Information of the study

Changing Communication Environment and Well-being at Work (MUVIT)

Request to participate in the study

We invite you to participate in a study that examines the effects of the digital communication environment on the well-being of employees doing expert work. In this information sheet, we will provide you with more information about the Changing Communication Environment and Well-being at Work (MUVIT) research project and your potential contribution to it. Please read the information sheet carefully. If you want more information about the research before making the decision to participate, you can contact Project Researcher Eevi Hakala. Contact information can be found at the end of this release.

Background and purpose of the study

The study examines how the increase in the amount of communication work and the diversification of the use of communication technology affect the well-being of employees in Finnish expert organisations. The research is multimethodical and multidisciplinary, combining the research areas of working life, organizational communication and well-being at work.

Participants from three Finnish expert organisations have been invited to participate in the study. From these organisations, 10–40 people will be recruited for the data collection, whose job description includes the use of digital communication platforms and tools. The first survey period of the study will take place in January-February 2026 and the second measurement period will be carried out in May-June 2026.

Factors limiting participation in the study

You cannot participate in the study if you have a serious heart disease or a persistent arrhythmia. You can read more about conditions and other situations affecting the measurement here.

Voluntary participation in the study

Participation in the study is voluntary. You may refuse to participate in the study, suspend your participation, or withdraw consent you have already given without giving a reason and at any time during the study without any negative impact on you. However, data collected until the withdrawal of consent can be used for scientific research in the public interest. If you want to interrupt your participation or withdraw your consent, please contact Project Researcher Eevi Hakala (eevi.hakala@lut.fi).

Progress of the Research

The study is in two phases. In the first phase, which will be carried out in early 2026, the study participants will be asked to wear Firstbeat's heart rate variability (HRV) device for a week. After the

measurement week, you will be asked to participate in a maximum of one hour long individual interview in Microsoft Teams. In the second phase of the study, the same thing will be carried out again about three months after the first phase. All study participants fill in a preliminary questionnaire, a research diary, and participate in HRV measurement and an interview.

Participation in the study takes a total of about 3-4 hours during the study weeks. Filling in the preliminary questionnaire takes about 5 minutes, and it is done before participating in the study period. During the measurement period, a short research diary implemented as an online survey is filled in daily in addition to logging activities in the Firstbeat Life application, and those will take about 5 minutes a day in total. The interview conducted in Teams after the measurement period takes about one hour (60 minutes). The interview questions are used to map the participants' own experiences of workload and recovery based on the participants' own observations made during the measurement weeks. The participants will return the Firstbeat measurement device back to the research group.

Research Conductors and Funder information

The study is carried out by the Lappeenranta Lahti University of Technology (LUT) and the Tampere University. LUT university is responsible for the qualitative data of the study, and the Tampere University is responsible for the quantitative data. Kaisa Pekkala (University Teacher, Lappeenranta University of Technology) and Reetta Oksa (University Researcher, University of Tampere) are responsible for the research. The study was funded by the Finnish Work Environment Fund.

Potential benefits and drawbacks of the study

By participating in the study, you will receive useful information about your own well-being. In addition, you will be involved in creating new research data on the changes in working life and its effects on well-being at work. The research produces scientific publications and theses through which new information is shared. Presentations are also held on the subject and teaching is given. The names or other identifying information of the research participants will not be published in connection with the research results.

Fees and expence allowanes paid to research participants

No fee or expense allowance will be paid for participating in the study.

Confidentiality of data and handling of data

The information collected about you will be treated confidentially as required by the Data Protection Act. The collected research data is stored on the servers of the universities (LUT University and Tampere University), which can only be accessed by the members of the research group. The longitudinal design of the data requires that the data to be collected includes identification data, based on which the different measurements of the same person are combined.

The interview material is collected with Microsoft Teams and audio and video are recorded from it. The interviews are transcribed and pseudonymised and stored on LUT University's network drive, where they are protected with passwords. The Teams recordings of the interview will be destroyed after transcription. Pseudonymized interviews from which the identifiers have been removed will be analyzed using LUT University's text analysis tool (NVivo).

The survey data is collected and stored on the Tampere University's server during the research phase. The well-being measurements are carried out with Firstbeat well-being measuring devices. Firstbeat collects and manages measurement data in its own systems in accordance with its own data protection principles and discloses the data to the research group for research use. Firstbeat's material is stored on the Tampere University's network drive, and during the recording phase, the identification information (profile information in the Firstbeat application) is removed from the material and replaced with an identification code.

After the data collection phase, the research data will be processed in the research without information from which you can be identified. Your personal data will be stored in a protected file separate from the research data for further contact and recombination of the data.

The final research data is completely pseudonymised by removing any information that might enable the identification of the respondents. At this stage, any identifying information left by the respondents themselves, for example, in the comment section of the survey, is also removed. The data is processed only by the members of the research group. Pseudonymised material can be handed over for doctoral dissertation work in the project.

The personal data collected in the study will not be transferred outside the EU area. The information used in the study has been obtained from you when answering the questionnaire questions, participating in personal measurements and individual interviews.

The research and the data collected in connection with the research will be stored at the Tampere University (survey data and measurement data) and LUT University (interview transcription data) for research verification purposes until the end of 2030 in accordance with the universities' current information security guidelines, after which they will be destroyed from the university's server.

Communication of the research results

The results of the study are reported in scientific publications, theses, and conference and seminar presentations. The research results provide a unique understanding of the effects of the use of communication technology on individuals' work tasks and well-being in Finnish expert organisations. The research results have a high practical value, as they allow organizations to develop their own communication and technology use practices, as well as to identify measures that are critical for well-being at work to support employees.

Based on the research results, practical proposals for measures that go beyond the research project can be made to promote well-being and more sustainable communication practices in technology-intensive knowledge work and in the increasingly communicative working life.

The research results also have a social impact. The study examines the communicative nature of working life as a phenomenon. The amount and importance of communication work have increased, but relatively little is known about the effects of this on the well-being of employees. Based on the research results, national recommendations can be made to decision-makers to promote a more sustainable communication and work culture that considers the technological revolution and the rapid changes in working life caused by it.

Contact details of the person providing additional information

For all questions related to this study, you can contact Eevi Hakala (eevi.hakala@lut.fi)