A new way of matching skills and work inside organisations: Assessing the viability of intra-organisational gig platforms

A Data Management Plan created using DMPonline.be

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Project abstract:

This study investigates a new work model: intra-organisational gig platforms (IGPs). IGPs are digital platforms that match employees to part-time work opportunities, posted by colleagues, in other parts of the organisation. They are an essential solution for organisations struggling to match employees with critical skills and work requiring those skills. In view of the post-COVID-19 recovery, IGPs offer a more flexible workforce model to organisations positioning themselves for the future of work.

Using a mixed-methods approach, this project will assess the viability of IGPs as a new way to internal skills matching. First, I will conduct an in-depth single case study to explore the new work relations and the factors causing interpersonal tensions within IGPs. Second, I will explore the factors influencing supervisors' support or resistance of IGPs in three case organisations and the implications thereof for the effectiveness of IGPs. Third, I will quantitative assess the interpersonal and supervisory antecedents to employee (in)activity in IGPs.

These studies will enrich and extend emerging theory on matching, a new perspective that challenges classic management and work allocation theories. Studying the operation of IGPs through this lens allows for theory building on new ways of matching skills and work inside organisations—and to assess IGPs' potential as a new workforce model for a rapidly changing world.

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FWO DMP (Flemish Standard DMP)

1. Research Data Summary

List and describe all datasets or research materials that you plan to generate/collect or reuse during your research project. For each dataset or data type (observational, experimental etc.), provide a short name & description (sufficient for yourself to know what data it is about), indicate whether the data are newly generated/collected or reused, digital or physical, also indicate the type of the data (the kind of content), its technical format (file extension), and an estimate of the upper limit of the volume of the data.

				Only for digital data	Only for digital data	Only for digital data	Only for physical data
Dataset Name	Description	New or reused	Digital or Physical	Digital Data Type	Digital Data format	Digital data volume (MB/GB/TB)	Physical volume
Interview data 1	Interviews Open Opps WP1	Reuse existing data	Digital	*Please choose from the following options:* • Other: interview data (audio recordings and transcriptions)	*Please choose from the following options:* • .doc	*Please choose from the following options:* • <100GB	
Interview data 2	Interviews supervisors WP2	New data	Digital	• Other: interview data (audio recordings and transcriptions	• .doc	• <100GB	
Survey	Survey WP3	New data	Digital	• Survey responses	• MS forms • Pdf	• <1GB	

If you reuse existing data, please specify the source, preferably by using a persistent identifier (e.g. DOI, Handle, URL etc.) per dataset or data type:

For part of the project, I will reuse existing interview data, collected by myself in the context of my doctoral studies.

Are there any ethical issues concerning the creation and/or use of the data (e.g. experiments on humans or animals, dual use)? Describe these issues in the comment section. Please refer to specific datasets or data types when appropriate.

- No

Will you process personal data? If so, briefly describe the kind of personal data you will use in the comment section. Please refer to specific datasets or data types when appropriate.

- Yes

Ordinary personal data: yes
Identification data (e.g. names, e-mail addresses)
Personal characteristics (e.g. age, gender)
Occupation and professional pursuits
Audio recordings of interviews

Does your work have potential for commercial valorization (e.g. tech transfer, for example spin-offs, commercial exploitation, …)? If so, please comment per dataset or data type where appropriate.

- No

Do existing 3rd party agreements restrict exploitation or dissemination of the data you (re)use (e.g. Material/Data transfer agreements/ research collaboration agreements)? If so, please explain in the comment section to what data they relate and what restrictions are in place.

- No

Are there any other legal issues, such as intellectual property rights and ownership, to be managed related to the data you (re)use? If so, please explain in the comment section to what data they relate and which restrictions will be asserted.

- No

2. Documentation and Metadata

Clearly describe what approach will be followed to capture the accompanying information necessary to keep data understandable and usable, for yourself and others, now and in the future (e.g., in terms of documentation levels and types required, procedures used, Electronic Lab Notebooks, README.txt files, Codebook.tsv etc. where this information is recorded).

In order to ensure that the data collected in our qualitative research study is understandable and usable both now and in the future, we will follow the following approach to capture and document the accompanying information:

- Electronic Lab Notebooks (ELN): We will use ELN software to record all data collection and analysis procedures in a structured and organized manner. This will include details such as the research question, study design, data sources, data collection methods, data analysis techniques, and any findings or conclusions.
- Codebook: Using the qualitative data analysis software MAXQDA, we will create a Codebook that outlines all of the variables and codes used in the study, along with definitions and explanations of their meanings. This will allow others to understand and interpret the data accurately.
- txt files: For any data files that are included in the study, we will create a README.txt file that provides a brief overview of the data and any relevant information about how it was collected and processed.

Documentation levels and procedures used: We will follow best practices for documentation in qualitative research, which includes providing detailed and thorough descriptions of all data collection and analysis procedures. This will include both high-level summaries as well as more detailed descriptions of specific steps taken.
Overall, by following these approaches and creating thorough documentation, we aim to keep the data understandable and usable for ourselves and others now and in the future.

Will a metadata standard be used to make it easier to find and reuse the data? If so, please specify (where appropriate per dataset or data type) which metadata standard will be used. If not, please specify (where appropriate per dataset or data type) which metadata will be created to make the data easier to find and reuse.

- No

3. Data storage & back-up during the research project

Where will the data be stored?

Interview recordings, transcripts, survey responses and background documentation will be pseudonymised and stored in the research unit central storage facility of the FEB, KU Leuven (secured X-drive, only accessible by researchers of the research group). Data will be stored for at least 5 years, in line with the data management requirements of the FEB. Identifiable information such as names and email addresses will be stored in a separated Y-drive file (secured, only accessible by the principal investigator), and destroyed after completing the data collection and analysis.

How will the data be backed up?

To back-up the data, the principal researcher will regularly copy the contents of the secured X-drive and the secured Y-drive to an external hard drive. The external hard drive will be stored in a secure location (e.g., a fireproof safe), to ensure that the data is protected in the event of any disasters or malfunctions that may occur on the central storage facility of the FEB. Additionally, the principal researcher will periodically verify the integrity of the backed up data, to ensure that it has been copied correctly and is still accessible. This will be done by comparing the backed up data to the original data on the X-drive and Y-drive, to ensure that it is complete and accurate.

Is there currently sufficient storage & backup capacity during the project? If yes, specify concisely.
If no or insufficient storage or backup capacities are available, then explain how this will be taken care of.

- Yes

The WOS Department has sufficient capacity to securely store the research data on the specified X and Y drives.

How will you ensure that the data are securely stored and not accessed or modified by unauthorized persons?

To ensure that the data is securely stored and not accessed or modified by unauthorized persons, the following measures will be taken:

1. Interview recordings, transcripts, survey responses, and background documentation will be pseudonymized and stored on a secured X-drive, which is only accessible by researchers within the research group.
2. The X-drive is located on the research unit central storage facility of the FEB, KU Leuven, which has additional security measures in place to prevent unauthorized access.
3. Identifiable information, such as names and email addresses, will be stored on a separate, secured Y-drive file, which is only accessible by the principal investigator.
4. After the data collection and analysis has been completed, all identifiable information will be destroyed to prevent any unauthorized access.
5. The data will be stored for at least 5 years, in line with the data management requirements of the FEB, to ensure that it is properly maintained and kept secure over time.

What are the expected costs for data storage and backup during the research project? How will these costs be covered?

As KU Leuven foresees and guarantees the data storage facilities, no additional costs need to be covered in the research project. Additionally, an external hard drive is already available for the backing-up of the data.

4. Data preservation after the end of the research project

Which data will be retained for at least five years (or longer, in agreement with other retention policies that are applicable) after the end of the project? In case some data cannot be preserved, clearly state the reasons for this (e.g. legal or contractual restrictions, storage/budget issues, institutional policies...).

Interview recordings, transcripts, survey responses and background documentation will be pseudonymised and stored for at least 5 years, in line with the data management requirements of the FEB. Identifiable information such as names and email addresses will be stored in a separated Y-drive file (secured, only accessible by the principal investigator), and destroyed after completing the data

collection and analysis.

Where will these data be archived (stored and curated for the long-term)?

The above-mentioned data will be archived (stored and curated for the long-term) on a secure and locked KU Leuven X-drive with access rights to the involved researchers only (principal researcher and promotor). The FEB ICT team maintains the security and storage protocols for this folder during the entirety of the archival period.

What are the expected costs for data preservation during the expected retention period? How will these costs be covered?

As KU Leuven foresees and guarantees the data storage facilities, no additional costs need to be covered in the research project.

5. Data sharing and reuse

Will the data (or part of the data) be made available for reuse after/during the project? In the comment section please explain per dataset or data type which data will be made available.

- No (closed access)

As the data will consist of individual-level interview and survey data, we will maintain the principle of closed access to these raw data sources. There are several reasons why this principle is important to maintain:
• Privacy: Individual-level data often contains sensitive information about individuals, such as their opinions, beliefs, and personal experiences. Maintaining closed access helps to protect the privacy of these individuals and ensures that their data is not accessed or shared without their consent.
• Confidentiality: In some cases, the individuals who participated in the interviews or surveys may have disclosed sensitive or confidential information. Maintaining closed access helps to protect the confidentiality of this information and prevent it from being accessed or shared without the appropriate safeguards.

At the same time, we will strive for transparency in our publications and research practices. One important way to do this is by providing extensive pseudonymized data examples and aggregated data tables in the eventual publications.

Extensive pseudonymized data examples will be included in paper findings and in additional data tables, to enable reviewers and readers to review the data. We will also consider making anonymized or aggregated data available for replication upon request. This will allow other researchers to verify the validity of our findings and contribute to the overall advancement of knowledge in the field.

If access is restricted, please specify who will be able to access the data and under what conditions.

Access to the individual-level interview and survey data will be restricted to the researchers involved in the project--including principal researcher, promotor (and additional co-authors if applicable)--and any authorized personnel who have a legitimate need to access the data, such as research assistants.

Conditions for accessing the data will vary depending on the individual's role and the specific purpose for accessing the data. For example, research assistants may have access to the data in order to assist with coding or analysis, but they may not be allowed to share the data with anyone else or use it for any other purposes.

Access to the data may also be granted to external researchers who have a legitimate need to access (e.g., co-authors) or review the data (e.g., journal reviewers or editors during the peer-review process), but this will be done on a case-by-case basis and will require the approval of both the principal investigator and promotor. Any external researchers who are granted access to the data will be required to adhere to KU Leuven's strict confidentiality and data protection protocols.

Are there any factors that restrict or prevent the sharing of (some of) the data (e.g. as defined in an agreement with a 3rd party, legal restrictions)? Please explain in the comment section per dataset or data type where appropriate.

- Yes, Privacy aspects
- Yes, Ethical aspects

As explained earlier, there are several factors that restrict the sharing of the data (including individual-level interview and survey data):

• Privacy: Individual-level data often contains sensitive information about individuals, such as their opinions, beliefs, and personal experiences. Maintaining closed access helps to protect the privacy of these individuals and ensures that their data is not accessed or shared without their consent, in line with GDPR requirements.
• Confidentiality: In some cases, the individuals who participated in the interviews or surveys may have disclosed sensitive or

confidential information. Maintaining closed access helps to protect the confidentiality of this information and prevent it from being accessed or shared without the appropriate safeguards.

Where will the data be made available? If already known, please provide a repository per dataset or data type.

NA, see above responses.

When will the data be made available?

NA, see above responses.

Which data usage licenses are you going to provide? If none, please explain why.

NA, see above responses.

Do you intend to add a PID/DOI/accession number to your dataset(s)? If already available, you have the option to provide it in the comment section.

- No

NA, see above responses.

What are the expected costs for data sharing? How will these costs be covered?

NA.

6. Responsibilities

Who will manage data documentation and metadata during the research project?

The principal researcher will manage data documentation and metadata during the research project.

Who will manage data storage and backup during the research project?

The principal researcher will manage data storage and backup during the research project.

Who will manage data preservation and sharing?

The principal researcher will manage data preservation and sharing during the project, with the supervisor maintaining long term data preservation and sharing responsibility.

Who will update and implement this DMP?

The principal researcher will update and implement the DMP (in close alignment with the supervisor).