



Unlocking the Potential of ETDs Implementation Novel ETD Repository in Chartered Institute of Personnel Management (CIPM) in Sri Lanka

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Introduction to ETDs

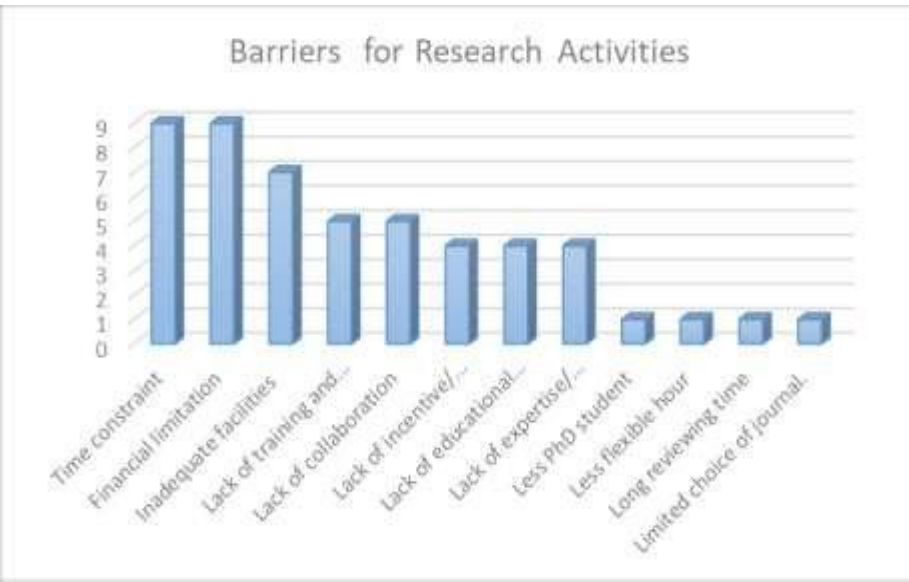
- Digital versions of theses and dissertations
- Digital Accessibility
- Support for Open Access
- Safeguarding research for future generations
- Enhanced Visibility and Citability
 - accessible through platforms like Google Scholar
 - lead to higher citation rates
 - increased recognition for the authors and their institutions

Importance of ETDs for HRM

- Enhanced Access to Knowledge - easy, centralized access to a wealth of scholarly knowledge in HRM
- Promotion of Original Research - high-quality, original HRM research readily available
- Support for Evidence-Based Practice - make informed decisions, adopt best practices, and address real-world challenges in their organizations
- Resource for Academic Programs - providing case studies, methodologies, and findings that can be incorporated into curricula, facilitating more strong, research-based learning
- Global Visibility for HRM Research in Sri Lanka
- Encouragement of Open Access and Collaboration
- Long-Term Preservation of Knowledge
- Reduction of Duplication in Research Efforts
- Improved Research Productivity
- Building a Vibrant Research Culture

Problem Statement

- Challenges faced by HRM scholars in accessing resources
 - Limited research data access
 - Lack of research skills and guidance
 - Financial constraints and resource unavailability



Key objectives of implementing the CIPM ETD repository

- Serve as a centralized platform for HRM research
- Increase accessibility and visibility
- Enhance research culture in Sri Lanka

The CIPM Research Nexus

- Aims to support HRM scholars in Sri Lanka
- A partnership with the National Science Foundation (NSF), Sri Lanka

**Research
NEXUS**

CHARTERED INSTITUTE OF
PERSONNEL MANAGEMENT, SRI LANKA.

CIPM Repository Home

Welcome to the CIPM Digital Repository, your gateway to a wealth of knowledge in Human Resource Management (HRM). As a centralized platform, we collect, preserve, and provide open access to a diverse range of research publications, empowering both researchers and the wider community. Explore our comprehensive collection, which includes CIPM research such as electronic theses and dissertations, symposium proceedings, the full text of the Journal of HRM Perspectives, and national-level research projects. Additionally, we offer a wide array of open access resources, including research articles, theses and dissertations, and books in HRM. Our mission is to facilitate the discovery and dissemination of cutting-edge research in HRM, fostering collaboration and knowledge exchange within the field. We invite you to browse our repository and unlock the valuable insights it holds

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[Effect of Work Life Balance and Job Stress on Turnover Intention with the Mediating Effect of Job Satisfaction: A Study of Commissioned Officers in Sri Lanka Military Forces](#)
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[Sustained Firm Performance and Entrepreneurial Leadership: A Case Study of a Leading Higher Education Institution](#)
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Benefits of an ETD Repository

- Global visibility for CIPM
- Sustainable and cost-effective
- Promotes open access and collaboration



How ETD repositories enhance HRM Research Accessibility



- Digital visibility for HRM scholars
- Easy access,
- Searchability, and
- Shareability

Sharing and Reuse of Research Data

- Boosts productivity and collaboration
- Reduces data collection time
- Promotes Research Efficiency
- Encourages Collaboration and Innovation
- Supports Transparency and Validation
- Maximizes Research Impact

Promoting Open Access

- Increases Accessibility of Research
 - ETDs provide free, open access to scholarly work
 - Enabling to access valuable research without financial or geographical restrictions.
- Enhances Academic Visibility and Impact
 - Readily available online
 - Boost the visibility of scholars' work
 - Leading to higher citation rates
 - Greater academic impact for both the authors and their institutions
- Nurtures Knowledge Sharing and Collaboration
 - Open-access ETDs facilitate knowledge dissemination across disciplines
 - fostering interdisciplinary collaboration
 - making diverse research easily accessible
- Supports the Global Open Access Movement
 - Contribute to the broader movement toward open-access publishing
 - Provide free, unrestricted access to knowledge and supports a more equitable, inclusive research environment



Metadata Management for ETDs

- Enhances Discoverability and Searchability
 - Metadata allows ETDs to be indexed accurately in search engines and digital libraries
 - Enabling researchers to locate specific theses or dissertations based on keywords, subjects, author names, and more
 - This ease of search and retrieval significantly broadens the accessibility of ETDs
- Ensures Interoperability and Consistent Access
 - By adhering to standardized metadata formats, such as Dublin Core or ETD-MS, ETD repositories ensure compatibility across various digital systems and platforms
 - This interoperability supports seamless data exchange, making ETDs accessible to a global audience regardless of the system or institution accessing them

Implementation Methodology

- Selection of DSpace software
- Copyright clearance for institutional ETDs
- Use of anti-plagiarism software

Results and Conclusion

- Selection and Quality Control
 - An appointed academic committee curates high-quality ETDs for the repository
 - Ensuring that the content meets academic standards and relevance
 - Thus promoting scholarly integrity and enhancing the repository's value.
- Student Guidance and Engagement
 - New students receive guidance on utilizing the repository

Results contd.

- Awareness and Continuous Improvement
 - Regular awareness programs and feedback mechanisms allow scholars to maximize the repository's benefits.
 - Collected statistics and user comments are used to make continuous enhancements, improving the repository's usability and effectiveness.
- Global Visibility and Recognition
 - By linking with platforms like Google Scholar, the ETD repository increases the visibility of HRM research and generates scholarly rankings.
 - This enhances both the individual researcher's and CIPM's global academic standing.

Results contd.

- Sustainability and Knowledge Sharing
 - ETDs reduce dependence on physical copies, contributing to environmental sustainability.
 - The repository fosters a vibrant knowledge-sharing ecosystem, supporting efficient data retrieval and creating a valuable resource for both current and future HRM research.