

# Online appendices

## Working with Robots in Restaurants: Job Responsibility and Work Motivation Changes

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Proceedings of the 33rd IEEE International Conference on Robot and Human Interactive Communication (RO-MAN 2024), Aug 26 - Aug 30, 2024, Pasadena, CA.

### Appendix 1: Pictures of robots used for the study

#### Robots as grill cooks...

Photo taken from: News Examiner



#### Robots as servers...

Photo taken from: <https://www.independent.co.uk>



#### Robots as counter cashiers..

Photo taken from: Catholic.org



#### Robots as greeters...

photo taken from: <https://thehive.com/>



## Appendix 2: Adapted survey items

<b>Survey Items</b>
<p><b>Task Identity</b></p> <p><i>Working with a robot would:</i></p> <ul style="list-style-type: none"><li>• Decrease/Increase my opportunity to complete the work I start.</li><li>• Decrease/Increase my opportunity to do a job from the beginning to end (i.e., the chance to do a whole job).</li><li>• Decrease/Increase how often I would see projects or jobs through to completion.</li></ul>
<p><b>Skill Variety</b></p> <p><i>Working with a robot would:</i></p> <ul style="list-style-type: none"><li>• Decrease/Increase the opportunity I would have to do a number of different things in my job.</li><li>• Decrease/Increase the amount of variety in my job.</li><li>• Decrease/Increase the different tasks I would perform in a typical work day.</li><li>• Decrease/Increase the variety of work I would do.</li></ul>
<p><b>Task Significance</b></p> <p><i>Working with a robot would:</i></p> <ul style="list-style-type: none"><li>• Decrease/Increase my impact on what happens in my organization would.</li><li>• Decrease/Increase my control over what happens in my organization.</li><li>• Decrease/Increase my influence over what happens in my organization.</li></ul>
<p><b>Job Autonomy</b></p> <p><i>Working with a robot would:</i></p> <ul style="list-style-type: none"><li>• Decrease my autonomy in determining how I perform my job.</li><li>• Working with a robot would decrease how I can decide on my own how to go about performing my job.</li><li>• Working with a robot would decrease my opportunity for independence and freedom in how I do my job.</li></ul>
<p><b>Feedback</b></p> <p><i>Working with a robot would:</i></p> <ul style="list-style-type: none"><li>• Decrease or Increase my feedback on how well I am performing as I am working.</li><li>• Decrease or increase my opportunity to find out how well I am doing.</li><li>• Decrease or increase whether I know whether I am performing well or poorly.</li></ul>
<p><b>Responsibility</b></p> <p><i>Working with a robot would:</i></p> <ul style="list-style-type: none"><li>• Make it harder/easier for me to care very much about whether or not the work gets done right.</li><li>• Decrease/Increase the degree of personal responsibility for the work I do on this job.</li><li>• Decrease/Increase whether or not it's my responsibility to ensure this job gets done right.</li></ul>
<p><b>Work Motivation</b></p> <p><i>Working with a robot would:</i></p> <ul style="list-style-type: none"><li>• Greatly decreases/increases my motivation to work</li><li>• Decreases/increases my work efforts</li><li>• Decreases/increases my enthusiastic about work.</li><li>• Decreases/increases my excitement about work.</li></ul>