


IRB Protocol Application #IRB2412395, PI: Michael Harari

Title: Evaluating survey questions used in business research

Primary Info

IRB Administrator	Romaine, Cortni
Protocol Number	IRB2412395
IRB Study Title	Evaluating survey questions used in business research
Summary of the study using lay language (200 words or less)	The purpose of this study is to evaluate how good of a job different questions do at measuring what they are supposed to. Participants will be given definitions of concepts and a variety of survey questions. Participants will rate how good or bad the match between the survey question and the concept is.
Is this a student project? Note: If you are the degree-seeking student, you cannot also be the PI	No

Research Team

Role	Name	Lead Unit/Department	Business Title	Edit Permission	Responsibilities
 PD/PI	Michael Harari	COB: Management Programs	Associate Professor	YES	Consent Subjects Recruit Subjects Research Design Collect Samples or Data (e.g., Surveys) Project Coordination/Management Data Analysis Data Security
Training documents		N/A			

Review Type Determination

For any required documents, please verify that you have the latest version. You can download the latest version by clicking on the document icon:

Determination of Human Subjects Research

Are you unsure of whether or not your project requires IRB review? Select Yes

Do you need a letter of **determination** for a sponsor or other purposes? Select Yes

If neither of the above, select No.

Collaboration and Multi-Site Research

The 2018 Common Rule requires use of a Single IRB (sIRB) for all cooperative research that is subject to the Common Rule. These requirements apply to any studies approved by the IRB on or after January 20, 2020 and so it is possible that your study may require the use of a Single IRB unless:

- i. The study is NOT federally funded
- ii. The study is federally funded AND solely involves international sites besides FAU
- iii. The collaborating site is the VA, or another national IRB required by law (such as a tribal IRB)

Will an external IRB act as the IRB of record for this study? No

Are other institutions engaged? No

Review Type

The following sections will help determine the level of review for your project. There are three levels of IRB review, based on risk to subjects and study population. Regardless of risk level, all human subjects research projects must be submitted for review.

Do any of the following apply to your project?

- Use of FDA regulated drugs and devices
- Prisoners or other incarcerated or detained persons
- Biomedical procedures or active collection of biospecimens from an individual (not a repository)

No

Research projects must meet specific criteria to receive a determination of Exempt. The following categories describe the criteria.

Does your project include any of the activities listed in the Exempt categories? Please select all that apply.

No Category 1: Commonly accepted educational settings involving normal educational practices: Research, conducted in established or commonly accepted educational settings that specifically involves normal educational practices that are not likely to adversely impact students' opportunity to learn required educational content or the assessment of educators who provide instruction. This includes most research on regular and special education instructional strategies, and research on the effectiveness of or the comparison among instructional techniques, curricula, or classroom management methods.

Yes Category 2: Research involving educational tests, survey or interview procedures, or observation of public behavior *Do not select this category if your study involves children.*: Research that only includes interactions involving educational tests (cognitive, diagnostic, aptitude, achievement), survey procedures, interview procedures, or observation of public behavior if at least one of the following criteria is met: (i) The information obtained is recorded by the investigator in such a manner that the identity of the human subjects cannot readily be ascertained, directly or through identifiers linked to the subjects; OR (ii) Any disclosure of the human subjects' responses outside the research would not reasonably place the subjects at risk of criminal or civil liability or be damaging to the subjects' financial standing, employability, educational advancement, or reputation.

No Category 3: Benign Behavioral Interventions: Research involving benign behavioral interventions* in conjunction with the collection of information from an adult subject through verbal or written responses (including data entry) or audiovisual recording if the subject prospectively agrees to the intervention and information collection and at least one of the following criteria is met: A) The information obtained is recorded by the investigator in such a manner that the identity of the human subjects cannot readily be ascertained, directly or through identifiers linked to the subjects; OR B) Any disclosure of the human subjects' responses outside the research would not reasonably place the subjects at risk of criminal or civil liability or be damaging to the subjects' financial standing, employability, educational advancement, or reputation.

No Category 4: Secondary research for which consent is not required: Secondary research for which consent is not required: Secondary research uses of identifiable private information or identifiable biospecimens, if at least one of the following criteria is met: (i) The identifiable private information or identifiable biospecimens are publicly available; (ii) Information, which may include information about biospecimens, is recorded by the investigator in such a manner that the identity of the human subjects cannot readily be ascertained directly or through identifiers linked to the subjects, the investigator does not contact the subjects, and the investigator will not re-identify subjects; (iii) The research involves only information collection and analysis involving the investigator's use of identifiable health information when that use is regulated under 45 CFR parts 160- and 164, subparts A and E [HIPAA], for the purposes of "health care operations" or "research" as those terms are defined at 45 CFR 164.501 or for "public health activities and purposes" as described under 45 CFR 164.512(b); or (iv) The research is conducted by, or on behalf of, a Federal department or agency using government-generated or government-collected information obtained for nonresearch activities.

No Category 5: Public Benefit or Service Programs: Research and demonstration projects that are conducted or supported by a Federal department or agency, or otherwise subject to the approval of department or agency heads (or the approval of the heads of bureaus or other subordinate agencies that have been delegated authority to conduct the research and demonstration projects), and that are designed to study, evaluate, improve, or otherwise examine public benefit or service programs, including procedures for obtaining benefits or services under those programs, possible changes in or alternatives to those programs or procedures, or possible changes in methods or levels of payment for benefits or services under those programs.

No Category 6: Taste and food quality evaluation and consumer acceptance studies: (i) if wholesome foods without additives are consumed; OR (ii) if a food is consumed that contains a food ingredient at or below the level and for a use found to be safe, or agricultural chemical or environmental contaminant at or below the level found to be safe, by the Food and Drug Administration or approved by the Environmental Protection Agency or the Food Safety and Inspection Service of the U.S. Department of Agriculture.

No My research involves activities in addition to or not listed above. Selecting this option will take you to the next section.

Special population

Indicate if individuals from any of the following groups will be specifically recruited. [View our FAU IRB Policies Page](#)

- Students to be recruited in their educational setting (i.e. in class or at school) (See policy 10.3.8)

Provide a justification for the inclusion of vulnerable populations in your study

Working business students are the appropriate population for this research study, as they are familiar with general business concepts, but also sufficiently naive about the specifics of the questionnaire items being tested so as to not bias results. Students who have expressed interest in participating in research studies will be recruited through the College of Business' subject pool. Consistent with policy 10.3.8., students who sign up to participate in research through the subject pool have alternative assignments available and are not required to participate in research.

Auto-determined Review Type

Exempt

Protocol Description

Background Information & Justification:

Most research in Management and Industrial-Organizational Psychology is done using questionnaires. However, these questionnaires are often developed on an "ad hoc" basis, meaning researchers develop items for purposes of their study without subjecting the scales to any type of validation. This is a concern, because if the scales are not measuring what they purport to measure, the findings from research using these scales is ambiguous (Colquitt et al., 2019).

Purpose, Goals, and Research Question

The purpose of the present study is to evaluate the content validity of four scales: job embarrassment, relative deprivation, perceived test performance, and perceived employability.

Describe in detail your research design and methodology. Use nontechnical language to describe what participants will do and/or what information will be collected about them.

I will be following the methods described in Colquitt et al. (2019). Participants will be given the definition of the concepts referenced above, one at a time. They will also be given definitions of "orbiting" concepts; ones that are similar to them, but still different. For example, "perceived test performance" will be paired with "test anxiety" and "perceived job performance." Participants will be given these concepts and their definitions one at a time along with a list of survey questions. Participants will rate how good of a job each item does at measuring the concept.

Will the research involve secondary use of data, documents, records or biospecimens collected from individuals?

No

Describe any online/electronic resources to be utilized for recruitment, data collection, or storage

All data will be collected anonymously. The electronic resources are as follows: (1) SONA system for recruitment, (2) Qualtrics for data collection, and (3) dropbox for storage. The researchers accounts for all of these are password protected.

Specify where the research will be conducted.

The research will be conducted online.

Describe the sampling plan, the sample size or study group(s)

Approximately 200 participants will be recruited.

Describe the planned data analysis, and power of any planned statistical tests (if applicable)

A sample size of $N = 150$ is suggested for these types of studies (Colquitt et al., 2019). I am planning on recruiting $N = 200$ participants to account for the removal of participants who did not respond carefully.

Describe how the research results will be used and will contribute to generalizable knowledge

The research results will help us to understand which items should be used in research that measures some of the field's most important constructs.

Recruitment

Which of the statements describes the recruitment strategy? (If both apply, select both)

• Potential subjects will self-identify based on response to an advertisement, flyer, presentation or respondent driven sampling

Describe recruitment procedures including where/how recruitment notices will be displayed. If research involves targeted recruitment sampling, describe who will send recruitment messages and in what format:

The study will be posted on the College of Business' SONA system. Participants will be provided with a title, brief abstract, and description. The information that will be conveyed to participants appears below: Title: Evaluating survey questions used in business research Abstract: Much of what we know about business practice comes from the results of survey research. It is important that survey questions do a good job measuring what they are supposed to measure. We'd like you to help us evaluate survey questions. Description: In this study, we will describe a concept that is studied in business research. We will then give you a list of questions that are commonly used in surveys for business research. We will ask you to rate the match between the concept and each survey question. You will repeat this process for a total of 10 concepts. We will also ask you a few basic demographic questions (such as your age).

Attach a copy of any oral script, advertisement, announcement or invitation that will be used. Use our [FAU IRB Forms & Templates Page](#) to download FAU branded recruitment templates.

Indicate the total number of participants.

200

Indicate age range of participants.

18 and older

List the inclusion criteria.

Must be at least 18 years old and must be working full- or part-time.

List the exclusion criteria.

Under 18 years old or unemployed.

Will incentives be offered for the research?

Yes

Indicate the incentive strategy for the research.

Participants will be "compensated" with 1 SONA credit.

Describe any alternative procedures available to those who choose not to participate, if applicable.

Participants are under no obligation to participate in this study. If they are participating for course credit (including extra credit), their instructor is offering alternatives that are equivalent in terms of time, effort, and educational purposes. This is reflected in the revised informed consent.

Does any member of the research team or anyone else assisting with the research have an authority relationship with potential participants?

Yes

Describe the relationship and explain how the research will be conducted to avoid undue influence on participants.

It is possible that some research participants will sign up for this study who are also enrolled in the PI's course. However, this will be only incidental. The PI will not be recruiting in his class.

If your study involves research activities (i.e. recruiting, obtaining records from) at an external site (non-FAU), do you need permission to perform the activities at the site(s)?

N/A (does not involve non-FAU site)

Informed Consent

Explain the process for obtaining informed consent from participants, their parent/guardian, and/or legally authorized representative.* Then, use our [FAU IRB Forms & Templates Page](#) to select the appropriate assent/consent templates and upload them as PDF's in the respective button(s) which appear below.

All participants will be at least 18 years old and will be consented using the template for exempt or minimal risk research.

Will all participants provide informed consent for themselves?

Yes

Will consent occur in any language other than English?

No

Are you requesting a *waiver and/or alteration* of informed consent?

No

Are you requesting to *waive the signature* requirement for informed consent?

Yes

Adult consent
(PDF and Docx file types only)

Click files to view	Date Uploaded	Uploaded By
Informed_Consent_v3.docx	01/09/2025 11:08 AM	Michael Harari

Risks and Benefits

Indicate all potential risks of harm/discomfort to participants or others.

Describe the nature, probability, magnitude, and duration of the risks.

Describe precautions you will take to minimize each of the potential risks identified above.

Describe any potential benefits to participants and/or society in general.

- Psychological/emotional distress or discomfort
- Privacy/confidentiality

Risks are minimal. Discomfort is possible, but not likely. Some questions that participants will be asked to evaluate ask about one's job being embarrassing and test anxiety, which could possibly cause discomfort in some people. However, no one is being asked about their own embarrassment or anxiety, just how well statements captures these concepts. In terms of confidentiality, no identifying information is being collected. The SONA system keeps a record of who participates in what studies, but not what their responses to any questions are. I will not be sharing this record with anyone.

I will not be sharing the record of who completed the study with anyone. It will be used only to administer SONA credits. Survey responses are being made anonymously. Discomfort associated with reviewing items about test anxiety or embarrassment is minimal and participants are being told about the potential for discomfort in the consent. The benefits are to society. Ensuring that questionnaire items are content valid is a critical concern for all research that uses these questionnaires. This research will improve measurement and thus the quality of research and theory development in management and work psychology.

Privacy & Confidentiality

Describe how you will protect the privacy of participants while they are being consented for the research (if applicable) and throughout the course of the research procedures/interventions.

Will any personally identifiable information (PII) be obtained from or about participants?

In what format(s) will the data originate?

Describe how PII research data will be shared among research team members, collaborators, etc.

In what format(s) will the data be maintained during the life of the study?

No identifying information is being collected along with the survey. It will only be known by the researcher if someone participated, not what their responses were.

No

self-report

None will be collected.

Digital, stored on a password protected dropbox folder.

Describe in detail the protections that will be implemented to maintain the confidentiality of data, and/or specimens.

Data will be completely anonymous. Data will be stored in digital form on the PI's password protected dropbox account.

Are there any foreseeable potential ethical or legal circumstances when it would be necessary to break confidentiality?

No

When will identifiers be removed from the dataset and /or the records? State for how long research records will be maintained.

No identifiers will be included in the dataset. Data will be completely anonymous. The anonymous data file will be maintained indefinitely.

Indicate ALL proposed forms of dissemination.

Journal article
Conference presentation

Is the project NIH funded?

No

Will any protected health information (PHI) be collected or obtained?

No

Will the study collect information that, if disclosed, could have significant negative consequences to the subjects including damage to their financial standing, employability, insurability or reputation (e.g., communicable diseases; use of alcohol, drugs, or other addictive products, illegal behaviors, etc.), will a Federal Certificate of Confidentiality (CoC) be obtained for this research?

No

Connected Projects

Indicate if any part of your project is funded by an external sponsor

Not Funded

Protocol Documents

Data Collection Tools

Click files to view	Date Uploaded	Uploaded By
Study_Materials.docx	01/03/2025 4:51 PM	Michael Harari

References

Click files to view	Date Uploaded	Uploaded By
References.docx	12/28/2024 11:19 AM	Michael Harari

Data Use Agreement

Other Documents (Please appropriately name files)

Note: Only .pdf file attachments are merged into this document. All attachments of this project (including: .pdf, .docx, ...etc) are attached to this PDF document. You can access them using the attachments section of your PDF reader.

Here is a list of all the included attachments:

- 1 References.docx
- 2 Study_Materials.docx
- 3 Informed_Consent_v3.docx

Informed Consent for Participation in an Exempt Research Study

Study Title: *Evaluating survey questions used in business research*

Principal Investigator (PI): *Michael B. Harari, PhD*

FAU IRB# **IRB2412395**

Contact for Questions about the Study	PI/ Contact name: Michael Harari Email: mharari@fau.edu
Contact for Questions about your Rights as a Research Participant, concerns or complaints not answered by the research team, or if you wish to talk to someone independent of the research.	FAU Research Integrity Office (561) 297-1383 researchintegrity@fau.edu

You are invited to participate in a research study under the direction of Michael Harari of the Department of Management Programs, Florida Atlantic University (FAU). Taking part in this research is entirely voluntary. Your academic standing will not, in any way, be affected should you choose not to participate or if you decide to withdraw from the study at any time.

Surveys are commonly used in business research and it is important that the questions in the survey do a good job of measuring what they are supposed to measure. The purpose of this study is to evaluate how good (or bad) of a job survey questions do at measuring the concept they are supposed to be measuring.

What are the reasons you might choose to volunteer for this study?

You might choose to volunteer in this study if you want to help advance business research by improving the quality of the field's questionnaire items.

You will not benefit directly from your participation in the study. The benefits to science and humankind that might result from this study are: more accurate measurement of important concepts in the field of business, allowing for better theory development and business education and practice.

What are the reasons you might not choose to volunteer for this study?

Possible risks or discomforts you could experience during this study include: psychological stress due to being exposed to a questionnaire item that makes you feel uncomfortable. Also, although we are not collecting any identifying information in our survey, the SONA system will record that you participated in this study (although it will not record what any of your responses were). Therefore, a breach of confidentiality might be possible.

If you choose to take part in this study, you will, one at a time, be given a definition of 10 concepts that are studied in business research. Below each concept and its definition, you will see a list of questions that might be used to measure the concept in a survey. You will be asked to rate on a scale from 1 to 7 (1 being an extremely bad match and 7 being an extremely good match) how closely each question matches the concept at the top of the



page. The total amount of time you will spend in connection with this study is approximately 30 minutes. You may refuse to answer any of the questions and you may stop your participation in this study at any time.

Every effort will be made to keep your information confidential, however, this cannot be guaranteed. Although the SONA system will record that you participated in this study, your identity will not be associated with your survey responses. Therefore, the data will be collected completely anonymously. If results of this research study are reported in journals or at scientific meetings, the people who participated in this study will not be named or identified.

You will receive two Sona credits for participation in this research study. If you are participating in this study for course credit (including extra credit), you have the option to take alternative assignments that serve the same educational objectives and require the same amount of time and effort as participating in research studies. The research study and the alternative assignments can be accessed and completed via the Behavioral Insights Lab's Sona system (<https://fau-insightslab.sona-systems.com>). If you require assistance on how to navigate the Sona System, please refer to the following website: <https://business.fau.edu/centers/behavioral-insights-lab/students/> or reach out to CoBInsightsLab@fau.edu

Your willingness to participate in this research study is implied if you proceed.

*Please keep a copy of this document in case you want to read it again.