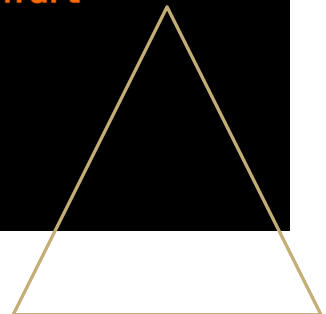




# Alienation in Work: A Comparative Quantitative Analysis of On-Site vs. Home Office Environments

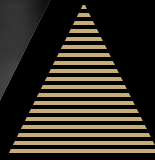
- Niklas Groffner (Author and Presenter)  
Faculty of Computer Science  
and Business Information Systems  
University of Applied Sciences Würzburg-Schweinfurt  
Würzburg, Germany  
Email: [niklas.groffner@study.thws.de](mailto:niklas.groffner@study.thws.de)





# Niklas Groffner

- Master's Student in Digital Business Systems
- Faculty of Computer Science and Business Information Systems
- University of Applied Sciences Würzburg-Schweinfurt
- Research Focus: Socioinformatics and Digital Ethics



# Research Interests

- Socioinformatics
- Digital Ethics
- Current Project: Master's thesis investigating various aspects of Virtual Reality and Mixed Reality, including immersion, connectedness, and presence

Goal: Connect with research teams on similar topics

# Introduction

- Study on work alienation in traditional vs. home office environments
- Based on Karl Marx's theory of alienation
- Focus: self-alienation and the impact of remote work

Objective: Understand if remote work introduces or mitigates alienation

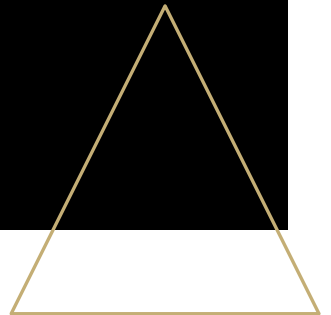




# Marx's Theory of Alienation

- Worker estrangement from product, process, colleagues, and potential
- Relevant in modern capitalist and ICT sectors
- Framework for understanding current work alienation

Key References: Marx (1844), Lavalette & Ferguson (2018), Healy & Wilkowska (2017)





Hypothesis: Higher work alienation in home office settings

Design: Quantitative, online anonymous questionnaire



Participants: 95 employees from a large Bavarian enterprise

Analysis: Mann-Whitney U-Test

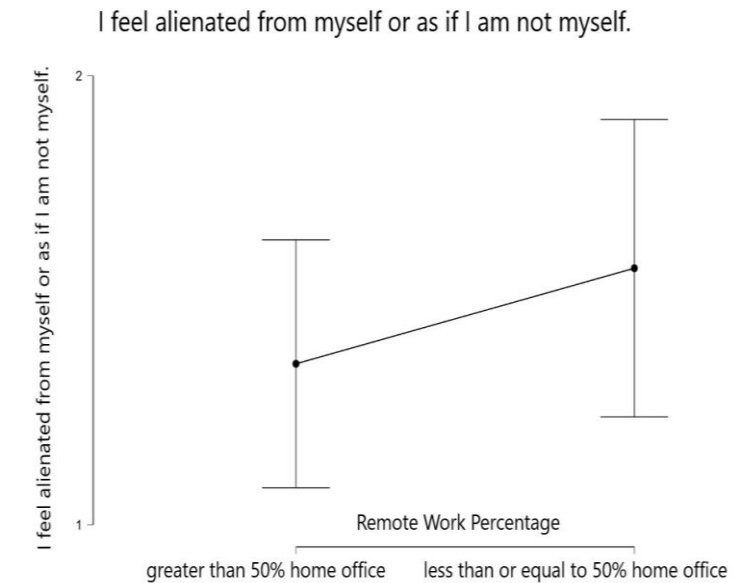
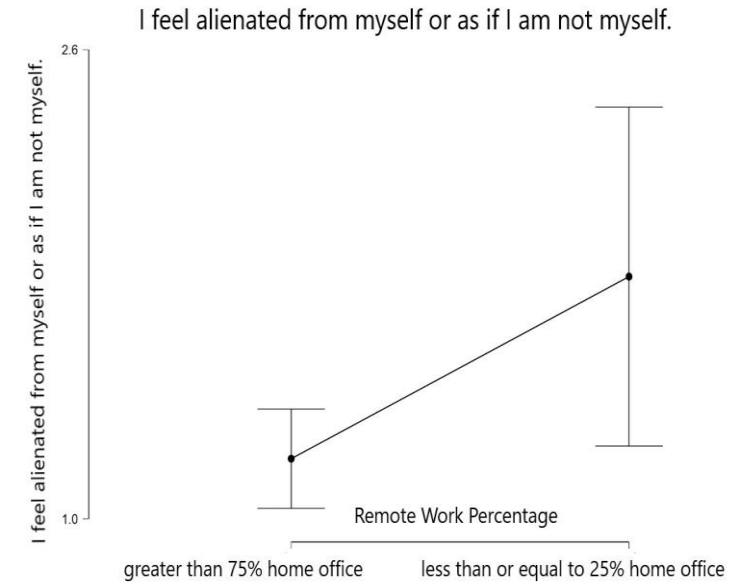
Groups: >75% home office vs. ≤25%,  
>50% home office vs. ≤50%

# Methodology

# Results

- No significant differences in most aspects of work alienation
- Significant decrease in self-alienation in >75% home office group
- Visual difference in self-alienation (see figure)

Nuanced relationship between work setting and alienation

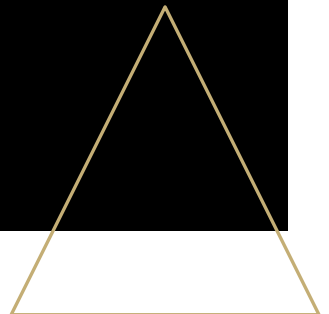




# Discussion

- Reduced self-alienation due to autonomy and flexibility in home office
- Contrasts with literature highlighting isolation and task identity loss
- Importance of individual differences and workspace design

Policy Implications: Support for flexible work arrangements



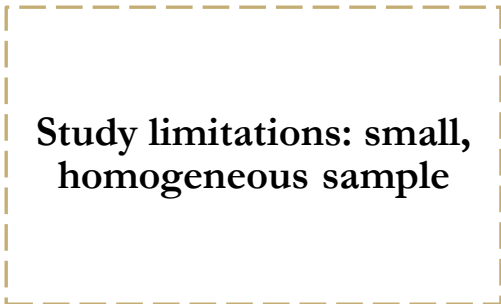




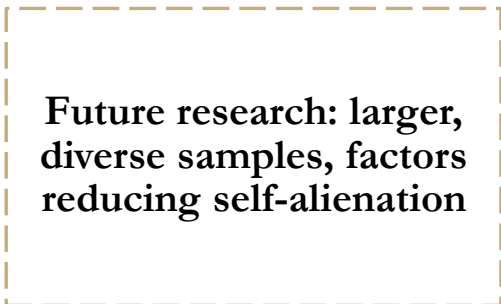
# Conclusion



**Home office can reduce  
self-alienation**



**Study limitations: small,  
homogeneous sample**



**Future research: larger,  
diverse samples, factors  
reducing self-alienation**



# Acknowledgments

Special thanks to:

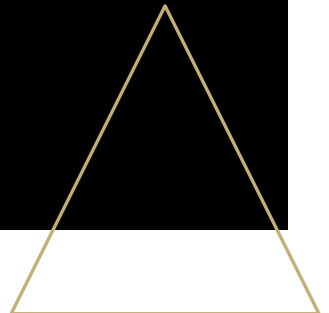
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**Thank you for your attention!**

**Contact:**

Niklas Groffner

Email: [niklas.groffner@study.thws.de](mailto:niklas.groffner@study.thws.de)



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