Plan Overview

A Data Management Plan created using DMPonline

Title: Effects of Flexible Working on Employee Performance among Clinical and Non-Clinical Staff in the UK Healthcare Sector

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Template: DCC Template

Project abstract:

Purpose
The purpose of this study is to investigate the impact of flexible working arrangements on employee performance within the UK healthcare sector, focusing on both clinical and non-clinical staff. By examining the implementation of flexible working models such as remote work, reduced hours, job sharing, and part-time work, this research aims to determine how these changes influence productivity, employee well-being, patient safety, and the quality of patient care. The study seeks to fill a significant gap in current research by providing comprehensive insights into the practical implications of flexible working patterns. It aims to assess whether the theoretical benefits of flexible work arrangements hold up under the demanding conditions of healthcare services, thereby offering valuable information for healthcare institutions and policymakers to optimise employee performance while meeting the growing demand for flexibility.

Research Methodology

A mixed-methods approach was adopted to examine the effects of flexible working on employee performance among clinical and non-clinical staff in the UK healthcare sector. Quantitative surveys were distributed to staff to gather data on their experiences with flexible working arrangements. Additionally, in-depth interviews were conducted to gain deeper insights into how flexible working impacts performance, work-life balance, and job satisfaction.

Findings

The study found that flexible working influences employee performance through a range of internal and external factors. Key challenges included communication, workload management, and maintaining patient care standards, all of which were impacted by the healthcare environment, such as staffing levels and organisational culture. Implementing strategies to address these challenges can optimise the benefits of flexible working in the UK healthcare sector.

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Copyright information:

Effects of Flexible Working on Employee Performance among Clinical and Non-Clinical Staff in the UK Healthcare Sector

Data Collection

What data will you collect or create?

Quantitative Data:

1. **Demographic Information:**
   - Gender, age, years of experience in healthcare, and sector (public or private).
2. **Flexible Working Dynamics:**
   - Type of flexible working arrangement (e.g., remote working, part-time, hybrid).
   - Duration of flexible working experience.
   - Reasons for using flexible working arrangements.
3. **Performance and Well-being:**
   - Impact of flexible working on job performance, job satisfaction, work-life balance, mental health, and productivity. These would be rated on a scale (e.g., very negatively to very positively).
   - Frequency of experiencing technical issues while working flexibly.
4. **Benefits and Challenges:**
   - Benefits such as improved work-life balance, increased job satisfaction, and productivity.
   - Challenges such as difficulty in communication, feelings of isolation, and technological issues.

Qualitative Data:

1. 1. **Open-Ended Responses:**
      - Suggestions for improving flexible working arrangements.
      - Personal experiences and impacts of flexible working on collaboration, career progression, and physical health.
      - Thoughts on the support needed from management and the organisation to improve flexible working conditions.
   2. **In-depth Interviews:**
      - Detailed insights into the specific challenges and benefits of flexible working.
      - Exploration of how flexible working has impacted professional relationships, team cohesion, and overall job satisfaction.

How will the data be collected or created?

Survey responses will be collected online using the Jisc platform
interviews will be completed at a location, time, and place convenient to the participant, including remotely if they want.

Documentation and Metadata

What documentation and metadata will accompany the data?

Data from both surveys and interviews will be kept confidential and anonymous.

Participant details will be collected with the responses and will only be accessible to the lead investigator.

Data will only be collected from the relevant participants in the research.

Responses will be made available to all researchers but stored with a participant-identifying number known only to the lead investigator.

Direct quotes of free-text answers may be used, but these will not be traceable to the participant.

All data will be stored within the University of Plymouth cloud-based encrypted files (OneDrive).

Ethics and Legal Compliance

How will you manage any ethical issues?

To manage ethical issues, informed consent will be obtained from participants via the JISC survey before they proceed. The survey includes a dedicated page that outlines the purpose of the research, and participants must provide consent to continue. Data will be collected anonymously, ensuring privacy and confidentiality. Additionally, participants will be informed of their right to withdraw at any time without penalty. Ethical approval for the study has been granted, with the necessary documentation signed by both the principal investigator and the supervisor, confirming compliance with ethical standards.

How will you manage copyright and Intellectual Property Rights (IPR) issues?

To manage copyright and intellectual property (IP) issues, the principal investigator will ensure that everything created in this research is original or properly credited. If any materials from others are used, permission will be obtained, and credit will be given. The research data and findings will belong to the IP and the institution. Participants' contributions will remain anonymous, and they won't have ownership of the research outputs. Any data shared or published will follow copyright and IP rules.

Storage and Backup

How will the data be stored and backed up during the research?

All data will be stored on Jisc or within University of Plymouth cloud-based encrypted files (OneDrive) during analysis

How will you manage access and security?

Only the PI will have access to the raw data

Selection and Preservation

Which data are of long-term value and should be retained, shared, and/or preserved?

Response data will only be kept for the duration of the study and will be deleted from OneDrive once the analysis and write-up have been completed (projected end date September 2024).

Data may be disclosed in published works posted online for use by other researchers and the community.
Research findings might also be presented at required conference or used in future research.

What is the long-term preservation plan for the dataset?

Data will only be kept for the duration of the study and will be deleted from OneDrive once the analysis and write-up have been completed (projected end September 2024)

Data Sharing

How will you share the data?

Reports and publications for the analysed data.

Are any restrictions on data sharing required?

None

Responsibilities and Resources

Who will be responsible for data management?

Principle Investigator (PI)
Participating Researchers (PR)

What resources will you require to deliver your plan?

Jisc - no cost to researchers as utilising UoP subscription
Onedrive - no cost to researchers as utilising UoP subscription