

Research project and supervisory team

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Short introducti on & descriptio n of research project	The research project explores the relationship between Electronic Performance Monitoring (EPM) and employee belongingness, challenging the traditional view that EPM inherently undermines workplace relationships. Drawing on Social Exchange Theory (SET) and the Technology Acceptance Model (TAM), the study investigates how EPM can enhance employees' sense of organizational belongingness through perceived organizational support (POS), while examining the moderating roles of perceived monitoring purpose and digital literacy. The project addresses gaps in existing research by integrating technological and social exchange perspectives. While early studies viewed EPM as a surveillance tool that erodes trust, recent evidence suggests its impact depends on employee interpretations and organizational context. Using a time-lagged survey design, data will be collected from 300–500 employees in Chinese technology firms to test the proposed framework. The research contributes theoretically by integrating SET and TAM to explain technology-mediated social exchange processes and empirically by providing robust evidence from a validated dataset. Practically, it offers guidelines for designing EPM systems that balance efficiency with employee well-being, emphasizing development-focused implementation and digital literacy considerations.
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