

Final Project 2

PMG 497

Project title

**Exploring the Impact of AI Adoption on Job
Insecurity: The Mediating Role of Leadership
Support in Saudi Organizations**

Student name

Hassan Mansour Bantan

Final Project - 2

Faculty of Management - Midocean University

Supervisor

Dr. Abdulrahim Nader

Faculty member- Faculty of management- Midocean University

28-08-2025 – 9

Research instruments and Questionnaires

Informed Consent Form

Thank you for agreeing to take part in this study. Before you proceed, please read the following information carefully:

1. Your participation in this research is completely voluntary.
2. You have the right to withdraw at any point without any negative consequences.
3. Your responses will be kept strictly confidential and used only for academic and research purposes.
4. No personal identifiers will be disclosed in any reports or publications resulting from this study.
5. The estimated time to complete the questionnaire is approximately 10–15 minutes.

By selecting “Yes” below, you confirm that:

- ☐ You have read and understood the above information.
- ☐ You agree to voluntarily participate in this study.
- ☐ Yes, I consent to participate.
- ☐ No, I do not consent to participate.

Demographic Information Sheet

Please provide the following details:

1. **Name:** _____
2. **Age (Please select one):**
 - 18–25
 - 26–30
 - 31–35
 - 36–40
 - 41–45
 - 46–50
 - 51–55
 - 56–60
 - 61–65
 - 66–70

3. Gender:

- Male
- Female

4. Education Level:

- Bachelor's
- Master's
- PhD

5. Field of Work: _____

Multifactor Leadership Questionnaire (MLQ)

Instructions:

This questionnaire provides a description of your leadership style. Twenty-one descriptive statements are listed below. Judge how frequently each statement fits you. The word “others” may mean your followers, clients, or group members.

KEY:

- ☐0 = Not at all
- ☐1 = Once in a while
- ☐2 = Sometimes
- ☐3 = Fairly often
- ☐4 = Frequently, if not always

No.	Statement	0	1	2	3	4
1	I make others feel good to be around me.	☐	☐	☐	☐	☐
2	I express with a few simple words what we could and should do.	☐	☐	☐	☐	☐
3	I enable others to think about old problems in new ways.	☐	☐	☐	☐	☐
4	I help others develop themselves.	☐	☐	☐	☐	☐
5	I tell others what to do if they want to be rewarded for their work.	☐	☐	☐	☐	☐
6	I am satisfied when others meet agreed-upon standards.	☐	☐	☐	☐	☐
7	I am content to let others continue working in the same way as always.	☐	☐	☐	☐	☐
8	Others have complete faith in me.	☐	☐	☐	☐	☐
9	I provide appealing images about what we can do.	☐	☐	☐	☐	☐
10	I provide others with new ways of looking at puzzling things.	☐	☐	☐	☐	☐
11	I let others know how I think they are doing.	☐	☐	☐	☐	☐
12	I provide recognition/rewards when others reach their goals.	☐	☐	☐	☐	☐
13	As long as things are working, I do not try to change anything.	☐	☐	☐	☐	☐
14	Whatever others want to do is O.K. with me.	☐	☐	☐	☐	☐
15	Others are proud to be associated with me.	☐	☐	☐	☐	☐
16	I help others find meaning in their work.	☐	☐	☐	☐	☐
17	I get others to rethink ideas that they had never questioned before.	☐	☐	☐	☐	☐
18	I give personal attention to others who seem rejected.	☐	☐	☐	☐	☐
19	I call attention to what others can get for what they accomplish.	☐	☐	☐	☐	☐

- 20 I tell others the standards they have to know to carry out their work. ☐☐☐☐☐
- 21 I ask no more of others than what is absolutely essential. ☐☐☐☐☐

Job Insecurity Scale (JIS)

Instructions:

The following statements are about your job situation. Please indicate how much you agree or disagree with each statement.

KEY:

☐☐1 = Strongly Disagree

☐☐2 = Disagree

☐☐3 = Neutral

☐☐4 = Agree

☐☐5 = Strongly Agree

No.	Statement	1	2	3	4	5
1	Chances are, I will soon lose my job.	☐	☐	☐	☐	☐
2	I am sure I can keep my job. (<i>reverse scored</i>)	☐	☐	☐	☐	☐
3	I feel insecure about the future of my job.	☐	☐	☐	☐	☐
4	I think I might lose my job in the near future.	☐	☐	☐	☐	☐