

PARTICIPANT INFORMATION STATEMENT AND CONSENT FORM

The performance effect of competitive incentives

Professor Mandy Cheng

1. What is the research study about?

You are invited to take part in this research study. The research study aims to understand the effect of employee work behaviour in the presence of an incentive scheme. In this research, you will be asked to assume the role of an employee of a fictitious company. You will be asked to perform a simple task, as well as to answer a number of questions based on a business scenario. You have been invited because you have indicated that you wished to be a part of a research participant pool on Prolific, and are able to complete this task using a computer device that has a screen size of 10 inch (25.4cm) or larger, and are proficient in English.

2. Who is conducting this research?

The study is being carried out by the following researchers:

| Name | Organisation | Telephone |
|-----------------|--------------|------------------|
| Mandy Cheng | UNSW Sydney | +61 2 9385 6343 |
| Kerry Humphreys | UNSW Sydney | +61 2 9385 5833 |
| Mohammad Wasimi | UNSW Sydney | +61 0469 132 162 |

Research Funder: [The project has not received funding. However, this project will seek funding from Business School Experimental Lab; if successful, BizLab as a researcher funder will be indicated here]

3. Inclusion/Exclusion Criteria

Before you decide to participate in this research study, we need to ensure that it is ok for you to take part. The research study is looking recruit people who meet the following criteria:

- Participants who can complete the experiment on a laptop or desktop computer. The experimental task requires participants to count letters from a box of letters which can be difficult to see on smaller screens of tablets or mobile phones.
- Participants who are proficient in English. Participants who are not proficient in English cannot complete because they may not fully comprehend the business scenario described in the experiment.
- Participants who are 18 years of age or older

4. Do I have to take part in this research study?

Participation in this research study is voluntary. If you do not want to take part, you do not have to do so. If you decide to take part and later change your mind, you are free to withdraw from the study at any stage.

If you decide you want to take part in the research study, you will be asked to:

- Read the information carefully;
- Complete an online experiment

5. What does participation in this research require, and are there any risks involved?

If you decide to take part in the research study, we will ask you to read some instructions and complete a computer-based task. This study will require you to work on a counting task and answer questions.

The duration of this session is typically 60 minutes. Aside from giving up your time, we do not expect that there will be any risks or costs associated with taking part in this study.

Your payment will consist the following:

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1. A fixed payment of £6.50 (GBP)
2. A performance payment, which you will earn based on your performance in this session (and which could be as low as £0, average is £3.50)

In summary, you will not earn less than £6.50 if you complete the task. The average payment for completing this task is expected to be £10.00 (including a £3.50 performance payment).

You will be paid automatically when your submissions are approved.

6. What are the possible benefits to participation?

We hope to use information we get from this research study to benefit others who make decisions in business environments.

7. What will happen to information about me?

Submission of the online experiment is an indication of your consent. By clicking the 'I agree to participate' button you are providing your permission for the research team to collect and use information about you for the research study.

Your data will be kept for a period of 5 years after the publication of the research results. We will store information about you in a non-identifiable electronic format and store it on the UNSW OneDrive password protected. Your information will only be used for academic research (i.e., a doctoral dissertation, conference papers, and academic journal articles) and will be presented in aggregate form that no personal information will be identifiable.

8. How and when will I find out what the results of the research study are?

The research team intend to publish and/ report the results of the research study in a variety of ways. In any publication, information will be provided in such a way that you cannot be identified.

If you would like to receive a copy of the results you can contact the researchers.

9. What if I want to withdraw from the research study?

If you do consent to participate, you may withdraw at any time. You can do this by closing the questionnaire. If you withdraw from the research, we will destroy any information that has already been collected. Once you have submitted the questionnaire however, we will not be able to withdraw your responses as the questionnaire is anonymous.

The information you provide is personal information for the purposes of the Privacy and Personal Information Protection Act 1998 (NSW). You have the right of access to personal information held about you by the University, the right to request correction and amendment of it, and the right to make a complaint about a breach of the Information Protection Principles as contained in the PPIP Act. Further information on how the University protects personal information is available in the [UNSW Privacy Management Plan](#).

10. What should I do if I have further questions about my involvement in the research study?

School of Accounting, Auditing and Taxation



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The person you may need to contact will depend on the nature of your query. If you require further information regarding this study or if you have any problems which may be related to your involvement in the study, you can contact the following member of the research team:

Research Team Contact Details

| | |
|------------------|---------------------|
| Name | Mandy Cheng |
| Position | Professor |
| Telephone | +61 2 9385 6343 |
| Email | m.cheng@unsw.edu.au |

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11. What if I have a complaint or any concerns about the research study?

If you have a complaint regarding any aspect of the study or the way it is being conducted, please contact the UNSW Human Ethics Coordinator:

Complaints Contact

| | |
|----------------------------|--|
| Position | UNSW Human Research Ethics Coordinator |
| Telephone | + 61 2 9385 6222 |
| Email | humanethics@unsw.edu.au |
| HC Reference Number | HC230298 |

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Consent Form – Participant providing own consent

Declaration by the participant

By checking the I agree/start questionnaire option below:

- I understand I am being asked to provide consent to participate in this research study;
 - I have read the Participant Information Sheet, or it has been provided to me in a language that I understand;
 - I provide my consent for the information collected about me to be used for the purpose of this research study only.
 - I understand that if necessary, I can ask questions and the research team will respond to my questions.
 - I freely agree to participate in this research study as described and understand that I am free to withdraw at any time during the study and withdrawal will not affect my relationship with any of the named organisations and/or research team members;
- ☐ I understand that I can download a copy of this consent form by clicking on the 'Download information Statement and Consent Form' button.
- ☐ I understand that I can contact the researchers if I would like to receive a copy of the study results.

I agree, start questionnaire