

## APPENDIX E: INFORMED CONSENT FORMS

### A. MSU Employee Participants – Main Study

#### Social Interactions, Mood, Satisfaction, and Work-Family Processes

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

Daniel R. Ilgen  
John A. Hannah Distinguished Professor of Psychology and Management,  
Department of Psychology, Michigan State University

#### **Background Information:**

The purpose of this study is to examine the role of social interactions and mood in the workplace and at home in influencing employees' behaviors and their psychological well-being. The results of this study may help in designing better jobs, from the perspectives of both employers and employees.

#### **Procedures:**

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

1. Complete a one-time, 30-45 minutes, personality-type survey, and ask your spouse to complete 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 twice daily, from work. At the end of each day, from home, you would complete a similar survey on paper, and mail the survey via campus mail to the researcher the next day. For the same period, your spouse would complete a brief (5-minute) phone survey every evening.
3. At the end of the two-week period, complete a short survey assessing your job and life satisfaction, and your organizational commitment.

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 \$75 after the completion of the study. 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.

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### 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 \$75):

- 0-9 surveys – no payment
- 10-14 surveys -- \$25
- 15-19 surveys -- \$40
- 20-24 surveys -- \$50

### Contacts and Questions:

The researchers conducting this study are Remus Ilies and Daniel Ilgen. If you have any questions, please contact them at [ilies@msu.edu](mailto:ilies@msu.edu) / [ilgen@msu.edu](mailto:ilgen@msu.edu) or at 517-432-3510 / 517-355-7503. If you have any questions or concerns regarding your treatment as a participant in the study and would like to talk to someone other than the researcher, contact the University Committee on Research Involving Human Subjects (UCRIHS):

<i>Peter Vasilenko, Ph.D., UCRIHS Chair</i>	<i>PHONE:</i>	<i>(517) 355-2180</i>
<i>202 Olds Hall</i>	<i>FAX:</i>	<i>(517-432-4503</i>
<i>East Lansing, MI 48824-1046</i>	<i>E-MAIL</i>	<i><a href="mailto:ucrihs@msu.edu">ucrihs@msu.edu</a></i>

### Statement of Consent:

I have read the procedure described above. By pressing the button below, I voluntarily agree to participate in the procedure.

UCRIHS APPROVAL FOR  
THIS project EXPIRES:

NOV 16 2005

SUBMIT RENEWAL APPLICATION  
ONE MONTH PRIOR TO  
ABOVE DATE TO CONTINUE

Investigator:  
2/8/05

RZ