
Plan Overview

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Title: AN INVESTIGATION OF CORPORATE CULTURE CHALLENGES IN GLOBAL OIL AND GAS OPERATIONS: A CASE STUDY OF THE NIGERIAN NATIONAL PETROLEUM CORPORATION (NNPC)

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Project abstract:

This research examines the difficulties in organisational culture that the Nigerian National Petroleum Corporation (NNPC) encounters during its global activities. Through a quantitative analysis of employee perceptions, the research examines cultural obstacles, mitigation strategies, industry norms' impact, and the influence of NNPC's state-owned status. Findings reveal that while cultural differences are acknowledged, they do not reach statistical significance in their impact on operations. Similarly, NNPC's strategies and its state-owned status do not significantly influence cultural challenges. The research adds to knowledge of corporate culture changes in international government-owned companies, highlighting the importance of specific strategies for handling cultural differences in the worldwide oil and gas industry.

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AN INVESTIGATION OF CORPORATE CULTURE CHALLENGES IN GLOBAL OIL AND GAS OPERATIONS: A CASE STUDY OF THE NIGERIAN NATIONAL PETROLEUM CORPORATION (NNPC)

Data Collection

What data will you collect or create?

Quantitative Data:

- **Respondents' Basic Information:** Demographic and professional information about the participants in the survey, such as their positions, years of experience, and other relevant characteristics.
- **Corporate Culture Challenges Faced by NNPC in International Business Operations:** Cultural obstacles, including language barriers, divergent work ethics, and differing management styles.
- **Strategies and Approaches Employed by NNPC to Mitigate Corporate Culture Challenges in its International Operations:** How NNPC addresses the challenges posed by diverse corporate cultures in its global operations.
- **Impact of Global Oil and Gas Sector Norms on NNPC's Corporate Culture:** How international standards in areas such as safety, environmental practices, and governance shape NNPC's organisational culture and operational strategies
- **Unique Corporate Culture Challenges Faced by NNPC as a State-Owned Enterprise in International Operations:** How government ownership impacts decision-making, transparency, bureaucracy, and adaptability to global industry standards.

How will the data be collected or created?

Data creation will be carried out on Google Forms while data collection will involve the use of self-administered questionnaires comprising closed-ended questions and Likert scale questions. These questionnaires will be distributed to the selected sample via email and online messaging platforms. The closed-ended questions will gather specific information, while the Likert scale questions will capture participants' attitudes, perceptions, and opinions regarding corporate culture challenges and strategies employed by NNPC.

Documentation and Metadata

What documentation and metadata will accompany the data?

The documentation and metadata accompanying the data will include several key elements for thorough data understanding and reproducibility.

- **Survey Questionnaire:** The data collection instrument, which includes the self-administered questionnaire used to gather specific and attitudinal information, will be included. This provides the exact format of questions and Likert scale items used to assess the cultural challenges and

strategies within NNPC.

- **Methodology Documentation:** A comprehensive methodology section will be provided. This includes the sampling techniques (stratified random sampling), the process for selecting the sample from NNPC departments, and the data collection procedures using questionnaires distributed online.
- **Data Cleaning and Processing Scripts:** Information on how data was processed and cleaned using SPSS software, including steps taken to handle missing values, statistical tests (Chi-Square), and descriptive statistics used to summarise the dataset, will be documented.
- **Software Information:** Details of the software used for the analysis (SPSS) and the version, along with the specific statistical techniques applied (e.g., inferential and descriptive statistics), will be noted to ensure consistency in future replications.

Ethics and Legal Compliance

How will you manage any ethical issues?

- Informed consent will be obtained from all participants, guaranteeing their voluntary engagement and the freedom to withdraw at any point.
- Stringent measures will be taken to uphold the privacy and anonymity of the participants, safeguarding their privacy and ensuring their data remains secure.
- Stringent protocols will govern the storage and handling of data, adhering to best practices to prevent any breaches of confidentiality.
- Approval will be requested from the relevant institutional review boards to strengthen these ethical commitments.

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

Copyright and Intellectual Property Rights (IPR) will be managed through adherence to ethical guidelines and proper citation of texts from other authors by referencing them as in-text citations and including them in the reference list.

Storage and Backup

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

The data will be securely stored on encrypted servers with regular backups to cloud storage and external drives, ensuring protection against data loss and unauthorised access throughout the research.

How will you manage access and security?

Access will be restricted to authorised personnel only, using password-protected systems and multi-factor authentication. Security protocols, including encryption and regular audits, will be implemented to safeguard data against unauthorised access and breaches.

Selection and Preservation

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

Data of long-term value include anonymised survey responses, processed datasets, and analysis scripts for replication and future research.

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

The long-term preservation plan involves securely storing the dataset on Google Drive with periodic backups and access restricted to authorised personnel for future reference and research purposes.

Data Sharing

How will you share the data?

Data will be shared by providing access through a dedicated repository link after the work has been published, with clear guidelines for usage and citation, ensuring other researchers can easily obtain and utilise it.

Are any restrictions on data sharing required?

Restrictions on data sharing include anonymising sensitive information, limiting access to authorised researchers, and requiring adherence to ethical guidelines and data use agreements to protect privacy and intellectual property.

Responsibilities and Resources

Who will be responsible for data management?

Data management will be overseen by the researcher, responsible for storage, security, access, and compliance with ethical and legal standards.

What resources will you require to deliver your plan?

Resources required are:

- Access to Google Drive for data storage-No costs as researcher has access to UOP subscription.
- Data management and analysis tools (e.g., SPSS)
- Time for data anonymisation, documentation, and sharing procedures