



# PhD in INGEGNERIA GESTIONALE / MANAGEMENT ENGINEERING - 40th cycle

**PNRR 630 Research Field: INVESTIGATING DISTRIBUTED WORKSPACES AND THEIR IMPACT ON SUSTAINABILITY**

<b>Monthly net income of PhDscholarship (max 36 months)</b>
<b>€ 1500.0</b>
In case of a change of the welfare rates during the three-year period, the amount could be modified.

<b>Context of the research activity</b>	
<b>Motivation and objectives of the research in this field</b>	<p>In recent years, flexible work practices have become a focal point for many organizations (Putnam et al., 2014; Kossek et al., 2023). Among these practices, distributed workspaces- dedicated spaces provided by companies for employees to work remotely- have emerged as a significant trend. This research aims to explore the impact of distributed workspaces on sustainability(environmental, economic, and social) (Purvis et al., 2019), with a particular focus on social sustainability and workers' well-being (including work-life balance, job satisfaction, and work engagement).</p> <p>The primary motivation for this study stems from the growing need to understand how these new forms of workplace flexibility can contribute to a more sustainable and supportive work environment. As the traditional office setup evolves, it is crucial to examine the benefits and potential drawbacks of such flexibility. This research will provide insights into how distributed workspaces can enhance employee well-being and contribute to a sustainable corporate culture, while also considering environmental and economic sustainability.</p> <p>The objectives of this research are:</p> <ol style="list-style-type: none"> <li>1. To investigate the relationship between distributed workspaces and overall sustainability (environmental, economic, and social).</li> <li>2. To analyze the impact of distributed workspaces on employees' well-being. This project is innovative as it addresses a relatively unexplored area in organizational</li> </ol>



	<p>studies, bridging the gap between flexible work practices and their sustainability outcomes. By focusing on empirical evidence, this research will offer valuable contributions to both academic literature and practical applications in the corporate world.</p>
<p><b>Methods and techniques that will be developed and used to carry out the research</b></p>	<p>To achieve the research objectives, a mixed-methods approach will be adopted, combining both quantitative and qualitative techniques.</p> <p><b>Surveys and Questionnaires:</b> Structured surveys will be distributed longitudinally to employees working in corporate hubs to gather quantitative data on different constructs regarding the employee's well-being. The surveys will use validated scales to ensure the reliability and accuracy of the data.</p> <p><b>Interviews:</b> Semi-structured interviews will be conducted with a sample of employees and managers to gain qualitative insights into their experiences with distributed workspaces. These interviews will help understand the nuances that quantitative data might not capture.</p> <p><b>Case Studies:</b> Selected organizations with established corporate hubs will be studied in detail. This will involve site visits, observation, and analysis of company policies and practices related to corporate hubs.</p> <p><b>Data Analysis:</b> Quantitative data will be analyzed using statistical techniques such as SEM. Qualitative data from interviews and case studies will be analyzed using thematic analysis to extract key themes and patterns.</p>
<p><b>Educational objectives</b></p>	<p>This research aims to achieve several educational objectives:</p> <p><b>Enhance Understanding:</b> Provide a comprehensive understanding of the relationship between distributed workspaces and social sustainability, contributing to the academic body of knowledge in organizational behavior, human resource management and Sustainability.</p> <p><b>Develop Skills:</b> Equip researchers and students with skills in mixed-methods research, including survey design, interview techniques, data analysis, and case study methodology.</p> <p><b>Practical Application:</b> Offer practical insights that can be used by HR professionals, organizational leaders, and</p>



	<p>policymakers to design and implement effective corporate hubs that enhance employee well-being and contribute to a sustainable work environment.</p> <p>Promote Innovation: Encourage innovative thinking and problem-solving skills among students and researchers, fostering a culture of continuous improvement and adaptation in response to evolving workplace trends.</p> <p>Interdisciplinary Learning: Promote interdisciplinary learning by integrating concepts from organizational psychology, human resource management, and sustainability studies.</p>
<p><b>Job opportunities</b></p>	<p>The findings from this research will have significant implications for various job opportunities:</p> <p>HR Professionals: Insights from this study will help HR professionals design better flexible work policies and corporate hubs that enhance employee well-being and productivity.</p> <p>Organizational Consultants: Consultants specializing in workplace design and organizational development will benefit from the research, enabling them to offer informed advice to their clients on implementing corporate hubs.</p> <p>Sustainability Officers: The focus on social sustainability will provide valuable information for sustainability officers looking to integrate employee wellbeing into their sustainability strategies.</p> <p>Corporate Managers: Managers will gain a better understanding of how to support their teams in a flexible work environment, leading to improved team dynamics and performance.</p> <p>Researchers and Academics: The study will open up new avenues for research in the fields of organizational behavior, human resource management, and sustainability, offering opportunities for further exploration and academic contributions.</p> <p>Policy Makers: Insights from this research can inform policy makers in creating guidelines and regulations that promote flexible work practices and social sustainability in the workplace. By exploring the impact of corporate hubs on social sustainability, this research aims to provide a comprehensive framework that benefits a wide range of stakeholders, fostering a more sustainable and supportive</p>



	work environment for all.
<b>Composition of the research group</b>	2 Full Professors 1 Associated Professors 2 Assistant Professors 1 PhD Students
<b>Name of the research directors</b>	Luca Gastaldi, Mariano Corso

<b>Contacts</b>	
luca.gastaldi@polimi.it	

<b>Additional support - Financial aid per PhD student per year (gross amount)</b>	
<b>Housing - Foreign Students</b>	--
<b>Housing - Out-of-town residents (more than 80Km out of Milano)</b>	--

<b>Scholarship Increase for a period abroad</b>	
<b>Amount monthly</b>	750.0 €
<b>By number of months</b>	6

<b>National Operational Program for Research and Innovation</b>	
<b>Company where the candidate will attend the stage (name and brief description)</b>	Banca Intesa Sanpoalo
<b>By number of months at the company</b>	6
<b>Institution or company where the candidate will spend the period abroad (name and brief description)</b>	Banca Intesa Sanpoalo
<b>By number of months abroad</b>	6

<b>Additional information: educational activity, teaching assistantship, computer availability, desk availability, any other information</b>
<p>Educational activities, Teaching assistantship, Computer availability, Desk availability.</p> <ul style="list-style-type: none"> <li>•Involvement in projects: "For the overall development of their capabilities, PhD candidates will work on sinergical projects to favour empirical data collection and network development for their career. Projects will give candidates the opportunity to work in group (peers and other senior professors)".</li> <li>•Teaching and tutoring: "If coherent with the development of their doctoral program, the PhD candidate will have the opportunity to be involved in: teaching activities, tutoring to master students, tutoring to PhD candidates for administrative processes".</li> <li>•Italian knowledge (e.g. borsa co-finanziata da ente italiano): "The interaction with key stakeholders requires a fluent knowledge of the Italian language".</li> </ul> <p><b>Funding for educational activities: 6.100,00 Euros for three years.</b></p>



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