

A research team from the Department of Management and Marketing is conducting a study of new employees.

Eligible participants are final year students who will soon (but not yet) join the workforce OR begin an internship (that lasts for at least 2 months) by Dec. 2016.

Participants will be provided with up to **HKD\$480** for completing the research study.

Please find the enclosed information for detailed illustration about the procedure of the study.

For registration, please complete the consent form via this click:

https://hkpumarketing.au1.qualtrics.com/SE/?SID=SV_egS5mFIUs0zuNut

For any inquiries, please contact Ms. Bavik Yuen Lam (yuenlam.bavik@connect.polyu.hk) or Ms. Zhou Xiang (xiangx.zhou@connect.polyu.hk).

INFORMATION SHEET

A Longitudinal Study of New Employees

You are invited to participate in a study conducted by the Department of Management and Marketing in The Hong Kong Polytechnic University. The project has been approved by the Human Subjects Ethics Sub-committee (HSESC) of The Hong Kong Polytechnic University (HSESC Reference Number: HSEARS20160318001).

The aim of this study is to investigate how new employees feel and think about themselves and their jobs. The study will involve completing **seven** online questionnaires over a period of three months, each of which will take you about ten minutes. After completing all the surveys, your **immediate supervisor** (in your upcoming job appointment) will also be invited to fill in an online short survey that takes about two minutes to evaluate your performance on voluntary basis. Therefore, you will be requested to provide your contact details (including name, email address, WeChat ID, and mobile number) for the purpose of sending invitation for participation and contacting for redemption of financial incentives.

As a token of appreciation for your time, an equivalent amount of **HKD 40** will be given in return for your participation in **each survey**. In addition, all participants who successfully complete and return all eight surveys will be provided with an additional amount of financial incentive that is equivalent to **HKD 200**.

The testing should not result in any undue discomfort. All information related to you will remain confidential and will be identifiable by codes only known to the researcher. You have every right to withdraw from the study before or during the measurement without penalty of any kind.

If you would like to obtain more information about this study, please contact Ms. Bavik Yuen Lam (email: yuenlam.bavik@connect.polyu.hk) or Ms. Zhou Xiang (xiangx.zhou@connect.polyu.hk).

Thank you for your interest in participating in this study!