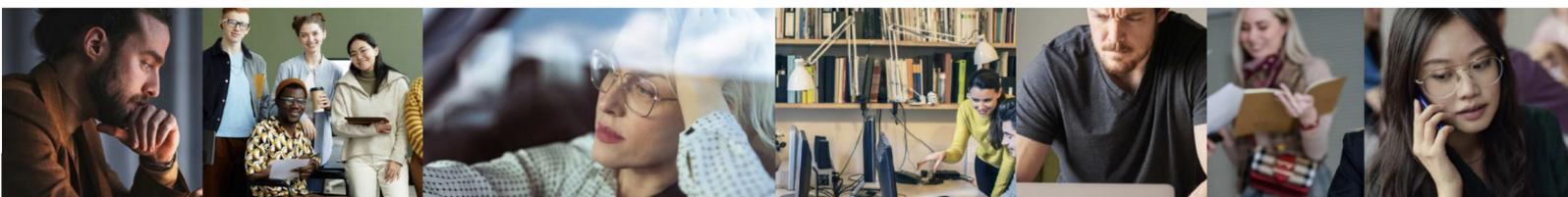


Measuring the Impact of Office Noise Solutions on Employee Performance and Wellbeing

SOLUTION STUDY

**Integrating technology and strategies,
to develop efficient hybrid workspaces
that promote high performance
and employee wellbeing.**



Measuring the Impact of Office Noise Solutions on Employee Performance and Wellbeing

“ We needed to test whether acoustic solutions like soundscaping would have a positive effect on employee wellbeing and workplace productivity.”

PROBLEM

Noise is commonly reported as one of the biggest pain points for employees in open plan offices, with just 30% of employees reporting satisfaction with noise levels in their workplace (Leesman). With that knowledge, our client wanted to test an acoustic

treatment (soundscaping) to see if it would have a positive effect on employee cognitive performance, productivity, and wellbeing, leveraging workplace science to inform their workplace strategy.

Current and potential **risks**:

- **Unnecessary spending** due to incorrect prioritization of soundscaping over other methods.
- Without objective, evidence-based insights, the client is unaware of the impact that **soundscaping** may have on **employee performance**, which could lead to **poor workplace experience** and **ineffective** workspace solutions.

METHODOLOGY

In order to address this question, we gathered employee experience, wellbeing, and performance data from over 50 employees, aligning with our people-centric and evidence-based approach. We

collected a variety of data sources over a two-week sprint period, observing employees' wellbeing and performance in the office. Employees were measured under three conditions: no noise, office noise, and

white noise. The benefit of running sprint-style research is that it is a cost-effective way to gather insights into specific areas, allowing for quick wins

to inform change faster than traditional projects, fostering innovation and transformation.

FINDINGS

- The “no noise” condition was consistently the highest condition for satisfaction and preference.
- 66% of participants found the soundscaping ineffective, with no improvements to satisfaction levels or performance.
- However, analysis showed significant improvement in cognitive performance tasks in the white noise (8% improvement) and office noise conditions (7%). This indicates that while participants might have psychologically preferred complete silence for highly focused tasks, a certain level of sound/noise might have actually helped with mental alertness, aligning with workplace science studies that explore the relationship between auditory stimuli and performance.

ACTIONS

- To support the client’s decision-making regarding the wider implementation of soundscaping across the portfolio, enhancing their corporate real estate strategy.
- To support the real estate team in further investigating different sound masking options to improve workplace design and culture.

“ Whilst no noise was reported as the preferred environment, data indicated that the addition of white noise showed an 8% cognitive improvement.”

VALUE

- This study provided a quick win, which would otherwise have cost the client significant money and time resources to the detriment of employee satisfaction and experience. By utilizing innovative solutions and effective measurement, the client avoided unnecessary expenditures and improved workplace performance.

KEY TAKEAWAYS

The findings and actions delivered through this project allowed the client to assess the impact of sound masking on employee cognitive performance and wellbeing. This project highlighted the effect and

opportunities to better support employees by further investigating other viable options to mitigate unwanted noise and create a better auditory experience.

“ This approach showcases the importance of an evidence-based workplace consultancy that prioritizes innovative and effective solutions to attract employees, support decision-makers, and enhance overall workplace experience and retention.

By integrating technology and sound workplace strategy, organizations can transform their office environments into hybrid workspaces that promote high performance and employee wellbeing. ”

Explore our solutions series and discover how our **unique experience** across **elite sport, academic research** and the **corporate landscape**, combined with our scientific and data-driven approach, puts us in a unique position to identify opportunities that can **drive increased productivity**, performance and **positively impact workplace wellbeing**.



How integrating workplace science and a people-centric approach, provides effective, impactful solutions that transform hybrid working.



How workplace science can produce impactful strategies to transform office environment and workplace culture.



How integrating workplace science and a data-driven approach, provides effective, impactful solutions that enhance employee experience & organisational performance.



Strategies and Tools to effectively measure the impact of workplace design and workplace experience, leading to higher-performing workspaces.



How evidence-based practices can create positive impacts on workplace culture that attract employees and enhance overall productivity.



Integrating technology and strategies, to develop efficient hybrid workspaces that promote high performance and employee wellbeing.



Integrating technology and strategies, to develop workspaces that attract employees and enhance productivity.



How workplace science can produce impactful strategies to transform office environment and workplace culture.

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