

“Project of office redesign in international company and its connection with employee satisfaction.”

MASTER’S THESIS

Abstract: The main goal of this thesis is to prepare a project plan and provide the company with up-to-date information for effective management of employee satisfaction based on the working environment, especially in case the company considers to redesign the office or introduce modern working conditions.

The author will take into account both the theoretical aspects of the work environment and its interconnection with employee satisfaction, as well as the practical aspects of the upcoming office redesign project in an international company.

The theoretical part of this work will focus especially on the interconnection of technical, economical and managerial aspects of project management, as well as the effective influence of employee satisfaction and company performance through improving the workspace environment.

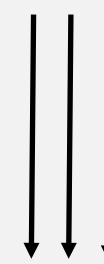
A major focus of the practical part of the thesis is an analysis and evaluation of the office redesign project in the engineering company X in the form of a case study.

Based on this investigation and analysis, a project plan outlining the project management of office redesign, its connection with employee satisfaction, and tips and recommendations for businesses will be created.

This project plan will be useful for the coming project in the engineering company X and other companies willing to redesign their office. It will drive employee engagement and improve the office environment.

An online questionnaire form and personal interviews have been conducted to gain valuable insight from selected companies.

From the current office



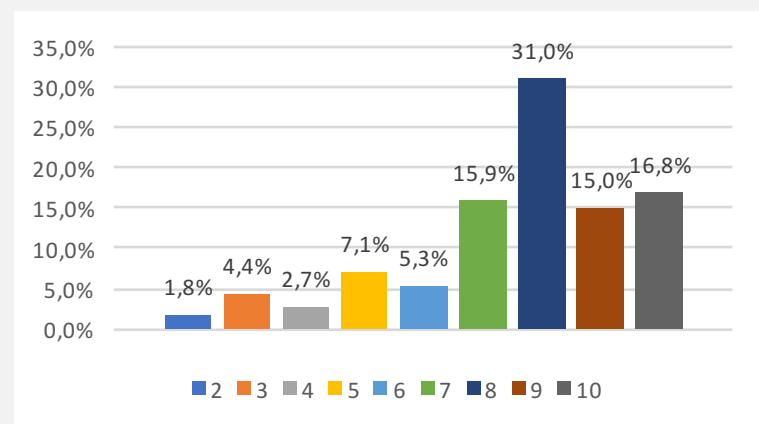
- Work Breakdown Structure
- Action plan (Gantt chart)
- Time plan schedule
- Estimated budget
- Risk analysis

Project plan



To the modern working environment

Connection between working environment and overall work satisfaction (1 - no effect, 10 – high effect)



90%

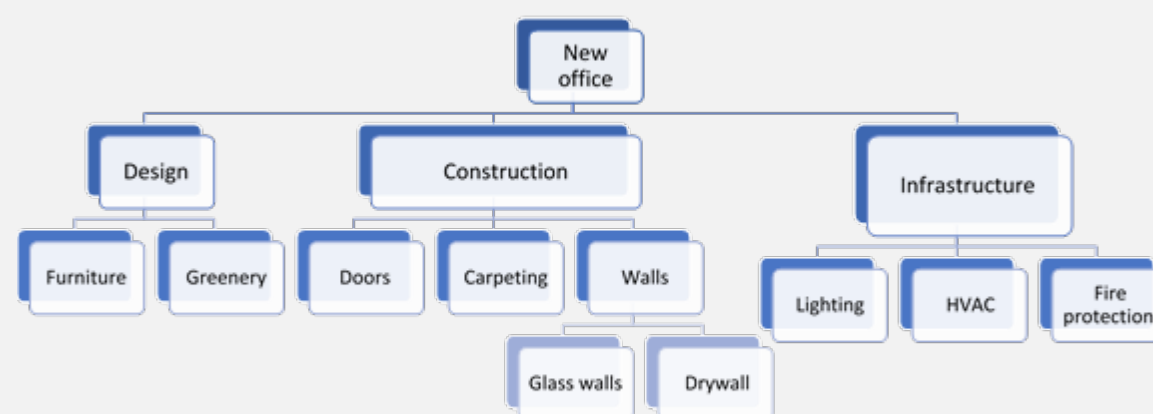
Of respondents think that working environment is an important element that could increase their overall work satisfaction

How to achieve the goal?

Now - August 2021

5 219 000 CZK in total cost

planning
design
demolition
procurement
testing
cleaning up



Work Breakdown Structure for the new office

To meet employees needs and follow with modern business trends, it is critical to have a well-prepared project plan, which is a necessary step before starting any project.

Office redesign checklist

- ✓ The project manager is selected
- ✓ Stakeholders and their responsibilities are clearly defined
- ✓ Current working environment is analyzed
- ✓ Needs and preferences for the future office are received
- ✓ The project goals are defined
- ✓ The estimating budget is calculated
- ✓ The project plan is approved
- ✓ The main milestones are determined
- ✓ Time schedule is created
- ✓ An external project partner is selected
- ✓ Constructors are engaged
- ✓ Opportunities for cost savings are noted
- ✓ Design and office layout are created
- ✓ Furniture suppliers are defined
- ✓ Design is approved by the company
- ✓ A relocation plan for the employees during the office redesign is developed

Author: **Baliasnikova Evgenia**

Study programme: Management of Development Projects

Field of the study: Project Management of Innovations in a Company

Supervisor: Ing. Petr Fanta, Ph.D.

2019/2020

