

INFORMATION ON ANONYMITY CRITERION AND REMAINDER RULE

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1. Anonymity Criterion: Return per unit and question is only displayed for 5 or more participants

Effects:

- 1.1. If less than 5 participants completed the survey, the **direct** return will be hidden in the Org-Processor.
- 1.2. If **(accumulated return – return direct) <5**, **direct** return will be hidden too.
- 1.3. If accumulated return is <5 as well, **accumulated return** will be hidden.
- 1.4. If the sum of the accumulated return is <5, **direct as well as accumulated** return will be hidden.

2. Additionally remainder rule activated: 'For reasons of anonymity, the return is not shown until a minimum of 5 is reached. Furthermore, the **sum of the return of hidden parallel units also has to reach the minimum return**. As long as this is not the case, the unit with the next higher return is also hidden.'

Explanation of these effects using an example:

- 2.1. If the sum of the return of three hidden units is <5 (e.g. all of these three units consist of only one participant; sum = 3), **at least one other parallel unit** (always the unit with the **next higher** return) **will also be hidden**, until the sum of the hidden returns is ≥5.
 - As soon as the hidden three units reach a return of ≥5 in total, the hidden unit from 2.1. will be shown again.
 - As soon as one of the hidden units reaches a return of ≥5, it is displayed again (according to 1.2. of course **only if** the other two units combined reach a return of ≥5; otherwise it will stay hidden).
- 2.2. If all parallel returns are displayed and the direct return of the higher-level unit is hidden, the accumulated return of the superordinate unit is hidden as well.

3. Additionally box disabled: 'Include units with return rate of 0 for remainder rule'

Effects:

- 3.1. If disabled and one unit's return equals 0, there **will not be any other parallel units hidden with return of ≥ 5** . Once an employee participates, the remainder rule applies again (see 1.2.). See the process between screenshots 2 and 3: on **November 7th**, Org-Unit D's return = 0, on **November 9th**, it is between 1 and 4. As a result, the return of the parallel unit Org-Unit C will be hidden on November 9th.
- 3.2. If enabled, a parallel unit would be hidden on both dates, November 7th and November 9th, in the same case (only one unit with return = 0).

Name of the unit	Return per Org.-Unit			Return Overview		
	Sum of the participants direct	Return direct	Return rate direct	Accumulated sum of participants	Accumulated return	Accumulated return rate
Org-Unit A	3	-	-	201	92	45,8%
Org-Unit B	158	71	44,9%	158	71	44,9%
Org-Unit C	12	8	66,7%	12	8	66,7%
Org-Unit D	3	-	-	3	-	-
Org-Unit E	25	12	48,0%	25	12	48,0%

Screenshot 1 – Return on 11/07/2016

Name of the unit	Return per Org.-Unit			Return Overview		
	Sum of the participants direct	Return direct	Return rate direct	Accumulated sum of participants	Accumulated return	Accumulated return rate
Org-Unit A	3	-	-	201	125	62,2%
Org-Unit B	158	95	60,1%	158	95	60,1%
Org-Unit C	12	-	-	12	-	-
Org-Unit D	3	-	-	3	-	-
Org-Unit E	25	18	72,0%	25	18	72,0%

Screenshot 2 – Return on 11/09/2016

4. Additionally box disabled: ‘Suppress accumulated return for units with suppressed direct return, if it can be used to calculate the direct return’

Effects:

4.1. If disabled, accumulated returns (for units with subunits) will be shown, even if the direct return is hidden. Under certain conditions, this may cause that Directs can counted back from Parent Units.

Name of the unit	Return per Org.-Unit			Retuturn Overview		
	Sum of the participants direct	Return direct	Return rate direct	Accumulated sum of participants	Accumulated return	Accumulated return rate
XY-Unit	6	-	-	69	60	87,0%
XY-Sub-1	10	10	100,0%	10	10	100,0%
XY-Sub-2	7	7	100,0%	7	7	100,0%
XY-Sub-3	8	6	75,0%	8	6	75,0%
XY-Sub-4	8	6	75,0%	8	6	75,0%
XY-Sub-5	8	6	100,0%	30	27	90,0%

Screenshot 3 – Suppress accumulated return disabled

The direct return for the XY-Unit is hidden due to the anonymity criterion. The sum of the accumulated returns of all sub-units add up to:

➤ $10+7+6+6+27 = 56$

The accumulated return of the parent unit (XY-Unit) is also displayed in the export: **60**. By subtracting the sum of the accumulated returns of all sub-units from the accumulated return of the parent unit, the direct return of XY-Unit can be calculated:

➤ $60-56 = 4$

4.2. If enabled, accumulated returns will be hidden only, if they can be used to count back on directs. This suppression may affect the remainder rule (see also 2.) in such a way that suppressions are ‘cascaded’, and even large units will no longer display accumulated returns.

Name of the unit	Return per Org.-Unit			Return Overview		
	Sum of the participants direct	Return direct	Return rate direct	Accumulated sum of participants	Accumulated return	Accumulated return rate
XY-Unit	6	-	-	69	-	-
XY-Sub-1	10	10	100,0%	10	10	100,0%
XY-Sub-2	7	7	100,0%	7	7	100,0%
XY-Sub-3	8	6	75,0%	8	6	75,0%
XY-Sub-4	8	6	75,0%	8	6	75,0%
XY-Sub-5	8	6	100,0%	30	27	90,0%

Screenshot 4 – Suppress accumulated return enabled