

**Module Name/Code: Changemakers: Creativity and Value Creation
/BMSW5008_SWAN**

Title: E-Portfolio Evidence of Learning

Name/Number of Student: Masuk Ali/2021839

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Formulation of Question

The author has formulated the following research question on identifying issues impacted by Covid on people and working from home. The question is as follows:

How have you found having to adjust to remote working during the pandemic?

The Value of Research

The author believes that the value creation in conducting research around the question will create a criterion of validity and authenticity as research claims are statements based on accuracy rather than of personal opinion. Every culture has its own distinctive criteria for accepting a statement as valid but within mainstream psychology truth value is equated with statements based on rational objective experimentation (Hanley et al. 2013). Research is very beneficial to many organisations and many successful businesses invest in research and development (R&D) to improve products and services. With an array of ideas and the interconnectedness of people, scholars and non-scholars involved in research can share information with a larger audience which can stimulate interest and encourage further research into issues. Literacy plays an integral role in improving person's social mobility and increases awareness and in research hones such basics life skills (Zarah, 2023). By utilising effective and systematic research techniques will allow more knowledge about the topic needing investigation. The principle is to understand more as there is always more to learn so in essence research helps expand prior knowledge of the subject (Goodrich, 2021).

Chosen Research Methods

The author has chosen to use a mixed method of techniques which are deductive and inductive approaches. The two approaches were chosen as deductive and inductive methods go hand in hand as deductive reasoning

research confirms an existing theory while inductive research asserts a theoretical framework via analysing data which demonstrates an arising pattern. The benefit of a deductive approach research is that there is relevant research already available to the specific enquiry (Sybing, 2023). The benefit of conducting inductive research is that the researcher is free from any altering direction for the study as there are no theories applied in the beginning of the research and the aim is to generate a meaning from the data collected (Bernard, 2011 and Saunders et al. (2012).

The author will be conducting a questionnaire (see appendix 1) and apply the quantitative research approach as this method will be backed with numbers and data that confirms the theory or assumptions. The questionnaire will be incorporated into closed ended questions and recorded with statistical data that can be put into categories such as “yes” and “no” answers (McLeod, 2023). The data collection will be conducted via primary method through a questionnaire which will provide first hand data and secondary methods compiling existing data from books, websites and articles (Qualtrics, 2023).

The sample size and method will consist of 14 respondents to the questionnaire of peers and who are studying on the same module as the author (Survey Monkey, 2023). Questionnaire data gathered over periods of time has become an important assessment tool (Bennington and Moore, 2011). The advantages of questionnaires in research include a wider reach of audience via email, a link, text or QR code gaining feedback quickly. Data accuracy via questionnaires provide answers automatically which can be inserted into spreadsheets and databases unlike face-to-face/telephone questionnaires which require the interviewer to process the answers (Smart Survey, 2023).

Research Techniques (Secondary)

After the World Health Organisation declared Covid-19 a pandemic hundreds of millions of people have lived through lockdowns and many have had to shift to working from home leaving the future uncertain and the scars the pandemic will leave.

A survey undertaken by RSPH (2021) found majority of staff preferred to work from home as they found it better for health and personal wellbeing (45%), in

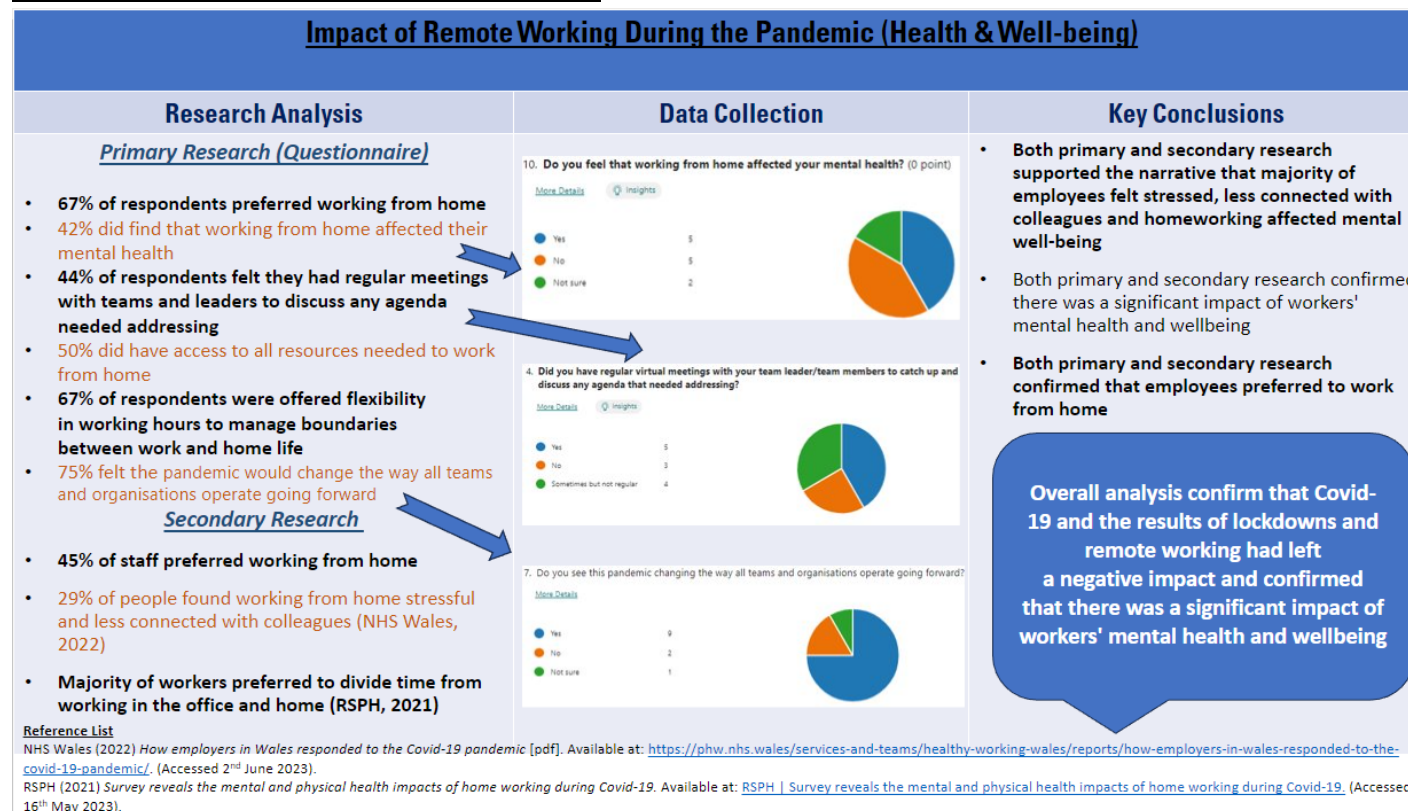
comparison to around one third of people (29%) who felt it was more stressful for their health and wellbeing. People who had changed from working in an office environment to working from home because of Covid felt less connected with staff and felt it took a toll on their wellbeing. The outcome of the survey found majority of staff did not like the idea of having to return to work in an office but preferred to divide the time from working in the office and home. Recognising the challenges many employers around the country took the initiative to introduce new schemes to help. In December 2021, the Welsh Government's Healthy Working Wales programme hosted a virtual event to celebrate employer's efforts showcasing a range of employer achievements (NHS Wales, 2022). Employers were no longer able to meet physically with staff so sought to encourage mental health awareness by other means. The opportunity here was to increase resilience and reduce isolation. Neath Port Talbot council employees joined virtual mindfulness, tai chi sessions and online courses. Transport for Wales's staff wellbeing action group kept employees engaged and connected through a monthly online company quiz, exercise and healthy challenges and book club. Able Futures offered advice and support to workers experiencing poor mental health for free nationwide. The organisation offered an online 'case café' allowing participants who felt isolated a place to engage with peers including mindfulness classes.

The author feels that above research fulfils the requirements of deductive theory which confirmed the results produced by the secondary research conducted while also supporting inductive reasoning as the data produced by the primary research questionnaire demonstrates a similar pattern to the secondary method. The deductive approach has confirmed the existing theory which is that the covid pandemic did in fact affect the mental wellbeing of remote workers in many ways especially regarding isolation from colleagues and inconsistency of working life in terms of resources and schedule.

Elevator Pitch

https://uowtsd.sharepoint.com/:v:/r/teams/Changemakers-CreativityandValueCreationSwansea_GRP/Shared%20Documents/General/Meeting%20in%20General-20230612_224622-Meeting%20Recording.mp4?csf=1&web=1&e=y2k91Q

Conference Poster (Primary Research)



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Appendices

Appendix 1



5. Did your employer/manager offer you flexibility in working hours so you can manage boundaries between work and home life?

(0 point)

[More Details](#)

Yes 6
No 3



6. Do you prefer working from home? (0 point)

[More Details](#)

Yes 6
No 3



7. Do you see this pandemic changing the way all teams and organisations operate going forward? (0 point)

[More Details](#)

Yes 7
No 2
Not sure 0



8. Did you have access to all resources needed to be able to adequately work from home? (0 point)

[More Details](#)

Yes 4
No 3
Somewhat 2



9. Did you set yourself a timed schedule daily for work? (0 point)

[More Details](#)

Yes 3
No 6
Sometimes 0



10. Do you feel that working from affected your mental health? (0 point)

[More Details](#)

Yes 5
No 3
Not sure 1

