



**KEAN UNIVERSITY
INSTITUTIONAL REVIEW BOARD
NOTIFICATION OF REVIEW**

Federal Registration # FWA00012551

IRB # 23-091505

P.I. Name: Jeonghwan Choi

Research Advisor: N/A

Project Title: *Unraveling the Organizational Health Paradox: A Comprehensive Examination of Job Performance Mediated by the Dual Dynamics of Positivity and Negativity*

Kean University Institutional Review Board has reviewed your application for Exempt Status for the above reference study. The submitted protocol has been determined to be exempt from review under the following federal guidelines:

Exempt Categories **XM2: Research involving the use of educational tests (cognitive, diagnostic, aptitude, achievement), survey procedures, interview procedures or observation of public behavior.** To learn complete details please visit the United States Department of Health and Human Services Office (DHHS) for the Human Research Protections (OHRP) website.

Please be advised, exemption does not mean that the research project is exempt from the federal regulations and ethical principles. PI must conduct the study responsibly in compliance with OHRP regulations and adhere to all University policies and ethical standards.

This decision is based on the following assumptions:

1. The application you submitted to the Institutional Review Board (IRB) provided a complete and accurate account of how human subjects are involved in your project.
2. You will carry on your research according to the procedures described in this application.
3. If any substantive changes are made, you will resubmit the project for IRB review.
4. You will immediately report to the IRB office any problems that you encounter while using human subjects.

On behalf of the IRB,

Date: 10/20/2023