

*The following research activity has been reviewed via QUT arrangements for the conduct of research involving human participation. If you choose to participate, you will be provided with more detailed participant information, including who you can contact if you have any concerns.*

## **Factors Influencing Occupational Commitment and Career Decision-Making Among Learning and Development/Training/Coaching and Consultancy Professionals**

### **Research team contacts**

**Principal Researcher:** Dr Claire M. Gardiner

**Associate Researcher:** Professor Nerina Jimmieson

**School of Management, QUT Business School, Queensland University of Technology (QUT)**

### **What is the purpose of the research?**

How does your work as a professional in the Learning and Development/Training/Workplace Learning & Consulting field add meaning to your life? How does it reflect your values and goals? How does working in these fields give you an experience of work that in your view other occupations don't provide?

The purpose of this research is to explore factors influencing participants' interest in their occupation, their occupational commitment and the impact of their occupational commitment on their career goal setting and decision-making, across the entire range of Human Resource Development (HRD), Learning and Development, Training, Coaching, Change Management, and related consultancy fields. We want to hear your perspectives whether you are employed by an RTO, as an organisational internal consultant for a corporate, government or non-profit, work for a consultancy firm or have your own consultancy delivering expertise in these areas.

Currently, little research has been done to help our understanding of the extent to which people working in these fields feel a sense of occupational identification and calling that positively influences their work satisfaction and lessens the impacts of the negative factors involved in the work. This research will contribute to organisational knowledge and practice for Learning and Development/Training/Coaching/Consulting, line managers and HRM. In particular, it may assist individual professionals' own career planning and decision-making, self-development, and talent management through your reflections as you participate.

### **Are you looking for people like me?**

If you are working in Learning and Development, Training, Coaching, Workplace Learning and Consulting we'd really value your input. If your work focuses on Change Management or Organisation Development instead, we'd really like our participation as well. All levels of experience, position and age in the field are welcome!

### **What will you ask me to do?**

You will complete and submit a 20-25 minute online survey. At the end of the survey, you will see an invitation to take part in an individual interview to provide more information about your feelings about your occupation, career goals and career journey.

If you are interested in taking part in an individual interview lasting around 60 minutes, you will be able to register at the end of the survey. If you register for an interview, you will be contacted by a member of the research team to make arrangements for the interview.

***Are there any risks for me in taking part?***

The research team believes there are minimal risks of discomfort associated with your participation in this research. Any details that would indicate your identity will be removed or disguised. You will not be named or made identifiable in any research reports or publications.

It should be noted that if you do agree to participate in an interview, you can discuss any concerns at any time with the researchers and you can withdraw from participation at any time during the survey or interview without comment or penalty. You do not have to answer all questions. Please note that non-identifiable data collected in this research project may be used as comparative data in future research projects (e.g. a follow up study or a comparison of career factors between different occupations).

***Are there any benefits for me in taking part?***

It is important that this project is a success, as it will help our understanding of how professionals working in the L & D/training/workplace learning/coaching/consultancy fields feel about their occupation, make decisions about their occupation and career options and how they manage career goal setting and progression. This project may not benefit you directly, although the process of reflection as you reply to the research questions may provide you with additional understanding of your personal career orientation and preferences.

For your interest, you will be able to read the highlights of the research findings on the AITD website or attend an AITD event to hear about the outcomes.

***Will I be compensated for my time?***

We would very much appreciate your participation in this research. Interview participants will receive a \$20.00 Coles shopping voucher in recognition of their contribution to the study.

***I am interested – what should I do next?***

If you would like to take part in this study, just complete the survey and follow the instructions. Alternatively to register your interest please contact:

**Dr Claire Gardiner:**      [c.gardiner@qut.edu.au](mailto:c.gardiner@qut.edu.au)      **07 3138 5319.**

You will be provided with further information to ensure that your decision and consent to participate is fully informed.

***Thank You!***

**QUT Ethics Approval Number: 1600000782**