

Ethics Form for Dissertation – Quantitative Research (Survey Study)

Model Survey-Based Ethics Application (UK)

1. Project Details

Project Title:

Employee Engagement and Job Satisfaction in UK Retail Workers: A Quantitative Survey Study

Student Name:

[Insert Name]

Programme / Department:

[Insert]

Supervisor:

[Insert Name]

Date:

[Insert Date]

2. Research Summary

This study uses an anonymous online survey to investigate the relationship between employee engagement, job satisfaction and performance among full-time retail employees across the UK. The survey will include Likert-scale and multiple-choice items.

3. Research Objectives

1. To measure levels of engagement among retail employees.
 2. To identify predictors of job satisfaction.
 3. To explore the relationship between engagement, satisfaction and performance indicators.
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4. Methodology

4.1 Study Design

Quantitative cross-sectional survey.

4.2 Data Collection Method

An online survey hosted on Qualtrics/Google Forms.
Estimated completion time: 5–8 minutes.

5. Participants

5.1 Participant Characteristics

Full-time retail employees working customer-facing roles in the UK.

5.2 Inclusion Criteria

- Aged 18+
- At least six months' employment
- Customer-facing role

5.3 Exclusion Criteria

- Managers
- Temporary or agency staff

5.4 Recruitment

Participants will be recruited via social media advertisements, retail employee groups and email invitations through professional networks.

6. Consent Process

- The survey will begin with an online **Information Sheet**.
 - Consent will be given by ticking an electronic checkbox (“I agree to participate”).
 - No personal identifiers will be collected.
 - Participants may exit the survey at any time.
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7. Confidentiality & Anonymity

- No names, emails, IP addresses or company details will be collected.
 - Data will be stored without any identifying codes.
 - All responses remain fully anonymous.
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8. Data Protection & Storage

- Survey data will be downloaded and stored on encrypted, password-protected storage.
- Only the researcher will access the raw dataset.
- Data will be retained for five years and then deleted.

No sensitive personal data will be collected.

9. Risk Assessment

This is a **minimal-risk** study.
Questions do not involve sensitive content.
Participants may skip any question.

10. Benefits

The study may increase understanding of engagement and satisfaction in retail environments.
No direct compensation is offered.

11. Ethical Approval

Ethics approval will be obtained from the [University Name] Departmental Ethics Panel before data collection begins.

12. Supporting Documents

- Information Sheet
- Consent Checkbox Wording
- Survey Outline
- Recruitment Message