

# Antecedents of QWL in Coworking Spaces and their Influence on Well-Being

Mufeeda Sulfath AP\*

Ph.D (Full Time Research Scholar), PG and Research Department of Commerce, Jamal Mohamed College (Autonomous), Affiliated to Bharathidasan University, Trichy-620020, Tamil Nadu, India.

K. Halimunnisa

Assistant Professor, PG and Research Department of Commerce, Jamal Mohamed College, (Autonomous), Affiliated to Bharathidasan University, Trichy-620020, Tamil Nadu, India.

\*Corresponding Author Email: mufeedashabeer1998@gmail.com

**Abstract:** *Coworking spaces represent modern workplaces that bring together individuals from diverse fields and knowledge bases to offer a progressive and collaborative work environment. This study explores the various properties of coworking spaces that enhance the quality of work life and examines how these factors contribute to the well-being of their occupants. Data collected from 260 coworking space users were analysed using PLS-SEM, and the outcomes confirming that the proposed indicators contribute to creating a better work environment for occupants. Furthermore, Quality of Work Life was found to be a pathway between these factors and the well-being of users, while social capital had a more significant direct effect than indirect.*

**Keywords:** Coworking spaces, Quality of work life, Social Capital, Well-being, Workplace culture, Workplace environment, Work flexibility.

## INTRODUCTION

In recent years, coworking spaces have emerged as a modern substitute for conventional offices and work-from-home arrangements, offering flexible, collaborative, and innovative work environments (Mariotti & Akhavan, 2020; Suckley & Orel, 2024). These spaces provide not only physical infrastructure, such as ergonomic workstations, high-speed Internet, and meeting rooms, but also social and psychological benefits, including networking opportunities, community support, and enhanced work autonomy (R. Bouncken et al., 2020; R. B. Bouncken & Reuschl, 2018).

QWL encompasses multiple dimensions, including working conditions, work-life balance, opportunities for growth, job characteristics, workplace culture, and social integration (Srivastava & Kanpur, 2014). Coworking spaces have the potential to significantly impact users' well-being. While coworking spaces have gained attention as progressive work environments, little is known about how their unique characteristics influence QWL and, in turn, the well-being of users. Understanding these relationships is critical for both managers of coworking spaces and organizations leveraging these spaces for their employees. Specifically, the study aims to identify the antecedents of QWL in coworking spaces including Workplace environment, Technology & infrastructure, Work flexibility, social capital and Workplace culture, and investigate how these factors create a better work life and how these effects mediate the relationship between workplace characteristics and occupants' well-being.

## REVIEW OF LITERATURE

As research continues to highlight the importance of supportive and engaging work environments, understanding how coworking spaces influence QWL is essential. QWL reflects how individuals experience their work conditions, work-life balance, opportunities for growth, and overall satisfaction within their workspace

**Workplace environment:** A healthy and supportive work environment is essential for reducing employee stress and helping them balance work and personal life, as the physical dimensions pave way to quality work life, coworking spaces plays an inevitable role as they are ideal for making their occupants comfortable by its specially designed structure and ergonomic (Bueno et al., 2018; Dell'Aversana & Miglioretti, 2025; Howell, 2022; Suckley & Orel, 2024)

**Technology and infrastructure:** Emerging technologies can improve worker evaluation and enhance the quality of

work life. The synergy between thoughtfully designed physical spaces, reliable technological infrastructure, and community-oriented features makes coworking spaces uniquely capable of supporting both professional performance and personal well-being, highlighting their growing relevance in modern work culture (Saraji & Dargahi, 2006).

**Work flexibility:** Flexible working settings, adjustable schedules, remote work options, and adaptable workloads play a crucial role in enhancing employees' QWL by allowing them to better balance professional responsibilities with personal and family commitments, reduce stress, increase job satisfaction, and ultimately improve overall well-being and productivity within the organisation (Ariffin et al., 2016; Howell, 2022).

**Social capital:** Strong social capital, including supportive relationships, trust, and collaboration among coworkers, enhances employees' quality of work life, which in turn leads to greater overall satisfaction and well-being, highlighting the importance of fostering positive workplace relationships and effective HR practices, especially in collectivistic cultures (Rashid & Amin, 2024; Mazandarani 2014).

**Workplace culture:** When employees experience a strong sense of belonging and identity, they feel more valued and connected to their workplace, enhancing satisfaction and engagement (Ashforth & Mael, 1989; Edmondson, 1999).

**QWL:** QWL is strongly impacted by organizational culture, relationships, resources, autonomy, job satisfaction, and job security. Improving these elements can enhance worker well-being and productivity, offering valuable guidance for policymakers seeking sustainable industrial development (Gazi et al., 2024; Soundarya Priya & Anandh, 2024)

**Well-being:** Dewangan and Goswami (2025) demonstrated that QWL sets off a "ripple effect", improving psychological well-being, reducing organizational role stress, and ultimately fostering positive behaviours, highlighting the deep psychological pathways through which QWL influences personal and work-related outcomes.

Translating these insights into the coworking space (CWS) context, the relationship between QWL and well-being becomes even more pronounced because coworking environments are designed around autonomy, flexibility, social connections, and user empowerment. As CWSs blend physical comfort, social capital, community support, and flexible work arrangements, they create conditions that surpass those in traditional workplaces.

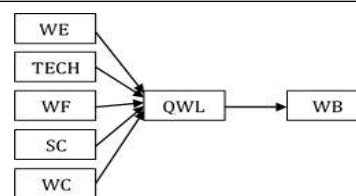
## RESEARCH METHODOLOGY:

A quantitative research design was used to explore the predictors of QWL in coworking space environments. The data required for the study were gathered through a structured questionnaire through purposive sampling from 260 coworking space users who have been using the coworking space for a minimum of 2 years. The sample size was confirmed based on the rule that the number of respondents should be ten times the total number of items in the study, which consisted of 26 items (Hair et al., 2016).

## ANALYSIS AND DISCUSSION:

### Partial Least Squares–Structural Equation

Modelling (PLS-SEM) was used to analyze both the outer and inner models of the study

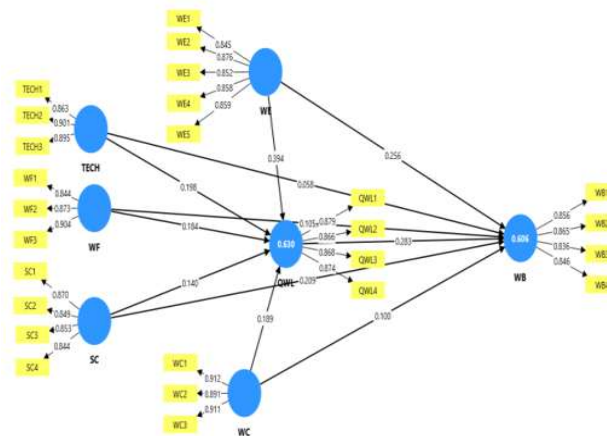


**Figure 1: Conceptual Model**

Source: Author's Illustration

Figure 1 illustrates the framework of the study, presenting five key constructs—workplace environment (WE), technology and infrastructure (TECH), work flexibility (WF), social capital (SC), and workplace culture (WC)—as the primary predictors of quality of work life (QWL). The model proposes that each of these factors plays a vital role in enhancing employees' overall work-life experience. Furthermore, the model positions QWL as a central mediator that directly influences the overall well-being (WB) of occupants, highlighting how improvements in workplace conditions ultimately translate into enhanced personal and professional well-being of the occupants.

## MEASUREMENT MODEL ANALYSIS:



**Figure 2: Measurement Model**

Source: Smart PLS 4

**Confirmatory Factor Analysis:** The psychometric soundness of the measurement scale was rigorously established through a series of confirmatory factor analysis (CFA) procedures.

**Table 1: Construct Reliability and Validity**

|             | Cronbach's alpha | rho_a | rho_c | AVE   |
|-------------|------------------|-------|-------|-------|
| <b>QWL</b>  | 0.895            | 0.895 | 0.927 | 0.76  |
| <b>SC</b>   | 0.876            | 0.876 | 0.915 | 0.729 |
| <b>TECH</b> | 0.864            | 0.87  | 0.917 | 0.785 |
| <b>WB</b>   | 0.873            | 0.875 | 0.913 | 0.724 |
| <b>WC</b>   | 0.889            | 0.889 | 0.931 | 0.818 |
| <b>WE</b>   | 0.91             | 0.911 | 0.933 | 0.736 |
| <b>WF</b>   | 0.846            | 0.865 | 0.906 | 0.764 |

Source: Smart PLS 4

Figure 2 demonstrates that the factor loadings of all the items across all constructs are over and above the threshold of 0.70, which refers to evidence of strong item-level reliability in the measurement model. Table 1 summarises

the reliability and validity constraints of the study. The Cronbach's alpha of each construct was above the threshold of 0.70, which explains the internal consistency of the scale. As all alpha values were above 0.80, the data had high internal consistency, and the items within each construct reliably measured the same underlying concept. All the AVE values were well above 0.50, demonstrating that each construct explained a high proportion of the variance in its indicators, confirming strong convergent validity.

### Discriminant Validity

Table 2: HTMT Matrix

|      | QWL   | SC    | TECH  | WB    | WC    | WE    | WF |
|------|-------|-------|-------|-------|-------|-------|----|
| QWL  |       |       |       |       |       |       |    |
| SC   | 0.581 |       |       |       |       |       |    |
| TECH | 0.516 | 0.321 |       |       |       |       |    |
| WB   | 0.791 | 0.643 | 0.431 |       |       |       |    |
| WC   | 0.584 | 0.438 | 0.257 | 0.553 |       |       |    |
| WE   | 0.764 | 0.484 | 0.377 | 0.73  | 0.495 |       |    |
| WF   | 0.6   | 0.472 | 0.27  | 0.576 | 0.361 | 0.519 |    |

Source: Smart PLS 4

The HTMT analysis (Table 2) establishes discriminant validity for all constructs, as all the correlation values across the items are below 0.85, confirming that every variable is conceptually different from the others.

Table 3: Fornell & Larcker criterion

|      | QWL   | SC    | TECH  | WB    | WC   | WE   | WF    |
|------|-------|-------|-------|-------|------|------|-------|
| QWL  | 0.872 |       |       |       |      |      |       |
| SC   | 0.515 | 0.854 |       |       |      |      |       |
| TECH | 0.456 | 0.282 | 0.886 |       |      |      |       |
| WB   | 0.701 | 0.563 | 0.379 | 0.851 |      |      |       |
| WC   | 0.521 | 0.387 | 0.224 | 0.489 | 0.91 |      |       |
| WE   | 0.69  | 0.432 | 0.337 | 0.653 | 0.45 | 0.86 |       |
| WF   | 0.53  | 0.409 | 0.234 | 0.503 | 0.32 | 0.46 | 0.874 |

Source: Smart PLS 4

The measurement model met the Fornell-Larcker criterion, complementing other validity checks such as HTMT and AVE. All the diagonal values (square root of AVE) are higher than the off-diagonal values (inter-construct correlations), indicating that each construct shares more variance with its indicators than with other constructs, thereby confirming strong discriminant validity.

### STRUCTURAL MODEL ANALYSIS:

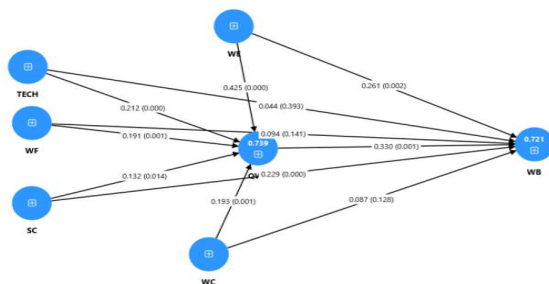


Figure 3: Structural Model

Source: Smart PLS 4

Figure 3 illustrates the inner or structural model of the study. The model depicts the proposed relationships between WE, TECH, WF, SC, WC, and QWL. QWL is also incorporated as a mediating variable in the path to well-being. For a deeper understanding of mediation, the direct relationship between each predictor and well-being is also included.

### HYPOTHESIS TESTING:

Table 6: Structural Model Results

| Hypothesis      | Path        | $\beta$ | T statistics | P-Value | Result   |
|-----------------|-------------|---------|--------------|---------|----------|
| H <sub>1</sub>  | WE→QWL      | 0.425   | 7.491        | 0       | Accepted |
| H <sub>2</sub>  | TECH→QWL    | 0.212   | 4.115        | 0       | Accepted |
| H <sub>3</sub>  | SC→QWL      | 0.132   | 2.462        | 0.014   | Accepted |
| H <sub>4</sub>  | WF→QWL      | 0.191   | 3.226        | 0.001   | Accepted |
| H <sub>5</sub>  | WC→QWL      | 0.193   | 3.277        | 0.001   | Accepted |
| H <sub>6</sub>  | QWL→WB      | 0.33    | 3.25         | 0.001   | Accepted |
| H <sub>7</sub>  | WE→WB       | 0.261   | 3.143        | 0.002   | Accepted |
| H <sub>8</sub>  | TECH→WB     | 0.045   | 0.853        | 0.393   | Rejected |
| H <sub>9</sub>  | SC→WB       | 0.229   | 3.529        | 0       | Accepted |
| H <sub>10</sub> | WF→WB       | 0.094   | 1.471        | 0.141   | Rejected |
| H <sub>11</sub> | WC→WB       | 0.087   | 1.523        | 0.128   | Rejected |
| H <sub>12</sub> | WE→QWL→WB   | 0.14    | 2.851        | 0.004   | Accepted |
| H <sub>13</sub> | TECH→QWL→WB | 0.07    | 2.611        | 0.009   | Accepted |
| H <sub>14</sub> | SC→QWL→WB   | 0.044   | 1.957        | 0.05    | Rejected |
| H <sub>15</sub> | WF→QWL→WB   | 0.063   | 2.233        | 0.026   | Accepted |
| H <sub>16</sub> | WC→QWL→WB   | 0.064   | 2.137        | 0.033   | Accepted |

Source: Smart PLS 4

Table 6 presents the statistical significance of all proposed hypotheses.

**H<sub>1</sub>: WE → QWL ( $\beta = 0.425$ ,  $t=7.491$ ,  $p = 0.000$ )** is significant, as the p-value is less than 0.05. The work Environment (WE) demonstrates a strong, positive, and statistically significant influence on Quality of Work Life (QWL), indicating that the physical and psychological conditions of the workplace play a crucial role in shaping employees' overall work-life experience.

**H<sub>2</sub>: TECH → QWL ( $\beta = 0.212$ ,  $t=4.115$ ,  $p = 0.000$ )**, Technology (TECH) shows a moderate, positive, and statistically significant effect on Quality of Work Life (QWL), indicating that the availability and effective use of digital tools meaningfully enhance employees' work experience. Reliable access to high-speed Internet, modern hardware, and user-friendly software systems enables employees to perform tasks more efficiently and accurately.

**H<sub>3</sub>: SC → QWL ( $\beta = 0.132$ ,  $t=2.462$ ,  $p = 0.014$ )**, Social Capital (SC) has a positive and statistically significant impact on Work Life within coworking spaces, although the magnitude of the effect is relatively modest. This suggests that coworking environments characterised by collaborative interactions, mutual respect among diverse professionals, informal networking, and open knowledge sharing contribute meaningfully to members' perceptions of work-life quality.

**H<sub>4</sub>: WF → QWL ( $\beta = 0.191$ ,  $t = 3.226$ ,  $p = 0.001$ )**, Work Flexibility (WF) demonstrates a significant positive effect on Quality of Work Life in coworking spaces, indicating that the flexible nature of these shared work environments, incorporating flexible membership plans, and the freedom to choose work hours and workspace locations enable professionals to better integrate their work and personal lives. This flexibility enhances individuals' sense of control, lowers stress, and improves their overall work experience, thereby strengthening their perceived quality of work life.

**H<sub>5</sub>: WC → QWL ( $\beta = 0.193$ ,  $t = 3.277$ ,  $p = 0.001$ )** Work culture (WC) has a positive and statistically significant influence on the Quality of Work Life in coworking spaces. A collaborative and inclusive culture in coworking environments encourages interaction, knowledge sharing, and mutual support among members of the group. Community-building activities and shared norms help professionals feel a sense of belonging and psychological comfort.

**H<sub>6</sub>: QWL → WB ( $\beta = 0.330$ ,  $t = 3.250$ ,  $p = 0.001$ )** QWL has a strong and statistically significant impact on Well-Being (WB), demonstrating that employees who experience a high quality of work life are more likely to report **better mental health, emotional stability, job satisfaction, and overall life balance**.

**H<sub>7</sub>: WE → WB ( $\beta = 0.261$ ,  $t = 3.143$ ,  $p = 0.002$ )** Work Environment shows a direct, positive and significant effect on Well-Being in coworking spaces, indicating that well-designed shared work areas, comfortable seating, adequate lighting, ventilation, and noise control directly enhance members' mental and emotional health. Together, these features of the coworking environment create a healthier and more positive daily work experience for the users.

**H<sub>8</sub>: TECH → WB ( $\beta = 0.045$ ,  $t = 0.853$ ,  $p = 0.393$ )** Technology does not have a statistically significant direct effect on well-being. This suggests that while technological tools may improve efficiency and task performance, they do not automatically improve well-being.

**H<sub>9</sub>: SC → WB ( $\beta = 0.229$ ,  $t = 3.529$ ,  $p = 0.000$ )** Social capital (SC) has a strong, positive, and statistically significant effect on well-being in coworking spaces. This indicates that trust-based relationships, peer networking, and a sense of community among members contribute directly to psychological and emotional wellbeing. Informal interactions, knowledge sharing, and collaborative opportunities reduce feelings of isolation and enhance social belongingness.

**H<sub>10</sub>: WF → WB ( $\beta = 0.094$ ,  $t = 1.471$ ,  $p = 0.141$ )** Work Flexibility does not have a significant direct impact on well-being. This indicates that flexibility alone may not be sufficient to enhance well-being unless it is effectively managed or supported by other organizational resources. In some cases, flexibility can blur work-life boundaries, potentially increasing stress rather than reducing it.

**H<sub>11</sub>: WC → WB ( $\beta = 0.087$ ,  $t = 1.523$ ,  $p = 0.128$ )** Work Culture (WC) does not have a statistically significant direct effect on Well-Being within coworking spaces. This suggests that although a positive and collaborative culture may improve the overall experience of members, it does not directly translate into measurable improvements in psychological well-being.

## MEDIATION ANALYSIS:

**Table 7: Path Analysis**

| Path        | Direct effect | P value | Indirect effect | P value | Total effect | P Value | VAF  |
|-------------|---------------|---------|-----------------|---------|--------------|---------|------|
| WE→QWL→WB   | 0.261         | 0.002   | 0.14            | 0.004   | 0.401        | 0.04    | 0.35 |
| TECH→QWL→WB | 0.045         | 0.393   | 0.07            | 0.009   | 0.114        | 0       | 0.61 |
| SC→QWL→WB   | 0.229         | 0       | 0.044           | 0.05    | 0.273        | 0       | 0.16 |
| WF→QWL→WB   | 0.094         | 0.141   | 0.063           | 0.026   | 0.157        | 0.01    | 0.4  |
| WC→QWL→WB   | 0.087         | 0.128   | 0.064           | 0.033   | 0.15         | 0.01    | 0.43 |

*Source: Author's illustration based on Smart PLS 4 Output*

Table 7 demonstrates the mediation effect of QWL across the proposed antecedents, which enhance employee work experience and further translate into the overall well-being of the occupants. As discussed in the above sections, all the proposed constructs (WE, TECH, SC, WF, and WC) have an impact on creating a quality work life for the occupants. The results further confirm that when employees enjoy a high-quality work-life experience, this positive state translates into improved overall well-being of employees.

**H<sub>12</sub>: WE → QWL → WB ( $\beta = 0.140$ ,  $t = 2.851$ ,  $p = 0.004$ )**, Quality of Work Life significantly mediates the relationship between Work Environment and Well-Being in coworking spaces, indicating that improvements in the shared work environment enhance members' well-being primarily by first improving their perceptions of their work life experience. WE directly affect WB, and the indirect effect is also significant; 35% (VAF= 0.35) of the total effect of WE on WB is explained through QWL.

**H<sub>13</sub>: TECH → QWL → WB ( $\beta = 0.070$ ,  $t = 2.611$ ,  $p = 0.009$ )**

Technology has a significant indirect effect on Well-Being through Quality of Work Life in coworking spaces, indicating that digital infrastructure contributes to members' well-being only when it enhances their overall work experience. However, the direct effect of technology on well-being was not statistically significant ( $p = 0.393$ ). In the total effect, the majority (61%) was contributed through the mediation of QWL.

**H<sub>14</sub>: SC → QWL → WB ( $\beta = 0.044$ ,  $t = 1.957$ ,  $p = 0.050$ )**, The mediating effect of QWL in the relationship between Social Capital and Well-Being is weak and statistically marginal. This suggests that a socially well-structured climate can directly influence well-being in coworking spaces, as they underpin the idea of social networking, collaboration, and networking. The indirect effect was only 16%; therefore, we could not conclude a significant impact of mediation through QWL.

**H<sub>15</sub>: WF → QWL → WB ( $\beta = 0.063$ ,  $t = 2.233$ ,  $p = 0.026$ )**, QWL significantly mediates the path from Work Flexibility to Well-Being, indicating that flexible work

arrangements enhance well-being indirectly by improving employees' experiences of work-life balance and satisfaction. The direct relationship is not significant ( $p=0.141$ ), indicating that merely experiencing a flexible work environment does not induce well-being. Social capital was translated as well-being by 40% of the total effect through QWL.

**H<sub>6</sub>: WC → QWL → WB ( $\beta = 0.064$ ,  $t = 2.137$ ,  $p = 0.033$ )**, work culture in coworking spaces has a significant indirect effect on members' well-being through QWL, while its direct effect on well-being is not statistically significant ( $p=0.128$ ). This indicates that cultural elements such as collaboration, inclusivity, community engagement, and shared norms do not directly influence well-being but instead enhance members' work-life experience. QWL serves as a key mechanism through which coworking work culture shapes overall well-being than directly influencing (VAF=0.43)

## DISCUSSION:

The findings of this study show that a comfortable work environment, reliable technology, a supportive social atmosphere, flexible work options, and a positive work culture all help create a better Quality of Work Life (QWL) for users. Interestingly, technology, flexibility, and work culture did not directly improve well-being; however, they did so indirectly by first improving people's everyday work experiences. A unique observation was that social capital did not improve well-being through QWL, suggesting that relationships and networks in coworking spaces may influence well-being more through direct emotional and social support than through work-life perceptions.

## CONCLUSION:

This study concludes that coworking spaces are much more than shared offices; they are environments that can significantly shape people's work lives and their personal well-being. If employees experience better work quality, they feel emotionally balanced, satisfied, and healthy. Although not all coworking features directly influence well-being, they become powerful when they improve daily work experiences. Overall, the study highlights that thoughtful design and management of coworking spaces can make a meaningful difference in the lives of professionals.

## REFERENCES

- Ariffin, D. N., Abdullah Bandar, N. F., Sabil, S., Jayos, S., Amaran, M. A., & Hamdan, R. (2016). The Relationship between Flexible Working Arrangements and Quality of Work Life among Academicians. *Journal of Cognitive Sciences and Human Development*, 1(2), 46–55. <https://doi.org/10.33736/jcshd.197.2016>
- Ashforth, B. E., & Mael, F. (1989). Social identity theory and the organization. *Academy of Management Review*, 14(1), 20–39. <https://doi.org/10.2307/258189>
- Bouncken, R. B., & Reuschl, A. J. (2018). Coworking spaces: How the sharing economy shapes new work trends. *Review of Managerial Science*, 12(1), 317–334. January 2018. [10.1007/s11846-016-0215-y](https://doi.org/10.1007/s11846-016-0215-y)
- Bouncken, R., Ratzmann, M., Barwinski, R., & Kraus, S. (2020). Coworking spaces as empowerment for innovation. *Journal of Business Research*, 114, 102–110. <https://doi.org/10.1016/j.jbusres.2020.03.033>
- Bueno, S., Rodríguez-Baltanás, G., & Gallego, M. D. (2018). Coworking spaces: A new way of achieving productivity. *Journal of Facilities Management*, 16(4), 452–466. <https://doi.org/10.1108/JFM-01-2018-0006>
- Dell'Aversana, G., & Miglioretti, M. (2025). Coworking spaces for remote workers. *Review of Managerial Science*, 19(4), 1131–1160. <https://doi.org/10.1007/s11846-024-00787-5>
- Dewangan, R. L., & Goswami, T. (2025). Organizational role stress, QWL and psychological well-being. *BMC Psychology*, 13(1), 538. [10.1186/s40359-025-02883-x](https://doi.org/10.1186/s40359-025-02883-x)
- Edmondson, A. (1999). Psychological safety and learning behavior. *Administrative Science Quarterly*, 44(2), 350–383. <https://doi.org/10.2307/2666999>
- Gazi, Md. A. I., Al Masud, A., Yusof, M. F., et al. (2024). Factors affecting QWL for industrial labour force. *BMC Psychology*, 12(1), 589. <https://doi.org/10.1186/s40359-024-02073-1>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2016). *A primer on PLS-SEM* (2nd ed.). SAGE.
- Howell, T. (2022). Coworking spaces: Overview and research agenda. *Research Policy*, 51(2), 104447. <https://doi.org/10.1016/j.respol.2021.104447>
- Mariotti, I., & Akhavan, M. (2020). Exploring proximities in coworking spaces. *European Spatial Research and Policy*, 27(1), 37–52. <https://doi.org/10.18778/1231-1952.27.1.02>
- Rashid, I., & Amin, F. (2024). QWL as mediator between social capital and life satisfaction. *AGJSR*, 42(4), 1700–1715. <https://doi.org/10.1108/AGJSR-07-2023-0350>
- Robelski, S., Keller, H., Harth, V., & Mache, S. (2019). Coworking spaces: The better home office? *IJERPH*, 16(13), 2379. <https://doi.org/10.3390/ijerph16132379>
- Saraji, G. N., & Dargahi, H. (2006). *Study of Quality of Work Life (QWL)*. 35(4).
- Soundarya Priya, M. G., & Anandh, K. S. (2024). Exploring the Determinants of Quality of Work Life in the Construction Industry: A Quantitative Approach, 14(6), 1607. <https://doi.org/10.3390/buildings14061607>
- Srivastava, S. (2014). A Study On Quality Of Work Life. *IOSR Journal of Business and Management*, 16(3), 54–59. <https://doi.org/10.9790/487X-16315459>
- Suckley, L., & Orel, M. (2024). Adjusting and re-adjusting: Learnings from coworking. *Journal of Workplace Learning*, 36(2), 146–163. <https://doi.org/10.1108/JWL-11-2022-0162>
- Tønnessen, Ø. (2022). Employee creativity in coworking spaces. *European Journal of Workplace Innovation*, 7(1), 53–83. <https://doi.org/10.46364/ejwi.v7i1.891>