RiskPerception\_Pilot\_Spring23

Start of Block: CONSENT

CONSENT\_Q 1. Study Title: Risk Perception of Workplace Behaviors  
  
2. Purpose of the Study and Study Procedures: The purpose of this project is to understand how a constructive deviance work behaviors are perceived. This study consists of an online questionnaire that will take approximately 10 minutes to complete. The survey will include demographic items and questions regarding the perceived risk of different behaviors.   
   
3. Risks: Risks associated with this study are low and no more than risks that would be encountered in one’s daily activities. The nature of the questions is non-invasive. The act of answering questions via the online survey is no riskier than other computer-based online activities.   
  
4. Benefits: You may benefit from participating in this study by contributing to scientific research and by gaining increased insight into your thoughts about workplace behaviors.   
  
5. Investigators: Katelyn May Reeves (Ph.D. student) may be reached at kreev16@lsu.edu. Dr. Don Zhang (Louisiana State University) may be reached at zhang1@lsu.edu. The investigators may be reached 8:00 AM-5:00 PM M-F (CST).   
  
6. Performance Site: The study will be conducted online, however, both investigators will be involved with the research process from their respective locations.   
  
7. Number of subjects: 200   
  
8. Subject Inclusion: Participants must be 18 years old or older and work 30+ hours per week.  
  
9. Subject Exclusion: Participants will be excluded if they are younger than 18 years old or work less than 30 hours per week.  
  
10. Privacy: All data will be kept confidential unless release is legally compelled. The information will be stored in an encrypted and/or password protected file. As this study is being conducted through (Prolific), there will be no identifying information collected at any point.   
  
11. Financial Information: Upon completion of the survey, participants will be compensated $1.00. Payment will be distributed to participants through Prolific.   
  
12. Right to Refuse: Participants may choose not to participate or to withdraw at any time without penalty or loss of benefits to which you are otherwise entitled. If a participant chooses to withdraw, they will lose the opportunity for compensation and should notify the investigators via email.   
  
13. Consent: I agree that the study has been discussed with me and all my questions have been answered. I may direct any additional questions regarding study specifics to the investigators. For injury or illness, call your physician. If I have questions about the subject's rights or other concerns, I can contact Alex Cohen, Chairman, LSU Institutional Review Board, (225) 578-8692, irb@lsu.edu, or www.lsu.edu/research. I agree to participate in the study described above. We are requesting a waiver of signed consent. Please indicate if you do or do not agree to consent.

* I agree to consent (1)
* I do not agree to consent (2)

End of Block: CONSENT

Start of Block: NO\_CONSENT

Display This Question:

If 1. Study Title: Risk Perception of Workplace Behaviors 2. Purpose of the Study and Study Procedur... = I do not agree to consent

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|  |

NC\_TEXT As you do not wish to participate in this study, please return your submission on Prolific by selecting the 'Stop without completing' button.

End of Block: NO\_CONSENT

Start of Block: EXCLUSION

AGE What is your current age in years?

▼ 1 (1) ... 100 (100)

HPW On average, how many hours do you work per week at your primary job?

▼ 1 (1) ... 168 (168)

End of Block: EXCLUSION

Start of Block: EXCLUSION

Display This Question:

If What is your current age in years? = 1

Or What is your current age in years? = 2

Or What is your current age in years? = 3

Or What is your current age in years? = 4

Or What is your current age in years? = 5

Or What is your current age in years? = 6

Or What is your current age in years? = 7

Or What is your current age in years? = 8

Or What is your current age in years? = 9

Or What is your current age in years? = 10

Or What is your current age in years? = 11

Or What is your current age in years? = 12

Or What is your current age in years? = 13

Or What is your current age in years? = 14

Or What is your current age in years? = 15

Or What is your current age in years? = 16

Or What is your current age in years? = 17

Or On average, how many hours do you work per week at your primary job? = 1

Or On average, how many hours do you work per week at your primary job? = 2

Or On average, how many hours do you work per week at your primary job? = 3

Or On average, how many hours do you work per week at your primary job? = 4

Or On average, how many hours do you work per week at your primary job? = 5

Or On average, how many hours do you work per week at your primary job? = 6

Or On average, how many hours do you work per week at your primary job? = 7

Or On average, how many hours do you work per week at your primary job? = 8

Or On average, how many hours do you work per week at your primary job? = 9

Or On average, how many hours do you work per week at your primary job? = 10

Or On average, how many hours do you work per week at your primary job? = 11

Or On average, how many hours do you work per week at your primary job? = 12

Or On average, how many hours do you work per week at your primary job? = 13

Or On average, how many hours do you work per week at your primary job? = 14

Or On average, how many hours do you work per week at your primary job? = 15

Or On average, how many hours do you work per week at your primary job? = 16

Or On average, how many hours do you work per week at your primary job? = 17

Or On average, how many hours do you work per week at your primary job? = 18

Or On average, how many hours do you work per week at your primary job? = 19

Or On average, how many hours do you work per week at your primary job? = 20

Or On average, how many hours do you work per week at your primary job? = 21

Or On average, how many hours do you work per week at your primary job? = 22

Or On average, how many hours do you work per week at your primary job? = 23

Or On average, how many hours do you work per week at your primary job? = 24

Or On average, how many hours do you work per week at your primary job? = 25

Or On average, how many hours do you work per week at your primary job? = 26

Or On average, how many hours do you work per week at your primary job? = 27

Or On average, how many hours do you work per week at your primary job? = 28

Or On average, how many hours do you work per week at your primary job? = 29

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E\_TEXT You are ineligible for this study, as you have provided information which is inconsistent with your Prolific prescreening responses. Please return your submission on Prolific by selecting the 'Stop without completing' button.

End of Block: EXCLUSION

Start of Block: DEMOGRAPHICS

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RACE Please indicate your race. Select all that apply

* a. African American (1)
* b. Asian/Pacific Islander (2)
* c. Caucasian (3)
* d. Hispanic/Latino (4)
* e. Native American or American Indian (5)
* f. Other (fill in the blank) (6) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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GENDER How do you identify?

* Male (1)
* Female (2)
* Non-binary / Gender non-conforming (3)
* Other: I self-identify as... (please specify) (4) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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EDU What is the highest level of education that you've completed?

* Less than high school (1)
* High school/GED (2)
* Some college (3)
* 2-year college degree (Associate's) (4)
* 4-year college degree (B.A., B.S.) (5)
* Master’s degree (6)
* Doctoral degree (7)
* Professional degree (M.D., J.D.) (8)

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TENURE How many years have you been working for your current employer?

▼ Less than 1 year (0) ... 100 (100)

JOB\_TITLE What is your current job title?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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MANAGER Do you hold a managerial position in your current job?

* Yes (1)
* No (2)

NUM\_EMPLOYEES How many employees work in your establishment?

* 1-4 (1)
* 5-9 (2)
* 10-19 (3)
* 20-49 (4)
* 50-99 (5)
* 100-249 (6)
* 250-499 (7)
* 500-999 (8)
* 1000 or more (9)

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INDUSTRY Which of the following industries most closely matches the one in which you are employed?

* Forestry, fishing, hunting or agriculture support (1)
* Real estate or rental and leasing (2)
* Mining (3)
* Professional, scientific or technical services (4)
* Utilities (5)
* Management of companies or enterprises (6)
* Construction (7)
* Admin, support, waste management or remediation services (8)
* Manufacturing (9)
* Educational services (10)
* Wholesale trade (11)
* Health care or social assistance (12)
* Retail trade (13)
* Arts, entertainment or recreation (14)
* Transportation or warehousing (15)
* Accommodation or food services (16)
* Information (17)
* Other services (except public administration) (18)
* Finance or insurance (19)
* Unclassified establishments (20)

End of Block: DEMOGRAPHICS

Start of Block: INDIVIDUAL\_DIF

GRQ How willing are you to take risks in the workplace?

* 1 - Not at all willing (1)
* 2 (2)
* 3 (3)
* 4 - Neutral (4)
* 5 (5)
* 6 (6)
* 7 - Extremely willing (7)

RMP Risk management is the process of identifying, assessing, monitoring, controlling or mitigating and reporting to senior management on risk exposures. Does your organization have a risk management policy?

* No (1)
* I don't know (2)
* Yes (3)

POWER   
Think of the ladder as showing where people stand in your current organization with respect to having power, which is defined as the **ability to influence others**. At the top of the ladder are people with the most power, and at the bottom are people with the least power.   
   
    
Think about your current organization and please answer the following questions:   
 

|  |  |  |
| --- | --- | --- |
|  | Less Power | More Power |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 1 | 2 | 3 | 4 | 5 | 6 | 6 | 7 | 8 | 9 | 10 |

|  |  |
| --- | --- |
| Where would you currently place yourself on this ladder? () |  |
| Where do you hope to be on this ladder? () |  |
| Where is the highest you've been on this ladder? () |  |

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| Page Break |  |

INSTRUCTIONS Thinking about the past month, please indicate the degree to which you disagree or agree with each statement.

COMPETE I thought of competition with others at work as a way to enhance my development and to demonstrate my self-worth.

* Strongly disagree (1)
* Disagree (2)
* Neutral (3)
* Agree (4)
* Strongly agree (5)

COOP I viewed others at work as partners wherein I was willing to work with them to achieve common goals.

* Strongly disagree (1)
* Disagree (2)
* Neutral (3)
* Agree (4)
* Strongly agree (5)

NORM\_COMMIT I felt like I stayed with my organization mainly because I felt that I "ought to."

* Strongly disagree (1)
* Disagree (2)
* Neutral (3)
* Agree (4)
* Strongly agree (5)

INNOVATE My organization places a lot of emphasis on encouraging and supporting new ideas and innovative approaches.

* Strongly disagree (1)
* Disagree (2)
* Neutral (3)
* Agree (4)
* Strongly agree (5)

End of Block: INDIVIDUAL\_DIF

Start of Block: STIMULUS

STIM\_INFO Often, you make decisions at work that may incur some personal, financial, or professional risks. In this study, we are interested in your assessment of how risky the following behaviors are.

Loop and merge feature will have the following behaviors appear one at a time to answer the bottom three questions for each behavior.

Constructive Deviance Scale

* Sought to bend or break the rules in order to perform your job.
* Violated company procedures in order to solve a problem.
* Departed from organizational procedures to solve a customer’s problem.
* Bent a rule to satisfy a customer’s needs.
* Departed from dysfunctional organizational policies or procedures to solve a problem.
* Reported a wrong-doing to co-workers to bring about a positive organizational change.
* Did not follow the orders of your supervisor in order to improve work procedures.
* Disagreed with others in your work group in order to improve the current work procedures.
* Disobeyed your supervisor’s instructions to perform more efficiently.
* Reported a wrong-doing to another person in your company to bring about a positive organizational change.

AFFECTIVE To what extent are you worried about the potential risks of this behavior?

|  |  |  |
| --- | --- | --- |
|  | Not worried at all | Extremely worried |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

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| --- | --- |
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COSTS How likely will this behavior harm you, personally or professionally?

|  |  |  |
| --- | --- | --- |
|  | Not likely | Extremely likely |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

|  |  |
| --- | --- |
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BENEFITS How likely will this behavior benefit you, personally or professionally?

|  |  |  |
| --- | --- | --- |
|  | Not likely | Extremely likely |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

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End of Block: STIMULUS

Start of Block: LIKELIHOOD

INTENTION Indicate your likelihood to engage in each of the following behaviors at your primary place of work in the next month.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Extremely unlikely (13) | Somewhat unlikely (14) | Neither likely nor unlikely (15) | Somewhat likely (16) | Extremely likely (17) | Not applicable (18) |
| Bend or break the rules in order to perform your job. (INT \_1) |  |  |  |  |  |  |
| Violate company procedures in order to solve a problem. (INT \_2) |  |  |  |  |  |  |
| Depart from organizational procedures to solve a customer’s problem. (INT \_3) |  |  |  |  |  |  |
| Bend a rule to satisfy a customer’s needs. (INT \_4) |  |  |  |  |  |  |
| Depart from dysfunctional organizational policies or procedures to solve a problem. (INT \_5) |  |  |  |  |  |  |
| Report a wrong-doing to co-workers to bring about a positive organizational change. (INT \_6) |  |  |  |  |  |  |
| Not follow the orders of your supervisor in order to improve work procedures. (INT \_7) |  |  |  |  |  |  |
| Disagree with others in your work group in order to improve the current work procedures. (INT \_8) |  |  |  |  |  |  |
| Disobey your supervisor’s instructions to perform more efficiently. (INT \_9) |  |  |  |  |  |  |
| Report a wrong-doing to another person in your company to bring about a positive organizational change. (INT \_10) |  |  |  |  |  |  |

End of Block: LIKELIHOOD