

Students Name: Yordan Stankov

Student ID: 2021805

**Proposal Research Title: Investigating Employee Motivation and Productivity at Big
Motoring World UK**

Name of the University: University of Wales trinity saint David

Submission date: 23/08/2024

CHAPTER 1: INTRODUCTION

1.1 Background

UK auto dealer Big Motoring World UK sells and rebuilds used automobiles since 1986. It enhances worker efficiency and benefits thousands of clients nationally. Research on HRM and organizational behavior analyses motivation and productivity. Cultural and personal factors reduce study motivation. Growth, recognition, responsibility, money, job security, and working circumstances motivate workers, according to Herzberg's Two-Factor Theory (Negi, 2022). In Maslow's hierarchy, workers need physiological and self-actualization.

Big Motoring World UK needs understand employee motivation for several reasons. Employee motivation improves output and service. Employee engagement reduces turnover, hiring, and training. Third, workplace motivation improves creativity, collaboration, and progress. Previous study reveals automotive retail workers' motivation issues and opportunities are unique. Competitive organizations with tight sales targets can push staff through client interactions. Professional development and help encouraged auto salespeople.

1.2 Purpose of the Research

Few studies have examined automotive retail workers motivation and productivity. Few studies have explored auto merchants' issues. Many have worked in government, Academia, and manufacturing. Automotive retail requires sector-specific research due to its Fast-paced, competitive environment and concentration on sales and customer satisfaction. Few studies have combined monetary and non-monetary incentives. Auto Businesses can enhance motivation by attaching money prizes to recognition or professional development. Strategy sustainability requires longitudinal studies, while most research focuses on short-term advantages.

Another ignored factor is cultural and ethnic diversity's impact on employee motivation.

Inclusion and effectiveness in global car HR must understand how cultural differences affect motivation and productivity. Car retail needs examples of motivational strategies and implementations. Employee motivation and productivity literature, especially

In car retail, is useful yet inadequate. This study examines Big Motoring world UK motivation, productivity, and approaches for improvement.

1.3 Purpose Aim

To investigate the relationship between employee motivation and productivity at Big Motoring World.

1.4 Research Objectives

- i. To identify the key factors influencing employee motivation at Big Motoring World.
- ii. To analyze the impact of employee motivation on productivity at Big Motoring World.
- iii. To evaluate the effectiveness of current strategies to enhance employee motivation and productivity at Big Motoring World.
- iv. To recommend strategies for improving employee motivation and productivity at Big Motoring World UK.

1.5 Research Questions

- i. What factors influence employee motivation at Big Motoring World UK?
- ii. How does employee motivation impact productivity at Big Motoring World UK?
- iii. What are the most effective strategies for enhancing employee motivation and productivity at Big Motoring World UK?

- iv. How do employees perceive the current motivation strategies implemented by Big Motoring World UK?

CHAPTER 2: LITERATURE REVIEW

2.1 Introduction

Auto stores require motivated, productive personnel. This chapter highlights employee motivation theory and empirical research gaps. Maslow's Hierarchy of Needs, Herzberg's Two-Factor Theory, and Self-Determination Theory explain employee motivation and productivity.

2.2 Theoretical Literature Review

2.2.1 Maslow's Hierarchy of Needs

Abraham Maslow's 1943 Hierarchy of Requirements identifies five human needs, from physiological to self-actualization. Workplace happiness and enough breaks can provide food, water, shelter, and sleep. Stable employment and fair wages can meet financial, physical, and job security needs. Social demands for love and belonging require a friendly, collaborative workplace. Promotions and positive feedback boost self-esteem. Career advancement and challenging duties can help one grow. Notwithstanding its influence, Maslow's hierarchy may change with culture and individual circumstances (Steeverink et al., 2020).

2.2.2 Herzberg's Two-Factor Theory

Frederick Herzberg's 1950s Two-Factor Theory links job satisfaction to motives and hygiene (Negi, 2022). Workplace, policy, supervision, pay, and relationships affect hygiene. Lack of these attributes can make workers miserable, yet presence may not motivate them. Recognition, responsibility, advancement, and success improve job satisfaction and performance. For employment satisfaction and inspiration, Herzberg recommends meaningful labor and acknowledgment. Critics question cleanliness and motivators. Their views differ. Herzberg's HR motivation works.

2.3 Empirical Literature Review

2.3.1 Factors Influencing Employee Motivation

Ateeq (2023) argues understanding engagement's mediation effect on employee motivation and performance improves organizational outcomes. This study emphasizes the psychological link between engagement and motivation for Big Motoring World. Industry concerns may affect auto retail employee engagement differently.

Kosec et al. (2022) evaluated Slovenian sedentary workers' performance, well-being, work, and life satisfaction. Their quantitative developmental psychology study indicated employment and life satisfaction significantly affect performance. The study is useful, but its concentration on sedentary employment limits its applicability to Big Motoring World's UK dynamic, customer-facing jobs.

Meirinhos et al. (2023) discovered leadership, motivation, communication, and rewards affected business performance. Communication and rewards boost motivation and performance, they found. This study can enhance Big Motoring World's output, but auto retail's utility is uncertain.

2.3.2 Impact of Motivation on Productivity

Leadership, job satisfaction, and social links boost workplace productivity, say Ali and Anwar (2020). This study highlights workplace help's productivity worth. A careful literature review and data analysis found that office conditions can boost employee excitement and productivity, which is relevant to Big Motoring World UK. More research is needed to discover how these factors affect car retail and culture.

Professional development, recognition, and awards enhance retail worker productivity, claim Afolabi et al. (2023). After evaluating retail HR methods, Big Motoring World UK may

benefit. The essay recommends longer-term research to understand these motivating policies' sector-specific effects despite their benefits.

2.3.3 Motivational Strategies

Ihemereze et al. (2023) say performance-based pay rises and better retirement benefits inspire and satisfy Nigerian auto workers. Maslow's and Herzberg's concepts influence the focus of the study on vehicle financial incentives. Money trumps non-money incentives.

Awards and recognition improve workplace happiness and performance, suggest Ali and Anwar (2021). Their mixed-methods study found hygiene variables and motivators to support Herzberg's theory. The study advises motivating workers with monetary and non-monetary prizes. The auto retail business requires more research to confirm these conclusions.

Tensay and Singh (2020) examined the motivational tactics and performance of the Ethiopian federal public sector. Based on the Self-Determination Theory, acknowledgment, professional progress, and autonomy boost engagement and performance. The study is useful, but its public service focus limits automobile retail usefulness.

CHAPTER 3: METHODOLOGY

3.1 Research Paradigm

This pragmatic study uses positivist and interpretivist methods to assess Big Motoring World's UK staff motivation and productivity. Applied organizational research matches practice. Semi-structured interviews outperform productivity and engagement surveys. Assesses employee engagement and productivity. Pragmatism triangulates data for improved mixed-methods research.

3.2 Research Strategy

Mixed-methods will quantify and subjectively evaluate research complexity. Employee motivation and productivity are assessed using structured Likert measures. Surveying employee engagement and productivity. Semi-structured interviews with selected managers and employees will reveal motivators and their effects that surveys may miss. Triangulation improves mixed-methods study dependability.

3.3 Research Design

The mixed-methods study utilizes quantitative surveys and qualitative interviews. The Job Satisfaction Survey (JSS) and Work Motivation Scale (WMS) Likert scales will yield quantitative data in structured surveys for reliability and validity. Staff motivation and productivity will be evaluated company-wide. Semi-structured management and staff interviews will provide context-based motivation and productivity statistics. Quantitative and qualitative data solve the study problem via statistical generalizations and personal insights.

3.4 Qualitative and Quantitative Methods

Quantitative and qualitative research will examine employee motivation and productivity. Structured surveys will assess job satisfaction, working conditions, leadership, and recognition

using Likert scales. Current JSS and WMS tools validate survey results. Survey questions improve with small-scale pre-testing. Surveys will be sent electronically for efficiency. To gather qualitative data on leadership, recognition, and workplace attitudes, managers and staff will be interviewed in a semi-structured manner. Thematic analysis examines motivation.

3.5 Data Collection Methods

Using Likert scales, Big Motoring World UK will electronically assess employee motivation and productivity. Pre-tests with small samples enhance survey questions. Online surveys boost efficiency and reach. Semi-structured interviews with select managers and personnel will gather qualitative data. Open-ended interviews inspire and inform. You promise to record and transcribe data interviews. The thematic analysis examines qualitative data.

3.6 Sampling Technique

Different sampling strategies will be employed for quantitative and qualitative components. Quantitative surveys reduce selection bias and improve generalizability by sampling personnel. Shows job functions, departments, and demographics. Staff and confidence dictate sample size. Choosing key informants for qualitative motivation and productivity interviews is intentional. This method considers role, tenure, and department.

3.7 Data Analysis

We'll examine quantitative and qualitative data. SPSS computes quantitative survey descriptive and inferential statistics. Descriptive statistics summarize demographic and survey data, while correlation and regression analysis examine work happiness, leadership, and productivity. The thematic analysis involves qualitative interview data familiarization, coding, topic creation, and interpretation. Code and arrange qualitative data with NVivo. We measure employee motivation and productivity qualitatively and quantitatively.

3.8 Reliability and Validity

Validity and reliability are needed for credibility. JSS and WMS boost project reliability. Small, representative survey pilots improve questions. Uniform survey administration and interviewer training ensure consistency. Quantitative and qualitative data triangulation ensures validity. Participant-verified qualitative interview transcripts or summaries. Rigorous data analysis yields accurate results.

3.9 Ethical Considerations

The study will follow strong ethical guidelines to protect participants' rights and well-being. All participants will receive informed consent describing the study's aim, procedures, and rights, including the opportunity to withdraw without penalty. The consent form will state data, usage, storage, and study goals. Participants remain anonymous through data anonymization and researcher access protection. Ethics will be IRB-approved. Honest studies disclose conflicts. They ensure they study morality and correctness.

Chapter 4

Conclusion

Finally, this theory examines Big Motoring World UK staff motivation and productivity. This study will identify motivational elements and their productivity benefits to improve techniques. A mixed-methods study uses quantitative surveys and qualitative interviews. The insights will boost employee engagement and performance, helping Big Motoring World succeed in a competitive market.

References

- Afolabi, J.O.A., Olatoye, F.O., Eboigbe, E.O., Abdul, A.A. and Daraojimba, H.O., 2023. Revolutionising retail: hr tactics for improved employee and customer engagement. *International Journal of Applied Research in Social Sciences*, 5(10), pp.487-514.
- Ali, B.J. and Anwar, G., 2021. An empirical study of employees' motivation and its influence on job satisfaction. *Ali, BJ, & Anwar, G.(2021). An Empirical Study of Employees' Motivation and Its Influence on Job Satisfaction. International Journal of Engineering, Business and Management*, 5(2), pp.21-30.
- Ateeq, A., 2023. The mediating role of engagement in the relationship between. *Management*, 21(3), pp.435-447.
- Ihemereze, K.C., Eyo-Udo, N.L., Egbokhaebho, B.A., Daraojimba, C., Ikwue, U. and Nwankwo, E.E., 2023. Impact of monetary incentives on employee performance in the Nigerian automotive sector: a case study. *International Journal of Advanced Economics*, 5(7), pp.162-186.
- Meirinhos, G., Cardoso, A., Neves, M., Silva, R. and Rêgo, R., 2023. Leadership styles, motivation, communication and reward systems in business performance. *Journal of Risk and Financial Management*, 16(2), p.70.
- Negi, R.S., 2022. HERZBERG'S HYGIENE AND MOTIVATIONAL FACTORS FOR SUCCESSFUL ORGANISATIONAL PERFORMANCE MANAGEMENT SYSTEM. *Fostering Resilient Business Ecosystems and Economic Growth: Towards the Next Normal*, p.700.

Steверink, N., Lindenberg, S., Spiegel, T. and Nieboer, A.P., 2020. The associations of different social needs with psychological strengths and subjective well-being: An empirical investigation based on social production function theory. *Journal of Happiness Studies*, 21, pp.799-824.

Tensay, A.T. and Singh, M., 2020. The nexus between HRM, employee engagement and organisational performance of federal public service organisations in Ethiopia. *Heliyon*, 6(6).

Gantt Chart: **Investigating Employee Motivation and Productivity at Big Motoring World UK** by Yordan Stankov

<u>Investigating Employee Motivation and Productivity at Big Motoring World UK</u> by Yordan Stankov							
Literature review	Week 1: 30 Sept – 6 Oct						
Legal & ethical form signed		Week 2: 7 Oct – 13 Oct					
Questionnaire done			Week3: 14 Oct – 20 Oct				
Collection information				Week 4 & 5: 21 Oct – 3 November			
Analyze data					Week 6 & 7: 4 November – 17 November		
Report & presentation						Week 8 & 9: 18 Nov – 1 December	
Write all dissertation							Week 10 – 11 – 12: 2 December to 22 December

APPLICATION FOR ETHICAL APPROVAL

In order for research to result in benefit and minimise risk of harm, it must be conducted ethically. A researcher may not be covered by the University's insurance if ethical approval has not been obtained prior to commencement.

The University follows the OECD Frascati manual definition of **research activity**: "creative work undertaken on a systematic basis in order to increase the stock of knowledge, including knowledge of man, culture and society, and the use of this stock of knowledge to devise new applications". As such this covers activities undertaken by members of staff, postgraduate research students, and both taught postgraduate and undergraduate students working on dissertations/projects.

The individual undertaking the research activity is known as the "principal researcher".

Ethical approval is not required for routine audits, performance reviews, quality assurance studies, testing within normal educational requirements, and literary or artistic criticism.

Please read the notes for guidance before completing ALL sections of the form.

This form must be completed and approved prior to undertaking any research activity. Please see Checklist for details of process for different categories of application.

SECTION A: About You (Principal Researcher)

1	Full Name:	Yordan Stankov			
2	Tick all boxes that apply:	Member of staff:	☐	Honorary research fellow:	☐
	Undergraduate Student	☒	Taught Postgraduate Student	☐	Postgraduate Research Student
3	Institute/Academic Discipline/Centre:	UWTSD University of Wales Trinity Saint David			
4	Campus:	London Campus, Westferry Circus			
5	E-mail address:	2021805@student.uwtsd.ac.uk			
6	Contact Telephone Number:	07778312437			
For students:					
7	Student Number:	2021805			
8	Programme of Study:	BA Hons Business Management			
9	Director of Studies/Supervisor:	Jayalakshmi Gopalkrishnan			

SECTION B: Approval for Research Activity

1	Has the research activity received approval in principle? (please check the Guidance Notes as to the appropriate approval process for different levels of research by different categories of individual)	YES	☒	NO	☐
					Date
2	If Yes, please indicate source of approval (and date where known): Approval in principle must be obtained from the relevant source prior to seeking ethical approval	Research Degrees Committee	☐		
		Institute Research Committee	☐		
		Other: Company Big Motoring World	☒		13/08/2024

SECTION C: Internal and External Ethical Guidance Materials

	Please list the core ethical guidance documents that have been referred to during the completion of this form (including any discipline-specific codes of research ethics, location-specific codes of research ethics, and also any specific ethical guidance relating to the proposed methodology). Please tick to confirm that your research proposal adheres to these codes and guidelines. You may add rows to this table if needed.
1	UWTSD Research Ethics & Integrity Code of Practice ☐
2	UWTSD Research Data Management Policy ☐
3	[List any other relevant documents here] ☐

SECTION D: External Collaborative Research Activity

If there are external collaborators then you should gain consent from the contact persons to share their personal data with the university. If there are no external collaborators then leave this section blank and continue to section E.

1	Institution	
2	Contact person name	
3	Contact person e-mail address	
4	Is your research externally funded?	YES ☐ NO ☐
5	Are you in receipt of a KESS scholarship?	YES ☐ NO ☐
6	Are you specifically employed to undertake this research in either a paid or voluntary capacity?	Voluntary YES ☐ NO ☐
7		Employed YES ☐ NO ☐
8	Is the research being undertaken within an existing UWTSD Athrofa Professional Learning Partnership (APLP)?	If YES then the permission question below does not need to be answered. YES ☐ NO ☐
9	Has permission to undertake the research has been provided by the partner organisation?	(If YES attach copy) If NO the application cannot continue. YES ☐ NO ☐

Where research activity is carried out in collaboration with an external organisation

10	Does this organisation have its own ethics approval system?	YES ☐ NO ☐
----	---	--

If Yes, please attach a copy of any final approval (or interim approval) from the organisation (this may be a copy of an email if appropriate).

SECTION E: Details of Research Activity

1	Indicative title:	Investigating Employee Motivation and Productivity at Big Motoring World UK		
2	Proposed start date:	October 2024	Proposed end date:	January 2025
	Introduction to the Research (maximum 300 words per section) Ensure that you write for a <u>Non-Specialist Audience</u> when outlining your response to the points below: <i>Purpose of Research Activity</i> <i>Proposed Research Question</i> <i>Aims of Research Activity</i> <i>Objectives of Research Activity</i> Demonstrate, briefly, how <u>Existing Research</u> has informed the proposed activity and explain <i>What the research activity will add to the body of knowledge</i> <i>How it addresses an area of importance.</i>			
3	Purpose of Research Activity Few studies have examined automotive retail workers motivation and productivity. Few studies have explored auto merchants' issues. Many have worked in government, Academia, and manufacturing. Automotive retail requires sector-specific research due to its Fast-paced, competitive environment and concentration on sales and customer satisfaction. Few studies have combined monetary and non-monetary incentives. Auto Businesses can enhance motivation by attaching money prizes to recognition or professional development. Strategy sustainability requires longitudinal studies, while most research focuses on short-term advantages. Another ignored factor is cultural and ethnic diversity's impact on employee motivation. Inclusion and effectiveness in global car HR must understand how cultural differences affect motivation and productivity. Car retail needs examples of motivational strategies and implementations. Employee motivation and productivity literature, especially In can retail, is useful yet inadequate. This study examines Big Motoring world UK motivation, productivity, and approaches for improvement.			

	(this box should expand as you type)
4	Research Question i. What factors influence employee motivation at Big Motoring World UK? ii. How does employee motivation impact productivity at Big Motoring World UK? iii. What are the most effective strategies for enhancing employee motivation and productivity at Big Motoring World UK? iv. How do employees perceive the current motivation strategies implemented by Big Motoring World UK? (this box should expand as you type)
5	Aims of Research Activity To investigate the relationship between employee motivation and productivity at Big Motoring World (this box should expand as you type)
6	Objectives of Research Activity i. To identify the key factors influencing employee motivation at Big Motoring World. ii. To analyse the impact of employee motivation on productivity at Big Motoring World. iii. To evaluate the effectiveness of current strategies to enhance employee motivation and productivity at Big Motoring World. To recommend strategies for improving employee motivation and productivity at Big Motoring World UK (this box should expand as you type)
	Proposed methods (maximum 600 words) Provide a brief summary of all the methods that may be used in the research activity, making it clear what specific techniques may be used. If methods other than those listed in this section are deemed appropriate later, additional ethical approval for those methods will be needed. You do not need to justify the methods here, but should instead describe how you intend to collect the data necessary for you to complete your project.
7	Quantitative and qualitative research will examine employee motivation and productivity. Structured surveys will assess job satisfaction, working conditions, leadership, and recognition using Likert scales. Current JSS and WMS tools validate survey results. Survey questions improve with small-scale pre-testing. Surveys will be sent electronically for efficiency. To gather qualitative data

	on leadership, recognition, and workplace attitudes, managers and staff will be interviewed in a semi-structured manner. Thematic analysis examines motivation. 5 Data Collection Methods Using Likert scales, Big Motoring World UK will electronically assess employee motivation and productivity. Pre-tests with small samples enhance survey questions. Online surveys boost efficiency and reach. Semi-structured interviews with select managers and personnel will gather qualitative data. Open-ended interviews inspire and inform. You promise to record and transcribe data interviews. The thematic analysis examines qualitative data. <i>(this box should expand as you type)</i>
	Location of research activity Identify all locations where research activity will take place.
8	At Big Motoring World Headquarter, Medway, UK <i>(this box should expand as you type)</i>
	Research activity outside of the UK If research activity will take place overseas, you are responsible for ensuring that local ethical considerations are complied with and that the relevant permissions are sought. Specify any local guidelines (e.g. from local professional associations/learned societies/universities) that exist and whether these involve any ethical stipulations beyond those usual in the UK (provide details of any licenses or permissions required). Also specify whether there are any specific ethical issues raised by the local context in which the research activity is taking place, for example, particular cultural and/or legal sensitivities or vulnerabilities of participants. If you live in the country where you will do the research then please state this.
9	<i>(this box should expand as you type)</i>

10	Use of documentation not in the public domain: Are any documents NOT publicly available?	NO	☒
		YES	☐
11	If Yes, please provide details here of how you will gain access to specific documentation that is not in the public domain and that this is in accordance with the current data protection law of the country in question and that of England and Wales. <i>(this box should expand as you type)</i>		

	Does your research relate to one or more of the seven aims of the Well-being of Future Generations (Wales) Act 2015?	YES	NO
12	A prosperous Wales	☐	☒
13	A resilient Wales	☐	☒
14	A healthier Wales	☐	☒
15	A more equal Wales	☐	☒
16	A Wales of cohesive communities	☐	☒
17	A Wales of vibrant culture and thriving Welsh language	☐	☒
18	A globally responsible Wales	☐	☒
19	If YES to any of the above, please give details:		
	(this box should expand as you type)		

SECTION F: Scope of Research Activity

	Will the research activity include:	YES	NO
1	Use of a questionnaire or similar research instrument?	☒	☐
2	Use of interviews?	☒	☐
3	Use of focus groups?	☐	☒
4	Use of participant diaries?	☐	☒
5	Use of video or audio recording?	☐	☒
6	Use of computer-generated log files?	☐	☒
7	Participant observation with their knowledge?	☐	☒
8	Participant observation without their knowledge?	☐	☒
9	Access to personal or confidential information without the participants' specific consent?	☐	☒
10	Administration of any questions, test stimuli, presentation that may be experienced as physically, mentally or emotionally harmful / offensive?	☐	☒
11	Performance of any acts which may cause embarrassment or affect self-esteem?	☐	☒
12	Investigation of participants involved in illegal activities?	☐	☒
13	Use of procedures that involve deception?	☐	☒
14	Administration of any substance, agent or placebo?	☐	☒
15	Working with live vertebrate animals?	☐	☒
16	Procedures that may have a negative impact on the environment?	☐	☒
17	Other primary data collection methods. Please indicate the type of data collection method(s) below.	☐	☒
	Details of any other primary data collection method:	☐	☒

(this box should expand as you type)		
--------------------------------------	--	--

If NO to every question, then the research activity is (ethically) low risk and **may** be exempt from **some** of the following sections (please refer to Guidance Notes).

If YES to any question, then no research activity should be undertaken until full ethical approval has been obtained.

SECTION G: Intended Participants

If there are no participants then do not complete this section, but go directly to section H.

Who are the intended participants:		YES	NO
1	Students or staff at the University?	☐	☒
2	Adults (over the age of 18 and competent to give consent)?	☒	☐
3	Vulnerable adults?	☐	☒
4	Children and Young People under the age of 18? (Consent from Parent, Carer or Guardian will be required)	☐	☒
5	Prisoners?	☐	☒
6	Young offenders?	☐	☒
7	Those who could be considered to have a particularly dependent relationship with the investigator or a gatekeeper?	☐	☒
8	People engaged in illegal activities?	☐	☒
9	Others. Please indicate the participants below, and specifically any group who may be unable to give consent.	☐	☒
	Details of any other participant groups: (this box should expand as you type)		

Participant numbers and source		
Provide an estimate of the expected number of participants. How will you identify participants and how will they be recruited?		
10	How many participants are expected?	30 participants (this box should expand as you type)
11	Who will the participants be?	The employee of Big Motoring World, Medway, UK (this box should expand as you type)
12	How will you identify the participants?	By statistic relevance (this box should expand as you type)

Information for participants:		YES	NO	N/A
13	Will you describe the main research procedures to participants in advance, so that they are informed about what to expect?	☒	☐	☐
14	Will you tell participants that their participation is voluntary?	☒	☐	☐

15	Will you obtain written consent for participation?	☒	☐	☐
16	Will you explain to participants that refusal to participate in the research will not affect their treatment or education (if relevant)?	☒	☐	☐
17	If the research is observational, will you ask participants for their consent to being observed?	☐	☐	☒
18	Will you tell participants that they may withdraw from the research at any time and for any reason?	☒	☐	☐
19	With questionnaires, will you give participants the option of omitting questions they do not want to answer?	☒	☐	☐
20	Will you tell participants that their data will be treated with full confidentiality and that, if published, it will not be identifiable as theirs?	☒	☐	☐
21	Will you debrief participants at the end of their participation, in a way appropriate to the type of research undertaken?	☒	☐	☐
22	If NO to any of above questions, please give an explanation			
<i>(this box should expand as you type)</i>				

	Information for participants:	YES	NO	N/A
24	Will participants be paid?	☐	☒	☐
25	Is specialist electrical or other equipment to be used with participants?	☐	☐	☒
26	Are there any financial or other interests to the investigator or University arising from this study?	☐	☒	☐
27	Will the research activity involve deliberately misleading participants in any way, or the partial or full concealment of the specific study aims?	☐	☐	☒
28	If YES to any question, please provide full details			
<i>(this box should expand as you type)</i>				

SECTION H: Anticipated Risks

Outline any anticipated risks that may adversely affect any of the participants, the researchers and/or the University, and the steps that will be taken to address them. If you have completed a full risk assessment (for example as required by a laboratory, or external research collaborator) you may append that to this form.						
1	Full risk assessment completed and appended?	<table border="1"> <tr> <td>Yes</td> <td>☐</td> </tr> <tr> <td>No</td> <td>☒</td> </tr> </table>	Yes	☐	No	☒
Yes	☐					
No	☒					
2	Risks to participants For example: sector-specific health & safety, emotional distress, financial disclosure, physical harm, transfer of personal data, sensitive organisational information					
	Risk to participants: NONE <i>(this box should expand as you type)</i>	How you will mitigate the risk to participants: <i>(this box should expand as you type)</i>				
3	If research activity may include sensitive, embarrassing or upsetting topics (e.g. sexual activity, drug use) or issues likely to disclose information requiring further action (e.g. criminal activity), give details of the procedures to deal with these issues, including any support/advice (e.g. helpline numbers) to be offered to participants. Note that where applicable, consent procedures should					

	make it clear that if something potentially or actually illegal is discovered in the course of a project, it may need to be disclosed to the proper authorities	
	N/A <i>(this box should expand as you type)</i>	
4	Risks to the investigator For example: personal health & safety, physical harm, emotional distress, risk of accusation of harm/impropriety, conflict of interest	
	Risk to the investigator: None <i>(this box should expand as you type)</i>	How you will mitigate the risk to the investigator: <i>(this box should expand as you type)</i>
5	University/institutional risks For example: adverse publicity, financial loss, data protection	
	Risk to the University: NONE <i>(this box should expand as you type)</i>	How you will mitigate the risk to the University: <i>(this box should expand as you type)</i>
6	Environmental risks For example: accidental spillage of pollutants, damage to local ecosystems	
	Risk to the environment: None <i>(this box should expand as you type)</i>	How you will mitigate the risk to environment: <i>(this box should expand as you type)</i>

Disclosure and Barring Service				
	If the research activity involves children or vulnerable adults, a Disclosure and Barring Service (DBS) certificate must be obtained before any contact with such participants.	YES	NO	N/A
7	Does your research require you to hold a current DBS Certificate?	☐	☒	☐
8	If YES, please give the certificate number. If the certificate number is not available please write "Pending"; in this case any ethical approval will be subject to providing the appropriate certificate number.			

SECTION I: Feedback, Consent and Confidentiality

1	Feedback What de-briefing and feedback will be provided to participants, how will this be done and when?
	Only to the management team. <i>(this box should expand as you type)</i>
2	Informed consent Describe the arrangements to inform potential participants, before providing consent, of what is involved in participating. Describe the arrangements for participants to provide full consent before data collection begins. If gaining consent in this way is inappropriate, explain how consent will be obtained and recorded in accordance with prevailing data protection legislation.
	The participants will gave their consent to the study in place, BEFORE they start to answer to the study's questions. <i>(this box should expand as you type)</i>
3	Confidentiality / Anonymity

	Set out how anonymity of participants and confidentiality will be ensured in any outputs. If anonymity is not being offered, explain why this is the case.
	All the data will be collected under full anonymity of the participants. And the confidentiality will be preserved. (this box should expand as you type)

SECTION J: Data Protection and Storage

	Does the research activity involve personal data (as defined by the General Data Protection Regulation 2016 "GDPR" and the Data Protection Act 2018 "DPA")?	YES	NO
1	"Personal data" means any information relating to an identified or identifiable natural person ('data subject'). An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person. Any video or audio recordings of participants is considered to be personal data.	☐	X ☐
	If YES, provide a description of the data and explain why this data needs to be collected:		
2	 (this box should expand as you type)		
	Does it involve special category data (as defined by the GDPR)?	YES	NO
3	"Special category data" means sensitive personal data consisting of information as to the data subjects' – (a) racial or ethnic origin, (b) political opinions, (c) religious beliefs or other beliefs of a similar nature, (d) membership of a trade union (within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992), (e) physical or mental health or condition, (f) sexual life, (g) genetics, (h) biometric data (as used for ID purposes),	☐	X ☐
	If YES, provide a description of the special category data and explain why this data needs to be collected:		
4	 (this box should expand as you type)		

	Will data from the research activity (collected data, drafts of the thesis, or materials for publication) be stored in any of the following ways?	YES	NO
5	Manual files (i.e. in paper form)?	☐	☒
6	University computers?	☐	☒
7	Private company computers?	☐	☒
8	Home or other personal computers?	☐	☒
9	Laptop computers/ CDs/ Portable disk-drives/ memory sticks?	☐	☒
10	"Cloud" storage or websites?	☐	☒
11	Other – specify: I use my personal computer while working on the research. After the research is presented to the UWTSD, the data will be deleted.	☒	☐

12	For all stored data, explain the measures in place to ensure the security of the data collected, data confidentiality, including details of backup procedures, password protection, encryption, anonymisation and pseudonymisation:		
	Data will be stored during the research on my personal computer that have antivirus and it's protected by strong password. <i>(this box should expand as you type)</i>		

	Data Protection		
	Will the research activity involve any of the following activities:	YES	NO
13	Electronic transfer of data in any form?	☐	☒
14	Sharing of data with others at the University outside of the immediate research team?	☐	☒
15	Sharing of data with other organisations?	☐	☒
16	Export of data outside the UK or importing of data from outside the UK?	☐	☒
17	Use of personal addresses, postcodes, faxes, emails or telephone numbers?	☐	☒
18	Publication of data that might allow identification of individuals?	☐	☒
19	Use of data management system?	☐	☒
20	Data archiving?	☐	☒
21	If YES to any question, please provide full details, explaining how this will be conducted in accordance with the GDPR and Data Protection Act (2018) (and any international equivalents, where appropriate):		
	<i>(this box should expand as you type)</i>		
22	List all who will have access to the data generated by the research activity:		
	Only myself and my teacher coordinator. <i>(this box should expand as you type)</i>		
23	List who will have control of, and act as custodian(s) for, data generated by the research activity:		
	Only myself and my teacher coordinator. <i>(this box should expand as you type)</i>		
24	Give details of data storage arrangements, including security measures in place to protect the data, where data will be stored, how long for, and in what form. Will data be archived – if so how and if not why not.		
	Computer antivirus and access password. <i>(this box should expand as you type)</i>		
25	Please indicate if your data will be stored in the UWTSD Research Data Repository (see https://researchdata.uwtسد.ac.uk/). If so please explain. <i>(Most relevant to academic staff)</i>		
	Not needed <i>(this box should expand as you type)</i>		
26	Confirm that you have read the UWTSD guidance on data management (see https://www.uwtسد.ac.uk/library/research-data-management/)	YES	☒
27	Confirm that you are aware that you need to keep all data until after your research has completed or the end of your funding	YES	☒



SECTION K: Declaration

	The information which I have provided is correct and complete to the best of my knowledge. I have attempted to identify any risks and issues related to the research activity and acknowledge my obligations and the rights of the participants. In submitting this application I hereby confirm that I undertake to ensure that the above named research activity will meet the University's Research Ethics and Integrity Code of Practice which is published on the website: https://www.uwtsd.ac.uk/research/research-ethics/		
1	Signature of applicant:	Yordan Stancov 	Date: 13/08/2024

For STUDENT Submissions:

2	Director of Studies/Supervisor:		Date:
3	Signature:		

For STAFF Submissions:

4	Academic Director/ Assistant Dean:		Date:
5	Signature:		

Checklist: Please complete the checklist below to ensure that you have completed the form according to the guidelines and attached any required documentation:

☒	I have read the guidance notes supplied before completing the form.
☒	I have completed ALL RELEVANT sections of the form in full.
☒	I confirm that the research activity has received approval in principle
☐	I have attached a copy of final/interim approval from external organisation (where appropriate)
☐	I have attached a full risk assessment (where appropriate) ONLY TICK IF YOU HAVE ATTACHED A FULL RISK ASSESSMENT
☒	I understand that it is my responsibility to ensure that the above named research activity will meet the University's Research Ethics and Integrity Code of Practice.
☒	I understand that before commencing data collection all documents aimed at respondents (including information sheets, consent forms, questionnaires, interview schedules etc.) must be confirmed by the DoS/Supervisor, module tutor or Academic Director.

RESEARCH STUDENTS AND STAFF ONLY

All communications relating to this application during its processing must be in writing and emailed to pgresearch@uwtsd.ac.uk, with the title 'Ethical Approval' followed by your name. You will be informed of the outcome of your claim by email; therefore it is important that you check your University and personal email accounts regularly.

STUDENTS ON UNDERGRADUATE OR TAUGHT MASTERS PROGRAMMES should submit this form (and receive the outcome) via systems explained to you by the supervisor/module leader.

This form is available electronically from the Academic Office web pages:
<https://www.uwtsd.ac.uk/academic-office/appendices-and-forms/>