

SARE KILIÇ

BOUNDARY-CREATING PRACTICES IN WORK SPACES OF
ACADEMICS WORKING FROM HOME DURING THE COVID-19 PANDEMIC

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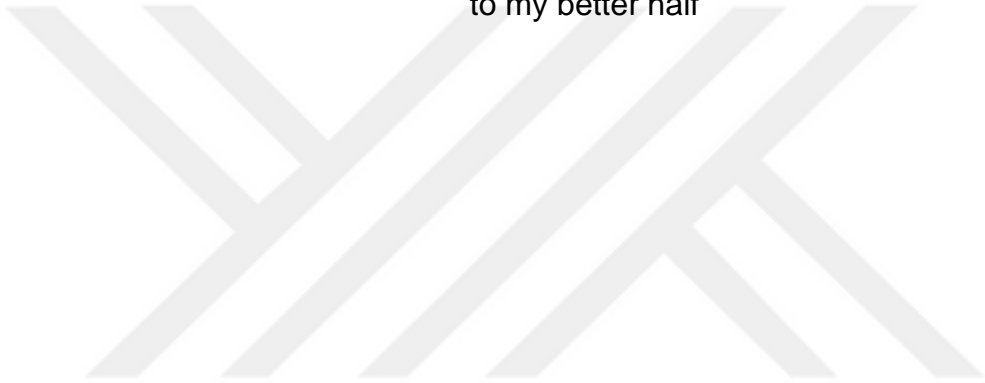
A Master's Thesis

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September 2022

to my better half



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WORKING FROM HOME DURING THE COVID-19 PANDEMIC

The Graduate School of Economics and Social Sciences
of
İhsan Doğramacı Bilkent University

by

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ANKARA

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By Sare Kılıç

I certify that I have read this thesis and have found that it is fully adequate, in scope and in quality, as a thesis for the degree of Master of Fine Arts in Interior Architecture and Environmental Design.

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ABSTRACT

BOUNDARY-CREATING PRACTICES IN WORK SPACES OF ACADEMICS WORKING FROM HOME DURING THE COVID-19 PANDEMIC

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This study aims to explore the ways of creating boundaries of academics working from home and investigate the differences between the practices of creating these boundaries. Although working from home is not a new practice, Covid-19 pandemic shifted the working patterns of most people, especially the education-related branches such as academics. This exploratory study investigates how people set up their work environments and the boundaries in response to the change in the working practice. The study consists of an exploratory interview that contains classified questions on spatial, temporal, and psychological boundaries people create in their working environments. Interviews were held face-to-face and online via Zoom with 20 participants. The thematic analysis method was used to analyze the collected data. The findings suggest that the ways of creating boundaries differ between individuals, and these changes are affected by factors such as marital status, population at home, and spatial limitations. The results give a general idea and offer an insight into the optimal separation or connection of working spaces in the home.

Keywords: Work From Home, Work Environments, Spatial Boundaries, Temporal Boundaries, Psychological boundaries, Covid-19 Pandemic

ÖZET

COVID-19 PANDEMİSİNDE EVDEN ÇALIŞAN AKADEMİSYENLERİN ÇALIŞMA ALANLARINDA SINIR OLUŞTURMA PRATİKLERİ

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Bu çalışma, evden çalışan akademisyenlerin sınır oluşturma yöntemlerini keşfetmeyi ve bu yolların arasındaki farklılıkları araştırmayı amaçlamaktadır. Evden çalışma tamamen yeni bir uygulama olmasa da, Covid-19 pandemisi çoğu insanın, özellikle de akademisyenler gibi eğitimle ilgili branşlardakilerin çalışma biçimlerini değiştirmiştir. Bu keşifsel çalışma, çalışma pratiğindeki değişime tepki olarak insanların çalışma ortamlarını ve sınırlarını nasıl kurduklarını araştırmaktadır. Çalışma, insanların çalışma ortamlarında oluşturdukları mekânsal, zamansal ve psikolojik sınırlara ilişkin sınıflandırılmış soruları içeren bir keşif görüşmesinden oluşmaktadır. Görüşmeler, katılımcılarla yüz yüze veya Zoom üzerinden çevrimiçi olarak gerçekleştirilmiştir. Toplanan verilerin analizinde tematik analiz yöntemi kullanılmıştır. Bulgular, sınır oluşturma yollarının bireyler arasında farklılık gösterdiğini ve bu değişikliklerin medeni durum, evdeki nüfus ve mekânsal sınırlamalar gibi faktörlerden etkilendiğini göstermektedir. Çalışma sonuçları, evdeki çalışma alanlarının optimal şekilde ayrılması ve ilişkilmesi yönünde bir açılım yaratmaktadır.

Anahtar Kelimeler: Evden Çalışma, Çalışma Ortamları, Mekansal Sınırlar, Zamansal Sınırlar, Psikolojik Sınırlar, Covid-19 Pandemisi

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CHAPTER 1

INTRODUCTION

A role may be defined as a set of behaviors and interactions that are expected of someone in a certain position in society with regard to that individual (Bronfenbrenner, 1979). Although each role is considered to have some requirements specific to a particular setting, this sharp separation of roles for different settings is no longer valid regarding new electronic tools and settings. Understanding the ideas of roles and role-setting is crucial to comprehending how successful multi-role and conflicting activity maintenance is achieved by people working from home (Ahrentzen, 1990). Efforts are being undertaken to merge traditionally different roles and role settings in one space (Ahrentzen, 1990). Working from home is one of the most common examples of this emergence of different roles in one space. New styles of working and living could be related to changes and a blurring in

our understanding of traditional home and work due to the advancement of information technology which causes change in the social structure (Magee & Arch, 2000). Traditional boundaries separating work and non-work are becoming increasingly permeable these days (Cole et al., 2014). The home setting is often where family members interact with one another and where particular behaviors and activities are required (Salazar, 2001). There are other differences between working from home and working in an office apart from the difference in locations. To examine the best-suited types of spatial arrangements and the best boundary-creating actions at scales of living unit and the phenomenological meaning of home is a need to connect the two separate activity spheres in one three-dimensional space (Ahrentzen, 1989).

Working from home fundamentally changes how people work, live, and communicate with their family members. My main aim was to explore how to create boundaries for academics working from home and investigate the differences in creating these boundaries regarding home-office environments. By asking questions and getting detailed information about the practices of academics in creating the boundaries in their workplace environments, I aimed to offer an insight into the ideal separation or connection practices of people in the home with the boundaries while they are working from home. To help designers properly integrate workstation and domestic living to give the people working from home a productive setting and desired level of both privacy and engagement is another desired output of the findings.

CHAPTER 2



HOME AND WORKPLACES

2.1 Phenomenological Meaning of Home

The phenomenological meaning of "home" involves more dynamics than anticipated. Even if the home is seen as a structure that the architectural field analyzes, when it is viewed as a location where the function of shelter is performed generally, it is a notion that has been the subject of inquiry in practically every discipline including psychology, sociology, philosophy, literature (Kerkezi, 2022). Beyond its intended uses, it has evolved into a production piece with various entangled meanings (Güneş, 2022). According to Kerkezi (2022), the house is the dominant region that may be interfered in

and embodied after the person's own body. Its borders and characteristics are decided by the subject. If looking at the subject from a more phenomenological perspective is needed, the place of familiarity and belonging might be understood to be the home (Relph, 1976). The home can exist at any level of existential space, such as a neighborhood, town, city, or nation, and need not even have a physical building to do so (Norberg-Schulz, 1980). The home differs from the house in this aspect and contains much more complex relationships.

Before the 19th century, Turkey was completely under Ottoman influence in terms of its shelter culture; Western influence was manifested only in the presence of certain objects and products in the home (Güneş, 2002). After the 1870s, a radical change started in terms of the westernization of the housing culture, and intellectuals in the late 19th century novels tried to create a consciousness by depicting a house in the western sense (Tanyeli, 1996). Modern living has come to represent apartment living in Ottoman-Republican history for government officials and professionals since the 19th century (Öncü, 1999). An important change in residential use is that functions such as warehouse, production and trade have moved out of the housing (Güneş, 2002). The addition of several sub-spaces to accommodate various sub-functions within the residential function is another development (Bilgin, 1996).

The floor plans of the bourgeois house created a clear boundary between private and communal areas, a separate room for each kid, and separate rooms for men and women activities around the end of the 19th

century, when architecture and design became more rational and efficient (Güneş, 2002).

Güneş stated that the government supports collective housing production since the growth that took place with the effect of the communication and electronics industry after 1980 and small-scale productions could not meet the housing deficit. These homes were advertised as a way of life that goes beyond the "unit dwelling" and were designed as isolated communities (Bilgin, 1996). In this process, the home has turned into an object of consumption and has become one of the defining elements of middle-class culture and lifestyle (Öncü, 1999). Afterwards, with the development of home technologies and the increase in the time people spend at home, the need for more activities and, accordingly, more interior space arose (Güneş, 2002)., Nowadays, apart from functions such as home, shelter, rest, eating and drinking, protection; It has become a place used for many activities such as working from home, online education, hobby areas, online shopping, doing sports with the Covid-19 pandemic (Turna & Usta, 2021).

2.2 Offices

The working space, which is expressed as office or workplace, refers to the physical environment in which the work is done (Gerçek, 2022). Meskell and Preucel describe the workplace as the consequence of the social process of

valuing the workspace (2004). The description puts forward the context in which the work is carried through, including social, organizational, and design elements (Prus et al., 2017). The working concept was discussed as multifaceted since it cannot be reduced into a single spatial or social entity (Delbridge & Sallaz, 2015). According to Jackson and van der Wielen, going to work is motivated almost as much by social interests as by financial necessity (1998). Professionals, in particular, locate much of their identity in their office influence and relationships, and regardless of how difficult or challenging their colleagues, bosses, and work are, being "in the office" is an essential social experience that can improve their work and their lives (Jackson & van der Wielen, 1998). As such, workplaces cannot be viewed as purely physical spaces, and the changes they have undergone cannot be considered separately from the social context. In other words, the concept of office, which is one of the places where organization should be ensured; is a system that includes the physical environment, human activities, organizational and individual relationships, and technology (Bekar et al., 2022).

Conventional office and open-plan office arrangements are the two main office settings that have been previously distinguished in this field of study (Sundstrom et al., 1994). The conventional office, also known as an enclosed or cell office, is typically used by one person, whereas open-plan offices are communal areas that may hold up to 24 people (Danielsson & Bodin, 2009). Open offices stand out for expressing a more "organic" organizational culture that reduces traditional symbols of status and hierarchy and promotes communication, collaboration and worker autonomy

(Kaufmann-Buhler, 2016). Physical environments in offices include all tangible object and stimuli such as building, furniture, equipment and ambient conditions like lighting and indoor air quality, as well as the organization of them in an order of open-space plans or flexible team work spaces (Carnevale, 1992).

More quickly than ever before, the office and workplace are changing; many hypotheses have been developed and new language has appeared to describe the most recent workplace developments (Anjum et al., 2005). Researchers claimed that workplaces shifted from something recognizable and predictable to something undefined, multilocational, virtual, and physical as the world changed (Gillen, 2006). Changing workplaces necessitate a constant reevaluation of how we work, the locations we inhabit, the technology we require, and the methods by which services are delivered (Worthington, 2006). The adaptability or customizability of one's work environment has become a crucial aspect of work space design as organizations have shifted toward nontraditional work arrangements that require employees to work in numerous different locations (Zelinsky, 2002). That is why working both physically and virtually at the same time will almost certainly result in workplaces that are out of the usual. The practice of working from home is one of them. Working from home has been more popular since the start of the twenty-first century. Introducing the concept of the *electronic cottage*, Alvin Toffler for the first time strongly predicted that working from home will become an important work practice in the future (1980). As a counter-argument, John Naisbitt (1982) argued that the

automation of working from home will push people closer to the social work environment they need.

2.3 Changes in Workspaces

Home and work were not considered separate places in the preindustrial era (Ahrentzen, 1989). The concept of "separate spheres" suggests that these two places are physically and experientially separate locations due to the industrial revolution (Davidoff, 1979). Thus, the industrial revolution resulted in a transformation in the way people work (Hill et al., 2003). Transformation of the nature of work continued by the force of a consistently changing world. As the work itself is becoming knowledge-based, it is also becoming more complex and more competitive in terms of social and technological skills (Kampschroer et al., 2007). As a result of the rapid expansion of the Internet and other communication tools, the instruments available to carry out the work changed. These innovations have made work more mobile and less dependent on location (Heerwagen et al., 2016). Then, the utilization of the home as a workplace started to go against the idea of separation of domestic and public spheres (Ahrentzen, 1989). The emergence of different working types is a consequence of the necessity of being flexible concerning time and place for people (Rothe et al., 2011). Companies and institutions made some arrangements that enable flexibility in the work environment as a dual agenda to provide opportunities to integrate the demands of work life and family life (Rapoport et al., 2002). Because struggling with the demands of the workplace and the home separately becomes more difficult for both men and women (Hill et al., 2003). Telework appeared as a virtual work

arrangement where people use technology to do their work outside the physical boundaries of their organizations (Thatcher & Zhu, 2006). Telework has been around since the 1970s, but on a far smaller scale than it is now (Fischer et al., 2021).

A pandemic is a rare event that causes intense and radical economic, social and environmental impacts on each level of society (Matthews, 2020). The working from home concept became concurrently popular with the need for social distancing (Meenakshi, 2020). The "new normal" has changed our business casual attire to home casual, in-person meetings into web conferences, and in-person school rooms into online assignments and virtual lessons. (Davis et al., 2020). That is why studying the home offices in this particular period is worthwhile.

By providing flexibility, working from home improves people's work-life balance and general well-being (Fan Ng, 2010). Although working from home is not an uncommon practice, it was in its infancy in many countries such as India prior to Covid-19, and the public was not very friendly to the practice; employers were also not very sympathetic to working from home as a workplace arrangement choice (Kashive et al., 2021). Working from home has expanded considerably in many regions of the world during the Covid-19 pandemic since it is typically used as a physical distance to flatten the epidemiological curve of infections (Eurofound, 2020). Even though Powell & Greenhaus advocated that the integration of work and home spheres positively impacts individuals and leads them to more remarkable improvement (2010), it is revealed that this integration of work and home

spheres may negatively impact them, leading to conflicts (Hecht & Allen, 2009).

2.4 Work-Home Integration

Working from home prior to Covid-19 had positive and negative effects on employees' mental health, depending on the person's fit with the environment. (Bentley et al., 2016). A sudden shift in employees' work environments may result in a mismatch between employees' requirements and work environment features (Carnevale & Hatak, 2020). A good match between the work environment and an individual's requirements, according to the person-environment fit hypothesis, results in greater productivity or well-being, whereas a bad fit may result in conflict (Bergefurt et al., 2022). Although working from home may seem advantageous in terms of saving commuting time, it is frequently revealed as a disadvantage due to the blurred work-home boundaries (DAK-Gesundheit, 2020).

Weber stated that, in the past, the family structure was a private area, coded as feminine, while the workplace was a public sphere, coded as masculine (1978). These divisions were ingrained in enduring ideas like Weber's division of the public and private spheres. Increased female labor force involvement, as well as increased stress and demands at home and work, have raised concerns about how to balance these two roles (Beaujot, 2000). There are several research focused on maintaining multiple roles at the same time. According to one fundamental theory on this issue, the more the number of roles an individual plays, the greater the risk of conflict and

tension since humans have a fixed energy pool (Goode, 1960). Alternative to that, one hypothesis suggests that multiple roles do not lead to conflict or stress; it increases the sources of social identity (Marks, 1977). These two viewpoints were regarded as limited because the quantity of roles is insufficient to examine the consequences of maintaining multiple roles simultaneously; social expectations, resources, and simultaneous occurrence of those roles as mediators of potential conflict are also important parameters (Ahrentzen, 1990). Work-home conflict is between roles in which the work and family domains' role constraints are mutually contradictory (Greenhaus & Beutell, 1985).

Territory, boundary, and orientation are three elements that determine the efficiency of a place in the home environment (Lennard & Lennard, 1977). Boundaries can be either physical or imaginary, and they provide the freedom of choosing either being an individual or a part of a group (Magee & Arch, 2000). These issues become essential in the home office, where different family activity patterns, insufficient space, and unfitting furniture increase sensitivity. The blending of the two spheres in one spatial context generates a situation constrained by several layers of complexities as homes are converted into places of work (Magee & Arch, 2000). Some studies indicated that working from home results in a better work-life balance (Felstead et al., 2002). Contrarily, several studies reveal that due to overlapping roles in the work and family domains, teleworking can potentially result in more significant work-family conflict (Madsen, 2003). To reduce conflict, homeworkers use a variety of boundary-control techniques, including making modifications in their physical environment, managing time

schedules, influencing family behaviors and activities, changing social interactions, and reorganizing home and work mentally (Ahrentzen, 1987).



CHAPTER 3

HOME-OFFICES AND WORKING FROM HOME

3.1. Characteristics of Home-Offices

Working from home may be seen as contested, negotiated, and fluid within its boundaries since it challenges traditional meanings and cultural spheres, values, and roles around how the realms of home and work are formed (Koslowski et al., 2017). Although papers and magazines give anecdotal portrayals of individuals' home workplaces, little is known about people's actual preferences for their workspaces (Ahrentzen, 1987). Some studies suggested that homeworkers prioritized essential behavioral considerations such as privacy and mental well-being over aesthetics or physical elements (Magee & Arch, 2000). Research reveal that greatly zoned and differentiated home offices in terms of spatial and temporal boundaries are the most effective ones (Gurstein, 1995). On the other hand, people working from home have different characteristics, backgrounds, experiences, tasks, personality types, and motivation levels (Rothe et al., 2011). This variety

causes a complication in constituting an ideal remote working place for everyone. It is found that there are demographic differences across boundary choices of people for their home office (Fonner & Stache, 2012). That is why it is essential to explore the different boundary-creating practices of people working from home for their home-office arrangements.

The concept of working from home refers to the situation in which people do their job from home via digital platforms (Meenakshi, 2020). The working from home concept is not only about using digital means of work from home; rather, it is shaped by the social, material, and emotional context (Ciolfi et al., 2020). Homes as workplaces are not only remote workplaces but also considered places for individual practices of how work is integrated into the spaces, routines, and roles of everyday life (Orlikowski & Barley, 2001).

People working from home generally adapt their current home to a workspace instead of moving to a better residence that accommodates a work environment (Ahrentzen, 1987). That is why it is crucial to examine this adaptation process in creating and managing boundaries within the home-office environment. Activities in the home may be categorized as domestic activities referring to the housework, childcare, work activities referring to the professional work of the house members, and leisure activities such as exercise and socializing. When multiple activities take place in the same space, such as domestic work, leisure, and professional work, the structure of homes and neighborhoods and living and working patterns may change to accommodate them (Ahrentzen, 1987). To achieve the desired level of separation or connection between domestic and work spheres, problems

concerning the role of housing and neighborhood design arise (Ahrentzen, 1989). Workrooms were divided into two by Ahrentzen as shared room and exclusive room. Shared rooms refer to the rooms where other activities co-occur besides professional work, while exclusive rooms are entirely dedicated to professional work.

3.2 Boundaries

According to boundary theories, individuals build, maintain, or modify boundaries around their realms of life to manage the environment and handle different life roles more efficiently (Ashforth et al., 2000). Boundaries organize and demarcate people's many roles in their various life domains (Haun et al., 2022). Previously, a formal spatial separation distinguished home and work; now, alternative types of boundary delineation exist (Magee & Arch, 2000). Boundaries can be either physical or figurative, and they provide people the choice to be an individual or a part of a group (Magee & Arch, 2000). The boundaries between life domains might be strong or weak (Allen et al., 2014). Strong boundaries suggest that work and home domains are maintained separate, whereas weak boundaries imply that work and home domains are blended or integrated (Haun et al., 2022). Boundaries determine the parameters of spheres of home and work; they provide regularity and relief in knowing which sphere one belongs to and how to behave appropriately (Tietze & Musson, 2005). Boundaries between home and work were determined based on how people ranked privacy against communication hierarchically in their homes (Magee & Arch, 2000).

The traditional work and home environment are composed of temporal, spatial, and psychological boundaries. Working from home has altered (blurred) these previously established boundaries between work and family life (Greer & Payne, 2014). Boundary theory helps understand how people create boundaries around work and home roles to provide transitions between roles (Nippert-Eng, 1996). Boundaries help to define the scope of the particular role in a particular venue and affect the transitions between roles (Ashforth et al., 2000). Space, time, and social roles are essential factors in the constitution of boundaries in the home (Ahrentzen, 1990). Boundaries define the outer limit of a space (Lennard & Lennard, 1977). These boundaries can be defined spatially, temporally, and psychologically (Altman, 1975).

Studies show that people refine the concept of physical boundaries while creating them (Felstead et al., 2005). In addition to the boundaries mentioned above, it is revealed that they create an equipment boundary by keeping the equipment and necessary materials in the work area. They also restrict their work activities solely to the work area and prevent their work from being integrated with the rest of the house to create an activity boundary. Lastly, they pay attention to making their workspace feel office-like, utilizing decoration through the use of books and shelves to create an ambiance boundary.

People create boundaries as 'mental fences' to help improve their environment and keep everything under control (Zerubavel, 1991). Some people keep solid boundaries between work and home areas to make them

isolated. However, others create boundaries that permit integration between the two spaces (Nippert-Eng, 1996).

3.2.1 Spatial Boundaries

The location where people carry out their work-related activities can be described as the physical work environment (Armitage & Amar, 2021). The importance of spatial factors in understanding the context has been understood gradually in academic literature through observation of material and symbolic changes in the domestic environment (Tietze, 2005). These changes may occur as a new object or a changed temporal/spatial map of the house. People working from home create physical boundaries in various ways (Felstead & Jewson, 2000). It is essential to acknowledge the different types of responses of people to the challenges of working from home depending on their permeability and flexibility (Hall & Richter, 1988). Some studies revealed that people create clear and rigid boundaries (Sullivan, 2000). Those people allocate a room separately with a closed door for work, which can be named detachment (Mustafa & Gold, 2013). This approach recreates the spatial boundary between domestic space and workspace.

On the other hand, other studies found that some people create open and transparent boundaries (Halford, 2005). They try to create a separate workspace visible from other spaces simultaneously for domestic use, called juxtaposition (Mustafa & Gold, 2013). The attitude of white-collar homeworkers is replicating some aspects of their real offices, such as setting

up a computer on a desk or furnishing a spare room entirely as an office room (Tietze & Musson, 2005). This attitude should be distinguished from the office workers who personalize their territory in the office by putting photos or other objects on their desks since it is a concerted effort to replicate a natural office environment in the home (Wapshott & Mallett, 2012). Several studies found that when there is no separate room for working, people become dissatisfied since transforming a bedroom or a living room into a workspace can be problematic (Halford, 2006). People may have difficulties recreating their boundaries in their home, especially if they do not have a separate workroom (Avery & Baker, 2002).

Before the pandemic, a number of physical factors, including space availability or privacy, influenced people's decisions to work from home (Moos & Skaburskis, 2008). Home-workspace qualities, such as outdoor view, workroom size, daylight, temperature, sound insulation, and furniture, have become even more crucial as a result of mandatory, full-time work from home (Awada et al., 2021).

There is a need for a separate working environment at home since disturbances may lead to poor performance (Meenakshi, 2020). Women participating in a study located their home offices more centrally in their houses to monitor other activities such as children (Gregg, 2011). Other studies also revealed the tendency of women to structure their daily routines around domestic responsibilities such as childcare or housework (Hessing, 1994). Research showed that predominantly people chose their workspaces because of availability. What availability means is that other people did not

occupy it, and there is no need for displacing activities. In other words, they consider these spaces as left-over spaces such as a converted basement, attic, extra bedroom, or a little-used living room. Another common reason for choosing a workspace is the separateness of the work area in terms of either being located in a separate room or being distant from the living spaces of home (Ahrentzen, 1987). Some research revealed that people do not pay attention, particularly to having an exclusive workspace. Instead, they located their workspace in frequently-used areas (Horwitz, 1985). Another research that mainly focused on women homeworkers who had children indicated that they showed a better performance when they worked in a shared workspace rather than the exclusive one (McLaughlin, 1981). The reason for that is the high expectation of participants about exclusive workspaces for not being distracted by children or other factors. They became dissatisfied since their expectations of exclusive workspaces were not met. It is stated that encouraging home-office environments for women should be in an easily accessible location in the home. However, at the same time, it should allow them to limit family members' access and other distracting factors (McLaughlin, 1981).

3.2.2. Temporal Boundaries

Temporal boundaries are the boundaries people create to manage their time and set schedules to separate their work roles and domestic roles. Gender differences occur in the way people set temporal boundaries for home

offices. Men tend to separate their work roles and domestic roles by adopting schedules that have temporal patterns of traditional offices (Hessing, 1994). It is revealed that the daily schedules of men are subject to their own choices, while women's schedules depend on the needs and schedules of other family members (Salmi, 1997). That is why the experience of working from home for women includes more interruptions than for men, which makes their boundaries more integrated (Thoits, 1992).

In a study, people who work from home reported that they use the time to structure their day temporally (Fonner & Stache, 2012). Some put notably rigid temporal boundaries, while most people are more flexible about setting these boundaries. Study shows that people appreciate the value of temporal boundaries and routines to separate work and domestic venues but also acknowledge the importance of flexibility and permeability while working from home.

3.2.3. Psychological Boundaries

Psychological boundaries are described as principles created by people to determine whether specific thinking patterns, behavior patterns, and emotions are suitable for one domain but not for another (Clark, 2000). Introducing separate settings for domestic and work activities ended up with agreeable and balanced relationships in the modern family and society overall (Parsons, 1951). Some researchers found that people become stressed when multiple roles are tried to be mastered in the same setting

(Klein & Froschle, 1988). This is called role conflict and is associated with stress and poorer job performance (Biddle, 1986). On the other hand, some studies indicate that work-family role conflicts are only highly evident among parents, not the other homeworkers (Pleck et al., 1980). Studies revealed that fulfilling work roles in a context associated with domestic roles cause tension (Marsh & Musson, 2008). Flexibility can be observed in the home as fading of existing identities and practices, which influences both the homemaker and co-residents since they build new boundaries and household systems to maintain the remote work carried out in the home (Tietze, 2005). Co-residents are the under-research group working from home studies. However, the interactions generated by the problem of integration of the work settings into the home environment also influence the experiences and psychology of co-residents. (Fitzgerald and Winter, 2001).

The setting designated for working at home, including layout, furniture, and decoration, is not tied to the person but the role (Duffy, 1969). The example of the Oval Office is frequently given as belonging not to the current president but the president as "role". These role settings become territories and physical places for working from home, identified and designated by homeworkers (Lennard & Lennard, 1977).

According to the self-determination theory, people want to satisfy three psychological needs: competence, autonomy and relatedness. Competence is the capacity to influence and adapt to one's environment. Autonomy refers to the self-organization and regulation, and relatedness is the need for the connect to others (Ryan & Deci, 2000). By encouraging connections,

nurturing acceptable surroundings, offering essential equipment and facilities, and allowing freedom of choice, such as about where to complete these duties, the workspace should help satisfy these expectations (Bergefurt et al., 2022). The psychological demand for relatedness may not be addressed at home since informal, unplanned contacts between coworkers are not effectively encouraged. Although virtual interactions largely replace in-person encounters, contextualizing those interactions is far more challenging while working from home (Oseland et al., 2011).



CHAPTER 4

METHODOLOGY

This chapter includes the problem statement that the thesis addresses to be investigated along with the research questions. The methodology and framework of the study are also explained including the detailed information about participants, setting and materials. The analysis method and an inter-rater reliability test which is a method of safeguarding the trustworthiness of the research was applied, and the results of this reliability test were demonstrated too.

4.1. Problem Statement

While the literature indicates that people work from home organize their places according to their working habits, it is not known clearly how they create spatial, temporal and psychological boundaries especially in the

compulsory situation which Covid-19 pandemic brings, and also what are the factors that influence the way people create those boundaries. This exploratory study intended to give in-depth information about these boundary-creating practices and their socio-spatial consequences.

4.2. Research Questions

Based on the literature review, I have generated the following research questions:

1. What are the spatial, temporal and psychological measures that people take to ensure home-work integration?
2. What are the ways of creating spatial boundaries for academics working from home?
3. What are the ways of creating temporal boundaries for academics working from home?
4. What are the ways of creating psychological boundaries for academics working from home?

4.3. Methodology

This study uses the interview as a qualitative data collection method. An exploratory interview was generated considering Ahrentzen's boundary concept (Ahrentzen, 1987). Questions were outlined as demographic questions, spatial boundaries, temporal boundaries, and psychological boundaries.

4.3.1. Participants and Setting

The study participants were academics in Turkey who worked from home during the Covid-19 pandemic period and any other time they worked from home. It is known that the debates about the concept of academic profession and the basic dynamics that feed this concept are as old as the concept itself, however, as a result of all social changes and the new discussions that come with these changes, the dilemma of academicism being teaching-oriented and/or research-oriented remains current (Odabaşı et al., 2010). Boyer (1990) suggested that as a new approach, academics perform four actions. These actions are knowledge discovery, integration, application and teaching. The reason behind the selection of the participants was the potential of academics for working from home, especially considering their working practices in pandemic shutdowns. Educational institutions were one of the first vocational departments that shifted from traditional offices to the home office because of their manner of working. In addition, academics work in the home, disregarding the pandemic conditions, by looking at their actions

listed above. Their task cannot be limited to the office, both spatially and temporally in general. That is why they have the potential to take work home. Snowball sampling was used for this study, which is a sampling method to build a pool of participants for research by referring to individuals who share a certain attribute of research interest with the target population (Crouse & Lowe, 2018).

The participants consist of academics working at four different universities in Turkey. The academic titles of the participants varied from research assistant to assistant professor. The ages of the participants range from 24 to 55. Participants were selected from different disciplines, marital status, and types of residences to explore the different aspects of working from home practice and obtain in-depth knowledge of their boundary-creation process. General participant structure is shown in Table 1.

Table 1. General Participant Structure

	Married		Single		
	Have Child(ren)	Do not Have Children	Living Alone	Living with Family	Living with Friend
Female	4	2	1	6	1
Male	0	5	1	0	0

Most of the participants lived in a flat, only two of them lived in a detached house. Ownership status is an essential parameter for this study

because participants may hesitate to do modifications and alterations in their home to create their boundaries for working from home if they are tenants. While 8 of the participants were homeowners, the remaining 12 participants were tenants. The last parameter was the workroom which is classified by Ahrentzen as exclusive workroom and shared workroom. There is equality among the participants in terms of workroom exclusivity. Half of the participants have a shared workroom while the other half have an exclusive workroom.

Since the thesis aimed to obtain in-depth knowledge of the boundary-creating practices of participants and explore the patterns, I planned to do exploratory interviews with participants. I had a face-to-face interview with 6 participants as much as the Covid-19 measures allowed and the participants volunteered. I conducted an online interview with the rest of the participants via Zoom Cloud meetings. In both cases, the voice was recorded with the participants' permission.

4.3.2. Materials

Ahrentzen's research model (1990) was the inspiration when composing the interview questions. To achieve the objectives mentioned, the questions were adapted in accordance with the nature and aims of the study and grouped under three separate headings: spatial, temporal and psychological boundaries. The interview started by gaining personal information and having an overall demographic scheme. Then, I addressed the participants questions about the boundaries they created while working from home and the possible home-work conflict they experienced during the process. Since

the interview was an exploratory study, there were cases where the questions were shaped without losing their essence, went in different directions or were enriched by making additions according to the answers of the participants.

4.3.2.1. Demographic Interview Questions

In the first part, I asked for personal information that may affect the participant's boundary-setting behaviors. These questions include age, gender, marital status, academic status, house type, house ownership, and workroom type.

4.3.2.2. Main Interview Questions

The main interview questions included three themes. The first part was about spatial boundaries and includes questions about recognizing the participant's space, understanding boundary-making models, and observing the reflections of spatial home and work conflicts. The second part was about temporal boundaries. It covers in-depth knowledge of the participants' work schedule, its relationship to domestic dynamics, and one's experiences with temporal work-home conflict. The last part was about psychological boundaries and seeks answers to the psychological home-work conflict experienced by the participants and the methods they use to avoid this conflict.

4.4. Data Analysis Methods

4.4.1. Thematic Analysis

For this study, thematic analysis is the most appropriate method to analyze data from interviews and discover new concepts, practices or models. The word "thematic analysis" has been applied to a variety of concepts, including but not limited to social science data analysis methods (Willig & Stainton Rogers, 2017). Thematic analysis is a technique for methodically locating, classifying, and providing insight into patterns of meaning within a dataset (Braun & Clarke, 2012). This technique enables the researcher to recognize and comprehend group or common practices and experiences (Braun & Clarke, 2012).

According to Braun and Clarke, thematic analysis consists of six phases (Willig & Stainton Rogers, 2017). Familiarization with the data, which is the initial stage of thematic analysis, can start throughout the data collecting process. Generation of codes is the second stage, which allows the researcher to become more fully immersed in the data and provide the foundation for analysis. Prior to transitioning from coding to theme construction, which is the third phase, it is crucial to maintain concentration on coding the complete dataset. In the fourth stage, prospective themes are reviewed. The fifth phase is basically the process of identifying and labeling themes. The sixth and last phase, preparing the report, involves constructing the full analysis using a variety of methodologies and questions.

Since the process is not always strictly linear, instead, iterative and recursive processes are used, with frequent switching between the various stages by the researcher (Willig & Stainton Rogers, 2017); I went back and forth between phases in a way that did not spoil the essence of the analysis. After getting familiar with the data, I determined the themes and created the codes by highlighting them and went back to make changes on the themes when necessary. I also generated subcodes related to almost each code. Then, I have generated a table by naming all themes, codes and subcodes.

4.4.2. Inter-Rater Reliability

Data analysis must be carried out according to best practices in order to guarantee that the data gathered during the research is appropriately understood by the researcher and can be applied to develop new insights. (Lincoln & Guba, 1985). The reliability and quality of the study should be ensured using these best practices. Because qualitative research procedures are interpretative in nature, there are no standardized ways to ensure rigor across all types of qualitative investigations (McAlister et al., 2017). Several frameworks, however, have been developed to assist qualitative researchers in designing robust research studies. Coding is a qualitative data analysis practice that seeks to identify a word or brief phrase that encapsulates and indicates what is going on in a piece of data in a way that ties it to some more general analysis issue (Rossman & Rallis, 2011). Multiple coders coding the same data is typical practice to "mitigate interpretive bias" and enable constant communication amongst researchers to preserve uniformity of the

coding (Walther et al.,2013). Another academic coder who is willing to do the coding for the collected data was invited to participate in the research. The whole methodological process and the needed information on the literature were provided for the coder. Six interviews were selected randomly, and the coder was asked to do the coding for this data set. Coding was made by rubricating the codes. A codebook was generated for each participant data set in Microsoft Excel that expresses the participant number, the theme of the code, the name of the code, and the subcodes, which are then explained and elaborated versions of the subcodes and the quotes if it is needed.

After generating a code book, tables of the two coders were compared both in terms of the content and the number of agreements and disagreements. Sentences including much of the same extract and code were regarded as an agreement amongst coders since each coder may not have included the same amount of code in the coding.

Miles and Huberman formula was used for this test. The formula is:

$$\text{reliability} = \frac{\text{number of agreements}}{\text{number of agreements} + \text{disagreements}}$$
 After calculating the number of agreements and disagreements, the following conclusion was reached:

Table 2. Reliability Rate

CODER	NUMBER OF AGREEMENTS	NUMBER OF DISAGREEMENTS	TOTAL NUMBER OF CODES	RELIABILITY RATE
CODER 1	86	5	91	93%
CODER 2	88	9	97	

Miles and Huberman suggested that inter-rater reliability of at least 80% agreement between coders is sufficient to ensure the study's trustworthiness (Miles & Huberman, 1994). The inter-rater reliability test resulted in 93% agreement between coders which means that the coding process of the study is reliable.



CHAPTER 5

RESULTS

This chapter demonstrates the results of the analysis of collected data from exploratory interviews. As a qualitative data collection method, exploratory interviews intend to explore the concepts, patterns, practices, and attempts that participants have applied while creating boundaries in their homes for work.

5.1 Spatial Boundaries

Spatial boundaries were the most spoken and elaborated boundary type people mentioned while creating boundaries for working from home. The coded data based on the answers of the participants represent the mentioned spatial features essential for the participants to create spatial boundaries in their workplace. These codes are also divided into subcodes that show each code's different aspects and opposite ideas. Codes also needed to be categorized and outlined to be shown as data results. Thus, the collected data and codes for spatial boundaries were classified under seven categories.

Table 3. Categories of Spatial Boundaries

Categories of Spatial Boundaries
1. Modifications and Alterations
2. Workplace Organization and Layout
3. Accessibility
4. Characteristics of Furniture
5. Relation with Other Rooms
6. Environmental Quality Factors
7. Spatial Work-Home Conflict

5.1.1 Modifications and Alterations

Almost all participants made minor or radical modifications in their homes to work from home. These changes were made primarily at the beginning of

Covid-19 as it forced people to work from home in the long term, maybe for the first time in their life. Participants also made changes throughout their time working from home as they noticed the challenges, their needs, and the best ways of working. One of the participants mentioned that she made the most noticeable change when moving into a new house. Small houses become insufficient when houses are used for other functions such as working. This participant mentioned that the house was not big enough for that case. The other reason behind this radical change was the great need for people for detached houses since Covid-19 quarantines bored people by locking them up in their homes. Some participants mentioned that they transformed a common area such as the guest room in the home into a working room. This is also a radical change, considering the removal of existing furniture and setting up a workplace instead. Some participants just removed some items from the room to make it suitable for working. One of the participants removed the library from her room and explained the reasons behind it.

I moved my library to another room. In this process, the titles of a student, a professor, and a private sector employee were together for me. Since all of them had different sources, the fact that they were all visible to me affected my motivation to work. I went for a simplification; in that sense, I did not leave any books in sight. Because I had to focus on what I was doing then. (Participant 11, online interview via Zoom, 27 March, 2022)

Some of the participants made changes to their working table. These changes occurred in different ways, such as the table's location, the direction

of the table, the number of tables, the size of the table, and its relation to the existing environmental condition. One of the participants mentioned that he preferred to change the lighting instead of changing his working table.

Normally, the place where the table is located is in front of the window. Since the lighting is right in the middle of the ceiling, when I turn on the light in the room in the evening, my shadow falls on the work surface. Even though the surrounding is bright, the material I am working with is shadowed. To prevent this, I turn off the room light and turn on the portable table lamp. (Participant 15, online interview via Zoom, 28 March, 2022)

The simplification term was underlined multiple times in case of changes made during working from home. Participants mentioned their motivation to simplify the environment in terms of decoration, furniture, and the material they use when working. Distinguished themes and subthemes were demonstrated below (See Table 4).

Table 4. Subthemes for Modification/Alteration

Theme	Subthemes
Modification/Alteration	removing items from existing workspace
	moving into a new house
	buying an ergonomically comfortable chair
	transforming a common area into a working room
	become distant from the bedroom
	changing the direction of the table

	simplification of the decoration
	adding a table/ changing the existing table
	changing the workroom

5.1.2 Workplace Organization and Layout

Table 5. Subthemes for Workplace Organization and Layout

Theme	Subthemes
workplace organization & layout	facing towards the window
	different seating arrangements for different activities (sofa for reading, chair for online meetings)
	alternative workplace settings such as sitting on a sofa and using portable laptop tables
	L shaped work surface organization
	facing towards the wall
	facing towards the room
	close to the window to get natural light, fresh air, to look out the window
	close to the door to open or shut the door in any unexpected or urgent case
	in the middle, approximately equal distance from the window and the door
	removing unnecessary things in the background, on the wall or in the room
	placing a bookshelf to the background
	making yourself visible

The first distinction among participants while making organization of their workplace is the direction they face in the room. Some participants face the room, while some prefer to face the wall. One of them explained his preference for straightforwardly facing the room. Facing toward the room was associated with spaciousness in this case.

I prefer to lean my back against the wall or window and see the other items of the house. Spaciousness is important in this respect.

Although the computer screen is a little dark due to the daylight behind, I especially like to take a position in the way that is feeling the spaciousness of the room. (Participant 12, online interview via Zoom, 27 March, 2022)

Facing the wall was generally an attempt to reduce the visual stimulus from the environment and focus. Lastly, some people stated that they prefer facing the window to get direct natural light and look out of it.

Another subtheme under the workplace organization theme is the need for different seating arrangements for different activities. Participants mentioned that they wanted alternative seating arrangements for different activities or moods—for example, an armchair or sofa for a reading activity chair for online meetings. Participants prefer more comfortable and cozy settings than sitting on a chair, especially for the reading activity.

If you are doing an academic study, if you are going to do a reading, sometimes you may want to stretch your legs in a more comfortable place and read comfortably instead of constantly reading on the chair. However, at the same time, it is necessary not to stray too far from

that workplace. Because as soon as you get away, you may fall into all the other handicaps of the home. (Participant 6, face-to-face interview, 11 October, 2021).

Most participants stated that they have rectangular-shaped tables considering the work surface organization. Still, a minority of the participants mentioned that they preferred to transform their tables into an L-shaped organization to spread the working materials and use two monitors simultaneously.

The other deduced code is the exact workplace location in the room.

Participants mentioned their location of the workplace by taking the closeness to the window or door as a reference. Most participants remarked on the positive influence of locating the workplace close to the window. It is related to the opportunity to get natural light and fresh air and look through the window anytime. The reflections of Participant 8 (face-to-face interview, 28 October, 2021) were as follows: "I always position my workplace close to the window. It is brighter, more spacious, and takes me away from the feeling of being in an enclosed space."

If the room shape, window size, and window number are sufficient for getting enough light, participants also lean towards positioning the workplace close to the door since it allows them to open the door immediately in an emergency or close it whenever needed. The last thing about the workplace location in the room is the spatial limitations that force participants to locate their workplace according to them. Some participants stated that the room size forced them to locate their workplace in the middle of the room. Some

rooms do not have enough space to locate the workplace close to the window, so participants were obliged to locate it close to the door.

The last subject that participants underlined several times was the position of the digital screen. Boundary-creating practices were affected a lot by the attempts of working people to look formal and professional through online meetings and classes. They stated that they removed unnecessary things from the background, such as frames, pictures, or nonwork-related things. Some also mentioned that they purposefully placed a library behind them to achieve an educational or academic institution ambiance.

Furthermore, there is also an attempt to make herself/himself visible, which shapes the whole orientation and location of the workplace. Participant 10 (online interview via Zoom, 26 March, 2022) "I changed the orientation of my table in a way to get light properly and make myself visible as we attend online classes or meetings."

5.1.3 Accessibility

Table 6. Subthemes for Accessibility

Theme	Subthemes
accessibility	need of a book shelf/drawers
	using the table as a storage surface-keeping everything in view
	need of an extra table
	need of seeing the child from the workplace
	comfortable feeling of not being seen from the door when

	someone passes by
	existence of a bookshelf as a distraction point (reminder of other tasks etc.)

Accessibility is another feature that has been acquired from the interviews.

The accessibility concept was elaborated out of its prevalent meaning.

Accessibility generally refers to the ability to access the spaces in disciplines associated with architecture, environment, or space. In that case, it refers to two different meanings. One of them is the ease of accessibility to tools.

Accessing the tools and materials related to their work would be problematic due to the difficulties regarding working in a home environment for people working from home. Offices are designed or at least arranged in a way that supplies these spatial needs regarding access to tools. In the case of home offices, people reported some problems related to these accessibility issues.

One of them is the need for a bookshelf or drawers, the storage units that any academic person uses. Participants emphasized the significance of these storage units in the workroom because they dissolve the problem of getting out of the workroom to access the tools and materials related to work.

The existence of sufficient storage units in the workroom turns into consideration for not being distracted and decreasing the work-home conflict in that sense. Another attempt to ease the accessibility to tools and materials was using the table as a storage surface. Many participants indicated that they used the table wisely to access everything they needed anytime.

The last concern on the ease of accessibility issue was the need for an extra table. Participants stated they need an extra table since their existing table is small and intended to be used in the home. Participants

needed an extra table because their workload heightened significantly with distance education, and they had to deal with all their work from home. The second meaning that the accessibility concept refers to in this context is visual access or contact. Participants mentioned the visual access term several times as an affecting factor for spatial scope boundary creation processes. One of the mentioned visual access matters was the need to see the child from the workplace. Participants who have children needing care and monitoring highlighted the importance of visual access to children from the workplace. This is both a spatial and mental need for them. It limits the capability of creating boundaries spatially while working from home. Visual access is not desirable for the rest of the participants since they do not feel comfortable being seen by others from the door. They simply shut the door to cut the visual access to the other family members. They ensure their privacy and reinforce their spatial boundaries in that way. The last-mentioned issue related to visual access is the access to some furniture visually in the workroom as a distraction factor. One participant stated her struggle with one particular piece of furniture, which is a bookshelf.

I moved my library to another room. In this process, the titles of a student, a professor, and a private sector employee were together for me. Since all of them had different sources, the fact that they were all visible to me affected my motivation to work. I went for a simplification. In that sense, I did not leave any books in sight. Because I had to focus on what I was doing at that moment. (Participant 11, online interview via Zoom, 27 March, 2022)

5.1.4 Characteristics of Furniture

Table 7. Subthemes for Characteristics of Furniture

Theme	Subthemes
characteristics of the furniture	existence of other furniture possibilities (couch etc.)
	bolstering the waist and back with a backrest cushion
	adding footrest (protecting from cold besides the ergonomic reasons)
	ergonomic quality of sitting unit
	position of table
	size of the table
	being able to adjust the height of the table

Furniture is a title on its own under spatial boundaries since they are one of the tangible tools for creating boundaries in the workplace while working from home. The issues related to furniture cluster around ergonomics concerning the statements of participants. The first subject mentioned in the interviews was the request of participants for the existence of other furniture possibilities like couches since they need alternative seating arrangements during long hours of working from home. Depending on the activity performed, for example, reading articles or books, participants want to put their feet up and try comfortable ways of sitting. Ones who already have alternative seating arrangements in their workplace also mentioned the

positive effect of variety in seating types. Another issue related to furniture is directly related to ergonomics. Since most people do not have all the office furniture in their home, furniture may not be suitable for working during extended hours. One participant stated that she bought a backrest cushion to bolster her waist and back at the moment their institution switched to remote work at the beginning of the pandemic. Being ergonomically healthy in terms of sitting is an important matter that some participants prioritize while working from home, so they bought an ergonomic office chair.

Participant 7 (face-to-face interview, 28 October, 2021) listed off essentials for her boundary-creating process as; "to be ergonomically healthy in terms of sitting, the existence of a table and silence". Another consideration regarding the ergonomics of furniture was a need for a footrest both for supporting the feet and protecting them from the cold, especially in winter. These are all related to the seating elements. Under the characteristics of furniture code, characteristics of tables are also discussed. The position of the table is a mutual subcode for workplace organization and furniture characteristics. It is mentioned as a substantial factor while creating boundaries since the position of the table affects the working activity directly. Another issue regarding the characteristics of the table is the size of the table. Many participants mentioned the benefits of having a big table while working since it could be a storage surface and allow participants to work on multiple tasks simultaneously. Some of them referred to their bad experiences with a small table at the beginning of remote working and their decision to replace it with a bigger one. The last subject related to this theme is the desire of participants to be able to adjust the height of the table.

Participants reported having difficulties adapting furniture characteristics to their body sizes in some cases regarding ergonomics. As an extreme example, Participant 14 (online interview via Zoom, 26 January, 2022) mentioned using an ironing board as a table, although she has a regular table. She had difficulty working on this table since she could not adjust the table height, and she started to use an ironing board which she could adjust the height of by placing it in front of a couch.

5.1.5. Relation with Other Rooms

Table 8. Subthemes for Relation with Other Rooms

Theme	Subthemes
Relation with Other Rooms	places in the house to be close (eg. bathroom and kitchen)
	places in the house to be distant (eg. living areas, kitchen, bedroom and entrance)

Relation of the workplace to other rooms is an important parameter affecting the selection of the workroom and people's work performance. Most of the participants refer to the significance of being remote, distant, in a nook, and isolated while working from home to set boundaries properly. That is why their tendency to locate their workplace is in the way of being away from

ordinary, much-used places in the home like living areas, kitchen, and entrance. They also said it is disturbing to feel like someone is watching you. Being close to these places makes sense for participants with kids who need supervision. Participant 6 (face to face interview, 11 October, 2021) with a five-year-old child stated that she wanted to use a common area of the house as a work area in order to monitor her child. However, her workroom is now connected to a common hall to which her bedroom is also connected.

The bedroom is the most common shared workroom and one of the most wanted rooms to be distant from the workplace. In case there is no separate room for work in the home, people tend to use their bedroom as a workroom. Most of the participants mentioned that the existence of a bed in an environment directly reminds them to sleep and spoils the professional atmosphere. On the other hand, some participants are comfortable using the bedroom as a shared workroom unless their bed appears behind them during online meetings. Being close to the bathroom is a matter that almost all participants agree on. The kitchen is a controversial issue for most of the participants because practically taking some food and drink provides convenience. However, it may create some noise and distract the working person at the same time.

5.1.6 Environmental Quality Factors

Table 9. Themes and Subthemes for Environmental Quality Factors

Themes	Subthemes
	taking the daylight directly to the

lighting	workplace
	adverse impact of artificial lighting on working
	preferably soft light
	intense daylight as a negative side
	eliminating existing lighting fixture since it shades into the task, using table lamp instead
air quality	placing the table close to the window to get fresh air
sound insulation	locating the workplace away from the most used/noisy rooms of the home
	poor sound insulation because of the location of the room in the house
	noise-preventive earphone
spatial limitations of space	uncontrolled lighting due to the elevation of the building
	size of the room limits all the lay-out and forces to place the table to a certain location
	location/efficiency of the heater especially in winter time

The environmental quality concept is used in many fields with several different meanings and concepts. This study indicates the issues related to the workplace and the house as an environment. The most mentioned factor was the lighting in both ways: daylight and artificial light. Taking the daylight directly to the workplace or work surface was one of the main issues under the lighting title. On the other hand, it was inferred that daylight is an expendable parameter for some participants compared to other factors. One

participant mentioned her preference between exclusivity and qualified daylight.

I have moved to the unused room of the house. Although it has poorer lighting, I preferred to work thereby giving up some comfort conditions so that no other activity would interfere with my work or I would not have to collect work materials due to the other domestic activities. (Participant 9, online interview via Zoom, 25 March, 2022)

Participants also mentioned that they are disturbed by intense daylight and prefer soft light. It is much better for them that it is slightly dim, not in direct sunlight even during the day. One of them said that she was grateful for the large-leaved tree in front of her window for taking on this task. One participant mentioned his modification for the task lighting problem for artificial lighting.

Normally, the place where the table is located is in front of the window. Since the lighting is right in the middle of the ceiling, when I turn on the light in the room in the evening, my shadow falls on the work surface. Even though the surrounding is bright, the material I am working with is shadowed. To prevent this, I turn off the room light and turn on the portable table lamp. (Participant 15, online interview via Zoom, 28 March 2022)

Air quality is another environmental quality factor that affects participants' preferences for their workplaces in their homes. Some participants mentioned that they placed the table close to the window to get fresh air directly. However, it is not the determinant for the whole process of creating boundaries.

Another environmental quality factor that participants mentioned was sound insulation. This factor is connected to many other factors, including spatial limitations of space, which is why it is hard to analyze the sound insulation issue in working from home. Participants first attempted to locate the workplace away from the home's most used/noisy rooms to ensure sound insulation and establish the spatial boundary in audial scope. This location was a consensus except for a few participants who have a child and were obliged to monitor his/her child while working. Also, the participants who did not have the chance to locate their workplace away from the home's most used rooms complained about poor sound insulation and disturbance as a result. There was also a participant who supposed that exterior sound insulation was insufficient. Therefore, he used noise-preventive earphones while working to ensure this insulation manually.

The last issue related to environmental quality is the spatial limitations of space. Spatial limitations refer to any kind of spatial characteristics which complicate the boundary creation process or force people to act in a particular way while working from home. Elevation of the building was the first spatial limitation participants complained about. One participant shared her experience:

I had to make a change of the whole place due to the facade of the building. Since my room faced the south and west facades, my work room was getting extremely intense light. I had to move my workplace to the common areas such as the living room at home as this lighting problem could negatively affect the working comfort. (Participant 11, online interview via Zoom, 27 March, 2022)

Another spatial limitation was the size of the room. The size of the room is directly linked to the location and direction of the work surface by participants. Because; if the room size is insufficient for participants to furnish their workroom as they desire, it forces them to recline their table to a certain wall and eliminate some objects or furniture to fit into the room. Consequently, they do not get the daylight as they wish and do not ensure privacy in their way. The answer to the question of the reasons for locating their work table was an obligation for most participants. The last subtheme under the spatial limitations was the location and efficiency of the heater. Especially in winter times, heating might be problematic in some houses. In that manner, some participants said they were obliged to work where the heating is optimal or locate their worktable close to the heater. This became a spatial limitation for participants while creating boundaries for home working.

5.1.7 Spatial Work-Home Conflict

Table 10. Subthemes for Spatial Work-Home Conflict

Theme	Subthemes
spatial work-home conflict	using a spare/unoccupied room for a workspace to ensure privacy
	not moving so much away from the workplace for not falling into the handicaps of the home
	being away from children while working as much as possible for not being distracted
	using a common/shared area as a workroom without changing anything

	deciding on to give up on some comfort requirements (like lighting) just to ensure the privacy
	existence of a bed in the working space and being inclined to lay down or sleep

The spatial work-home conflict was observed affluently among participants in different forms and intensities. Those who live alone or do not have children mentioned the lesser conflict in spatial terms. Absolute isolation is the most common method for reducing this conflict that participants apply. This isolation term was discussed and elaborated on in many aspects. Most of them put emphasis on the freedom of organizing their own workplace and using it totally on their way without letting anyone interfere with it while explaining their perception of isolation. Participants who had the chance to use a spare or unoccupied room for their workspace ensured privacy in this way. One participant explained her situation:

When I take a break from my work or when I do not have the opportunity to look for a while and return, collecting and reopening my working materials breaks my concentration. That is why I arranged my work area so that no one could touch it when I closed the door and isolated it. (Participant 9, online interview via Zoom, 25 March 2022)

Some participants treat the workplace in their home as if it is their actual workplace. One participant expressed her case as below:

My workroom belongs to me. I retreat to my room as if this room is my real workplace after having breakfast in the morning. I say to the people at home, "I am going to my workplace, see you." and I go to work. (Participant 8, face-to-face interview, 28 October, 2021)

This example is the ultimate version of applying isolation in spatial and social means while working from home.

Some participants who are struggling with spatial limitations in the home may be forced to give up on some comfort requirements just to ensure privacy and isolation. One participant mentioned that she had to give up on the lighting quality, there is a room in their home that takes sufficient daylight, but the room is near to living areas in the home, which may cause distraction and poor sound quality. That is why she had to give up on lighting quality and decided to choose a relatively isolated room that had poor lighting quality. The spatial work-home conflict was perceived primarily in cases of using a shared space or bedroom as a work room. Most of the participants who use their bedroom as a work room evaluated the existence of a bed in the working space as unfavorable because it resulted in being inclined to lay down or sleep. A bed in the workroom is a continuous reminder of home as being a spatial element.

Coping with the work-home conflict is more complex and has different dimensions in the case of participants with children. Because they have to ensure a balance between isolating themselves from the rest of the home and monitoring or taking care of their children. One participant mentioned that she does not have the chance to isolate herself since she is a mother of a 5-year-old. However, she included that it is essential not to move so much away from the workplace because it may cause to fall into all the other handicaps of the house. All participants agreed on being away from children while working as much as possible not to be distracted. There is only one exception among participants who do not feel any spatial work-home conflict.

This participant said he dedicated an activity for each room and divided the roles into spaces. Participant 12 (online interview via Zoom, 27 March, 2022) stated that: "I carry out the eating activity in the kitchen, resting in the bedroom. The living room has become my workroom because I rarely watch television. There is no conflict in that respect."

The work-home conflict in a spatial manner was reviewed as compelling and hard to manage since separating the home from its nature, and daily routines is a challenging process. This complaint from Participant 5 (face-to-face interview, 16 July, 2021) explains the situation firsthand: "I still cannot embrace the home as a place that carries the mission of "this is exactly the place to work" physically and mentally."

5.2 Temporal Boundaries

The temporal boundary is another boundary type that people apply for creating boundaries while working from home. Temporal boundaries are distinguished as being interbedded with the boundary types. It is observed that temporal boundaries are the hardest ones to create and maintain, according to the data obtained from the interviews. The coded data based on the answers of the participants are listed above. (See Table 11).

Table 11. Categories for Temporal Boundaries

Categories of Temporal Boundaries
flexibility of program

temporal work-home conflict

5.2.1 Flexibility of Program

The program's flexibility is the most mentioned matter related to the temporal boundaries. Working from home is both a freedom and a struggle for the participants. It can be a tool for creating or blurring the boundaries simultaneously. Most participants prefer to adjust to a flexible program while working from home to balance the home and work life in spatial and temporal ways. They stated that it is a way to decrease the temporal work-home conflict. They apply several methods to make their program flexible.

Table 12. Subthemes for Flexibility of Program

Theme	Subthemes
flexibility of program	using the daytime to deal with the domestic activities
	waiting the night for working to ensure the silence and calmness in the home
	starting work later than the traditional working hours
	adapting working time to domestic time

The first mentioned method to settle the temporal boundaries between work and home is using the daytime to deal with domestic activities. It is comprehensible for the case of academics to make such adjustments since they do not work like officers who have regular working hours such as 09:00-17:00. That is why they can use the daytime to deal with domestic activities

except in times of stable classes or meetings with colleagues. This method enables them to spend time with the house members in a common period of time. This means they work at night and set their temporal boundary between day and night, work and home. Some participants stated that they intentionally wait the night for work to ensure silence and calmness in the home. Another temporal boundary-creating method is starting work later than the traditional working hours. Some participants use the daytime to work but mentioned that they start work later than in their offices. Taking the time gained from the transportation into account, participants use this imaginary time slot to do domestic activities. It is a beneficial method for participants with large families since they are in a rush in the morning with breakfast or getting ready for their stuff. Some participants refer to these attempts as adapting working time to domestic time in the general sense. While the majority of the participants agree with this adaptation, a small minority thinks otherwise. This minority isolates their workroom from home partially and assumes that this workroom is their actual workplace. They indicate that they behave in the home as if they are in the office in both spatial and temporal manners. Participant 8 (face-to-face interview, 28 October, 2021) explains the situation about the temporal part.

I let myself in my room as if I am going to work when my working time starts in the morning. Since we always work on the internet, I was in my work room during the traditional working time period, which is 9 am-5 pm for our institution.

5.2.2 Temporal Work-Home Conflict

Temporal work-home conflict is more complicated than spatial work-home conflict to deal with by looking at the answers given in this part. There are many subthemes obtained from the temporal work-home conflict theme, which are the coping methods for this conflict. See Table 13.

Table 13. Subthemes for Temporal Work-Home Conflict

Theme	Subthemes
temporal work-home conflict	using the time that was used for transportation to do domestic work
	working in short-periods like 30 minutes-1 hour and giving a break
	not extending the working hours to the night to allocate time to rest
	using office hours for working as if at work
	trying to stay available (not working) at prime-time TV show period
	allocating more time for work compared to office-working
	expecting from people in the home to adapt their domestic activities to working person's schedule

The time spent for transportation to work in regular professional life is used to diminish the temporal conflict between work and home. Participants stated that they used this half-hour-1-hour time slot to do domestic activities, which might be left half-finished if they went to their regular workplace. It is believed to ease the transition from home to work.

The second subcode deduced from the temporal work-home conflict code is working in short periods. Participants mentioned that they work for 30 minutes or 1-hour maximum and give a break since it is hard to maintain a long period of work in a home full of distractions. They give their own break and arrange their program accordingly not to feel like his/her boundaries have been violated. Another method that is used to reduce the work-home conflict is not extending the working hours to the night. One participant gave her own experience with this method.

We are experiencing the flexibility and the concept of home-office for the first time, so I tried to stay within certain hours. I allowed myself to rest in the evenings by saying that "my working hours are over" and I did not let myself stretch it after a certain time. Participant 11 (online interview via Zoom, 27 March, 2022)

This gives the ability to separate the home and work realms which are considerably interpenetrating in the case of working from home. Another deduced subcode for this part is a participant's effort to stay available during the prime-time TV show period. One participant explained his method to reduce the work-home conflict.

I usually try to finish my work till 6-7 pm as much as possible since the television's 8-10 pm prime-time period starts. I try to free up the hours between 8-10 pm on certain days in order to spend time with my wife in that respect and have a good time together. Participant 12 (online interview via Zoom, 27 March, 2022)

The majority of the participants stated that they allocate more time for work compared to office work. It is the mainspring of temporal work-home conflict,

which is one of the most apparent outcomes of working from home. The subcodes mentioned so far generally aimed at adapting the work life to home life in terms of temporal boundaries. For those who draw the boundaries explicitly between work and home, the adapting process works in the opposite direction. They adapt the temporal order in the home to their work. Their way of creating temporal boundaries between work and home is using the office hours for working as if at work which is also mentioned in the previous sub-heading. That is why they expect people in the home to adapt their domestic activities to their work schedule.

5.3 Psychological Boundaries

Psychological boundaries are the last boundary type investigated in this research. Participants mentioned the psychological work-home conflict they felt and specific activities to reduce this conflict. They also mentioned their routines and activities to get prepared mentally for work.

Table 14. Categories for Psychological Boundaries

Categories of Psychological Boundaries
psychological work-home conflict
specific activities for reducing the conflict
activities for mental preparation for work

5.3.1 Psychological Work-Home Conflict and Strategies for Coping with it

Table 15. Subthemes for Psychological Work-Home Conflict

Theme	Subthemes
Psychological Work-Home Conflict	urge to plan the day in detail
	feeling of living in the workplace
	setting "artificial boundaries" to ease the transition
	"home-place" as a reminder for the activities related to home
	need for seeing different people, spaces etc.
	importance of the time spent on the way to work
	feeling of all day work

Psychological work-home conflict is a type of conflict that people working from home face frequently. Participants of the study mentioned their psychological state while working from home and then experienced work-home conflict through their strategies for coping with it.

They stated that they could not see the home as a workplace in physical and mental terms since there are so many home-place items as a reminder for home-related activities. Although they tried to adjust their workroom as an office, they had difficulty convincing themselves to regard this place as a workplace. One participant stated that:

Inevitably, there is a conflict because when I am in the home environment, I see something about the home. For example, I think,

"There was a need for this, I needed to do this." or something.

However, if I go to my office, for example, in such a situation, things that I would not even think of in the office attract my attention at such a moment. (Participant 15, online interview via Zoom, 28 March, 2022)

In contrast, some of them mentioned that they feel like they live in the workplace. After participants elaborated on their statements, it was revealed that it is directly connected to the blurring of temporal boundaries, which causes the lengthening of the working hours. They feel like they are working all day long. Participants also reflected their opinion about the importance of the time spent on the way to work from the psychological perspective, not only the temporal perspective. One participant uttered her feelings on this subject.

'It is like you are living at work all the time. Normally, job stress inevitably undergoes a change when there is a spatial change. Even the time spent that way to work allows you to enter a different environment. However, staying in the same place all the time or having a meal in a place where you are thinking about work increases the conflict. (Participant 15, online interview via Zoom, 28 March, 2022)

This emotional state also explains their need to see different people and spaces within the day to reduce the work-home conflict.

Their strategies for coping with this work-home conflict are worthy to note by means of combining all three boundaries and experiencing work-home conflict related to them. The first thing that they underline is the importance of planning the day. Unplanned days are more challenging compared to work in

the office since all other boundaries, such as spatial and temporal boundaries, are blurred while working from home. That is why participants stated that they need to plan their day in a detailed way to overcome the work-home conflict within the scope of psychological boundaries. The most remarkable strategy for coping with the psychological work-home conflict was setting "artificial boundaries" to ease the transition. Participant clarified this artificial boundary as:

I tried to create this border artificially. For example, there is a period of time on the way to work normally. If I am at home, instead of doing it directly, that is, instead of saying that "the work related to home is over, now let us do something about my work," I went for a little walk, or I went grocery shopping. I tried to start work after experiencing a change in environment. This was especially the method I used when transferring from home-related activity to work-related activity, but not from work-related activity to home-related activity. (Participant 15, online interview via Zoom, 28 March, 2022)

5.3.2 Specific Activities for Reducing the Conflict

Table 16. Subthemes for Specific Activities for Reducing the Conflict

Theme	Subthemes
specific activities for reducing the conflict	practicing yoga
	going to the gym
	learning to play a musical instrument

	going for a walk
	putting another activity between home-work activities to ensure the transition between two roles
	limiting the screen time for phone and social media

Some specific activities for reducing the conflict were also examined within the scope of psychological boundaries. The depressed mood and high level of stress in consequence of the pandemic and the quarantines increased the experienced work-home conflict among participants. When considering those effects, participants attempted several activities to overcome this conflict, such as going for a walk or going to the gym as physical activity. Some participants mentioned that they started to learn to play a musical instrument or to advance their learning of the musical instrument. Limiting the screen time for phones and social media was also mentioned in this subject since this activity is mainly linked to the home. Limiting screen time is believed to reinforce the psychological boundary between home and work. Lastly, putting another activity between home-work activities to ensure the transition between two roles was revealed from the interviews as an activity to reduce the conflict. This is almost covered in the previous subject, but that was more about changing the whole environment between the two roles to ease the transition. This is more related to putting any activity between home and work activities to separate them and prevent boundaries from blurring.

5.3.3 Activities for Mental Preparation for Work

Table 17. Subthemes of Activities for Mental Preparation for Work

Themes	Subthemes
activities for mental preparation for work	exercise
	wearing makeup
	meditation
	dressing suitable for work
	having a coffee

The last part of the psychological boundaries includes the codes related to the activities for mental preparation for work. Participants mostly mentioned dressing suitable for work to be mentally prepared. Female participants added wearing makeup besides dressing. On the other hand, some participants stated that they do not dress professionally while working from home, except for particular cases such as formal online meetings. Having a coffee is also regarded as a tool for mental preparation. Indoor and outdoor exercises were mentioned as an activity for mental preparation and a physical need while working during long hours in the home. Lastly, a few participants stated that they got help from meditation to be mentally prepared for work.

CHAPTER 6

DISCUSSION

This chapter covers the explanations and interpretations of the results of the study. A summary of the essential findings and the interpretations for these findings were presented. Then the implications and limitations of the results were introduced, and recommendations for further research were made.

The core of the main research problem was to examine the spatial, temporal, and psychological boundaries that academics create while working from

home and the possible work-home conflict while creating these boundaries. The results regarding the spatial boundaries indicate that participants made modifications on small scales, such as changing the direction of the table, and on larger scales, such as transforming a common area into a work room. Results also show that people care about interior design issues such as workplace organization within the workroom, accessibility, environmental quality factors, and furniture characteristics. The data suggest that participants experienced work-home conflict spatially, temporally, and psychologically. This analysis supports the theory that fulfilling work roles in an environment connected with family roles cause conflict. The results also reveal notable data on the question of whether Covid-19 affected the way people arrange their workplace or not. The data suggest that Covid-19 pandemic and the extraordinary conditions it brought have forced people to change their living, working, and leisure habits. Extreme cases such as moving into a new house have occurred. The study demonstrates a correlation between being single, married, or having children and a preference for a shared or exclusive work room which is another research question of this study. The results indicate that parent participants remark their positive opinion on shared work room since domestic dynamics, circumstances, and the desire to monitor their children led them to make this choice.

Starting the discussion with the spatial boundaries, in line with the claims of Jackson van der Wielen on being "in the office" as an essential social experience that can improve their work and their lives, results show that the social environment of the office has a positive effect on working

performance and creating boundaries. Besides that, although Ahrentzen (1987) argues that people often adapt their existing homes rather than moving into a new house to create home-office boundaries, results demonstrated such examples of moving, especially regarding the extraordinary Covid-19 circumstances. This shows that working from home periodically may have different dynamics compared to working from home in the past due to this current situation which Covid-19 pandemic brought. It can be interpreted that the increase in the number of family members working or living at home under Covid-19 conditions has a significant role in this temporal change. Another interpretation of the results regarding spatial boundaries is that the results partially parallel Gurstein's (1995) argument defining the effective home office as greatly zoned and differentiated. The results suggest that participants' tendency to constitute their home offices as greatly zoned and differentiated increases as the population of family members in the home, distractions, and responsibilities increase. People need more isolated spaces, as these factors blur the boundaries necessary to work in the home and increase their permeability. It can be interpreted that this zoning is not so important, especially for people who live alone, do not have much responsibility at home, or do not have a large household population. One of the surprising results is that although equipment boundary, activity boundary, and ambiance boundary were not included in the study as a separate heading, remarkable data were obtained regarding these in the study. The participants elaborated on their attempts or desires to create equipment boundaries, such as having enough working area to spread the working equipment or using the table as a storage surface-keeping

everything in view. These attempts were examined as subcodes under the "ease of accessibility to tools" code which is a part of spatial boundaries. Activity boundary was also mentioned as not moving so much away from the workplace for not falling into the handicaps of the home. Lastly, the attempt to create an ambiance boundary was observed in several participants from their expression of making their workroom a real office by adding bookshelves. Although these boundaries are included in the spatial boundaries as a classification in the study, it is noteworthy that the participants mentioned these boundaries. It was mentioned above that the results vary between those who live alone or have little responsibility and those who live in crowded families or have more responsibility.

Another factor mentioned in studies in the literature, such as Gregg (2011) and Hessing (1994), is gender. Contrary to the hypothesized relation between gender and the differences in boundary-creation attitude, there was no noticeable difference in the way of creating space boundaries between male and female participants. Since the study is exploratory and qualitative in nature, it is not correct or possible to reach such definite conclusions. A more plausible explanation for the female participant case by looking at the obtained data is in line with the argument of McLaughlin (1981), which advocates that regarding females, home offices should be accessible in terms of their location in the house. However, this access of family members should be controllable at the same time. According to the results obtained from the study, it can be observed that female participants also took such a middle path. Temporal boundaries have been defined as a surprisingly difficult concept to establish and maintain by looking at the data obtained.

Temporal boundaries were noted as a boundary type in which the Conflict was most intensely observed. On the other hand, the idea advocated by Salmi (1997) that "the man's schedule is his own choice, but the women's schedule is shaped according to the needs and schedules of family members at home" disagreed with the results of this study. It was noted that most respondents tended to tailor their schedules to the schedules of their family members or responsibilities at home. In line with the hypothesized association between the permeability of temporal boundaries and work-home conflict felt, it is explored that permeable temporal boundaries resulted in temporal work-home conflict by means of a feeling of living at work all the time and allocating more time for work compared to office work.

As an unexpected result, the concept of "artificial" boundaries was introduced throughout the interviews by bringing a much more experiential perspective to psychological boundaries. Several times during the interviews, interviewees mentioned these artificial boundaries, and one participant called them artificial boundaries. Creating artificial boundaries is a method that aims to make a change in the environment when moving from one role to another, thus facilitating the transition between roles and reducing work-home conflict. The effort of the participants to create the psychological boundaries with a spatial solution is a remarkable and worthwhile result.

During the study, it was realized that it was the right decision to conduct a qualitative and exploratory study on creating boundaries in home-office environments. The fact that the concept of working from home is actually experienced for the first time with Covid-19 pandemic and that domestic dynamics are effective with many variables on the behavior of

boundary creation confirms it. The study contributes to the literature by analyzing the extreme conditions that have not yet completely dominated our lives, such as working from home, and by bringing new insights to the topic from the participants' perspective by making this based on an exploratory view. The study's results contribute to a clear understanding of how academics can create boundaries in different ways while working from home, which is shaped by both demographic differences and existing physical conditions. This diversity in creating boundaries revealed by the study shows how, in practice, standardized home-office designs will not be suitable for new working trends and different domestic dynamics.

Partly because the study deals with the boundary-creating practices of academics who have started to work from home with Covid-19, the generalizability of the study to all times and conditions is limited. Although academics were chosen as the participant group to examine a discipline that works from home to some extent, regardless of an extreme situation such as a pandemic, to resist this, it can be thought that this timing affects and limits the results.

As mentioned earlier, the study led to findings that were not anticipated from the start, which is one of the study's aims at the same time, to explore new insights. Other boundary types besides the main boundary types, which are equipment boundary, activity boundary, and ambiance boundary, were evaluated as included in spatial boundaries and were not examined adequately based on questions delivered to the participants. However, considerable data have been collected about these boundaries.

CHAPTER 7

CONCLUSION

This research aimed to examine the spatial, temporal, and psychological boundaries that academics create while working from home and the possible work-home conflict while creating these boundaries in an experimental method. In addition, one of the notable questions of the study is what effect Covid-19 pandemic has had on these forms of boundary creation by people. An exploratory interview is used as a research method aiming to gain in-depth knowledge of these boundary creation practices. A group of academics working from home were selected as a participant group regarding their flexible work nature and working practices, especially during pandemic shutdowns.

As a result of this study, a comprehensive thematic analysis, titling, code, and sub-code tables related to the placemaking practices of academics working from home were created. New expansions were tried to be created regarding the boundaries created. Essential data were obtained on the

spatial, temporal, and psychological reflections of the home-work conflict experienced by the participants while working from home and their relationship with the existing environment.

The findings of spatial boundary creation practices were outlined as modifications and alterations, workplace organization and layout, accessibility, furniture characteristics, relation with other rooms, environmental quality factors, and spatial work-home conflict. All these titles were created in the light of the answers the participants gave, and each was divided into various codes and subcodes under itself. The findings on temporal boundaries generally focused on program flexibility and the effect of spatial setup on this flexibility or the effect of this flexibility on spatial setup. In addition, many participant experiences regarding the reflections of the work-home conflict in the temporal boundaries were also examined. The results regarding the psychological boundaries revealed notable data on psychological work-home conflict they experienced and specific activities to reduce this conflict. They also mentioned their routines and activities to get prepared mentally for work. In contrast to the expected relationship between gender and variations in boundary-creation attitude, there was no discernible difference in how male and female individuals created space boundaries.

These findings have the potential to lead to new avenues to explore in further studies. A research strategy to combine these underrated boundary types with the main boundary types before preparing the framework of the study would be helpful in exploring such findings in the future. Further studies also answer the aspects of the research questions that were not answered. Some research questions include a comparison between participants

regarding their boundary-creating attitudes in the home-office arrangements. A mixed method as a procedure for collecting data and combining qualitative and quantitative methods in the same study, without harming the exploratory nature of the work, could be used to expand the scope of the study in the future.



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APPENDICES

- A. ETHICS COMMITTEE APPROVAL FORM
- B1. CONSENT FORM AND INTERVIEW QUESTIONS (IN ENGLISH)
- B2. CONSENT FORM AND INTERVIEW QUESTIONS (IN TURKISH)
- C. CODEBOOKS GENERATED FOR INTER-RATER RELIABILITY



APPENDIX A. ETHICS COMMITTEE APPROVAL FORM



Bilkent Üniversitesi
Akademik İşler Rektör Yardımcılığı

Tarih : 11 Eylül 2022
Gönderilen : Sare Kılıç
Tez Danışmanı : Çağrı İmamoğlu
Gönderen : H. Altay Güvenir
İnsan Araştırmaları Etik Kurulu Başkan
Konu : “Boundary-...” çalışması etik kurul onayı

Üniversitemiz İnsan Araştırmaları Etik Kurulu, 11 Eylül 2022 tarihli görüşme sonucu, “Boundary-Creating Practices In Workplaces Of Academics Working From Home” isimli çalışmamız kapsamında yapmayı önerdiğiniz etkinlik için etik onay vermiş bulunmaktadır. Onay, ekte verilmiş olan çalışma önerisi, çalışma yürütücüleri ve bilgilendirme formu için geçerlidir.

Bu onay, yapmayı önerdiğiniz çalışmanın genel bilim etiği açısından bir değerlendirmedir. Çalışmamızda, kurulumuzun değerlendirmesi dışında kalabilen özel etik ve yasal sınırlamalara uymakla ayrıca yükümlüsünüz.

Kovid-19 salgını nedeniyle konulmuş olan kısıtlamaların yürürlükte olduğu süre içinde, tüm komite toplantıları elektronik ortamda yapılmaktadır; aşağıda isimleri bulunan Bilkent Üniversitesi Etik Kurulu Üyeleri adına bu yazıyı imzalama yetkisi kurul başkanındadır.

Etik Kurul Üyeleri:

Ünvan / İsim	Bölüm / Uzmanlık	
Prof.Dr. H. Altay Güvenir	Bilgisayar Mühendisliği	Başkan
Prof.Dr. Erdal Onar	Hukuk	Üye
Prof.Dr. Haldun Özaktaş	Elektrik ve Elektronik Müh.	Üye
Doç.Dr. Işık Yuluğ	Moleküler Biyoloji ve Genetik	Üye
Dr. Öğr. Üyesi Burcu Ayşen Ürgen	Psikoloji	Üye
Dr. Öğr. Üyesi Didem Özkul McGeoch	İletişim ve Tasarımı	Yedek Üye
Dr. Öğr. Üyesi A.Barış Özbilen	Hukuk	Yedek Üye

Kurul karar/toplantı No: 2022_09_11_01

APPENDIX B1. CONSENT FORM AND INTERVIEW QUESTIONS (IN ENGLISH)

Hello, I'm Sare Kılıç. I am doing my master's degree at Bilkent University, Department of Interior Architecture and Environmental Design. As part of my thesis, I am conducting a research on the working environments of academics working from home.

The study is basically an exploration of the boundaries created by academics working from home in their working environments. The content of the questions is classified as spatial boundaries, temporal boundaries and psychological boundaries; Participants will be asked to share information such as their behaviors, routines and innovations about creating these boundaries with the researcher.

Participation in the study is on a voluntary basis, you can finish the interview at any time or if there is a question you do not want to answer, you have the right not to answer it. Interviews will be recorded over Zoom. Voice recordings will be taken during face-to-face interviews. Your answers will not be shared with anyone, they will only be used for my thesis work. The information regarding your identity will be kept completely confidential, and the results obtained from the research will be used for scientific purposes only. Each participant will be nicknamed "Participant-(Number)", for example: Participant 4, and the answers given by the participants' identity information will not be matched in any way.

In the event that the participants associated with the university accept or do not accept the research, or if they are excluded from the study program for any reason or if they quit, the academic evaluation of the participant or the service provided to them will not be affected in any positive or negative way.

Informed Consent: I am aware of the study's nature and objectives, and I consent to participate. I understand that I can withdraw from the study at any time. I give the researcher permission to record the interview and use the data generated from the research for academic purposes.

Please mark the suitable option.

- I agree
 I disagree

Spatial Boundaries

1 Have you made any changes, alterations, or adjustments to your home or workspace since you started working from home?

2 Do you think that spatially, your work and home activities overlap (work and eat or work and rest) or are these activities separate?

3 Do you prefer a workspace of your own or one that you share with the people you live with? Why?

4 What physical features do you find most useful in your workspace or that you create while working from home?

5 Would you rather be able to see other rooms/rooms in the house from your workspace or not?

6 Where exactly is your workspace in the house right now (how does it relate to other spaces and the entrance) and where do you think is the most ideal place for your workspace in your home?

7 Which places in the house do you want to be the furthest and closest to your work area?

8 Where do you position your workspace in the room you are in? Is it close to the door, close to the window, or approximately equidistant from both? Why?

Temporal Boundaries

9 Is your work schedule regular or does it vary from situation to situation?

10 Are there any time-related adjustments you make to reduce work-home conflict? (Like rescheduling home and work activities)

11 Do you use traditional office hours (such as 09:00-12:00, 13:30-17:00) or do you follow a schedule that suits you?

12 Did you base your work schedule around home-related activities and the people you live with?

Psychological Boundaries

13 Approximately how many times in a month do you feel that your work and home life overlap? Is this amount inconvenient?

14 Would you say that your role at home and your professional role overlap mentally, or are the two roles separate? (While your professional role should be dominant while working, whatever your role is at home, it should be dominant, such as thinking and acting in accordance with that role)

15 Were there any activities that you stopped doing or started doing to reduce the conflict in your work and home life? If so, what are they?

16 Are there any activities you do to mentally prepare yourself to work from home? (like exercising, dressing, meditating)

Personal Questions

Age

Gender

Marital status

Academic Status

House type

Host Status

Workspace Type

APPENDIX B2. CONSENT FORM AND INTERVIEW QUESTIONS (IN TURKISH)

COVID-19 PANDEMİSİNDE EVDEN ÇALIŞAN AKADEMİSYENLERİN ÇALIŞMA ALANLARINDA SINIR OLUŞTURMA PRATİKLERİ- RÖPORTAJ SORULARI

Merhaba, ben Sare Kılıç. Bilkent Üniversitesi İç Mimarlık ve Çevre Tasarımı bölümünde yüksek lisans yapmaktayım. Tez çalışmaları kapsamında evden çalışan akademisyenlerin çalışma ortamları hakkında bir araştırma yapmaktayım.

Çalışma, temelde evden çalışan akademisyenlerin çalıştıkları ortamlarda oluşturdukları sınırlara dair bir keşif çalışmasıdır. Soruların içeriği, mekânsal sınırlar, zamansal sınırlar ve psikolojik sınırlar olarak sınıflandırılmış olup; katılımcılardan bu sınırları oluşturmaya dair davranışları, rutinleri, yaptıkları yenilikler gibi bilgileri araştırmacı ile paylaşması istenecektir.

Çalışmaya katılım gönüllülük esasına dayalıdır, istediğiniz zaman röportajı bitirebilir veya cevaplamak istemediğiniz bir soru olur ise cevaplamayabilirsiniz. Zoom üzerinden gerçekleştirilen röportajlarda görüşme kayıt altına alınacaktır. Yüz yüze gerçekleştirilen görüşmelerde ses kaydı alınacaktır. Cevaplarınız kimseyle paylaşılmayacak, yalnızca tez çalışmaları için kullanılacaktır. Kimliklerinize ilişkin bilgiler tamamen gizli tutulacak, araştırmadan elde edilecek sonuçlar ise yalnızca bilimsel amaçlı kullanılacaktır. Her bir katılımcıya "Katılımcı-(Sayı)" örneğin: Katılımcı 4 şeklinde rumuz verilerek, katılımcıların kimlik bilgileri ile verdikleri cevaplar hiçbir şekilde eşleştirilmeyecektir.

Üniversite ile ilişkili olan katılımcıların araştırmayı kabul etmeleri veya etmemeleri durumunda veya herhangi bir nedenle çalışma programından çıkarılmaları veya kendilerinin çıkması durumunda, katılımcının akademik değerlendirmeleri veya kendilerine verilmekte olan hizmet olumlu/olumsuz hiçbir şekilde bu durumdan etkilenmeyecektir.

Bilgilendirilmiş Onam: Çalışmanın doğası ve amaçlarından haberdarım ve katılmayı kabul ediyorum. Araştırmadan istediğim zaman çekilebileceğimi anladım. Araştırmacıya görüşmeyi kaydetmesi ve araştırmadan elde edilen verileri akademik amaçlarla kullanması için izin veriyorum.

Lütfen uygun seçeneği işaretleyiniz.

Kabul ediyorum.

Kabul etmiyorum.

Mekansal Sınırlar

1 Evden çalışmaya başladığınızdan beri evinizde veya çalışma alanınızda herhangi bir yenilik değişiklik, tadilat veya düzenleme yaptınız mı?

2 Mekansal açıdan iş ve ev aktivitelerinizin çakıştığını (çalışma ve yemek veya çalışma ve dinlenme) düşünüyor musunuz, yoksa bu aktiviteler ayrı mı?

3 Kendinize ait bir çalışma alanı mı, yoksa birlikte yaşadığınız insanlarla paylaştığınız bir çalışma alanı mı tercih edersiniz? Neden?

4 Evden çalışırken çalışma alanınızda en faydalı bulduğunuz veya sizin oluşturduğunuz fiziksel özellikler nelerdir?

5 Çalışma alanınızdan evdeki diğer mekanları/odaları görebilmeyi mi tercih edersiniz yoksa görmemeyi mi?

6 Çalışma alanınız şu an tam olarak evin neresinde (diğer mekanlarla ve girişle ilişkisi ne) ve sizce evinizde çalışma alanınız için en ideal yer neresi?

7 Ev içerisinde çalışma alanınıza en uzak ve en yakın olmasını istediğiniz mekanlar hangileri?

8 Çalışma alanınızı bulduğunuz odanın neresinde konumlandırırsınız? Kapıya mı yakın, pencereye mi yakın, yoksa ikisine de yaklaşık eşit mesafede mi? Neden?

Zamansal Sınırlar

9 Çalışma programınız düzenli midir yoksa duruma göre değişiklik mi gösterir?

10 İş-ev çatışmasını azaltmak için yaptığınız zamanla alakalı herhangi bir düzenleme var mı? (Ev ve iş aktivitelerini yeniden programlamak gibi)

11 Geleneksel ofis çalışma saatlerini mi kullanıyorsunuz (09:00-12:00, 13:30-17:00 gibi) yoksa kendinize uyan bir program mı uyguluyorsunuz?

12 Çalışma programınızı evle alakalı aktivitelere ve birlikte yaşadığınız insanlara göre mi oluşturduunuz?

Psikolojik Sınırlar

13 Bir ayda yaklaşık olarak kaç kez iş ve ev hayatınızın çakıştığını hissediyorsunuz? Bu miktar rahatsız edici mi?

14 Evdeki rolünüzle profesyonel rolünüzün zihinsel olarak çakıştığını söyleyebilir misiniz, yoksa bu iki rol birbirinden ayrı mı? (Çalışırken profesyonel rolünüzün baskın olması gerekirken evdeki rolünüz her ne ise onun baskın olması, o role uygun düşünüp davranmak gibi)

15 İş ve ev hayatınızdaki çakışmayı azaltmak için yapmayı bıraktığınız veya yapmaya başladığınız aktiviteler oldu mu? Olduysa bunlar nelerdir?

16 Kendinizi evden çalışmaya mental olarak hazırlamak için yaptığınız aktiviteler var mı? (egzersiz yapmak, giyinmek, meditasyon yapmak gibi)

Kişisel Sorular

Yaş

Cinsiyet

Medeni Hal

Akademik Durum

Ev Tipi

Ev Sahiplik Durumu

Çalışma Alanı Türü

APPENDIX C. CODEBOOKS GENERATED FOR INTER-RATER RELIABILITY

CODEBOOK OF CODER 1

PARTICIPANT 1	THEME	CODE
	Spatial Boundaries	moving out
		changing the workroom
		interception of home-work responsibilities
		exclusive workroom preference
		ease of accessibility to tools
		desire for being in a nook
		desired close rooms: bathroom and kitchen
		desired distant room: entrance
	close to the window	
Temporal Boundaries	changeable program	
	feeling of all-day work	
	work-home conflict	
Psychological Boundaries	not feeling herself in the professional role	
	dressing	
	meditation	
	exercise	

PARTICIPANT 4	THEME	CODE
	Spatial Boundaries	exclusive workroom preference
		desired close rooms: bathroom and kitchen
		desired distant room: entrance and iving room
		close to the window
	Temporal Boundaries	customizing the program
	Psychological Boundaries	no mixing of roles
dressing		

PARTICIPANT 5	THEME	CODE
	Spatial Boundaries	a majority within a minority
		a real workroom that looks like a workplace
		big work table
		existence of books
		soft lighting
		not prefer to have visual access to other rooms
		centrally located in the home
		ideal workroom in terms of spatial size
	desired distant rooms: rooms with noise	
	Temporal Boundaries	changeable program
		feeling of all-day work
	Psychological Boundaries	various spaces have a good impact on psychology
importance of the time spent in the way to work		
feeling of working harder and more compared to office		

PARTICIPANT 7	THEME	CODE
	Spatial Boundaries	making bedroom a workplace
		isolation and silence
		conflict related to meeting basic needs, responsibilities etc.
		ergonomic quality of sitting unit
		big table
		desired close rooms: bathroom
		desired distant room: living room
		close to the door
		spaciousness
		getting sufficient daylight
	positioning the wall as the background	
	Temporal Boundaries	changeable program
		adapting the working times
	Psychological Boundaries	chaos environment
removing the plants in the home since there is no energy to give them		
practicing yoga		
make up		
having a coffe before starting		

PARTICIPANT 14	THEME	CODE
	Spatial Boundaries	transforming a childhood room into an adult room
		different activities in the same room cause conflict
		using ironing table while working to be able to adjust the height
		two different working settings in one workroom
		request for a separate study room in order to separate the activities
		desired close rooms: kitchen
		desired distant room: living room
	Temporal Boundaries	changeable program
		academy is a place where boundaries are hard to set
		make the evenings leisure/spare time
	Psychological Boundaries	carrying a constant to-do list in mind
		separating the two different roles mentally
		meeting with friends
		dressing
having a breakfast		

PARTICIPANT 15	THEME	CODE
	Spatial Boundaries	working with two tables with an L shape
		different activities in the same room cause conflict
		isolation
		placing the table in front of the window
		daylight
		eliminating existing lighting fixture cause it shades into the task, using table lamp instead
		adding footrest (protecting from cold besides the ergonomic reasons)
		big screen computer
		existence of a bed in the working space and being inclined to lay down or sleep
		desired close rooms: kitchen and bathroom
		desired distant room: bedroom
	Temporal Boundaries	changeable program
		planning
		making time assignment for tasks
	Psychological Boundaries	feeling of living in the workplace
		home stimuli evoking home activities and causing distraction
		setting "artificial boundaires" to ease the transition between roles and activities
		change of environment increases efficiency
		taking a walk
		going to the gym
learning to play a musical instrument		

	REPRESENTS AGREEMENTS
	REPRESENTS DISAGREEMENTS

TOTAL NUMBER OF CODES	91
AGREEMENTS	86
DISAGREEMENTS	5

CODEBOOK OF CODER 2

PARTICIPANT 1	THEME	CODE
	Spatial Boundaries	moving out
		changing the workroom
		the household is informed
		exclusive workroom preference
		ease of accessibility to tools
		not prefer to have visual access to other rooms
		poor sound isolation
		desired close rooms: bathroom and kitchen
		desired distant room: entrance
		close to the window
	Temporal Boundaries	changeable program
		customizing the program
		feeling of all-day work
		work-home conflict
		having trouble making time for me-time
	Psychological Boundaries	mixing of roles
		stepping away from the professional role
		dressing
		meditation
exercise		

PARTICIPANT 4	THEME	CODE
	Spatial Boundaries	exclusive workroom preference
		not prefer to have visual access to other rooms
		desired close rooms: bathroom and kitchen
		desired distant room: entrance and iving room
		close to the window
	Temporal Boundaries	changeable program
		customizing the program
	Psychological Boundaries	no mixing of roles
		dressing

PARTICIPANT 5	THEME	CODE
	Spatial Boundaries	a majority within a minority?
		a real workroom that looks like a workplace
		big work table
		existence of books
		soft lighting
		not prefer to have visual access to other rooms
		centrally located in the home
		ideal workroom in terms of spatial size
		desired distant rooms: rooms with noise
	Temporal Boundaries	changeable program
		not regarding home as a place to work
	Psychological Boundaries	various spaces have a good impact on psychology
		feeling of working harder and more compared to office
		importance of the time spent in the way to work
working motivation		

PARTICIPANT 7	THEME	CODE
	Spatial Boundaries	making bedroom a workplace
		isolation and silence
		ergonomic quality of sitting unit
		big table
		being liable to physical conditions
		desired close rooms: bathroom
		desired distant room: living room
		close to the door
		spaciousness
		getting sufficient daylight
	positioning the wall as the background	
	Temporal Boundaries	changeable program
		working while family members are sleeping
	Psychological Boundaries	chaos environment
		removing the plants in the home since there is no energy to give them
		practicing yoga
		make up
having a coffe before starting		

PARTICIPANT 14	THEME	CODE
	Spatial Boundaries	transforming a childhood room into an adult room
		different activities in the same room cause conflict
		using ironing table while working to be able to adjust the height
		two different working settings in one workroom
		desired close rooms: kitchen
	desired distant room: living room	
	Temporal Boundaries	changeable program
		make the evenings leisure/spare time
	Psychological Boundaries	carrying a constant to-do list in your mind
		separating the two different roles mentally
		meeting with friends
dressing		
having a breakfast		

PARTICIPANT 15	THEME	CODE
	Spatial Boundaries	working with two tables with an L shape
		different activities in the same room cause conflict
		isolation
		placing the table in front of the window
		daylight
		eliminating existing lighting fixture cause it shades into the task, using table lamp instead
		adding footrest (protecting from cold besides the ergonomic reasons)
		big screen computer
		noise-preventive earphone
		existence of a bed in the working space and being inclined to lay down or sleep
		desired close rooms: kitchen and bathroom
		desired distant room: bedroom
	Temporal Boundaries	changeable program
		planning
		making time assignment for tasks
	Psychological Boundaries	feeling of living in the workplace
		home stimuli evoking home activities and causing distraction
		setting "artificial boundaires" to ease the transition between roles and activities
		change of environment increases efficiency
		taking a walk
going to the gym		
learning to play a musical instrument		

	REPRESENTS AGREEMENTS
	REPRESENTS DISAGREEMENTS

TOTAL NUMBER OF CODES	97
AGREEMENTS	88
DISAGREEMENTS	9