

PARTICIPANT INFORMATION FORM



Research Project Title: Work that works for people with *Asperger Syndrome (AS)*

I am undertaking a Dissertation research project as part of my studies for a BA Hons Business Psychology Degree at the University of Greenwich, under the supervision of Nicoletta Dimitrova.

Objectives of the research project:

The objective of this research is to focus on what **specific** Job Demands and Job Resources are best suited to increase Job Engagement in individuals with *Asperger's Syndrome (AS)* and what is undesirable; an individual perspective.

The main aim of the study will put emphasis on what **specific** Job Demands and Job Resources would provide a suitable working environment in which to improve workplace motivation, job performance and Job Engagement for individuals with *Asperger's Syndrome (AS)*. I will also look to highlight when individuals believed their Personal Resources were not being considered, fully used or not being invested in and how this impacted Job Engagement. I will also report on what **specific** Job Demands and Job Resources affected well-Being in the past and this will address preventing current Strain and future health problems in the workplace.

What you will be asked to do:

- You must have either been employed in the past or are currently employed at the moment
- I may ask you what your Job Title and Position is/was
- You may refer to several jobs if you like and the different occasions
- I will ask you which company you worked for to gain context
- However, I will not state for which company you are working for or have worked for in the past within the study itself
- I may ask you a few questions regarding the provision or the lack of the provision of Job Resources at your past or current job in relation to AS
- I may ask you about the unrealistic and/or the lack of Job Demands; and the suitable Job Demands both in relation to AS
- I may ask you about your experiences of Strain and health problems at work in relation to AS and what caused this, what advice do you propose to organisations?
- I may ask about your experiences of when you felt like you thrived and were Job Engaged; did you have the correct Job Resources and Job Demands in place to facilitate that in relation to AS?
- If not, did you use your own Personal Resources to complete Job Demands? Did this put you under Strain? Maybe you used your initiative and used Job Resources available?
- I may ask you about when you may have wished to have thrived at work in relation to AS, what prevented you from doing so in terms of Job Resources and Job Demands? How did this make you feel? How did it impact your Performance, Motivation and Job Engagement?
- I may ask you about your experiences of Job Crafting and personally making use of the Job Resources available to you to improve your Job Engagement

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How the data will be used:

The data will be referenced in my dissertation and will draw attention to how the workplace could be better adapted to suit individuals with *Asperger's Syndrome (AS)*. The data will outline the content and context of an environment that would allow individuals to excel. The data will also demonstrate to organisations that look to embrace inclusivity and neurodiversity in the workplace, there is the need for founding a better understanding of AS at an individual level when moving forward towards a work environment that improves working life quality and in turn enhanced job engagement.

Data Protection: In compliance with the General Data Protection Regulation, all data collected will be stored in an anonymised form, securely on the University's IT system and will be destroyed following the completion of the course.

CONSENT

By responding to this email with your confirmation of participation:

- I have read the information form about this study from pages 1-5 of this form
- I have had an opportunity to ask questions and discuss this study
- I have received satisfactory answers to all my questions
- I have received enough information about this study
- I understand that I have the right to withdraw from this study:
 - At any time prior to submission of the results for publication
 - Without giving a reason for withdrawing
 - Without any impact on your future relationship with the University of Greenwich

Please sign here on the line below if you agree to take part in this study

**Either electronically or scanned and emailed*

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JOB DEMANDS – REFERS TO THE PHYSICAL, PSYCHOLOGICAL, SOCIAL OR ORGANISATIONAL ASPECTS OF THE JOB THAT REQUIRES EFFORT AND MAY HAVE AN IMPACT ON STRAIN BUT DOES NOT ALWAYS HAVE A NEGATIVE EFFECT.

Unsuitable demands, tolerating risk, risks/hazards, poor organisational culture, computer problems, static/awkward posture, technological issues, unfavourable work conditions, unsuitable workloads, safety routine violation, discrimination, bullying, harassment, work/life balance, work/home conflict, job characteristics, relationship with colleagues, lack of working space, uninteresting tasks, work tasks, short deadlines, high volumes of work, an uncomfortable work environment, few opportunities to work autonomously, poor working relationships, emotionally draining tasks or roles, unfair treatment, excessive bureaucratic rules and procedures, understanding the role, over-demanding/under-demanding tasks, work pressure, role ambiguity, task complexity, cognitive demands, contact with clients, emotional demands, job insecurity, interpersonal conflict, performance demands, responsibility, role conflict, time pressure, unfavourable work shift pattern, weekly working hours, emotional dissonance, work overload, physical demands, responsibility, overpowering visual/auditory/tactile stimuli, schedule, physical environment, travel, clarity of instructions, management, communication, centralisation, downsizing, reorganisation, performance demands, problem planning, qualitative/quantitative workload, responsibility, decision making, job control, management, lack of professional development, office politics, organisational changes, stressors, task identity, multi-tasking, engaging work, interesting tasks, skills utilisation.

JOB RESOURCES – REFERS TO PHYSICAL, PSYCHOLOGICAL, SOCIAL OR ORGANISATIONAL ASPECTS OF THE JOB THAT ARE FUNCTIONAL IN ACHIEVING WORK GOALS, REDUCING THE IMPACT OF THE STRAIN CAUSED BY JOB DEMANDS AND STIMULATING GROWTH, LEARNING AND DEVELOPMENT.

Job control, supervisory support, performance feedback, managerial behaviour, organisational culture, organisational structure, autonomy, opportunities for development, job-related learning, professional development, advancement, appreciation, financial rewards, goal clarity, information, appropriateness of the working environment, innovative climate, job challenge, leadership, participation in decision making, workplace fairness, contacts, safety climate, opportunities for skill utilisation...

salary/wages, social support, strategic planning, maintenance, task variety, team cohesion, team harmony, visual/auditory/tactile needs, answering questions, pension schemes, organisation skills, help to prioritise/manage workload, formal appraisal process, empowerment, flexitime, pension scheme, Organisational Health, break times, facilities, relationship with peers, coaching/mentoring, relaxation time, an alternative 'healthy' menu in the staff canteen or restaurant, remuneration, stress counselling, line managers, equality, diversity, task significance, co-worker support, redefinition of task requirements, extrinsic motivation, tools.

PERSONAL RESOURCES – THESE ARE ASPECTS OF YOURSELF THAT ARE LINKED TO YOUR RESILIENCE. IT REFERS TO YOUR ABILITY TO CONTROL AND HAVE AN ENGAGED IMPACT ON YOUR ENVIRONMENT. IT MAY ALSO REFER TO YOUR ORGANISATIONAL-BASED SELF-ESTEEM.

Skill utilisation, emotional/mental competencies, extraversion, introversion, hope, Intrinsic motivation, need satisfaction, autonomy, belongingness, competence, optimism, organisation-based self-esteem, regulatory focus (prevention and promotion), resilience, self-efficacy, value orientation (intrinsic and extrinsic values), commitment to supervisor, trust in management, cooperation, openness, effort, involvement, turnover intentions, skills, qualifications, pride, self-sufficiency, craftsmanship, expertise, education, physical resources, motivation, job crafting ability, self-undermining, positive spill-over from family to work, professional experience, agreeableness, neuroticism, innovation, conscientiousness, CSR, adaptability, talents, skills, creativity, personality, verbal/numerical/ logical reasoning, situational judgement, cultural intelligence, languages spoken, work experience, work ethic, capability, potential, punctuality, reliability.

STRAIN– THE PHYSICAL, PSYCHOLOGICAL, SOCIAL OR ORGANISATIONAL EFFECTS THE JOB HAS ON AN INDIVIDUAL AS A RESULT OF AN UNSTABLE BALANCE OF JOB DEMANDS AND JOB RESOURCES.

Sickness absences (self-report/company registered), accidents, injuries, adverse events, depression, determination to continue, unsafe behaviours, negative work-home interference, physical health, emotional health, rejection, psychosomatic health complaints, psychological strain, turnover intention, detachment, mastery, control, fatigue at work, job exhaustion, need for recovery, sleeping problems, dissatisfaction, job-related anxiety, health...

complaint, isolation, substance abuse, burnout, job-related health issues, static/awkward posture, musculoskeletal disorders, compensatory costs, narrowing of attention, fatigue after-effects, risky choices, drained energy, breakdowns, negative psychological states, peer assessments, missed deadlines

JOB ENGAGEMENT - IS DEFINED AS A POSITIVE, FULFILLING, WORK-RELATED STATE OF MIND THAT IS CHARACTERISED BY DRIVE, DEDICATION, AND ABSORPTION IN THE ROLE.

Organisational commitment, turnover intentions, dedication, in-role performance, extra-role performance, innovativeness, self-realisation, life satisfaction, perceived health, positive work-home interference, performance, workability, happiness, customer satisfaction, quality of product/service, new product development, vigour, dedication, absorption, motivation, positive outcomes, job satisfaction, interpersonal skills, enjoyment, attention, safety needs meet, recuperated energy, belongingness, piece work /time rate pay, productivity, job crafting.

**You can underline or highlight the experiences that you have faced and would like to talk about. Some of these factors could have been happening simultaneously or at different occurrences. You might have your own examples that are not on the list that you would like to discuss.*