Data service center for business and organizational DATA (DSZ-BO)

Specifics concerning DDI dealing with organizational data

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Outline

1. Task and Scope
2. Customers View
3. Specifics dealing with organizational data
   1. Complexity of studies
   2. Research Methods from different disciplines
   3. Sampling and Linked levels of analysis
   4. Anonymization and Versioning
   5. Thesaurus
1. Task and Scope of the DSZ-BO

The DSZ-BO archives business und organizational data from the social sciences, e.g.

- surveys with multiple organizations, e.g. interviews with human resource managers of different firms
- Qualitative case studies, mixed methods
- process generated numbers, e.g. average time of patients in different hospitals, business catalogues
- observations, e.g. informal processes in one local office.
- linked employer employee data (LEE)
1. Task and Scope of the DSZ-BO Services

- web based browser / web portal
- data archive
- data access
- research
- support and training
1. Task and Scope of the DSZ-BO Services

- Services for data producers: data cleansing, anonymization, help with development of instruments
- Services for data users: easy access to research data for secondary analysis
- Research and education: Development of a standard instrument catalogue, publication lists of relevant literature in the field, working paper series
1. Task and Scope of the DSZ-BO
Three Level Model

- General Information about all studies in the field of organizational research
- Detailed Meta-Information about “important” studies
- Question and Variable-level description and Microdata, if possible
2. Customers View

Searches for

- Data with certain methods
- that contains variables that operationalize certain research questions
- Datasets with certain levels of analysis
- Wording of questions
- Examples for good practice in a certain field
3. Specifics dealing with organizational data
Complexity of objects

Most aspects can be put into DDI:

- General Information about a study
- Data collection
- Questions
- Variable Information
3. Specifics dealing with organizational data

Complexity of objects

Study Structure

BEATA

- Employer inquiry
  - Quant. Survey
  - Qual. Interview
  - Document analysis
  - Partner survey

Employee survey

Partner survey

Datasets

- LEE data
- PUF
- SUF
- Remote
- On site
- Employees
- Couples

Analysis levels

- Employee units
- Employer units
- Couples
3. Specifics dealing with organizational data
Solution for study structures

- Groupings
- Differentiation between Projects, Studies and inquiries

Study:

Inquiry:

Method description:

Materials:

Datasets:

Analysis units:
3. Specifics dealing with organizational data

Study Unit and Unit of Analysis

Organisations:
- confederations
- Businesses
- local firms
- Departments, working groups
- Others

Individuals:
- Managers/Management, leaders
- Human resource Managers
- employee committee
- employees
- customers
- Others

Link to methods
### 3. Specifics dealing with organizational data
Specification of organizational study units

<table>
<thead>
<tr>
<th>1. Number of realized units on this level</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 to 10</td>
</tr>
<tr>
<td>10 to 99</td>
</tr>
<tr>
<td>100 to 249</td>
</tr>
<tr>
<td>250 to 999</td>
</tr>
</tbody>
</table>

2a. If organization: Number of Employees (min)

| 1 to 10           |
| 10 to 99          |
| 100 to 249        |
| 250 to 999        |

2b. If organization: Number of Employees (max)

| 10000 +           |

3. If employee survey:

<table>
<thead>
<tr>
<th>Complete survey?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, no</td>
</tr>
</tbody>
</table>
### 3. Specifics dealing with organizational data
Specification of Methods

<table>
<thead>
<tr>
<th>Human readable method description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Method Classification</strong></td>
</tr>
<tr>
<td>Interview, observation (participation, nonparticipation), content/document analysis, process generated data, psychological tests, group discussions, Others</td>
</tr>
<tr>
<td><strong>Degree of standardization</strong></td>
</tr>
<tr>
<td>1 (predominantly) quantitative/standardized, (predominantly qualitative, partly standardized/ half-standardized, not standardized/open</td>
</tr>
<tr>
<td><strong>Design</strong></td>
</tr>
<tr>
<td>ex-post-facto (e.g. cross sectional), quasi-experimental, experimental</td>
</tr>
<tr>
<td><strong>Survey: Interviewer presence</strong></td>
</tr>
<tr>
<td>With interviewer, without interviewer</td>
</tr>
<tr>
<td><strong>Survey: mode</strong></td>
</tr>
<tr>
<td>Personal/facetoface, telephone, postal, computer</td>
</tr>
<tr>
<td><strong>Survey: Documentation</strong></td>
</tr>
<tr>
<td>Paper and pencil, web formular/online, local computer, audio record, video record, Others</td>
</tr>
<tr>
<td><strong>QualiData: Documentation</strong></td>
</tr>
<tr>
<td>Transcript, Notes, Summaries, extracts, diaries, observation protocolls, diagrams, Others</td>
</tr>
</tbody>
</table>
3. Specifics dealing with organizational data
Specialization vs. Exchange
e.g. the ELSST Thesaurus

- Thesaurus needed for key word linkage
- Thesaurus needed for exchange
- ELSST contains few information concerning organizational data
- Development of a thesaurus in this area
3. Specifics dealing with organizational data
Relation Model and DDI

- Study:
- Inquiry:
- Method description:
- Materials
- Datasets:
- Analysis units:
Summary

- Complex Study structures: Projects, Studies, inquiries
- Controlled vocabularies and saving in a SQL-database if not assumed in DDI
  - searchable study Units and Units of Analysis
  - searchable research methods
  - searchable dataset versions
- Contribution to ELSST-Thesaurus for organizational data
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