SMW 22 Survey Instructions

1.   Independent variables

The survey tests 4 different variables concerning characteristics of *task feedback*:

a) *Valence*, whether the feedback is positive or negative.
b) *Style*, whether the feedback is delivered in a controlling manner, or informational manner.
c) *Information*, whether the information that is delivered is a temporal comparison (nominal, i.e. comparison to one's previous performance) or social comparison (relative, i.e. comparison with the performance of other employees).
d) *Detail*, whether the feedback only offers a short message or more information about why the performance was so and how to improve.

And, 2 variables concerning characteristics of *task significance*:

a) *Impact* one has on the outside world.
b) *Acknowledgment* of one's effort by others (relatedness).

2.   Conditions

a) For task feedback, 4 variables would make 16 conditions (2x2x2x2). However, so many variables in a single study increase the requirements for sample size significantly, so these will be tested in 2 sets of 8 conditions, plus one control condition.

Combination of variables used for set 1:

Valence	Value	Style	Value	Information	Value
Positive	1	Controlling	1	Nominal	1
Positive	1	Controlling	1	Relative	2
Positive	1	Informational	2	Nominal	1
Positive	1	Informational	2	Relative	2
Negative	2	Controlling	1	Nominal	1
Negative	2	Controlling	1	Relative	2
Negative	2	Informational	2	Nominal	1
Negative	2	Informational	2	Relative	2
Control	0		0		0

Combinations of variables for set 2:

Valence	Value	Style	Value	Detail	Value
Positive	1	Controlling	1	Low	1
Positive	1	Controlling	1	High	2

Positive	1	Informational	2	Low	1
Positive	1	Informational	2	High	2
Negative	2	Controlling	1	Low	1
Negative	2	Controlling	1	High	2
Negative	2	Informational	2	Low	1
Negative	2	Informational	2	High	2
Control	0		0		0

b) For task significance, there are just two variables without any interaction, so we have just 2 conditions plus one control condition.

Variable	Value
Control	1
Task Contribution/Impact	2
Acknowledgment/Relatedness	3

Each condition relates to a different screenshot that will be shown to the participants, and is coded as a combination of variables. These values will be recorded during the survey. For example, in set 1, (1,1,1) represents condition 1. You can find the various screenshots corresponding to these conditions in the following pdf documents:
Screenshots_Task_Feedback_Set_1_EN.pdf
Screenshots_Task_Feedback_Set_2_EN.pdf
Screenshots_Task_Feedback_Set_1_DE.pdf
Screenshots_Task_Feedback_Set_2_DE.pdf
Screenshots_Task_Significance_EN.pdf
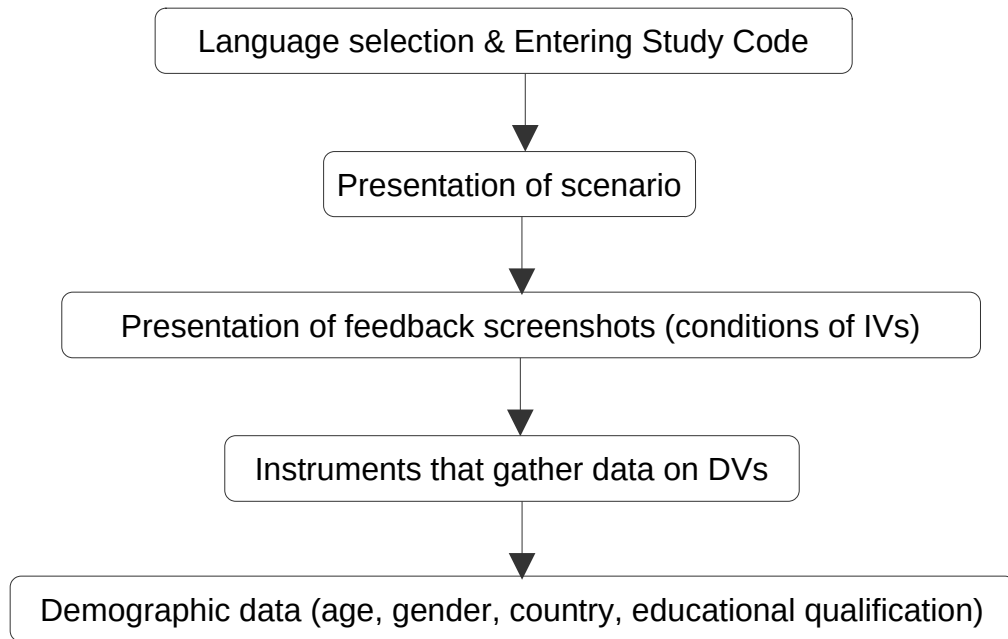Screenshots_Task_Significance_DE.pdf

3. **Dependent variables related to well-being**

We will be testing these dependent variables:
   a) *Feedback perception*, which tests perceptions of feedback *fairness*, *usefulness*, *acceptance*, *willingness to improve*, and *affect*.
   b) *Authentic pride*, which tests one's feelings of self-esteem.
   c) *Competence need satisfaction,* one of three basic psychological needs.
   d) *Work motivation,* to test the quality of one's (imagined) motivation.
   e) *Job significance or meaning.*

Please choose those DVs that are relevant to your hypothesis. The articles that introduce these instruments will be uploaded to ILIAS for your reference.

4. **Study Design**

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│     Language selection & Entering Study Code      │
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                         ▼
        ┌──────────────────────────────┐
        │    Presentation of scenario    │
        └──────────────────────────────┘
                         │
                         ▼
  ┌─────────────────────────────────────────────────┐
  │ Presentation of feedback screenshots (conditions of IVs) │
  └─────────────────────────────────────────────────┘
                         │
                         ▼
      ┌────────────────────────────────────┐
      │   Instruments that gather data on DVs │
      └────────────────────────────────────┘
                         │
                         ▼
┌──────────────────────────────────────────────────────────┐
│ Demographic data (age, gender, country, educational qualification) │
└──────────────────────────────────────────────────────────┘
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The study follows a straightforward structure, and is available in both English and German.

Participants can choose their language at the beginning, after which they have to enter a study code.

There are 3 questionnaires, two for the experiments with task feedback (set 1 & 2), and one for task significance.

The study software randomly chooses one of three questionnaires, with a distribution of 40-40-20 (i.e. 40% of the participants will be assigned questionnaire 1, 40% questionnaire 2, and the remaining 20% questionnaire 3).

5. **Conducting the Survey**

The study can be accessed via a weblink. The study software automatically decides and shows one of the three questionnaires.

This is the weblink to the survey: https://www.soscisurvey.de/SMW_22/

DO NOT FILL OUT THE SURVEY YOURSELF!

As mentioned in the lectures, please send this link to your classmates, friends, family etc., i.e. adults in the age group 18-70.

Please try to target a homogenous pool of participants, which means 50% males, 50% females, 50% below 50 years of age, and 50% above 50 years of age.

Please send the link only to participants who speak English/German, otherwise the data will not be useful. We would need around 500 samples to test the hypotheses, but remember that the quality of data is more important than quantity.

Each of you have been assigned a study code, which you have to send to your participants. They have to enter this code at the beginning of the study. Please refer to the table below:

Beier, Leon	QNEDB	Makougoum Tene, Delphine	PTSPF
Bokermann, Nils	LXSUC	Martisius, Mindaugas	QMLT7
Büscher, Niklas	G8PJU	Mithu, Md Anwarul	CX4XF
Chakroun, Yassin	JXUX4	Galousang, Abolfazl	J4GHD
Chikhalkar, Akshay	DRU69	Nagel, Sean	YE4Q4
Eddoumi, Taha	CKVFF	Ottensmeier, Henrik	RZCTF
Ens, Jonas	RYZDU	Roche, Marlon	C8XA8
Fayyaz, Maryam	V955C	Rohmann, Julien	G6DAS
Hadizadeh, Hadi	G9JQW	Sadhwani, Anand	MQ2YQ
Hansmeier, Nils	EFXUL	Säger, Hendrik	UK583
Happe, Bastian	DNSX7	Sapkota, Sujita	X7J7P
Hempe, Jan	UX83F	Schünemann, Lennart	MTYNG
Houssemeddine, Ben	XC5NV	Semakula, John Paul	S9Z9T
Janzen, Jonas	SDT7B	Shamsi, Muhammad Saleem	BQJ7W
Jarbo, Baboucarr	QVUA8	Shrestha, Maheshwor	LU5JN
Kammasheh, Maram	G4FUD	Wallis, Eric	ATJHF
Kassabji, Mohamed	QCKMD	Weidemann, Christian	TK494
Khemir, Nidhal	ZYPE8	Zientek, Robin	NKNVW
Koduri, Akhil Chowdary	P7SXJ	Zurmühlen, Louis	ADADR
Kottmeier, Fabian	GQ49N		

The survey will be live from 24.11.2022 to 18.12.2022.

The data will be released on 19.12.2022.

Best of luck!