
Plan Overview

A Data Management Plan created using DMPonline

Title: The impact of change management strategies on Successful Change in multinational companies in Nigeria.

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Project abstract:

This study examines the effects of change management strategies—interpersonal communication, training, and economic sustainability—on Successful Change in multinational companies (MNCs) operating in Nigeria. Success is measured by revenue growth, customer satisfaction, and operational efficiency. A quantitative design was used, with data from 115 respondents analyzed via descriptive statistics, regression, and ANOVA using SPSS. Findings show training significantly predicts all success indicators, while economic sustainability moderately impacts operational efficiency. Interpersonal communication, though common, showed no significant direct effect. ANOVA confirmed the model's significance with R^2 values above 87%. The study concludes that training and sustainability strategies are vital for MNC performance and recommends integrated approaches. Future research should consider sector-specific trends and longitudinal designs.

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The impact of change management strategies on Successful Change in multinational companies in Nigeria.

Data Collection

What data will you collect or create?

The data collected will focus on perceptions and experiences related to change management strategies (interpersonal communication, training, and economic sustainability) and their influence on successful organizational change

How will the data be collected or created?

The study will collect **primary data** through the administration of structured questionnaires designed using a Likert-scale format through Google Form. These questionnaires will target managerial and non-managerial staff of selected multinational companies operating in Nigeria.

In addition, **secondary data** may be obtained from published academic articles, company reports, and official industry documents to strengthen the analysis. Data will be collected by distributing electronic and printed questionnaires to respondents, ensuring confidentiality and voluntary participation. Responses will then be coded and entered into **SPSS** for statistical analysis.

Documentation and Metadata

What documentation and metadata will accompany the data?

To ensure proper organization and interpretation of the dataset, documentation will include the following:

- A **Excelbook** explaining the questionnaire variables, coding scheme, and response options.
- A **data dictionary** describing the structure of the dataset, including variable names, labels, and measurement scales.

Metadata on the **sample size, collection method, and response rate** will be documented. These documents will accompany the dataset to ensure clarity, reproducibility, and usability for future research.

Ethics and Legal Compliance

How will you manage any ethical issues?

Ethical considerations will be strictly observed. Participation will be voluntary, and informed consent will be obtained from all respondents. Confidentiality will be maintained by anonymizing responses and avoiding the disclosure of identifiable company or individual information.

How will you manage copyright and Intellectual Property Rights (IPR) issues?

In terms of legal compliance, all secondary data sources will be properly cited to respect copyright laws. Intellectual Property Rights (IPR) will remain with the researcher, but participants' data will be treated strictly for academic purposes.

Storage and Backup

How will the data be stored and backed up during the research?

Data collected will be stored electronically on a **password-protected computer** and backed up regularly on secure **cloud storage (e.g., Google Drive/OneDrive)** to prevent data loss. Hard copies of filled questionnaires will be stored in a locked cabinet accessible only to the researcher.

How will you manage access and security?

Access to digital files will be restricted to the researcher and supervisor through controlled login credentials.

Selection and Preservation

Which data are of long-term value and should be retained, shared, and/or preserved?

Data of long-term value include the cleaned quantitative dataset, the codebook, and metadata. Raw data containing identifiable information (such as names or personal identifiers) will not be preserved after analysis to maintain confidentiality.

What is the long-term preservation plan for the dataset?

For long-term preservation, anonymized data and accompanying documentation will be securely stored in electronic format and retained for **five years** in line with academic and institutional policy.

Data Sharing

How will you share the data?

The anonymized dataset may be shared with academic peers, supervisors, or future researchers upon request, provided that ethical and institutional guidelines are observed. Data sharing will be done through email or secure cloud transfer

Are any restrictions on data sharing required?

Restrictions may apply to sensitive or proprietary company information, and any data sharing will require the approval of both the researcher and the academic institution.

Responsibilities and Resources

Who will be responsible for data management?

The **researcher** will be primarily responsible for data management, ensuring proper collection, documentation, storage, and security throughout the research lifecycle. The **supervisor** will provide oversight and guidance on ethical and methodological compliance.

What resources will you require to deliver your plan?

Resources required include access to statistical software (**SPSS**), secure data storage facilities (cloud and physical), printing for questionnaires, and basic ICT tools for processing and analyzing the data.