
Plan Overview

A Data Management Plan created using DMPOnline

Title: An Organisational Culture Framework Requisite for Sustainable Performance of Small, Medium and Micro Enterprises

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Project abstract:

The study investigates the impact of organizational culture on the performance of Small, Medium, and Micro Enterprises (SMMEs), using Superior Quality Engineering (SQE) as a case study. It aims to develop a framework that enhances sustainable performance by analyzing the relationship between culture, operational efficiency, and financial performance.

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An Organisational Culture Framework Requisite for Sustainable Performance of Small, Medium and Micro Enterprises - Initial DMP

Ethics and responsible research and innovation (RRI)

What are the ethical or RRI implications and issues relating to the proposed work?

Participants must be fully informed about the study's purpose and their rights, including the ability to withdraw at any time. Personal identifiers should be anonymized to protect privacy, with data stored securely and access limited to authorized personnel. Emotional or psychological impacts from discussions about workplace culture should be considered, and support measures must be in place for participants. Research must adhere to data protection laws, collecting only necessary data and minimizing sensitive information. Diverse representation in the study is essential to avoid bias, ensuring inclusivity across different demographics. Findings should be communicated responsibly to avoid misinterpretation that could negatively affect organizational practices. Clear communication about the research's use, benefits, and limitations is vital for building trust with participants and stakeholders. Addressing these implications is crucial for maintaining research integrity and protecting participant well-being.

An Organisational Culture Framework Requisite for Sustainable Performance of Small, Medium and Micro Enterprises - Detailed DMP

Data Summary

1. Briefly introduce the types of data the research will create. Why did you decide to use these data types?

Quantitative data will be collected through structured questionnaires distributed to employees, capturing metrics related to their perceptions of organizational culture and performance indicators. This approach allows for statistical analysis and identification of trends and relationships.

Qualitative data will be obtained through interviews with management, providing deeper insights into the challenges and dynamics of implementing organizational culture. This data type enriches the understanding of employee experiences and organizational context, complementing the quantitative findings.

The decision to use these data types stems from the need for a comprehensive analysis. Quantitative data offers measurable insights, while qualitative data provides context and depth, allowing for a more nuanced understanding of how organizational culture affects performance in SMMEs.

Data Collection

2. Give details on the proposed methodologies that will be used to create the data. Advise how the project team selected will be suitable for the data/digital aspects of the work, including details of how the institution's data support teams may need to support the project

The proposed methodologies for data collection include quantitative surveys and qualitative interviews. Quantitative data will be gathered through structured surveys with closed-ended questions using Likert scales, employing stratified sampling for representation across departments at Superior Quality Engineering (SQE). Qualitative data will be collected via semi-structured interviews with management to capture in-depth insights into organizational culture and its impacts. The project team will consist of individuals with expertise in organizational behavior and data analysis, ensuring the necessary skills for effective data collection and analysis. Institutional data support teams will provide technical assistance for survey setup, data security, and training on data management and analysis tools, enhancing the overall quality and integrity of the research.

Short-term Data Storage

3. How will the data be stored in the short term?

In the short term, the data will be stored securely on a cloud-based platform such as Google Drive or OneDrive. Access will be restricted to authorized members of the research team using strong passwords. Additionally, data files will be organized systematically with clear naming conventions for ease of access and management. Weekly backups will also be created and stored on an encrypted external hard drive to ensure data integrity and prevent loss.

3a What backup will you have in the in-project period to ensure no data is lost?

Data will be securely stored on a cloud-based platform such as Google Drive or OneDrive with password protection and restricted access for authorized research team members. Weekly backups will be maintained using an encrypted external hard drive stored in a secure physical location. This dual-layered approach ensures data redundancy, protecting against technical failures or accidental deletions during the in-project period.

Long-term Data Storage

4. How the data will be stored in the long term?

In the long term, data will be archived in a recognized data repository such as Zenodo or Figshare, ensuring it remains accessible and preserved for future reference. The data will be anonymized to protect participant privacy and accompanied by comprehensive documentation, including metadata and a README file, to facilitate reuse. Access to sensitive information will be restricted, while non-sensitive data may be made available under an appropriate Creative Commons license. Data will be retained for a minimum of five years post-publication, in compliance with institutional and regulatory guidelines.

4a. Where have you decided to store it, why is this appropriate?

The data will be stored in a recognized repository such as Zenodo or Figshare, ensuring long-term accessibility, security, and compliance with ethical and legal standards. These platforms facilitate controlled sharing of non-sensitive data under appropriate licensing and support comprehensive metadata documentation, making the data interpretable and reusable for future research while safeguarding its integrity for at least five years.

4b. How long will it be stored for and why?

The data will be stored for a minimum of five years post-publication. This duration aligns with institutional policies and regulatory guidelines, ensuring sufficient time for validation, potential reuse, and compliance with requirements for research integrity. Extended storage enhances the dataset's value for future studies while maintaining accessibility for verification or follow-up research.

4c. Costs of storage – why are these appropriate? Costs related to long term storage will be permitted providing these are fully justified and relate to the project Full justification must be provided in Justification of Resources (JoR)

The proposed storage costs for the research project on "An Organisational Culture Framework" include \$300 per year for secure institutional server storage, a one-time purchase of \$150 for external hard drives, and \$200 per year for cloud storage. These costs are justified by the need for high security, data integrity, and compliance with data protection regulations, ensuring that sensitive information remains confidential. Long-term storage is essential for retaining data for at least five years, allowing for future studies and enhancing the research's value. Overall, these investments mitigate risks of data loss and uphold ethical standards in research management.

Data Sharing

5. How the data will be shared and the value it will have to others

Data from the research project will be shared through an institutional repository or a public research data repository, such as Zenodo or Figshare. This approach ensures that the anonymized datasets, including survey responses and interview transcripts, are accessible to other researchers, policymakers, and practitioners interested in organizational culture and performance in Small, Medium, and Micro Enterprises (SMMEs).

The shared data will provide valuable insights into the relationship between organizational culture and performance, facilitating further research and potentially informing best practices within the industry. By making this data available, the project aims to contribute to the broader body of knowledge, support evidence-based decision-making, and encourage collaboration among scholars and practitioners in the field.

5a. How the data will enhance the area and how it could be used in the future?

The data from the research project will enhance the understanding of how organizational culture influences the performance of Small, Medium, and Micro Enterprises (SMMEs) by providing empirical insights that inform best practices and strategies for fostering a positive workplace culture. In the future, this data can be used for longitudinal studies to track cultural changes, assess intervention effectiveness, and refine existing frameworks. Additionally, it will support the development of tailored training programs and policy recommendations, ultimately contributing to the sustainability and growth of SMMEs while facilitating ongoing dialogue and collaboration in the field.

5b. Releasing the data – advise when you will be releasing and justify if not releasing in line with AHRC guidelines of a minimum of three years. If the data will have value to different audiences, how these groups will be informed?

Data from the research project will be released three years after the project's completion, in line with AHRC guidelines. This delay allows for thorough analysis, ensuring that the data is well-documented and anonymized to protect participant confidentiality. By retaining the data for this period, we also maintain the integrity of the research findings and allow for potential follow-up studies.

The data will have value for various audiences, including researchers, policymakers, and practitioners in the field of organizational culture and performance. To inform these groups, we will utilize multiple channels, such as academic publications, conference presentations, and announcements through professional networks and social media platforms. Additionally, the data will be deposited in a public research data repository, making it easily accessible for interested parties. This approach ensures that the insights gained from the research can be widely disseminated and utilized for further advancements in the field.

5c. Will the data need to be updated? Include future plans for updating if this is the case.

Yes, the data may need to be updated to reflect changes in organizational culture and performance over time, particularly as new practices and trends emerge in the field of Small, Medium, and Micro Enterprises (SMMEs). Future plans for updating the data include conducting follow-up surveys and interviews at regular intervals, such as every three to five years, to capture evolving dynamics and insights.

Additionally, we will establish a mechanism for incorporating new findings and relevant literature into the existing dataset, ensuring that it remains a valuable resource for researchers and practitioners. By maintaining this iterative process, we can enhance the relevance and applicability of the data, facilitating ongoing research and informed decision-making in the area of organizational culture.

5d. Will the data be open or will you charge for it? Justify if charging to access the data

The data will be made openly accessible through a public research data repository, ensuring that it is available to all interested parties without charge. This approach aligns with the principles of transparency and collaboration in research, promoting broader dissemination and use of the findings.

Charging for access to the data would limit its availability and hinder the potential for widespread impact, particularly for researchers and practitioners in resource-constrained environments. By providing the data freely, we encourage further research, innovation, and application of the insights gained, ultimately contributing to the enhancement of organizational practices in Small, Medium, and Micro Enterprises (SMMEs).

5e. Financial requirements of sharing – include full justification in the JoR

The financial requirements for sharing data from the research project on "An Organisational Culture Framework" include costs for secure data storage solutions, estimated at \$300 per year for institutional servers and \$200 per year for cloud storage, along with potential repository fees ranging from \$50 to \$200. Additionally, \$150 is allocated for creating comprehensive metadata and documentation to enhance data usability. These costs are justified by the need to protect sensitive information, ensure compliance with ethical standards, and facilitate accessibility for researchers and practitioners. By investing in secure and well-documented data sharing, the project maximizes its long-term value, fostering collaboration and advancing

knowledge in the field of organizational culture within Small, Medium, and Micro Enterprises.

Ethical and Legal Considerations

6a. Any legal and ethical considerations of collecting the data

When collecting data for the research project on "An Organisational Culture Framework," several legal and ethical considerations must be addressed. First, informed consent is essential; participants must be fully informed about the purpose of the study, the nature of their involvement, and how their data will be used, stored, and shared. Confidentiality must be maintained by anonymizing responses to protect participants' identities and ensuring that sensitive information is securely stored.

Compliance with data protection regulations, such as the General Data Protection Regulation (GDPR) or local laws, is crucial to safeguard personal data. The research must also adhere to ethical guidelines set by the institutional review board, ensuring that the study does not cause harm to participants and respects their rights. Additionally, it is important to provide participants the option to withdraw from the study at any time without any repercussions. By addressing these considerations, the research can uphold ethical integrity and legal compliance throughout the data collection process.

6b. Legal and ethical considerations around releasing and storing the data – anonymity of any participants, following promises made to participants

When releasing and storing data from the research project, several legal and ethical considerations must be prioritized. Ensuring the anonymity of participants is critical; all identifying information must be removed or masked to prevent any potential identification, thereby protecting their privacy. This commitment to anonymity aligns with the promises made to participants during the informed consent process, where it was assured that their data would be handled confidentially. Additionally, the data must be stored securely to prevent unauthorized access, adhering to relevant data protection regulations such as the General Data Protection Regulation (GDPR) or local laws. Following the ethical guidelines set forth by the institutional review board, researchers must maintain transparency about how data will be used and shared, ensuring that any future dissemination aligns with the original terms agreed upon with participants. By honoring these commitments, the research upholds ethical integrity and legal compliance, fostering trust and respect among participants.

Planned Research Outputs

Dissertation - "An Organisational Culture Framework Requisite for Sustainable Performance of Small, Medium and Micro Enterprises"

The dissertation titled "An Organisational Culture Framework Requisite for Sustainable Performance of Small, Medium and Micro Enterprises" explores the critical relationship between organizational culture and the performance of Small, Medium, and Micro Enterprises (SMMEs). Focusing on Superior Quality Engineering Construction Company in Polokwane, Limpopo Province, South Africa, the study employs a mixed-methods approach, combining quantitative surveys and qualitative interviews to gather comprehensive data.

The research aims to identify the types and characteristics of organizational culture present within the company, analyze the challenges faced in implementing a sustainable culture, and assess the impact of culture on both operational and financial performance. By developing a tailored framework for organizational culture that enhances sustainable performance, the dissertation contributes valuable insights to the field of business management, offering practical recommendations for SMMEs seeking to improve their effectiveness and competitiveness in a dynamic market environment.

Planned research output details

Title	DOI	Type	Release date	Access level	Repository(ies)	File size	License	Metadata standard(s)	May contain sensitive data?	May contain PII?
An Organisational Culture Framework Requisite for ...		Dissertation	Unspecified	Open	None specified		None specified	None specified	No	No