

Research Participation Information and Informed Consent Statement

Dear Participant,
Greetings!

This questionnaire is organized and initiated by the Human Resource Management Research Team of the School of Management at Gachon University, Korea. The purpose of this study is to explore how employees, after observed abusive supervisor behavior in the workplace, develop quiet quitting behaviors through their internal psychological adjustment mechanisms.

Before completing the questionnaire, please carefully read the following statement and decide whether to participate on the basis of full understanding:

I. Research Content and Method

This study adopts a three-wave questionnaire survey design. The participants will be corporate employees aged between 20 and 39. The questionnaire mainly covers the following aspects:

Employees' observations and perceptions of supervisors' abusive behavior toward colleagues

Employees' promotion regulatory focus

Employees' psychological safety

Employees' quiet quitting tendency

The questionnaire is conducted anonymously and is expected to take approximately 10–15 minutes to complete.

II. Voluntary Participation

Your participation is entirely voluntary. During the process of completing the questionnaire, you may stop or withdraw at any time without providing any reason. Doing so will not result in any adverse consequences for you personally or for your organization.

III. Data Confidentiality and Use

This study strictly adheres to academic research ethics. All information you provide will be kept strictly confidential. The questionnaire data will be used solely for

statistical analysis in this study, will not be used for any commercial purposes, and will not disclose your personal identity or any information about your organization.

All data will be processed anonymously to ensure that no third party can identify any individual or organizational identity. The information you provide will be used exclusively for academic research purposes and may be presented in anonymized statistical form in academic journal publications, research reports, or conference presentations in the future. All publicly available results will strictly avoid including any information that could identify individuals or organizations.

IV. Potential Benefits and Risks of the Study

This study does not involve any direct physical or psychological risks. Through participation in this questionnaire, you may gain deeper self-reflection on your own behavioral patterns and psychological responses in the context of digital technology transformation, and your input may also provide valuable insights for advancing human–machine collaboration and organizational innovation.

V. Contact Information

If you have any questions about this study or would like to learn more, please feel free to contact us:

Researcher: Myeongcheol Choi

Affiliation: School of Management, Gachon University, Korea

Email: oz760921@gachon.ac.kr

If you are willing to participate in this survey, please click “I agree to participate in this study” on the questionnaire’s opening page. By doing so, you indicate that you have understood the above information and agree to take part in this research.

We sincerely thank you again for your support!