

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

### **-- PHASE 1 --**

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. Indicate the frequency with which you engage in each of the 75 social situations comprising a work social interaction checklist, and give examples of typical interactions that you encounter at work.
2. Rate the pleasantness and stressfulness of each situation
3. Provide reports of your general mood at work, your personality and of your satisfaction with your job.
4. Secure personality and life satisfaction ratings from a significant other (spouse or close family member, good friend, etc.)

We estimate that the study will take about 20-30 minutes to complete. You do not have to answer any question you do not wish to answer. The ratings provided by your significant other would take approximately 10-15 minutes to complete. The ratings you and your significant other provide will be combined with those of other participants in this research. The target period for this phase of the study is March 29<sup>th</sup> – April 9<sup>th</sup>.

#### **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 pay you \$10. 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.

**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](mailto:ilies@msu.edu) and [tjudge@ufl.edu](mailto: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](mailto: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 4/5/04

UCRIHS APPROVAL FOR  
THIS project EXPIRES:

NOV 17 2004

SUBMIT RENEWAL APPLICATION  
ONE MONTH PRIOR TO  
ABOVE DATE TO CONTINUE