

1.1. Survey

Survey UniAthena

Start of Block: Block 4

Welcome to the survey! This survey is being conducted by a student at the University of Leeds.

In every organization, decisions shape success. But what happens when resources are tight, and the pressure is on? I am exploring how perceptions of risk influence the tendency to procrastinate in decision-making under resource-constrained situations in organizations. Your insights will shed light on how we can better navigate challenges and make more effective decisions, even when the stakes are high. Join me in uncovering the hidden dynamics of risk and procrastination in the workplace. Your perspective is invaluable!

The whole survey will take approximately 5-7 minutes to complete.
Your participation is voluntary, and you are free to withdraw the survey at any time.
Your responses are anonymous.

If you would like to participate, please complete the following questions and hit the arrow to continue:

- I confirm that I am 18 years or older.
- I understand the nature of this research and my right to withdraw at any point during the research itself.
- I consent to take part in this research.

☐ Yes (1)

☐ No (2)

Skip To: End of Survey If you would like to participate, please complete the following questions and hit the arrow to co... = No

End of Block: Block 4

Start of Block: Section 1: Demographic Information

Section 1 **Section 1 Basic Demographic Questions**

Welcome to the UniAthena Employee Survey! In this section, aim is to gather essential demographic information to better understand the diverse workforce. Your responses will help us create a comprehensive overview of our team, which is crucial for our ongoing efforts to improve workplace policies and practices. Rest assured that all information will be kept confidential and used solely for analytical purposes. Thank you for your participation!

Age:

- ☐ Under 25 (1)
 - ☐ 25-34 (2)
 - ☐ 35-44 (3)
 - ☐ 45-54 (4)
 - ☐ 55 and above (5)
-

Q2 Gender:

- ☐ Male (1)
 - ☐ Female (2)
 - ☐ Non-binary / third gender (3)
 - ☐ Prefer not to say (4)
-

Q3 Job Role:

- ☐ Entry-level (1)
- ☐ Mid-level (2)
- ☐ Senior-level (3)
- ☐ Executive (4)
- ☐ Other (5) _____

Q4 Years of Experience

- ☐ Less than 1 year (1)
- ☐ 1-3 years (2)
- ☐ 4-7 years (3)
- ☐ 8-10 years (4)
- ☐ More than 10 years (5)

End of Block: Section 1: Demographic Information

Start of Block: Section 2: Risk Behaviour

Q5 Section 2: Risk Behavior in Decision Making

This section aims to understand your approach to risk-taking when making decisions at

work. You will use a Likert scale to indicate your level of agreement with various statements, ranging from "Strongly Disagree" to "Strongly Agree." All responses will remain confidential.

	Strongly Disagree (1)	Somewhat Disagree (2)	Neither agree nor disagree (3)	Somewhat Agree (4)	Strongly agree (5)
Whenever I face a difficult decision I feel pessimistic about ending a good solution. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel as if I am under tremendous time pressure when making decisions. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The possibility that some small thing might go wrong causes me to swing abruptly in my preference. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I cannot think straight if I have to make a decision in a hurry. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
After a decision is made I spend a lot of time convincing myself it was correct. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Section 2: Risk Behaviour

Start of Block: Section 3: Decision Making

Q6 Section 3: Decision-Making Timeliness

This section focuses on how you manage the timing of your decision-making. You will use a Likert scale to express your agreement with various statements, ranging from "Strongly Disagree" to "Strongly Agree." All responses will remain confidential.

	Strongly Disagree (1)	Somewhat Disagree (2)	Neither agree nor disagree (3)	Somewhat Agree (4)	Strongly Agree (5)
I waste a lot of time on trivial matters before getting to the final decision. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Even after I have made a decision I delay acting upon it. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I have to make a decision I wait a long time before starting to think about it. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I delay making decisions until it is too late. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I put off making decisions. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Q12 Section 4: Decision-Making Preferences

This section will explore your preferences and strategies related to making decisions and managing responsibilities. The focus is on understanding how you handle decision-making scenarios, including when you prefer to delegate tasks and your approach to taking on responsibilities. Please use the Likert scale to reflect your typical preferences and practices. All responses will remain confidential.

	Strongly Disagree (1)	Somewhat Disagree (2)	Neither agree nor disagree (3)	Somewhat Agree (4)	Strongly Agree (5)
I avoid making decisions. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not make decisions unless I really have to. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I prefer to leave decisions to others. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not like to take responsibility for making decisions. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If a decision can be made by me or another person I let the other person make it. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I prefer that people who are better informed decide for me. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Section 3: Decision Making

Start of Block: Section 3: Organization Constraints

Q12 Section 5: Organizational Constraints

This section will explore various organizational factors that might impact your ability to perform your job effectively. The focus will be on understanding how elements such as equipment quality, organizational rules, and interactions with colleagues influence your work experience. All responses will remain confidential.

	Strongly Disagree (1)	Somewhat Disagree (2)	Neither agree nor disagree (3)	Somewhat Agree (6)	Strongly agree (7)
I find it difficult to do my job because of poor equipment or supplies. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organizational rules and procedures make it challenging to perform my tasks. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interactions with other employees hinder my ability to do my job effectively. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor creates obstacles that affect my job performance. (17)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Q11 Section 5: Organizational Constraints

	Strongly Disagree (1)	Somewhat Disagree (2)	Neither agree nor disagree (3)	Somewhat Agree (6)	Strongly agree (7)
The lack of equipment or supplies impacts my ability to complete tasks. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inadequate training limits my effectiveness in performing my job. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interruptions by other people disrupt my work and affect my productivity. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I lack the necessary information about what to do or how to do it. (17)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Q10 Section 5: Organizational Constraints

	Strongly Disagree (1)	Somewhat Disagree (2)	Neither agree nor disagree (3)	Somewhat Agree (4)	Strongly agree (5)
Conflicting job demands make it difficult to manage my responsibilities. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive inadequate help from others, affecting my job performance. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incorrect instructions contribute to difficulties in carrying out my tasks. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Section 3: Organization Constraints
