

Informed Consent for Personality, Social interactions, Mood and Job Satisfaction Study

- PHASE 2 AND 3

You are invited to participate in a research study of social interactions at work. We ask that you read this form and ask any questions you may have before agreeing to be in the study.

This study is being conducted by

Remus Ilies, Assistant Professor, Management Department, Michigan State University

Timothy A. Judge, Matherly-McKethan Eminent Scholar of Management, University of Florida

Background Information:

The purpose of this study is to examine the role of social interactions, mood and personality in the formation of employees' job satisfaction. This research is important for understanding the antecedents of job satisfaction and should provide suggestion for increasing employees' satisfaction with their jobs.

Procedures:

If you agree to be in this study, we will ask you to do the following things:

1. Complete a one-time, short (15-20 minutes) personality-type survey, and ask a significant other (spouse, good friend, etc.) to rate you using a similar survey.
2. Over a period of two weeks (for 10 working days), complete a very brief (5 minutes) survey that includes social situations, mood, and job satisfaction three times per day, from work. The target period for this phase of the study is April 19-30, 2004.
3. At the end of the two-week period, complete a short survey assessing your job and life satisfaction.

You do not have to answer any question you do not wish to answer. The ratings you provide will be combined with those of other participants in this research.

Risks and Benefits of Being in the Study:

Participation in this study entails no more than minimal risk.

In return for your participation, you will receive a payment of up to \$50 after the completion of the study. We will begin processing the payment within two weeks of the date when the data collection will be completed and checks will be mailed to participants shortly thereafter. Participants will receive no other benefit for participating in the study.

Confidentiality:

Your identity will be kept confidential to the maximum extent allowable by law. The records of this study will be kept private. In any sort of report we might publish, it will not be possible to identify you as a subject in this research.

Voluntary Nature of the Study:

Your decision whether or not to participate will not affect your current or future relations with Michigan State University. If you decide to participate, you are free to withdraw at any time without affecting those relationships. Participants who withdraw before the completion of the study, or who do not complete at least 25 daily surveys (out of the 30 possible) will be paid on a prorated basis as follows (those who submit 25 or more of the daily surveys will receive the full \$50):

- 0-9 surveys – no payment
- 10-14 surveys -- \$15
- 15-19 surveys -- \$20
- 20-24 surveys -- \$30

Contacts and Questions:

The researchers conducting this study are Remus Ilies and Timothy A. Judge and. If you have any questions, please contact them at ilies@msu.edu and tjudge@ufl.edu, or at 517-432-3510 and 352-374-9158. If you have any questions or concerns regarding this study and would like to talk to someone other than the researchers, contact the University Committee on Research Involving Human Subjects (UCRIHS):


Peter Vasilenko, Ph.D., UCRIHS Chair
202 Olds Hall
East Lansing, MI 48824-1046

PHONE: (517) 355-2180
FAX: (517-432-4503
E-MAIL ucrihs@msu.edu

Statement of Consent:

I have read the procedure described above. By pressing the button below, I voluntarily agree to participate in the procedure and I have received a copy of this description.

Submit

Signature of Investigator  Date

5/24/04

UCRIHS APPROVAL FOR THIS project EXPIRES:

NOV 17 2004

SUBMIT RENEWAL APPLICATION ONE MONTH PRIOR TO ABOVE DATE TO CONTINUE