



RESEARCH NOTIFICATION

“Inclusive multilingual and intercultural workplace” (IMU) and invitation to participate in research

- 1. We ask you to participate in the study titled “Inclusive multilingual and intercultural workplace” (IMU)** that investigates how people working in a large globally dispersed and diverse organisation build an inclusive culture in their everyday interactions, such as in one-on-one interactions with their colleagues and in teamwork, or in communication in larger groups. The study has two objectives: 1. to identify communication practices that support the formation of an inclusive culture with a specific focus on language practices and leadership, and 2. to identify the elements of shared communication competence required in globally dispersed organisations to support the construction of an inclusive organisational culture.

You are invited to the study because you work in a large globally dispersed and diverse organisation, and you interact with your colleagues daily either face-to-face or in technology-mediated ways.

This research notification describes the study and related participation. The attachment provides information on the processing of your personal data.

The study will involve persons working in the target organisation in different levels, units, teams, roles, and locations. The number of participants is not predefined. Since different types of data collection are planned, we are expecting for the number of participants to vary depending on the data collection strategy. Our estimation is as follows: approximately 80 - 100 participants responding to the qualitative questionnaire; approximately 20 - 40 participants in one-on-one interviews; approximately 20 participants in group interviews; approximately 2 or 3 teams having their meetings (4-6) video recorded.

2. Voluntariness

Participation in this study is voluntary. You can refuse to participate in the study, stop participating or cancel your previously given consent, without stating any reason for this and at any time during the study. This will have no negative consequences to you. You will not be placed in an unequal position in your team, group, unit or organisation as such in connection to your willingness or refusal to participate in the study.

If you stop participating in the study or if you cancel your consent, the personal data, samples and other information collected on you up to that point will be used as part of the research material as far as it is necessary to ensure relevant research outcomes.

3. Progress of the study

We are interested in how people working in a large globally dispersed and diverse organisation build an inclusive culture in their everyday interactions, such as in one-on-one interactions with their colleagues and in teamwork, with a specific focus on leadership communication, language practices and communication competence. For this purpose, we will collect different types of data. Data collection will start the spring 2025 with an online questionnaire distributed to persons working in leadership positions.

The survey has 12 open-ended questions, and it takes approximately 30 minutes to complete. We will follow with the collection of interview and interaction data in early summer and autumn 2025. Interviewing will entail both one-on-one interviews (approximately 45 minutes long) as well as focus group discussions (approximately 60 minutes long, with approximately 5-6 participants per group). Both individual and focus group interviews can be arranged either face-to-face in a location selected by the participants, or online. The interactional data will be collected through video recording team meetings. Approximately 2 or 3 teams will be asked to video record 4-6 of their meetings. Depending on how the meeting is held, it can be recorded with a small 360-degree camera provided by the researchers or with the recording functionality of the online platform that the team uses for their interaction.

4. Possible benefits from the study

The study will create important insights about how inclusivity is created on the grass-root level of everyday interactions at work, with a special focus on language practices, leadership and communication competence. These insights will not only contribute to theory development, but they will also help in designing novel training materials to support persons working in globally operating highly complex and diverse organisations. Our study is exploratory and descriptive in character, which means that we appreciate learning about your workplace interactions, and do not aim at assessing them against some normative standard.

5. Possible risks, harm, and inconvenience caused by the study as well as preparing for these

Participation in the study is not expected to cause any risks, harm, or inconvenience.

6. Study-related costs and compensations to the subject as well as research funding

No rewards will be paid for participation in the study.

7. Informing about research results and research outcomes

The study will be used in scientific publications, master's and doctoral theses, congress and seminar presentations, lectures as well as for practical applications (such as developing team interaction trainings for organisations).

We will be happy to share any insights we have developed with the research participants should they so wish.

The data collected in the study will be treated confidentially. Your identity will not be revealed to anyone outside the research team, and it will not be identifiable from the research findings and examples used in publications and teaching materials.

8. Insurance coverage for research subjects

The University of Jyväskylä has insurances for its activities and research subjects.

In the case of research conducted remotely, the insurance of the University of Jyväskylä compensates only for damage that is directly related to the assigned research task and that has occurred during the actual guided research task. The insurance does not cover accidents that occur during breaks.

The insurances of the University of Jyväskylä are not valid in the case of research conducted remotely if a research subject's home municipality is not in Finland.

The set of insurance includes a malpractice insurance, an operational liability insurance, and an optional insurance against accidents. During the research activities, the subjects are covered by the insurance for accidents, damages and injuries inflicted by an external cause. The accident insurance is valid during measurements and on trips integrally connected to them.

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