

About Your Checklist	
Ethics ID	55856
Date Created	29/02/2024 19:07:50
Status	Approved
Date Approved	11/03/2024 13:41:15
Risk	Low

Researcher Details	
Name	Adeleke Abdulrasaq
Faculty	BU Business School
Status	Postgraduate Taught (Masters, MA, MSc, MBA, LLM)
Course	MSc Management with Business Analytics

Project Details	
Title	Exploring the Impact and Effectiveness of Flexible Working Policies on Employee Retention and Organisational Productivity
Start Date of Project	24/11/2023
End Date of Project	24/05/2024
Proposed Start Date of Data Collection	11/03/2024
Supervisor	Noah Nzeribe
Approver	Noah Nzeribe
Summary - no more than 600 words (including detail on background methodology, sample, outcomes, etc.)	
<p>This study will delve into the intricate relationships between Flexible Working Policies (FWPs), employee retention, and organisational productivity in the modern work setting. Drawing insights from the Fourth Work-Life Balance Employer Survey, it addresses the crucial need to comprehend the effectiveness of FWPs. The 21st-century shift in work practices, influenced by technology and societal changes, necessitates a comprehensive exploration. Guided by a pragmatic approach and theoretical synthesis, this research contributes to academic discourse and provides actionable insights for organisations. Its significance lies in enriching the understanding of FWPs, aiming to empower organisations to refine policies for improved employee retention and overall productivity. Ethical considerations underpin the research process, ensuring integrity and participant welfare. In conclusion, this study will align with ethical standards and offers a holistic examination of the relationships between FWPs, employee retention, and organisational productivity.</p>	

Filter Question: Does your study involve the use or re-use of data which will be obtained from a source other than directly from a Research Participant?

Additional Details	
Please describe the data, its source and	The study obtained data from the Fourth Work-Life Balance Employer Survey (Institute

<p>how you are permitted to use it</p>	<p>of Employment Studies et al., 2015), commissioned by the UK Department for Business, Innovation & Skills in 2013. Conducted by IFF Research, the survey aimed to assess various aspects of work-life balance, focusing on the impact of Flexible Working Arrangements (FWAs) in the UK. The two-stage data collection involved 2,011 telephone interviews, targeting senior individuals responsible for human resources or general management in each sampled establishment. The survey used a stratified sampling approach, drawing from the Inter-Departmental Business Register, with ethical considerations ensuring confidentiality and consent for follow-up interviews.</p> <p>The data is sourced from the UK Data Service website and it is safeguarded, which the author of this research is a registered student research member of the website and through a formal application as a Bournemouth University student, the data for this research has been permitted for use.</p>
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Research Data	
Will identifiable personal information be collected, i.e. at an individualised level in a form that identifies or could enable identification of the participant?	No
Will research outputs include any identifiable personal information i.e. data at an individualised level in a form which identifies or could enable identification of the individual?	No

Storage, Access and Disposal of Research Data	
Where will your research data be stored and who will have access during and after the study has finished.	
My research data is safely storage in my student account one drive, which only I have shared with my research supervisor and only my have a private access to. During the study the student, only myself and my research supervisor will have access to the data. After the research only myself will have the access.	
Once your project completes, will your dataset be added to an appropriate research data repository such as BORDaR, BU's Data Repository?	Yes

Final Review	
Are there any other ethical considerations relating to your project which have not been covered above?	No

Risk Assessment	
Have you undertaken an appropriate Risk Assessment?	No

Attached documents	
UK_Data_Service_Profile.pdf - attached on 29/02/2024 19:59:49	
Prject_Data_Profile.pdf - attached on 29/02/2024 19:59:59	
Data_Page.pdf - attached on 29/02/2024 20:00:07	