

Name _____

The Quantitative Prospectus should be a statement of the project topic, and should provide a clear rationale and justification for choosing such a project.

Discovery & Inquiry ___/10 Content Knowledge ___/20 Critical Thinking ___/10 Communication ___/10

Prospectus Requirements	Exemplary	Proficient	Marginal	Unacceptable	Example
A clear statement of the overall aim and associated objectives of the research (2-4 sentences) (Discovery & Inquiry ___/10)	Exemplary statement of the aim of the research and the associated objectives. (9-10)	Competently states the aim of the research and the associated objectives. (8)	Gives a marginal description of the aim of the research and objectives. Alternately, one of the elements is either unclear or missing. (7)	Does not address any of the points and leaves the reader unsure of direction of prospectus. (0-6)	Our purpose in this study is to use the theory of planned behavior as a general framework and to weave the theory of work development and psychological contract theory together within the theory of planned behavior to explain Intention to Continue to Volunteer (ICV). Furthermore, we incorporate two frameworks (Person-Environment Fit and Empowerment) and previous empirical results (e.g., Kim et al.'s (2007) model among others) to propose and test a new model. This model would explain intention to continue volunteering, which is a critical predictor of actual retention of volunteers. Specifically, we propose to test whether the relationship between Person-Environment Fit and Intention to Continue Volunteering is partially or fully mediated by Empowerment and to test whether the relationship between Person-Environment Fit and Empowerment is moderated by Psychological Contract Fulfillment.
A brief description of the existing work in the area supported by cites (4-8 sentences) (Content Knowledge ___/20)	Review evidences an excellent understanding of the details with respect to content. Reader has a sense that you are exceptionally well-read in the subject and have brought together the most relevant content information to frame your study in a scholarly	Review evidences a competent understanding of the details with respect to content. Reader has a sense that you are proficiently well-read in the subject and have brought together relevant content information to frame your study in a scholarly manner. (16-	Review evidences marginal understanding of the details with respect to content. Reader has a sense that you have not read much and are bringing in personal opinion and knowledge to frame your study and/or is a simple listing and summary of studies. (14-15)	Review does not successfully indicate a scholarly review nor does it do a good job at framing the study with respect to the content. (0-13).	Researchers have found that P-T Fit is positively related to employee attitudes (Spokane, Meir, & Catalano, 2000), job satisfaction, low job stress (Edwards, 1991), and empowerment (Brkich, Jeffs, & Carless, 2002), but negatively correlated with turnover intention (Chan, 1996; Hollenbeck, 1989; Kristof-Brown, Zimmerman, & Johnson, 2005). Kim et al. (2007) found that P-T Fit of the volunteer explained approximately 25% of the variance in Empowerment, but only 3% of the variance in ICV. Empowerment is positively related to loyalty, affective commitment and organizational attachment (Spreitzer & Mishra, 2002) and negative related with turnover intention (Chen, 2005; Eby, Freeman, Rush, & Lance, 1999). According to Kim et al. (2007), among volunteers, Empowerment explained 13.5% of the variance in Intention to Continue Volunteering. Individuals, such as volunteers, who feel a high degree of relational contract are more likely to be sensitive to contract violations (Robinson, et al., 1994). Thus, the fulfillment of the psychological contract may positively influence the volunteer's perceptions, attitudes, and behaviors, whereas the breach of the relational contract would have negative effects.

	manner. (18-20)	17)			
How the research is to be conducted: (Critical Thinking ___/10)	All 5 points below are addressed exceptionally well. (9-10)	All four points are addressed proficiently, but some are lacking in depth. (8)	One or more points may be missing or not described well at all while other points may be competently addressed. (7)	Most elements are missing. The descriptions are brief and unhelpful. The reader has no confidence that the researchers conducted a scholarly study. (0-6)	
1. The research design to be adopted (1-2 sentences)					The research design will be a survey of volunteers in a Special Olympics organization in a Midwestern state.
2. Anticipated methods (1-2 sentences)					An email will be sent to these volunteers to introduce the study and ask for participation in our web-based survey. A week after the initial invitation email, another email will be sent to remind the volunteers to participate in the survey. Two weeks after the second email, data collection will be closed.
3. Likely sample group (1-2 sentences)					Data will be collected from volunteers with the Special Olympics at a state-wide organization in a Midwestern state in the U.S. Several thousand people volunteer for the organization; however, a random sample of 500 volunteers who worked for the State Summer Games of Special Olympics in 2007 will receive an invitation to participate in the current study.
4. How the data will be analyzed (1-2 sentences)					We will do a 2 (Gender) X 2 (Status) Multivariate Analysis of Variance (MANOVA) procedure on the measures of Environmental Fit. We will use the univariate tests (Tests of Between-Subject Effects) provided with the MANOVA analysis to determine the specific relationships between the independent and dependent variables.
5. Anticipated outcomes of the research (1-2 sentences)					We anticipate that there will be no gender differences, but that there will be Status differences on both Person-Task fit and Person-Organization fit (measures of Environmental Fit).

References (at least 10 peer reviewed refs) (Communication ___/10)	APA format is used accurately and consistently. (9-10)	APA format is used with minor violations. (8)	Format of references reflects incomplete knowledge of APA format. (7)	Format of references is not recognizable as APA. (0-6)	<p>Ajzen, I. (1991). The theory of planned behavior. <i>Organizational Behavior & Human Decision Processes</i>, 50, 179-211.</p> <p>Argyris, C. (1960). <i>Understanding organizational Behavior</i>. Homewood, IL: Dorsey Press.</p> <p>Bentler, P. M. (1990). Comparative fit indices in structural models. <i>Psychological Bulletin</i> 107, 238–246.</p> <p>Bertz, R. D. Jr., & Judge, T. A. (1994). Person-organization fit and the theory of work adjustment: Implications for satisfaction, tenure, and career success. <i>Journal of Vocational Behavior</i>, 44(1), 32-54.</p> <p>Blau, P. (1964). <i>Exchange and power in social life</i>. New York: Wiley.</p> <p>Brkich, M., Jeffs, D., & Carless, S. A. (2002). A global self-report measure of person-job fit. <i>European Journal of Psychological Assessment</i>, 18, 43-51.</p> <p>Browne, M. W., & Cudeck, R. (1992). Alternative ways of assessing model fit. <i>Sociological Methods and Research</i>, 21, 230-258.</p> <p>Bunderson, J. S. (2001). How work ideologies shape the psychological contracts of professional employees: doctors' responses to perceived breach. <i>Journal of Organizational Behavior</i>, 22, 717–741.</p> <p>Byrne, B. M. (1989). <i>A primer of LISREL: Basic applications and program for confirmatory factor analytic models</i>. New York: Springer- Verlag.</p> <p>Bureau of Labor Statistics (2007). Employer cost for employee compensation - March 2007. <i>United States of Department of Labors News</i>. Retrieved January 18, 2008 from http://www.bls.gov/news.release/archives/ecec_06212007.pdf</p>
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