

# CULTURAL IMPLICATIONS OF INTERNATIONAL COMPANIES

## **Appendix B: Research Participant Consent Form**

**Title of the Project:** Cultural Implications of International Companies Acquiring Nashville Publishers

**Principal Investigator:** Dan Galen Hodges Jr., Lecturer, Belmont University

### **Invitation To Be Part of a Research Study**

You are invited to participate in a research study. In order to participate, you must be 18 years of age or older, must have worked for an independent Nashville music publisher that was acquired by an international firm, and must have remained with the firm post-acquisition and integration. Taking part in this research project is voluntary.

Please take time to read this entire form and ask questions before deciding whether to take part in this research project.

### **What Is the Study About and Why Is It Being Done?**

The purpose of the study is to examine integration resistance within small Nashville music publishing companies that have been acquired and integrated into international firms. Research has shown declines in job performance and job satisfaction through international acquisitions and integrations. The study will seek to understand if there are any unique factors contributing to the phenomenon listed above due to the Nashville market being a creative business cluster.

### **What Will Happen If You Take Part in This Study?**

If you agree to be in this study, I would ask you to do the following things:

1. Participate in a 45-minute recorded interview through Zoom
2. Participate in a 10 to 15-minute follow-up interview.

### **Benefits From This Study**

Participants should not expect to receive a direct benefit from taking part in this study. Benefits to society include fundamental knowledge for international organizations in acquiring and integrating local Nashville music publishing companies with the hope of discovering best practices to maximize integration with less of a decline in productivity and job satisfaction.

### **What Risks Might You Experience from Being in This Study?**

The risks involved in this study are minimal, which means they are equal to the risks you would encounter in everyday life.

### **How Will Personal Information Be Protected?**

The records of this study will be kept private. Research records will be stored securely, and only the researcher will have access to the records. Data collected from you may be shared for use in future research studies or with other researchers. If data collected from you is shared, any information that could identify you, such as dates, company names, or coworker's names, will be removed before the data is shared.

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- Participant responses will be confidential. Interviews will be conducted privately over the internet via the Zoom platform where others will not be able to overhear the conversation.
- Data will be stored on a password-locked computer and may be used in future presentations. After three years, all electronic records will be deleted.
- Interviews will be recorded and transcribed. Recordings will be stored on a password-locked computer for three years and then erased. Only the researcher will have access to these recordings.
- The information gleaned from the interview will be confidential. Participants will be assigned a unique code known only to the researcher. Identities will not be disclosed, and individual responses will not be identifiable in any publications.

### **Is Participation Voluntary?**

Participation in this study is voluntary. Your decision whether to participate will not affect your current or future relations with Liberty University or the researcher. If you decide to participate, you are free to not answer any question or withdraw at any time prior to submitting the survey without affecting those relationships.

### **How to Withdraw from the Study?**

If you choose to withdraw from the study, please contact the researcher at the email address/phone number included in the next paragraph. Should you choose to withdraw, data collected from you will be destroyed immediately and will not be included in this study.

### **Whom To Contact If You Have Questions or Concerns About the Study**

The researcher conducting this study is Dan Galen Hodges Jr. You may ask any questions you have now. If you have questions later, **you are encouraged** to contact him at ..... or ... You may also contact the researcher's faculty sponsor, Dr. Ranjan George, at ....

If you have any questions or concerns regarding this study and would like to talk to someone other than the researcher, **you are encouraged** to contact the Institutional Review Board, ..... or email at ...

### **Your Consent**

By signing this document, you are agreeing to be in this study. Make sure you understand what the study is about before you sign. You will be given a copy of this document for your records. The researcher will keep a copy with the study records. If you have any questions about the study after you sign this document, you can contact the study team using the information provided above.

*I have read and understood the above information. I have asked questions and have received answers. I consent to participate in the study.*

The researcher has my permission to video and audio record me as part of my participation in this study.

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Printed Subject Name

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Signature & Date