Well-Functioning Team: A Daily Survey Study

Purpose of the study

The study examines factors related to team well-being and productivity in multi-locational work settings. In addition to advancing research on this topic, the results will also be utilized to develop practical methods for supporting Finnish organizations in the successful implementation of multi-locational knowledge work.

Description of the process and procedures for collecting research data

The survey study is a one-week longitudinal study conducted over a working week (Monday-Friday), during which participants complete one questionnaire per day. In addition, the study includes a background survey to be completed before the study week. Completing each questionnaire takes approximately 5-10 minutes. The surveys will be conducted during autumn 2026.

Organizations collaborating in the research project will provide the research team with information on the teams invited to participate and the work email addresses of team members. Participants will receive further information about the study and an invitation to participate via these email addresses. The daily questionnaires administered during the study week will be sent only to those individuals who provide their informed consent to participate when completing the background survey.

The questionnaires collect indirect identifiers from participants (e.g., gender, age, education, job position, and employer's industry sector). Individual participants will not be identifiable in any reports or publications based on the study results. The research data consist primarily of responses to structured questionnaire items regarding participants' experiences of multi-locational work, well-being at work, and work-related functioning at both the individual and team levels.

Potential risks and benefits of participation

Responding to the questionnaires may help you reflect on and better understand your experiences related to multi-locational work and teamwork. If you wish, you will receive a summary of the overall survey results.

Your organization will receive an aggregated summary of the key findings, allowing your responses to contribute to the development of practices within your organization. Individual participants will not be identifiable from the summaries provided to organizations. By participating, you will also contribute to research and the development of working life in Finland.

Participation in the surveys does not involve any financial, social, privacy-related, or other risks beyond those encountered in everyday life. However, if completing the questionnaires gives rise to any negative feelings or concerns, you may contact the principal investigator of the project (contact details are provided at the end of this information sheet).

Data confidentiality, processing and storage

All personal data collected during the study will be processed in compliance with the EU's General Data Protection Regulation (GDPR) and the data protection laws of Finland. Our research team is committed to adhering to the principles of good scientific practice and ethically responsible procedures in the collection, processing, and reporting of research data.

Research data and personal data will be processed using secure IT software and services appropriate to the type of data concerned. The research data will be stored electronically in encrypted form. The principal investigator of the project is responsible for ensuring the secure storage of the data.

The research data will be used for scientific research by members of the WorkWell research project team. The data may also be used as research material for theses completed by students at Tampere University under the supervision of the principal investigator. The WorkWell project engages in both national and international research collaboration; however, responsibility for processing the research data rests primarily with members of the research team. If data are shared with research collaborators, separate agreements will be established to ensure the secure and appropriate handling of the data.

As this is a longitudinal study, participants' contact information will be used to link data collected at different stages of the survey. For this purpose, each participant will be assigned a unique study code that enables responses from different survey phases to be linked to the same participant. Team information will be handled in a similar manner so that the responses of team members can be linked during data analysis. The information required to connect study codes with contact details and team information will be stored separately from the research data and will be accessible only to the researchers directly responsible for administering the surveys. Contact information will not be disclosed outside the research team and will be deleted after the completion of the longitudinal data collection.

Protecting the privacy of participants in research publications

The data will be analyzed and the findings reported in a manner that prevents the identification of individual participants. This will be achieved, for example, by using aggregated statistics and combining data from multiple participants so that no individual can be identified. Similarly, team-level data will be reported in a way that prevents the identification of individual teams in scientific publications.

Research data containing indirect identifiers and pseudonymized team information will be retained at Tampere University for five years following the completion of the project (until 31 August 2033), after which the data will be permanently destroyed.

Funding sources

The study is funded by Business Finland (Co-Research Proposal 717/31/2025).

Voluntary participation

Participation in the study is entirely voluntary, and you may withdraw from the study at any time without any adverse consequences. To withdraw your participation during the study, please notify Postdoctoral Research Fellow Sanna Markkula by email at sanna.markkula@tuni.fi. Data collected from you prior to your withdrawal may still be used for the purposes of the research.

Insurance coverage and compensation

Tampere University's institutional liability insurance covers damages arising from the activities of the university and its staff.

Compensation for participation

No separate compensation will be paid for participation in the study.

Communicating about the study

The data will be used for scientific research, and the results will be published in scientific publications and, where applicable, in academic theses. In addition, the data will be utilized to develop practical tools and resources to support working life (e.g., guidance materials). The research findings will also be presented at conferences and seminars and disseminated to the media and the general public through various communication channels, such as newsletters, press releases, and media interviews.

Inquiries

Anne Mäkikangas
Principal investigator
Professor, leader of the Work Research Centre
Tampere University
phone. 050 4377137
email: anne.makikangas@tuni.fi

Project website: https://www.tuni.fi/en/tau/research/workwell-enhancing-well-being-and-productivity-multilocational-digitalized-work

Privacy notice: https://www.tuni.fi/fi/tau/tutkimus/workwell-hyvinvoinnin-ja-tuottavuuden-vahvistaminen-monipaikkaisessa#switcher-trigger-tietosuojaselosteet