



PARTICIPANT INFORMATION SHEET

Digital Talent Attraction Through Internship : Case Study of Indonesia
Telecommunication Company

You are being invited to take part in research on digital talent attraction. Nenggala Yudhabrama, a postgraduate student at the University of Edinburgh is leading this research. Before you decide whether to take part it is important you understand why the research is being conducted and what it will involve. Please take time to read the following information carefully.

WHAT IS THE PURPOSE OF THE STUDY?

The purpose of the study is to analyze the impact of a mentorship programme held by PT Telkom Indonesia to attract digital talent from university fresh graduates or active students. PT Telkom Indonesia has been holding the mentorship programme for four years and considers it one of its flagship programmes to attract future talent and employees. This study is expected to help the understanding of the impact of a mentorship programme held by a company to attract digital talent and to identify the key factors that influence the effectiveness of the programme.

WHY HAVE I BEEN INVITED TO TAKE PART?

You are invited to participate in this study because you are one of the alumni of a digital talent mentorship programme held by PT Telkom Indonesia and your experience as the programme participant will give meaningful insight for this research.

DO I HAVE TO TAKE PART?

No – it is entirely up to you. If you do decide to take part, you are still free to withdraw at any time and without giving a reason.

Please note that your data may be used in the production of formal research outputs (e.g. journal articles, conference papers, theses and reports) prior to your withdrawal and so you are advised to contact the research team at the earliest opportunity should you wish to withdraw from the study.

WHAT WILL HAPPEN IF I DECIDE TO TAKE PART?

If you do decide to take part, please keep this Information Sheet. You will be asked to sign an Informed Consent Form to show that you understand your rights in relation to the research, and that you are happy to participate.



You will be asked a number of questions regarding personal motivation, impact after the program, and key factors that influence program effectiveness. The interview will take place in a safe environment at a time that is convenient to you. Ideally, we would like to video record your responses (and will require your consent for this), so the location should be in a fairly quiet area. The interview should take around 60 minutes to complete.

WHAT ARE THE POSSIBLE BENEFITS OF TAKING PART?

There are no direct benefits, but by sharing your experiences with us, you will be helping Nenggala Yudhabrama and the University to better understand the impact and factors that influence digital talent attraction.

ARE THERE ANY RISKS OR DISADVANTAGES ASSOCIATED WITH TAKING PART?

There are no significant risks associated with participation.

WHAT IF I AM UNWELL?

If you feel unwell, then please contact the researcher (Nenggala Yudhabrama +447776705150), and we will postpone or cancel the research interaction.

WILL MY TAKING PART BE KEPT CONFIDENTIAL?

All the information we collect during the course of the research will be kept confidential and there are strict laws which safeguard your privacy at every stage. To ensure confidentiality and prevent identification, a unique participant number will be used instead of personal names at every stage of the study.

HOW WILL WE USE INFORMATION ABOUT YOU?

We will need to use information from you for this research project and combine it with other data.

This information will include your name and email address. People who do not need to know who you are will not be able to see your name or contact details. Your data will have a code number instead.

We will keep all information about you safe and secure.

Unless they are anonymised in our records, your data will be referred to by a unique participant number rather than by name. If you consent to being video recorded, all



recordings will be destroyed once they have been transcribed. Your data will only be viewed by the researcher. All electronic data will be stored on a password-protected computer file and all paper records will be stored in a locked filing cabinet. Your consent information will be kept separately from your responses in order to minimise risk.

Once we have finished the study, we will keep some of the data so we can check the results. We will write our reports in a way that no-one can work out that you took part in the study.

What are your choices about how your information is used?

- You can stop being part of the study at any time, without giving a reason, but we will keep information about you that we already have.
- We need to manage your records in specific ways for the research to be reliable. This means that we won't be able to let you see or change the data we hold about you.

Where can you find out more about how your information is used?

- You can find out more about how we use your information at <https://www.ed.ac.uk/records-management/privacy-notice-research>
- by asking one of the research team
- by sending an email to s2478228@ed.ac.uk

WHAT WILL HAPPEN WITH THE RESULTS OF THIS STUDY?

The results of this study may be summarised in published articles, reports and presentations. You will not be identifiable from any published results. Quotes or key findings will always be made anonymous in any formal outputs unless we have your prior and explicit written permission to attribute them to you by name. A summary of the findings from the study will be made available to participants who indicate they would like to receive this. This summary will be sent to participants by email.

WHO IS ORGANISING AND FUNDING THE RESEARCH?

This study has been organised by Nenggala Yudhabrama from Management MSc.

The study is non-funded.



WHO HAS REVIEWED THE STUDY?

The study proposal has been reviewed by School Ethics Committee.

WHO CAN I CONTACT?

If you have any further questions about the study, please contact the lead researcher, Nenggala Yudhabrama (s2478228@ed.ac.uk).

If you would like to discuss this study with someone independent of the study, please contact Business School Research Ethics Committee (Ethics@business-school.ed.ac.uk).

If you wish to make a complaint about the study, please contact: Research Governance Team (cahss.res.ethics@ed.ac.uk).