




Työterveyslaitos



STUDY
INFORMATION

Communality, learning and innovation in the hybrid work mode – CHILL

You are invited to participate in a study carried out between 2025 and 2028 by the Finnish Institute of Occupational Health and the University of Turku, examining the possibilities and challenges involved in leadership, communality, employee well-being, learning and producing innovations in hybrid work that combines in-person and remote work. Business Finland is the main funder of the study.

Over 30 Finnish businesses or other work organisations are participating in the project. The research data will mainly be collected through interviews and surveys from approximately 15 businesses. The other businesses and work organisations will participate in the project through different seminars, workshops and other joint events organised by the project.

We invite you to participate in the survey related to the study.

Participation in the study is voluntary.

Why is the study being conducted?

The study seeks new solutions that Finnish businesses and other organisations can use to improve their competitiveness, operational performance and the occupational well-being of their personnel by developing their hybrid work models and learning from each other. We will examine the leadership and organisation of hybrid work as well as the related technological and spatial solutions. We will also support the spread of effective solutions from one organisation to another.

Businesses were selected for the study based on their own interests. The target group for the interviews and surveys will be selected separately in each business from employees performing hybrid work and their supervisors. The study will also interview the human resources and business management representatives of businesses. In total, we will conduct more than 200 individual or group interviews. We

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estimate that approximately 5,000 people will be invited to complete the surveys. The interviews and surveys will be conducted in two phases at each company in 2026 and 2027.

How will the survey be conducted?

We will primarily collect data through interviews and online surveys. The interviews will allow us to collect information on the research themes that is qualitatively more in-depth. The surveys, on the other hand, will provide more generalised statistical information. We will also collect research data by reviewing workspace and technology solutions and through the joint benchmarking workshops of work organisations participating in the project.

We will conduct individual and group interviews among employees performing hybrid work, their supervisors and management. Management interviews and group interviews will last an hour and a half, while other individual interviews will last for one hour.

The interviews can be conducted either remotely via Teams or face to face. If the interview is conducted remotely, it is best to find a quiet place to participate. The interview audio will be recorded, and the audio recordings will be converted to text (i.e. transcribed). For audio recording purposes, we will request separate consent to participate, which will be recorded separately.

The researchers will provide a set of interview times, your workplace will deliver the email addresses of potential interviewees to the researchers and the researchers will send a link for reserving an interview time. Reservations are made in Webropol, where they are only visible to the researchers. The application will be closed once the interviews have been completed.

The survey will be conducted as an online survey for the workplace staff. The target group is selected in a manner agreed separately with the business's contact person. One prerequisite for the selection is that the target group must include at least 50 people. The online survey follows the same data protection-related principles and practices as the interviews. Responding to the survey is an expression of consent.

In some businesses, a review of workspace and technology solutions will be conducted on the employer's premises. The review, which will primarily target the physical and virtual workspaces that the personnel groups participating in the survey use at their workplace, will be conducted with the employer's permission. The person responsible for the organisation's workspace and technology solutions will be involved in the review. The research data used in the project's three joint benchmarking workshops will consist of presentations by pre-selected work organisations on their hybrid work models and related discussions. Each representative of each participating work organisation will be asked to give their consent to participate in each workshop separately.

The researchers will provide the participating work organisations and their personnel with feedback on the key organisation-specific results of the study.

What information is collected?

During interviews and surveys, we are collecting information on the respondent's onsite and remote work practices, workspaces, tools, the management of hybrid work at a business, new solutions created as a result of hybrid work and the effect of remote work on the respondent's own work, occupational well-being and, on the work community level, on communality, collaboration, learning and development. The reviews will only collect information on workspace and technology solutions. Information collected during benchmarking seminars will concern the good practices of organisations' hybrid work models.

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Your personal data, such as your email address, name, background information and your interview responses, will be processed during the study. We will receive your email address from your employer and the other information from you.

Who will conduct the study?

The study will be conducted by the Finnish Institute of Occupational Health and the University of Turku. The researcher conducting the interviews can be from either organisation. The study is funded by Business Finland, the Finnish Institute of Occupational Health and the University of Turku. The research data are jointly owned by the Finnish Institute of Occupational Health and the University of Turku. The Finnish Institute of Occupational Health and the University of Turku also act as joint controllers for the study.

When will the study be conducted?

The study began on 15 May 2025 and will conclude on 31 March 2028. The first round of interviews will be carried out at businesses between January 2026 and June 2026. The second round will take place in 2027 between January and September.

The data will be used until the project's scientific publications have been released.

Personal data will be archived after the research project has ended and the scientific publications based on the research data have been approved.

In addition to the current research project, the research data may also be used in any other future studies on the same topic conducted by the Finnish Institute of Occupational Health and the University of Turku. This includes scientific publications, further research projects and theses.

Any questions? Please
contact us!



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To learn more about the project, please visit <https://www.ttl.fi/en/chill-communality-learning-and-innovation-in-the-hybrid-work-mode>

FUNDERS:

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Additional information on participation in the project and data protection

Would you like to participate in the voluntary study?

The Finnish Institute of Occupational Health is a Finnish expert in occupational well-being. We conduct a lot of scientific research. You have been invited to participate in the following study: "Communality, learning and innovation in the hybrid work mode – CHILL".

Participation in the study is completely voluntary, and you may refuse to participate in it. You can also stop participating at any time during the study, for example, by leaving the survey or interview unfinished. You can also cancel your participation in the study, in which case you will no longer be contacted.

If you stop or cancel your participation, we will use the information collected up to that point in the study. If you do not want us to use your information in the study, you can **object** to the processing of your personal data. This means that your information will no longer be used in the study, but will be transferred to the Finnish Institute of Occupational Health's archive for permanent storage. However, analyses that have already been carried out cannot be cancelled.

Grounds for processing personal data and related rights

Personal data are processed in this study. The purpose of processing personal data is scientific research. The basis for processing personal data is public interest.

You have the right to object to the processing of personal data, i.e. to request that your personal data are not used in the study. In this case, the personal data are removed from research use and transferred to permanent storage in the archives of the Finnish Institute of Occupational Health.

You have the right to be granted access to the data, to check your personal data and to receive a copy of the data. You have the right to request corrections to the data. You also have the right to request a processing restriction. Additionally, you have the right to submit a complaint to the data protection supervisory authority concerning the processing of personal data

We can enforce these rights if we have enough personal data to identify you. To exercise your personal data-related rights, please contact the Data Protection Officer of the Finnish Institute of Occupational Health. Additional information on data protection: <https://www.ttl.fi/en/privacy-notice/scientific-research-and-development-project-registers>

Data are processed securely

We will process your data lawfully, securely and confidentially. We will only use the data for scientific research. The Finnish Institute of Occupational Health and the University of Turku will act as joint controllers. They will process the data using secure IT services that are suitable for research data.

We use IT service providers that offer technical solutions for data processing. Personal data are processed in IT services suitable and secure for each type of data. The Finnish Institute of Occupational Health has an agreement with each IT service provider, and the terms and conditions for the processing of personal data have been defined. We also use service providers that convert audio recordings to text. For more information on the service providers, please contact the person responsible for the study or the Data Protection Officer.

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Reporting of research results

We will use the data to release scientific publications and other publications related to the research, such as press releases. We can submit a report on the work to the research funder and the workplace.

We will report the results in such a way that individual participants cannot be identified. We will not provide information about an individual employee to the employer.

Data storage, disclosure and further use

The National Archives of Finland have ordered that the research data of the Finnish Institute of Occupational Health, including personal data, be permanently stored. Because of this, the research data and personal data will be stored permanently in the archives of the Finnish Institute of Occupational Health. After the study, the research data and personal data will only be archived permanently by the Finnish Institute of Occupational Health. The University of Turku will not archive the data.

It is possible that the data will be used for future research. The data may also be disclosed to other research organisations in ways permitted by law. Information on further use will be provided, where necessary and possible, in person, on the Finnish Institute of Occupational Health's website, or through other research organisations.

Please contact us if necessary

If you have any questions, or if you wish to exercise your personal data-related rights, please contact the person responsible for the study or the Data Protection Officer. The Finnish Institute of Occupational Health and the University of Turku act as joint controllers. The Finnish Institute of Occupational Health is the primary contact point for requests related to exercising the data subjects' rights. We will be happy to provide more information:

Controller	Person responsible for the study	Data Protection Officer of the Finnish Institute of Occupational Health
Finnish Institute of Occupational Health PL 40 00032 Työterveyslaitos tel. +358 (0)30 4741 (switchboard)	Tuomo Alasoini, D.Sc. (Tech.) and (Soc.), Research Professor Finnish Institute of Occupational Health PL 40, 00032 Työterveyslaitos tel. +358 30 474 2577 tuomo.alasoini@ttl.fi	tel. +358 30 474 2429 tsv@ttl.fi https://www.ttl.fi/en/data-protection
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