

Manager Task

QUT Ethics Approval Number xxxx - xxxx

Research team

Principal Researcher: Miss Hairong Hu, PhD student
Dr. Gregory Kubitz, Principal Supervisor
Dr. Changxia Ke, Associate Supervisor
School of Economics and Finance
Queensland University of Technology (QUT)

Why is the study being conducted?

This research project is being undertaken as part of a PhD study for Hairong Hu.

This study investigates human behavior in the presence of incentives based on hiring decisions. This research is important to increase our understanding about how people make decisions in the workplace.

You are invited to participate in this research project because you have previously registered your interests in participating in an economics experiment through Prolific.

What does participation involve?

Your participation will involve a manager task where you will be asked to make several decisions, as well as a small post-experimental questionnaire. Before the manager tasks, you need to answer several testing questions based on the instructions to ensure you fully understand them. This experiment will go for about 15 minutes.

In the managerial task, you will play the role of a manager in the recruitment process and make decisions regarding some given profiles. Your choices involve a set of monetary incentives, in which case you will receive a monetary payment based on the outcome of your decisions. The questions in the post-experimental questionnaire include some demographic information (e.g., your gender, age, etc.). The testing questions are all multiple-choice and are designed to ensure you understand the instructions.

Your participation in this project is entirely voluntary. If you do not agree to participate, you can withdraw from the project at any time during the experiment without comment or penalty. You can withdraw anytime by closing browser. However, after submitting your response and receiving payment, you will not be able to withdraw your data from the study. If you withdraw, any identifiable information obtained from you will be destroyed upon request.

If you have any questions during this time or during the experiment itself, please contact the researchers via Prolific messages for assistance.

What are the possible benefits for me if I take part?

There are no anticipated direct benefits for you from participation in this study. However, to compensate for your time, you will receive a payment consisting of two parts:

A Completion payment (\$1.14 USD), which is a flat payment amount for each person who completes the entire session, and a performance payment (\$1.50 USD on average), which you can earn based on your choices in this session.

In summary, you will not earn less than \$1.14 USD [the completion payment], and you may earn additional money through your performance for completing today's experiments. You will receive your total payment (i.e., the completion payment plus the performance payment) generated in today's experiment through Prolific within 7 days after today's session.

What are the possible risks for me if I take part?

There are no risks beyond normal day-to-day living associated with your participation in this project.

What about privacy and confidentiality?

The experiment is being conducted by researchers from Australia. Information you provide during the experiments will be transferred to the server at the Queensland University of Technology, Brisbane, Australia. By taking part in this experiment, you agree to this transfer.

In this experiment, you will be asked to provide demographic information which will be separate from your responses. All the information that is obtained will be anonymized and will not be included in any public documents and presentations.

Any data collected as part of this project will be stored securely as per QUT's Management of Research Data policy. Please note that non-identifiable data collected in this project may be used as comparative data in future projects or stored on an open access database for secondary analysis.

How do I give my consent to participate?

If you decide to participate, you are free to withdraw your consent and to discontinue participation at any time without prejudice. If you wish to withdraw during this session, please close the browser to leave the experiment.

You will not receive the completion payment if you decide to withdraw prior to completing the questionnaire. If you decide to withdraw after completing the questionnaire but before receiving your payment, you can receive the completion payment, but not the performance payment. If you decide to withdraw after submission, you can send us a message via Prolific indicating your intentions, and you can still receive the completion payment if we have not paid you yet.

In addition, you will not be paid the performance payment unless you complete and submit the entire session. If you have any additional questions later, the Researchers listed below will be happy to answer them via Prolific message or email.

What if I have questions about the research project?

If you have any questions or require further information and feedback, please contact one of the researchers listed below.

Miss Hairong Hu	h23.hu@qut.edu.au	+61 4 0334 5311
Dr Gregory Kubitz	gregory.kubitz@qut.edu.au	+61 7 3138 4262
Dr Changxia Ke	changxia.ke@qut.edu.au	+61 7 3138 0811

What if I have a concern or complaint regarding the conduct of the research project?

QUT is committed to research integrity and the ethical conduct of research projects. If you wish to discuss the study with someone not directly involved, particularly in relation to matters concerning policies, information or complaints about the conduct of the study or your rights as a participant, you may contact the QUT Research Ethics Advisory Team on +61 7 3138 5123 or email humanethics@qut.edu.au.