odds reported in flexible spaces (OR = 1.72, 95 % CI: 1.41–2.09) and offices with over 24 occupants (OR = 1.57, 95 % CI: 1.27–1.93). Self-reported poor indoor climate was associated with respiratory symptoms (OR = 2.17, 95 % CI: 1.74–2.27) and headaches (OR = 1.66, 95 % CI: 1.48 – 1.86). No direct association was found between office type and health outcomes; however, mediation analysis demonstrated a significant indirect effect of office type on health outcomes via indoor climate. Interaction analysis further revealed that the association between poor indoor climate

and respiratory symptoms was stronger in shared offices compared to cell offices for both respiratory symptoms (OR = 2.32 vs. OR = 1.80) and headaches (OR = 1.69 vs. OR = 1.44). In conclusion, this study demonstrates notable associations between office type, perceived indoor climate, and self-reported health outcomes. While the cross-sectional design limits the ability to determine the direction or underlying mechanisms of these associations, the results emphasize the relevance of both office layout and indoor climate quality in evaluating workplace health.

Torriani, Giulia, Simone Torresin, Rossano Albatici, et Francesco Babich. [« Influence of building- and occupant-related factors on perceived air quality \(PAQ\) in offices: A systematic review »](#). *Journal of Building Engineering* 100 (avril 2025): 111758.

Achieving good Indoor Air Quality (IAQ) in offices goes beyond protecting health; it also enhances comfort, enjoyment, and productivity. While much of the existing literature focuses on how environmental factors (e.g., contaminants, thermal, visual, and acoustic parameters) affect Perceived Air Quality (PAQ), fewer studies have comprehensively explored the influence of building-related (e.g., finishing materials) and occupant-related (e.g., socio-demographic) factors. Following the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines, this review critically analyses the existing evidence (39 field and laboratory studies) on building- and occupant-related factors that influence PAQ satisfaction in office buildings and their implications for building design and management. According to the review results, building-related factors affecting PAQ satisfaction include HVAC systems, personal comfort systems, operable windows, emissions from furniture and materials, building and office types, and workplace location within the building. Occupant-related factors include socio-demographics, building tenure, country, occupancy rates, and habits such as eating or cleaning. Moreover, the perceived and actual control over the indoor environment significantly influences PAQ satisfaction. Notably, non-IEQ factors like office layout and ventilation rates have a major impact on PAQ, with enclosed private offices increasing satisfaction by 88 % compared to open spaces without partitions and increasing ventilation rates from 3 to 20 L/s per person boosting satisfaction by 63 %. The study promotes a holistic approach to building design and management, empowering all professionals involved (e.g., mechanical engineers, architects, building managers) by highlighting the influence their individual choices can have on PAQ satisfaction.

3.3. Dimensions spatiales & configuration

Gao, Xinting, Weiming Chen, John D. Spengler, Chaogan Yan, Yang Geng, et Weimin Zhuang. [« Larger or smaller? The effects of open-plan office spatial dimensions on human mood, productivity and economic benefit »](#). *Building and Environment* 280 (juillet 2025): 113067.

The open-plan office layout has gained popularity in modern interior design, yet its benefits for occupants remain unclear. This study uses psychological, physiological, and cognitive

testing to assess how spatial dimensions impact work performance. In a CAVE laboratory with VR, three settings—small (9 × 9 m), medium (18×9 m), and large (27×9 m)—were simulated, with 52 participants completing the Stroop and Digit Span Tests. Data were collected via electroencephalography (EEG), eye tracking, skin conductance levels (SCL), and self-reported State-Trait Anxiety Inventory (STAI) scores. Results show that smaller spaces (9 × 9 m) improve cognitive performance, while larger spaces may benefit collaborative tasks. An economic analysis demonstrates that smaller spaces achieve a 23.37 % increase in benefits compared to larger spaces, sufficient to offset the higher construction costs. These findings emphasize the impact of spatial dimensions on employee well-being, health, and productivity, introducing a brain-computer interface framework for spatial evaluation to promote a healthier, more efficient workplace.

Poncelet, Stien, Ozan Balci, Andrew Vande Moere, et Lode Godderis. [« Promoting the health of workers through office layout: A scoping literature review »](#). *Building and Environment* 272 (mars 2025): 112645.

The office layout is widely recognised to affect the health of workers. However, research often overlooks how specific physical elements of the built office environment and their spatial interrelations promote worker health (i.e. layout determinants), limiting the ability to design health-promoting office layouts. This scoping review addresses this gap by mapping layout determinants and examining their impact on health outcomes, including salutogenic health indicators (e.g. attention, performance, etc.) and environmental determinants (e.g. ergonomics, social support, etc.). Following the PRISMA-ScR methodology, 54 articles were selected, identifying 33 layout determinants. Through thematic analysis, these layout determinants were categorised based on their application to one of six layout dimensions – workstation of worker, workstation of co-workers, office room, shared facilities, office building and outdoor – or their interrelation between layout dimensions. Our findings show that most layout determinants have a positive impact on the studied health outcomes, though some demonstrate conflicting impacts within or between specific health outcomes. This synthesis offers evidence-based insights to inform the thoughtful selection and arrangement of physical elements within the built office environment, ultimately promoting worker health.

3.4. Éclairage et personnalisation environnementale

Zhao, Xinyu, Lin Lin, Ruiqi Li, Tong Zhang, Yinan Cao, et Zhisheng Wang. [« Predictive modeling of office lighting comfort: interactive effects of illuminance and color temperature on EEG and cognitive workload »](#). *Journal of Building Engineering* 118 (janvier 2026): 115023.

This study investigated the interactive effects of illuminance and correlated color temperature on subjective comfort, neurophysiological states, and task performance during simulated VDT-based office work. Thirty-four participants were exposed to a 3 (300 lx, 500 lx, 750 lx) × 3 (3500 K, 4500 K, 5500 K) within-subject lighting scheme. Throughout each condition, the electroencephalographic frequency band power ratios ($R\alpha$, $R\beta$, $R\theta+\delta$), the mental

workload index (IMC), and subjective comfort ratings were recorded. Employing nested cross-validation, oversampling techniques, and Bayesian hyperparameter optimization, four regression models—BP, XGBoost, RF, and LSSVM—were trained and compared, with their external generalization performance assessed on an independent 10-participant dataset. Results revealed significant main and interaction effects of illuminance and color temperature on both neural and behavioral indicators. Notably, the combination of 750 lx × 4500 K yielded the highest IMC, an optimal $R\alpha/R\beta$ balance, and the greatest subjective comfort. The optimized BP neural network demonstrated superior generalization (test $R^2 \approx 0.85$; external $R^2 \approx 0.81$), underscoring its potential for closed-loop adaptive lighting control. These findings offer empirical evidence and predictive modeling approaches for human-centered lighting design in office settings, fostering the integration of laboratory research outcomes with practical engineering applications.

Kaklauskas, Arturas, Yubin Kim, Grigorij Zilinskij, et al. [« Development of the affective customized office emphasizing indoor environment quality, employee performance, and happiness system »](#). *Energy and Buildings* 349 (décembre 2025): 116497.

An employee's emotional, affective, physiological, and performance (MAP) states and their work environment are closely connected. This connection served as the foundation for the development of the Affective Customized Office Emphasizing Indoor Environment Quality, Employee Performance and Happiness (AFFECTS) system, which is focused on minimizing a building's energy requirements and enhancing the quality of the indoor office environment. AFFECTS applies the Internet of Things, artificial intelligence, and affective computing technologies. In this study, we aimed to demonstrate the practical applicability of AFFECTS. We designed this system to track an employee's MAP states and then customize their office space based on the Yerkes–Dodson law, the somatic marker hypothesis, and social exchange theory. Based on over 870 million data points, we developed and validated the AFFECTS arousal, valence, and happiness regression models and validated them ($R^2 = 0.884–0.999$). Two main innovative elements make AFFECTS different from the most advanced systems of a similar kind: First, it adapts the working spaces (various smells, music, films, images, heating and cooling, energy efficiency, carbon dioxide optimization, humidity, air cleaning, oxygen, physical activities, medical substances, vibrations, lighting intensity, and colors) to achieve customized user comfort and performance. Second, it can maintain the desired MAP states by adapting working spaces.

4. Activité réelle, usages et régulations

Cheyrouze, M., et D. G. Tremblay. [« Maintenir sa concentration et gérer ses conversations téléphoniques en espace de travail ouvert : le cas du coworking »](#). *Psychologie du Travail et des Organisations* 31, n° 4 (2025): 273-97.

L'objectif de cette étude exploratoire et descriptive est d'examiner, dans le cas du coworking, comment des personnes travaillant en espace ouvert évaluent leur concentration, quels

facteurs la favorisent, et quelles stratégies elles déploient pour la maintenir et pour gérer leurs conversations téléphoniques malgré la réduction d'intimité sonore et visuelle. La méthode repose sur une observation systématique, une auto-évaluation et un entretien semi-directif. Les résultats montrent que la concentration a été perçue positivement grâce à des facteurs relatifs aux conditions et à l'environnement du travail, et grâce à des stratégies d'occupation. Ils montrent ensuite que la localisation des conversations téléphoniques est choisie selon leur prévisibilité, leur durée et leur confidentialité. En plus de contribuer à la littérature sur les espaces de coworking, l'étude propose plusieurs pistes d'amélioration pour les concevoir, les aménager et les animer. The aim of this exploratory and descriptive study is to examine, in the context of coworking, how individuals working in an open space evaluate their concentration, what factors enhance it, and what strategies they employ to maintain it and manage their telephone conversations despite the reduction in aural and visual privacy. The method is based on systematic observation, self-evaluation and a semi-structured interview. The results show that concentration was positively perceived thanks to factors relating to work conditions and environment, and thanks to occupation strategies. They then show that the location of telephone conversations is chosen according to their predictability, duration and confidentiality. In addition to contributing to the literature on coworking spaces, the study proposes several avenues for improvement in their design, layout and animation.

Gao, Xinting, Mufeng Yuan, Yuren Yang, et al. [« Decoding occupant behavior in shared spaces of open-plan offices: A multi-sensor data fusion and machine learning approach »](#). *Building and Environment* 291 (mars 2026): 114281.

Open-plan office shared spaces are essential to employee well-being, reflecting genuine behavioral responses to environmental quality. This study proposes a data-driven approach using multi-sensor spatiotemporal data fusion for automated spatial evaluation. In a representative open-plan technology office building, ubiquitous sensing collected approximately 210 thousand positioning records and 5.6 million light-thermal environment measurements, together with structured spatial design data, from 25 breakout areas over 21 days. The data revealed distinct spatial patterns of behavior and environment, allowing shared spaces to be classified into four stay-duration types. Based on a 10-min average stay interval, univariate regression identified key factors influencing occupancy. Random forest and interpretable models further confirmed that openness, distance to workstations, temperature, illumination, and area were the most influential variables affecting space utilization. Subjective comfort assessments validated the reliability of the sensor-based results, showing a consistency coefficient of 0.81. These findings establish a multi-dimensional framework for behavioral research in the built environment and provide practical guidance for architects, facility managers, employees, and corporate administrators.

Tuzcuoğlu, Deniz, Rianne Appel-Meulenbroek, Aloys Borgers, Theo Arentze, et Aslı Sungur. [« Home or office? The impact of home and office attributes on workplace decisions in hybrid working »](#). *Building and Environment* 282 (août 2025): 113254.

In a hybrid working context, employees have the flexibility to choose between working at the office or remotely from home. While previous hybrid workplace studies examined home versus office decision-making, there is limited understanding of how the attributes of both environments simultaneously influence workplace choices. This study investigated the impact of seven office and six home workplace attributes on choice behaviour. A discrete choice experiment was conducted with 1812 employees from three Dutch municipalities. A multinomial logit model is used to estimate the choice behaviour, and a random parameter mixed logit model is used to identify heterogeneity along with the choice behaviour. The results show that workplace attributes at the office and home environments significantly shape workplace choices, with varying impacts across different environment zones. Commuting time and office occupant type are the most influential in shaping choice decisions, while office aesthetics and workspace access have the least impact. The secondary (social) office spaces have a stronger influence than the core office-workplace and home-workplace. Eventful, functional secondary (social) spaces and smart technology make the office-workplaces more attractive, while ergonomic workstations and smart technology make the home-workplaces more appealing. Yet, preferences for certain attributes vary among employees. For example, preferences for single offices are highly polarised, with roughly half of the employees strongly preferring them and others disliking them. The results of this study provide insights for designing hybrid workplace settings that accommodate employees' preferences and enhance workplace satisfaction, both at home and in the office.

Jon, Danie, Pascal Béguin, et Nadia Heddad. [« Une signification des mésusages de l'espace de travail : Quand le Flex-Office \(Activity-Based Flexible Office\) ne semble pas fonctionner »](#). *22nd Triennial Congress of the International Ergonomics Association (IEA)* (Jeju Island, South Korea), août 2024.

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5. Effets sur la santé, la charge cognitive et la performance

Poncetti, Nicolas F., Etienne Parizet, Edith Galy, et Patrick Chevret. [« Effect of hearing impairment on fatigue and annoyance caused by task-irrelevant speech: A working day simulation in an open-plan office »](#). *Applied Acoustics* 243 (février 2026): 111149.

Open-plan offices are widely used in corporate settings to foster collaboration and reduce operational costs, yet noise, particularly from co-worker conversations, often disrupts

employees. This disturbance may have distinct impacts on normal-hearing individuals and those experiencing the onset of presbycusis. This study investigates how mild age-related hearing loss influences cognitive performance and perceived fatigue in an open-plan office setting, with a focus on the impact of background speech intelligibility. Normal-hearing participants completed clerical tasks, including reading, note-taking, and writing, in four different auditory conditions combining two speech intelligibility levels and simulated hearing loss. Subjective assessment of workload, fatigue, and noise annoyance were collected alongside task performance metrics. Results indicated that speech intelligibility affects performance equally across both hearing conditions, suggesting that mild hearing loss does not significantly alter susceptibility to distraction in open-plan offices. Furthermore, it was observed that similar levels of speech intelligibility lead to equivalent decrease in performance, regardless of the participants' hearing condition, whether normal or simulated mild hearing loss (early presbycusis).

Felgueiras, Fátima, Zenaida Mourão, André Moreira, et Marta Fonseca Gabriel. [« Multi-domain indoor environmental quality and worker health, well-being, and productivity: Objective and subjective assessments in modern office buildings »](#). *Building and Environment* 282 (août 2025): 113320.

It is widely recognized that the well-being, health, and productivity of office workers can be influenced by indoor environmental quality (IEQ) conditions in the workplace. This study aimed to investigate associations between multi-domain IEQ in offices and workers' well-being, health, productivity, and perceived IEQ in 30 open office spaces (6 buildings) located in the urban area of Porto, Portugal. This cross-sectional study included 277 office workers and used a combination of methods to assess their perceptions and physiological responses. Data were collected through questionnaires (covering self-reported well-being, health, productivity, and IEQ satisfaction), pupillometry (autonomic nervous system activity), and concurrent monitoring of IEQ. Correlation, comparative, and regression methods were used to explore associations and differences between IEQ indicators and participants' outcomes. The findings showed that offices typically met acceptable IEQ standards. However, a higher prevalence of health problems and symptoms was observed in offices with higher levels of carbon dioxide (CO₂), ozone (O₃), particulate matter (PM₁₀), and ultrafine particles (UFP). Interestingly, offices with higher CO₂, PM_{2.5}, and volatile organic compounds concentrations were linked to a reduced likelihood of participants reporting asthma, dry cough, and allergies. Additionally, thermal discomfort due to high temperatures, increased PM_{2.5}, UFP, CO₂, and O₃, and low illuminance appear to reduce eye response in office workers. Higher CO₂ and noise levels, and temperatures outside the comfortable range, were linked to lower productivity. The multi-domain analysis showed that perception of multiple IEQ factors significantly explained both self-reported productivity and overall satisfaction with work environment. Overall, ensuring proper IEQ and enhancing workers' satisfaction are essential for creating healthy and productive workplaces.