

# Review of: "Redefining Office Interactions for a Thriving Work Culture"

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**Potential competing interests:** No potential competing interests to declare.

## Review of the Manuscript: "Redefining Office Interactions for a Thriving Work Culture"

**Title and Abstract:** The title is clear and appropriately reflects the manuscript's content, focusing on the redesign of office interactions to enhance work culture. The abstract provides a comprehensive summary of the study's objectives, methodology, and findings. It effectively highlights the importance of co-designing meaningful face-to-face encounters in a hybrid work environment to foster employee engagement and well-being. However, the abstract could benefit from a more concise presentation of the key results and implications to enhance its impact.

**Introduction:** The introduction sets a strong context by addressing the shift towards hybrid work models post-pandemic and the necessity of redesigning office interactions. The literature review is thorough and well-integrated, identifying gaps and opportunities in existing research. The introduction effectively outlines the research question and the study's contribution to the field. Including a brief overview of the study's structure at the end of the introduction could improve its flow.

**Literature Review:** The literature review is well-organized and comprehensive, covering various aspects of employee socialization, hybrid work models, and co-design methodologies. The integration of theoretical frameworks with practical insights is commendable. To improve readability, consider summarizing key points more succinctly and reducing redundancy.

**Methodology:** The methodology section is detailed and methodologically sound. The use of qualitative methods, including in-depth interviews, observations, and co-design sessions, is appropriate for exploring the research question. The choice of an aerospace engineering company as a case study is justified, and the explanation of the double diamond human-centered design approach is clear. However, more information on the selection criteria for participants and the steps taken to ensure the reliability and validity of the data could enhance transparency.

**Results:** The results are presented systematically, with clear categorization of findings related to employee expectations and the socialization process. The use of tables to summarize the data aids in understanding. The findings align with the study's objectives, confirming the importance of co-designing socialization practices in the office space. Including direct quotes from participants would add depth to the qualitative analysis.

**Discussion:** The discussion effectively interprets the findings, linking them back to the literature and theoretical frameworks. The proposed conceptual framework for co-designing employee experience is a significant contribution. The

discussion could be strengthened by addressing potential limitations of the study and suggesting areas for future research more explicitly.

**Conclusion:** The conclusion succinctly summarizes the key findings and their implications for theory and practice. It highlights the practical contributions of the study and provides actionable recommendations for organizations. Including a brief discussion on the broader implications of the study for different industries and organizational contexts could enhance its relevance.

**Overall Assessment:** The manuscript provides valuable insights into the redesign of office interactions to foster a thriving work culture in hybrid work environments. The integration of theory and practice, along with a robust methodological approach, makes this study a noteworthy contribution to the field. Addressing the minor suggestions mentioned above would further strengthen the manuscript and enhance its clarity and impact.

**Recommendation:** Accept with minor revisions.