



## **Study Participants Needed!**

**You are invited to participate in a research study** about the relationship between employees with musculoskeletal injuries and their supervisors.

- Everyone who agrees to participate in the study will have their names put into a draw, with the possibility of winning one of five **\$100 general purpose gift cards.**
- Your participation will help advance research in leadership and disability management.
- Also, you may also find it is very interesting to participate.

### **Who can participate in the study?**

Anyone who:

1. is currently employed,
2. has experienced a musculoskeletal injury (e.g. back/neck pain, broken bones, etc.) sometime in the **past two years**,
3. had to take at least **one day off work** because of the injury, and
4. has returned to work since the injury.

### **What does the study involve?**

The study involves answering an online questionnaire and will take about 15 minutes of your time. We will also ask your permission to invite your supervisor to answer questions about your relationship. You will complete the survey first, and then you will be asked for your supervisor's contact information. If your supervisor agrees to participate, he or she will be provided a link to the supervisor survey. The survey will be anonymous, your supervisor will not see your answers and you will not see your supervisor's answers. The data will be analyzed and published without any identifying information about the participants.

**The study is conducted by Zhanna Lyubykh as a part of her Master's thesis. If you meet the criteria above and are willing to participate,** please contact Zhanna at:

Email: [zhanna.lyubykh@uleth.ca](mailto:zhanna.lyubykh@uleth.ca) or

Phone: 587-998-3323.

Contacting us in no way commits you to participate. You are completely free to stop participating at any time.

The title of the thesis is *Perceived Disability Severity and Employee Outcomes: The Role of Leader-Member Exchange and Leader Empathy*. It is supervised by Dr. Kelly Williams-Whitt and Dr. Mahfooz Ansari, Faculty of Management, University of Lethbridge. If you have any questions regarding your rights as a participant in this research, you may contact the Office of Research Services at the University of Lethbridge at (403) 329-2747.