

**Unlocking the Potential of ETDs: Implementation of Novel ETD Repository in Chartered Institute of  
Personnel Management (CIPM) in Sri Lanka**

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### Abstract

The Chartered Institute of Personnel Management (CIPM) in Sri Lanka has taken initiatives to establish a digital platform based on their growing research collection including ETDs to serve the scholarly community in the field of human resource management. This research paper describes the implementation and development of a novel ETD repository at CIPM which is named '**CIPM Research Nexus**'. It covers institutional ETDs and other research publications such as CIPM journal articles, symposium proceedings and research monographs for the purpose of preservation and reuse for present and future research. It develops accessibility and visibility of research and thereby nurturing the human elements within the HRM scholarly community and beyond. By sharing and centralizing ETDs, the CIPM Research Nexus provides a more effective digital platform of scholarly resources, supporting undergraduates, postgraduates, researchers, and HR practitioners in their quest of knowledge. For this purpose, it is used customized DSpace software and user-friendly interface, metadata standards, etc. Though there are many challenges, it is convinced the benefits of implementing ETD platform to the stakeholders and the importance of preserving scholarly heritage of CIPM for present and future use, being a nations leader in HRM in Sri Lanka. Further, newly implemented 'CIPM Research Nexus' supports the institute's mission of advancing human resource management practices by providing a reliable resources for research and development in the country. On the other hand, the implementation of the ETD repository under CIPM Research Nexus can be treated as a significant milestone to support the growth of academic and professional research culture in the field of HRM in CIPM, Sri Lanka.

*Keywords: Chartered Institute of Personnel Management (CIPM), Electronic Theses and Dissertations (ETDs), Human Resource Management (HRM), Sri Lanka*

## **Unlocking the Potential of ETDs: Implementation Novel ETD Repository in Chartered Institute of Personnel Management (CIPM) in Sri Lanka**

Electronic Theses and Dissertations (ETDs) represent a vital and widely utilized open-access resource for scholars and researchers globally. ETDs can be treated as a digital versions of theses and dissertations which provide oceans of scholarly information and knowledge for present and future research activities. Similarly, ETDs cover both electronic versions and traditional hard copies of scholarly works submitted by researchers to their respective universities or institutions. Further, any thesis or dissertation submitted, archived, and disseminated in electronic format can be defined as an ETD. The formation of ETD repositories characterizes an innovative development in utilizing Information and Communication Technology (ICT) to organize institutional research materials systematically, nurturing a creative platform to drive forthcoming research activities. There is a lack of availability of ETDs in the field of Human Resource Management (HRM), Sri Lanka despite the significance growth of ETD repositories in the globe. Thus, the CIPM has taken the initiatives to develop ETD repository under their CIPM Research Nexus to fill the gap and serve the HRM community in the country being nations leader in HRM.

### **Problem Statement**

The lack of proper mechanism to access current research data has become a challenge for the academia, undergraduates and postgraduates and HR practitioners who engage their research activities. This makes to hinder their capacity to discover new knowledge. Further, many university students and young researchers do not have the required research skills and the experience to navigate the world wide web (WWW) and find out their research data. Moreover, there are time constraints, additional activities and personal commitments which dilute their interest to conduct research. In addition, there are instances that scholars are not in a position to access required resources due to budgetary

constraints. No financial allocations for new purchases of data bases or physical/e-resources in libraries. It eventually limits to continue their research studies. There can be challenges to recruit new participants for research due to organizational policies and confidentiality. In the same vein, there can be ethical issues and obtaining necessary approvals are also complex and time consuming. Further, there is no proper guidance or support for young/fresh researchers. And also, fear of failure mentality discourage the young researchers to refrain from research studies. Thus, it is crucial to provide strong institutional support and resources to empower such scholarly community in the field of HRM by way of implementing cloud based digital platform and to upload the selected ETDs for present and future use.

### **Objectives**

- To implement novel ETD repository to serve the scholarly community to conduct novel research
- To increase the accessibility and visibility of HRM research outputs by providing a centralized platform
- To enhance the research culture and academic reputation of Sri Lanka by promoting open access to high-quality HRM scholarship through the ETD repository

### **Implementation of ETD Repository at CIPM, Sri Lanka**

In CIPM, Research Committee and the Professional & Academic Affairs Committee have taken a step ahead to implement ETD repository for the benefit of their stakeholders and the HRM practitioners in general and named it as 'CIPM Research Nexus'. At the same time, these two committees equally stand the responsibility for recognizing the importance of ETD repositories. Thus, committees have done thorough study prior to the implementation of the ETD repository and attended the ETD symposium in INFLIBNET Centre, India in 2023 and later on, a proposal has submitted to the governing council of the CIPM to seek the permission and to implement the ETD repository in cloud based environment with the collaboration of National Science Foundation (NSF) in Sri Lanka.

According to the existing literature, rewards of implementing new ETD repository which integrated to the institutional repository can be described as – a. Would increase the status of the CIPM image through open distribution of high-quality intellectual output (Copeland and Penman 2004). b. Offer wider visibility of underused graduate original research in the global scholarly world. c. Restructure and industrialize the procedures from theses and dissertations' submission, distribution, to preservation. d. Maintain sustainability through preventing printing, binding, shelving, storing, and circulating ETDs including through interlibrary loan services (Jewell et al. 2006). e. Carry out an ironic message through the use of multimedia and hypermedia technologies, such as images, sound files, videos, datasets, and databases (Suleman et al. 2001). f. Improve graduate education (Fox et al. 1996). g. Recommend scholarly communication by sharing intellectual capital and supporting the open access movement. h. Recommend developing digital libraries built upon partnership amid universities (Rodríguez 2006).

### **Accessibility and Visibility of HRM Research Outputs**

With the emergence of information communication technologies (ICTs) and world wide web, there is a dynamic growth of ETD repositories in every nook and corner of the world. This has made a significant change in the field of human resource management as it offers many benefits to the academia due to its digital visibility and ease of access, searchability, and shareability. This facility has given for the HRM scholarly community by the CIPM through their newly established growing CIPM Research Nexus. HRM stakeholders are benefited from this facility and are able to build upon the knowledge contained in ETDs to conduct novel research.

It has become a standard practice to online submission of ETDs as a graduation requirement and these ETDs carry treasured knowledge, displaying original research, scholarly analysis, and innovative ideas. Thus, ETD repositories become treasure house of knowledge for the academia, covering wide

range of subject disciplines, and it contributes the advancement of knowledge within specific fields. In this context, this growing ETD repository has become important resources for academic communities in Sri Lanka and beyond by offering innovative ideas, rare viewpoints, and treasured information.

### **Sharing and Reuse of Research Data**

Researchers and the scholarly community widely share their research data for the benefit of the society. Shared data are available for reuse and it saves researchers time for data collection and that helps them to generate new research output which boosts the productivity. In this context, it is evident that the importance of data sharing and how it benefits to the scholarly community to provide productive results which leads to incline to the sharing and reuse of research data. Thus, sharing and reuse of data has become significant practice that enhance research productivity and collaboration. Further, created knowledge can be shared within organizations by using the mechanisms such as e-databases, e-mails and e-knowledge portals across different geographical locations. In CIPM Sri Lanka, research data can be shared and reused through the newly build up 'CIPM Research Nexus' and it highlights the role of both formal and informal networks in facilitating the flow of knowledge and suggests strategies for scholarly community to enhance their knowledge management capabilities to conduct fruitful research for the benefit of Sri Lankan HR community and beyond. Further, Pronk (2019) added the importance of sharing and reusing research data and how it supports for time saving of researchers who consumes considerable time for data collection. This saved time can be used to focus more productive research output. In the same vein, Pronk (2019) emphasized the significant effort required to share data effectively, by confirming data quality, relevance, and compatibility with existing standards. However, that sharing and reusing data can lead to save researchers time and produce more effective, viable research output to the society. In this context, it is proved that importance of centralized place to sharing and reuse of research data, and CIPM has already initialized to establish such digital platform for their stakeholders.

### **Promoting Open Access**

Open access and open source technologies have significantly contributed to the development of ETDs and other research material repositories and ETDs facilitate the visibility of research outputs. Institutions democratize knowledge, encourage collaboration, and support interdisciplinary research by providing free online access to ETDs. Academia and the research scholars can access these ETDs without any geographical barrier and thereby broadening their horizon and it positively impact of graduate-level research. At this juncture, it is important to make an efficient metadata management for easy retrieval, discovery, and preservation of ETDs long-lasting from generation to generation. It is important to follow a standard metadata scheme to manage ETDs to avoid emerging issues such as inconsistent data representation, difficulty in locating relevant ETDs, and limited interoperability with other systems. Moreover, it is important to adhere standardized metadata schemas, adoption of controlled vocabularies, and implementation of automated processes for metadata creation and incorporation. Thus, it is crystal clear the importance of standardized metadata schemas to maintain the uniqueness of the ETD repositories and for the efficient storage and retrieval purposes. In this context, it makes easy retrieval of ETDs and thereby improve the usage pattern.

### **Metadata Management for ETDs**

In order to maximize the discoverability, accessibility, and usability of ETDs, it is important to manage metadata in an efficient and effective manner. Metadata serves as a central gateway to these ETDs, enabling researchers to locate and access relevant research output. There are few key areas that crucial for metadata management for ETDs and those areas are discoverability, interoperability, preservation, citability and impact assessment. On the other hand, it is mandatory to provide detailed metadata information such as title, author, abstract, keywords, and subject classification for easy reference and discoverability. At this juncture, ETDs can be retrieved through search engines and

scholarly platforms, if the given metadata are accurate and consistent. Eventually, it increases the visibility and chances of being cited by other researchers. Further, ETDs can be exchanged through metadata standards like Dublin Core, MODS (Metadata Object and Description Schema), or METS (Metadata Encoding and Transmission Standard) due to its compatibility and interoperability (Guenther & McCallum, 2005). Consistent metadata management permits ETDs to be easily integrated into various digital libraries, institutional repositories, and research networks, promoting seamless sharing and collaboration among researchers, institutions, and disciplines. Preservation supports to long-term preservation of ETDs and effective metadata management is crucial for this purpose. Because, it provides essential information about the origin, versioning, rights, and access restrictions associated with ETDs, ensuring their identification, tracking, and preservation over time for future reference and research. Assigning unique identifiers such as DOIs, persistent URLs, or other standardized citation formats, metadata creates the citability of ETDs and thereby supports academia to reference and cite ETDs in their scholarly publications. In the same vein, it is important to assurance metadata management in an effective manner to capture the required citation related to ETDs, empowering proper academic acknowledgment and citation tracking.

Impact assessment can be defined as that metadata management supports for the estimation of the impact and usage of ETDs. Institutions and academia can evaluate the reach and influence of ETDs by taking metadata related to download statistics, citation counts, and usage metrics. This information can inform decisions regarding research funding, promotion and tenure, and the allocation of institutional resources.

## **Methods**

Implementing new ETD repository has become a crucial task and initiatives has already taken to upload the selected ETDs from bachelor and master level scholars. DSpace software is being used to



build up the repository according to the customary needs. Copyright clearance has duly taken to host the institutional ETDs on the platform. Open access ETDs which collected through web navigation are uploaded to the repository based on the institutional curriculum. Initially, ETDs are uploaded to the repository in descended order starting from 2023 the latest. Anti-plagiarism software is being used to check the plagiarism issues in ETDs before uploading to the repository. Metadata can be considered as an integral part of ETDs lifecycle. Thus, it is ensured to adhere internationally recognized metadata standards such as ETD-MS, established by the Networked Digital Library of Theses and Dissertations (NDLTD).

## **Results and Conclusion**

Quality ETDs are selected by the appointed academic committee. Moreover, proper guidance are provided to the newly enrolled students and encourage them to make use the institutional repository and come up with innovative research titles for their academic assignments. Regular awareness programmes are conducted to make the optimum use of the ETD repository and statistics are collected for annual evaluations and scholars can make comments for further improvement of the repository. This is the starting point of the scholarly journey by way of unlocking the potential of ETDs and inviting the new generation to conduct novel research using ETD repository and find out solutions for the burning questions in the field of HRM in the country. Moreover, this ETD repository links with Google Scholar and thereby generate Google Scholar Ranking for the research scholars who are the authors of the particular ETDs and Webometric Ranking for the hosting institute of the repository. It provides global visibility to the HRM research. It preserves valuable resources and thereby reduce the dependance on physical copies and enables efficient search and retrieval of information. Further, ETDs contribute environmental sustainability by decreasing paper consumption. In this context, ETD repositories create a dynamic and vibrant knowledge-sharing eco system that empowers the scholarly community to thrive in their careers and contribute meaningfully to build vibrant research culture.

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