



Gatton
COLLEGE OF BUSINESS & ECONOMICS
UNIVERSITY OF KENTUCKY



EGCompany Survey

Date



Introductions

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- Associate Professor of Management, Gatton College of Business & Economics, University of Kentucky
- Ph.D. from Penn State University in Management & Organization, 1998
- Teach and research management and organizations since 1992

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- Ph.D. student in Management, University of Kentucky

Research Purpose

- Conducting a survey of all EGCompany employees
- Survey is designed to understand how you feel about your job, your organization, your supervisor and your co-workers
- We approached EGCompany with our study proposal
- EGCompany was moving forward with conducting their own employee attitude survey
- EGCompany agreed to allow us to conduct our study in exchange for our sharing our results

Our role as researchers

- We are researchers, not consultants
- Organizational “anthropologists”
- We are not being paid – EGCompany is only covering our travel costs
- We are a neutral party, not affiliated with EGCompany

Confidentiality of your responses

- Our university affiliation means that our research, this study, and your responses are covered by federal regulations that guarantee your confidentiality
 - Our study is being heavily scrutinized to ensure your rights
 - Our study cannot be subpoenaed by a court of law
- When we share the results with EGCompany, they will only receive the results in summary fashion
 - Example: Average job satisfaction for Department X is 4.03
 - No names are used
 - If a department is too small to guarantee confidentiality, it's not included in the report we will give to EGCompany

Personal nature of questions

Two parts to the survey

- Part One has traditional job- and organization-oriented questions

Examples:

- Job satisfaction
- Satisfaction with pay and benefits
- Satisfaction with supervision

- Part Two has many seemingly odd questions; apologies in advance

Examples:

- Unusual personality measures
- Social network identification

Social networks and gossip

- We're interested in understanding how gossip moves about an organization
- We ask you to identify the people you gossip with
- We are also trying to trace specific strands of gossip throughout the network

Participation is voluntary

- Participation is voluntary
 - While we need as close to 100% participation as possible, do not participate if you feel uncomfortable in any way
- You can stop at any time
- You can skip questions at any time
- You can ask questions of us at any time
- No one at EGCompany will be told if you chose not to participate
- Even within our research team, no one has access to all the pieces of the data (e.g., numbers on network diagrams are kept separately from names)

Consent form

- Details our commitment to your confidentiality
- We take a signed copy; you keep a copy
- Contains contact information for us, as well as the University of Kentucky Office of Research Integrity

If you have any questions or concerns, please ask!

Thank you for your help with this project