

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

Prospectus Requirements	Example
<p>> A clear statement of the overall aim and associated objectives of the research (2-4 sentences)</p>	<p>> 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.</p>
<p>> A brief description of the existing work in the area supported by cites (4-8 sentences)</p>	<p>> 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 who feel a high degree of relational contracts are more likely to be sensitive to contract violations (Robinson, et al., 1994), it is likely that volunteers would be sensitive to contract violation. 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.</p>
<p>> How the research is to be conducted:</p>	
<p>1. The research design to be adopted (1-2 sentences)</p>	<ul style="list-style-type: none"> • The research design will be a survey of volunteers in a Special Olympics organization in a Midwestern state.
<p>2. Anticipated methods (1-2 sentences)</p>	<ul style="list-style-type: none"> • 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)	<ul style="list-style-type: none"> • 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.
> How the data will be analyzed (1-2 sentences)	> We then did a 2 (Gender) X 2 (Status) Multivariate Analysis of Variance (MANOVA) procedure on the measures of Environmental Fit. We used the univariate tests (Tests of Between-Subject Effects) provided with the MANOVA analysis to determine the specific relationships between the independent and dependent variables.
> 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)	<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>