Dealing with Business and Organizational Data

Insights from the Data Service Center for Business and Organizational Data (DSZ-BO)

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OUTLINE

1. Data Sharing in Organization Studies
2. Issues in Documenting Organizational Data
3. The Modular Documentation Scheme
4. Outlook
I DATA SHARING IN ORGANIZATION STUDIES (OS)

- Growing need of organizational data
  - in various disciplines

- Restrictions on primary data collection
  - Limited resources, special population

→ GROWING IMPORTANCE OF SECONDARY DATA ANALYSIS IN ORGANIZATION STUDIES
II ISSUES IN DOCUMENTING
- Specialties in OS

What is special to Organization Studies in Germany?

1. Diversity of Disciplines (languages, traditions, methods)
2. Diversity of Research Designs and Methods
3. Properties of the Units of Analysis
II ISSUES IN DOCUMENTING
- Designs and Methods

Designs and Methods (Types of Studies)

a. Qualitative: case studies, expert interviews
   • Complex designs, mixing methods

b. Quantitative: Organizational surveys, Employee surveys
   • linked data, longitudinal data, mixed methods

→ Diverse and complex
→ No standardized Typology!
II ISSUES IN DOCUMENTING
- Units of Analysis

a. Units of Analysis: what it is about?
- Organizations (firms, businesses, establishments, schools, hospitals),
- Or: Industries, Departmental Units, Employees or other Members (clients, patients…)

→ Diverse and complex
→ No standardized Terminology!
II ISSUES IN DOCUMENTING
- Units of Analysis

a. Units of Analysis: what it is about?
   - Organizations (firms, businesses, establishments, schools, hospitals),
   - Or: Industries, Departmental Units, Employees or other Members (clients, patients…)

b. Unit of Response: who can give the answers?
   - The proxy respondent or informant
II ISSUES IN DOCUMENTING
- example of a complex study structure (BEATA)

multiple Data Collections

Various Units of Analysis

Various methods of Data collection

Various Response Units

various Datasets

Data Collections
employers

Qualitative interviews

CEOs
Transcripts

Data Collections
employees

Analysis of Documents
text

Data Collections
partners

survey

Partner datasets

Data Collections

Employee datasets

Linked datasets

Employer dataset

HR
II ISSUES IN DOCUMENTING

... summing up

Characteristics of OS

- Lack of Standardization (re terminology, typology)
- High Complexity within one study
- High Diversity between different studies
Hierarchical Documentation:
- Using a hierarchical structure
- With the two levels:
  Study and Data Collection
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- Using a hierarchical structure
- With the two levels: Study and Data Collection

Modular Documentation:
- Using distinct modules of documentation
- These can be combined as needed
III  A Modular Documentation Scheme

- Study: title, Primary Investigators, funding, information about topical, spatial, temporal coverage.
- Data collection: topical information, information on the field phase, sampling
- Methods: CAPI, CAWI, CASI, PAPI,… qualitative interviews, focus groups, lab experiments…
- Units of analysis: organizations, individuals, households…
III  A Modular Documentation Scheme

Study

Units of Analysis
Employers

Data Collection

Method A: CAPI
III A Modular Documentation Scheme

Units of Analysis: Employers

Data Collection

Method A: CAPI

Method B: web
III A Modular Documentation Scheme

Study

Units of Analysis
Employers

Data Collection

Method A: CAPI

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III  A Modular Documentation Scheme

**Mixed-Methods (BEATA)**

- **Employers**
  - Case Study
    - Qualitative interviews
    - Document analysis

- **Employees**
  - Employee Survey
    - PAPI Survey

- **Partners**
  - Partner Survey
III A Modular Documentation Scheme

Panel Study

Employers

Wave 1

Wave 2

Wave 3

PAPI Survey
III A Modular Documentation Scheme

... summing up

Advantages of using distinct modules

- Various combinations possible
- Comprehensive documentations possible
- High level of machine-readability
  - Detailed search options for users
  - Comparability across different studies
IV OUTLOOK

- Documentation scheme: Testing, Including more qualitative studies, Adapting to DDI3.1.
- Developing a data management plan specialized to OS
- Designing a web questionnaire, that can be completed by the data producers themselves
- Conducting a metaanalysis in selected Journals of OS
THANKS FOR YOUR ATTENTION

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For the technical details:
An infrastructure approach serving DDI3.x
By Johanna Vompras, Jochen Schirrwagen, Wolfram Horstmann, University Library Bielefeld
Poster Session on Thursday, June 02, 15:45-17:15
Location: 1400-1430 Joseph & Rosalie Segal Centre, Harbour Centre