



University of Southern Queensland

Participant Information Sheet

Questionnaire

USQ HREC Approval number: H21REA211

Before you decide to take part further in this survey, please carefully read the following information. First, you need to understand why this research is being conducted and what it will involve. The researcher's contact details are provided below and hence feel free to contact me if anything is not clear to you or if you would like more information.

Project Title

The impact of women on boards and the mediating role of leadership styles on the listed firms performance in Vietnam.

Research team contact details

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Description

You are invited to participate in a research study that is a part of the Doctor of Business Administration (DBAR) program through the University of Southern Queensland. This study explores the impact of Women on board (WOB) on corporate social responsibilities (CSR) initiatives and the financial performance of the companies. This project will allow a greater understanding of the role of gender diversity on corporate boards to assist women seeking a role in this area. Policymakers can use the results of this study to plan future directions to assign board quotas for women directors and the companies can manage the succession planning for their board members. In addition, educational institutions can incorporate appropriate leadership training in their programs to prepare future leaders.

Participation

The survey will take a minimum of 15 minutes to complete. Your participation will involve completing an online survey consisting of 61 questions regarding the company where you work part-time or full-time as a member of the board. The questions will broadly cover four parts, i.e., the company's name, your leadership style, firm's financial and non-financial performance, and your demographic information (optional).

Your participation in this project is entirely voluntary. If you decide to take part and later change your mind, you are free to withdraw from the project at any stage. You may also request that any data collected about you be removed and confidentially destroyed.

If you wish to withdraw from this project or withdraw data collected, please contact the Research Team (contact details at the top of this form).

Your decision, whether you take part, do not take part, or take part and then withdraw, will in no way impact your current or future relationship with the University of Southern Queensland (USQ).

Expected benefits

Participating in this survey/project will not directly benefit you. However, your participation will contribute to understanding if there is any nexus between WOB and the firm's performance. In addition, your participation will benefit the greater community, like women seeking a role on boards of the companies, policymakers, educational institutions, and the companies. The findings of this study will assist policymakers in making policies regarding mandatory quotas to have the minimum number of women on boards.

Risks

There is a minor discomfort or inconvenience that you may have due to spending your precious 15 minutes on this survey.

You may feel that some of the questions are difficult to answer. If you do not wish to answer a question, you may stop immediately.

After completing our data collection and analysis, we will import the data to the USQ server to store it securely. The data generated from the survey will be used for the doctoral study and for submitting the thesis under the USQ doctoral program.

Privacy and confidentiality

All comments and responses are confidential unless required by law. Participation in the survey is anonymous. Providing information about company names and trading codes is purely optional. Information about company names and trading codes will only be used for linkage with records and then de-identified. In the reporting of findings, information will be aggregated and responses relating to individual companies will not be disclosed. The name of individual persons is not asked in any of the questions. Information collected will be solely used for doctoral and scientific research purposes therefore, it is anticipated that the results of this research project will be published as a thesis for the doctoral study and presented in a variety of forums. In any publication and presentation, information will be provided in such a way that you cannot be identified. The outcome of the research will be available to you if requested. If you would like to be included in the mailing list for the results of this study, please let the principal investigator researcher know via the email provided above. The report will be emailed to each participant if requested by them.

The project is not funded by an external third party and will be carried out by the principal investigator to complete a doctoral degree with USQ.

Any data collected as a part of this project will be stored securely, as per the University of Southern Queensland's Research Data and Primary Materials Management Procedure.

Consent to participate

If you agree to participate, please click the box 'I agree' at the start of the online survey to indicate your consent to participate in this project. There are 61 questions and you will need to press the 'submit' button when you have completed the survey.

Questions

Please refer to the Research team contact details at the top of the form to have any questions answered or to request further information about this project.

Concerns or complaints

If you have any concerns or complaints about the ethical conduct of the project, you may contact the University of Southern Queensland, Manager of Research Integrity and Ethics on +61 7 4631 1839 or email researchintegrity@usq.edu.au. The Manager of Research Integrity and Ethics is not connected with the research project and can address your concern in an unbiased manner.

Thank you for taking the time to help with this research project. Please keep this document for your information.