

CONSENT FORM

A. PURPOSE AND BACKGROUND The purpose of this survey is to better understand the experiences of remote and hybrid employees. The researcher, Tamara Skootsky, is a graduate student at San Francisco State University conducting research for a master's degree in Industrial/Organizational Psychology. You are being asked to participate in this study because you are an employed adult who works remotely at least part of the time.

B. PROCEDURES If you agree to participate in this research, the following will occur:

- You will respond to online survey questions about your current role and organization, workplace communication, and feelings at work.
- Total time commitment will be about 8 minutes.
- No personally identifiable information will be collected.

C. RISKS There are no anticipated risks to participants as a result of this study. Some emotional discomfort due to the nature of the questions asked is possible; however, you can stop participation in the research at any time if you choose.

D. CONFIDENTIALITY The research data will be kept in a secure location and only the researcher will have access to the data. All research data will be stored in an encrypted document on a password protected computer. No personally identifiable information will be collected.

E. DIRECT BENEFITS Aside from monetary compensation, there will be no direct benefits to the participant.

F. COSTS Aside from the time it takes to complete the survey, there will be no direct cost to you for participating in this research.

G. COMPENSATION Compensation for participating in this research will be \$1.

H. ALTERNATIVES The alternative is not to participate in the research.

I. QUESTIONS If you have any further questions about the study, you may contact the researcher by email at tskootsky@mail.sfsu.edu or you may contact the researcher's advisor, Professor Sanchez at sanchezdianar@sfsu.edu. Questions about your rights as a study participant, or comments or complaints about the study, may also be addressed to the Human and Animal Protections at 415: 338-1093 or protocol@sfsu.edu.

J. CONSENT Participation in this research is voluntary. You are free to decline to participate in this research, or to withdraw your participation at any point, without penalty. **By choosing Yes below, you acknowledge receipt of the above information and consent to participate in this research.**

I consent to participate in this research:

☐ Yes

☐ No

What is your current job title?

How many **hours** do you **work** in this job, on average, **each week**?

If this varies by week, please report the average.

Average hours worked, weekly:

Do you work **remotely** in this job?

- ☐ Yes, always.
- ☐ Yes, sometimes.
- ☐ No, never.

The next question will ask about your **workplace communication**.

Workplace communication includes any interpersonal interactions you may have in a typical work week.

These may be:

- either in-person or online (e.g., email, messaging, phone calls, etc.)
- with colleagues, supervisors/subordinates, clients, or any other work contacts
- about any topic (i.e., work-related OR non-work-related)

In general, how many hours do you spend **communicating with others** in your job, **each week**?

If this varies by week, please report the average.

Average hours workplace
communication, weekly:

Thinking about your current **workplace communication**, please estimate the number of hours you spend communicating in **each of the following formats each week**:

If this varies by week, please report the average.

Hours per week: Face-to-face (i.e., in person)

Hours per week: Phone (or audio-conferencing with no video)

Hours per week: Instant messaging or chat

Hours per week: Email

Hours per week: Video conferencing (with at least one person's video on)

Hours per week: Other

I sometimes use multiple forms of communication at the same time.

- ☐ True
- ☐ False

In the next question, you will be asked about your **non-work-related** workplace communication.

Non-work-related workplace communication is:

- either in-person or online
- with colleagues, supervisors/subordinates, clients, or any other work contacts
- about **non-work-related** topics only (e.g., personal updates, water cooler conversation, venting, happy hours, etc.)

In general, how often do you use each of the following formats for **non-work-related** workplace communication in your current job, $\$ \{q://QID56/ChoiceTextEntryValue\}$?

	Never	Less than weekly	Weekly	1-2 times a day	Many times a day
Face-to-face (i.e., in person)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Email	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instant messaging or chat	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Video conferencing (with at least one person's video on)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phone (or audio-conferencing with no video)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In the next question, you will be asked about the **meaningfulness** of your **non-work-related workplace communication** in your current job, [\\$QID56/ChoiceTextEntryValue](#).

Meaningfulness refers to the **value or importance** the communication has **to you**.

It may be meaningful to you for any reason.

To what extent do you agree or disagree with the following statement?

In general, how **meaningful to you** is your **non-work-related workplace communication** in each of the following forms:

	Not at all meaningful	Slightly meaningful	Somewhat meaningful	Moderately meaningful	Extremely meaningful
Face-to-face (i.e., in person)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Email	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phone (or audio-conferencing with no video)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instant messaging or chat	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Video conferencing (with at least one person's video on)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Thinking about your current job, to what extent **do you agree or disagree** with each of the following statements:

[illegible]

[illegible]

	Strongly disagree	Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Agree	Strongly agree
I would be very happy to spend the rest of my career with the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoy discussing my organization with the people outside it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think I could easily become as attached to another organization as I am to this one.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I really feel as if this organization's problems are my own.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What **industry** do you currently work in?

Approximately how **many years** have you been working for the **organization** you are currently employed by?

Please use decimals to indicate portions of years, if applicable. E.g., .25 = 3 months; .5 = 6 months; .75 = 9 months.

What is your race/ethnicity? (check all that apply)

- ☐ White or Caucasian
- ☐ American Indian or Alaska Native
- ☐ Middle Eastern
- ☐ Hispanic or Latina/o/x
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ Black or African American
- ☐ Asian or Asian American
- ☐ Other

What is your current gender identity?

- ☐ Male
- ☐ Female
- ☐ Transgender Female
- ☐ Transgender Male
- ☐ Genderqueer/Non-binary
- ☐ Intersex
- ☐ Other
-
- ☐ Prefer not to say

What is your age in years? (e.g. "32"):

Age:

Optional: Do you have any comments for the researcher?

DEBRIEFING FORM

Thank you for taking part in this research on workplace communication. Please read the material on this form carefully to learn important information about your experience in this study.

What You Should Know About This Study Before you started participating in this research, you were told that the purpose of the study was to collect information about workplace communication and employee experiences. This was the true purpose of the study.


Confidentiality No personally identifiable information was collected.

If You Have Any Questions or Concerns

If you have any questions or concerns about this study and the research procedures used, you may contact me, Tamara Skootsky at tskootsky@mail.sfsu.edu, or my faculty supervisor, Dr. Diana Sanchez at sanchezdianar@sfsu.edu.

Questions about your rights as a study participant, or comments or complaints about the study, may also be addressed to the Human and Animal Protections at 415: 338-1093 or protocol@sfsu.edu.

Support In case you experience any adverse effects that you feel result from being in this study, please contact support services:

- California <https://covid19.ca.gov/resources-for-emotional-support-and-well-being/> 
- National <https://www.cdc.gov/mentalhealth/stress-coping/cope-with-stress/index.html#:~:text=Disaster%20Distress%20Helpline%20%3A%20CALL%20or,>

(press%20%20for%20Spanish).

Please **continue** to be redirected back to Prolific with your completion code.