Aalto University

Privacy Notice

Psychological Empowerment and Perceived Stress in Software Development

This privacy notice describes how your personal data will be used in the research study as a participating individual. You have also been provided with document called “Participant Information Sheet”, which explains in more detail how the study is carried out.

1. What is being studied in this research study and the purpose of processing personal data

This research study examines the connection between psychological empowerment and perceived stress at work among those working in software development teams. The aim is to conduct interviews with participants working in software development to gain a better understanding of how and why their experience of psychological empowerment interacts with the perceived stress at work. These insights will be useful to practitioners to better understand and manage their experience of empowerment and perceived stress, as well as to researchers through the development of new theory around this.

This research is funded by Aalto University.

2. What personal data is processed in the research study

The personal data collected in this study includes your name, job role, company affiliation and contact details to select relevant participants and to arrange the interview, as well as your name to gather consent for participating in this research.
Furthermore, personal data is collected as part of the research data gathered during the interview, including your interview responses which are captured in the audio and video recording of the interview as well as the transcription of the interview and notes taken by the researcher/interviewer during the interview.

Special categories of personal data (sensitive personal data)

Data belonging to special categories of personal data or other specially protected personal data **will not be processed** in the research study.

Personal data is collected from the following sources:

From the participant: interview responses

Other: notes taken by the researcher during the interview

The research methods are described to you more in detail in the “Participant Information Sheet” -document.

3. Processing of necessary personal data and removal of the direct identifiers from the data

The research study only processes personal data that is necessary for the purpose and execution of the study. The research data is processed during analysation phase of the research in a manner that you are not directly identifiable to the researchers. Your direct identifiers, such as your name, have been replaced, for example, with a code.

The audio and video data from the interview is transcribed into written form and other information which could enable identification of the research participant is deleted or replaced with codes, the original recording is deleted immediately once the transcription is completed. In case the research participant reveals directly identifiable information during the interview, based on which the identity of the research participant may be deduced, such information is deleted in the transcription phase if it is not relevant in the context of the study or replaced with codes if it is relevant to the context of the study. In case the research participant reveals sensitive personal data and processing of such personal data is not necessary for conducting the research, such data is deleted in the transcription phase.

The identity of the individual research participant will not be disclosed in a scientific publication or other research results to be published.

4. Legal basis for the processing of personal data

The legal basis for the processing of personal data is scientific research, a task in the public interest.

5. Sharing personal data

Research data containing your personal data is shared with the following parties:

Research data which consists of your personal data, may be transferred to a third party, such as scientific publication, for peer-review process or for other purpose, which is mandatory for scientific publishing or validation of the research results.

Research data containing personal data is retained for research data to be used for further scientific research in the same scientific discipline or in other disciplines that support this research study. Research data may also be transferred to other universities or research organisations as part of further research projects.

Research data will be provided to partners in pseudonymous form in which the data subject's direct identifiers, such as the name, have been removed or replaced with a random identifier.

6. International data transfers

During the execution and analysation phase of research, research data containing personal data will not be transferred to non-EU / EEA countries or international organizations. However, as part of the scientific publishing process, it might be necessary to transfer the data outside EU/EAA for publishers or peer reviewers for verification of research results, as such parties

may be located outside EU/EAA area. However, it is exceptional that scientific publication process would require transferring data regarded as personal data.

7. Storage and protection of personal data

Protection of manual material: Notes taken on paper during the interview will be stored in a locked cabinet in an access controlled office space until they are digitalised and will be destroyed immediately after digitalisation.

Information processed in IT systems: Your personal data is processed and preserved in secure IT systems, which are approved by Aalto University and suitable for personal data. Access to all computers and IT systems are protected by username and strong personal password. Access to IT systems containing personal data is technically restricted in a manner, that only researchers participating in the study and persons necessary for the implementation of the study have access to your personal data.

8. Retention and deletion of personal data

Deletion during and after the study

Research data containing personal data is retained for research data to be used for further scientific research in the same scientific discipline or in other disciplines that support this research study. Research data containing personal data is deleted after five (5) years since the last publication where this research data has been used and exploited.

9. Rights of the research participant

According to the General Data Protection Regulation (GDPR), a data subject has the right to:

- receive information on the processing of their personal data
- right to access the personal data collected and processed
- right to rectification of inaccurate personal data
- request that the processing of personal data be restricted
- object the processing of personal data
- right to erasure of personal data if the conditions of Article 17(1) of the Data Protection Regulation are met and processing is no longer necessary for archiving purposes in the public interest or for scientific research or statistical purposes in accordance with Article 89(1)

If the research purpose does not require, or no longer requires the identification of the data subject, the controller shall not be obliged to obtain further information so that the data or the data subject may be identified only for purposes to able the data subject to exercise his/her rights. If the controller is unable to link the data to a particular data subject, the data subject does not have the right to access or correct the personal data, object the processing, or delete the personal data. However, if the data subject provides additional information that allows their identification from the research data, the rights will not be restricted.

10. Contact details of the controller

The controller of this research study is Aalto University Foundation sr., operating as Aalto University.

Person in charge of the research study

Questions regarding the conduct of the research study may be addressed to the person in charge of the study: Rebecca Zeltwanger, rebecca.zeltwanger@aalto.fi, +358 505025172.

Data Protection Officer

If the research participant has questions or requests related to data protection or the processing of personal data, the research participant should contact the Data Protection Officer of Aalto University: tel. +358 9 47001 (exchange), dpo@aalto.fi .

In this data request service, you can request the exercise of your rights under GDPR from Aalto University as the controller https://datarequest.aalto.fi/en-US/.

If a participant of the research study feels that his or her personal data has been processed in violation of data protection legislation, the participant has the right to lodge a complaint with the supervisory authority, the Data Protection Ombudsman's office (read more: http://www.tietosuoja.fi).