

Last updated - July 20, 2017

Product Name: TCM Employee Commitment Survey

The Academic Package includes the survey, instructions for using, scoring, and interpreting the survey results as well as additional sources for more information about the commitment scales and employee commitment. The license provides proper permission notice for use of the scales for academic purposes.

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In this agreement, the following words, when capitalized, have the indicated meanings:

“Academic Researcher” indicates someone whose position presumes that they will conduct research and be responsible for the publication or other dissemination of the results of that research or be responsible for the teaching of students.

“Inventors” indicate the authors, Dr. John Meyer and Dr. Natalie Allen, in the Faculty of Social Science at WESTERN.

“Questionnaire” indicates the TCM Employee Commitment Survey, Academic Version 2004 developed by the Inventors. The Questionnaire includes the Users Guide and the Organizational Commitment Survey which is available in two versions; the “Original” which contains 24 questions and the “Revised” which contains 18 questions. The license granted under this Agreement includes both versions of the survey and the Users Guide and can be downloaded from this website as a single PDF file.

“Research Project” indicates the administration of the Questionnaire to a person(s) or an organization by an Academic Researcher for the purpose of a single academic research study whereby no consideration of any kind, payment or otherwise, is received from the participants, or any affiliates of the participants, for the results from administering the Questionnaire.

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7. GOVERNMENT END USERS:

US Government end users are not authorized to use the Questionnaire under this Agreement.

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9. GENERAL PROVISIONS:

(a) This Agreement (and all disputes arising out of or relating to this Agreement) shall be governed and interpreted according to the laws of Ontario, Canada without regard to its conflicts of laws rules.

YOU agree that by accepting the terms of this Agreement and using the Questionnaire YOU have attorned to the exclusive jurisdiction of a Court of competent authority in the Province of Ontario, Canada.

(b) USE OF THE QUESTIONNAIRE IS PROHIBITED IN ANY JURISDICTION WHICH DOES NOT GIVE EFFECT TO THE TERMS OF THIS AGREEMENT.

(c) YOU agree that no joint venture, partnership, employment, consulting or agency relationship exists between YOU and WESTERN as a result of this Agreement.

(d) This Agreement is the entire agreement between YOU and WESTERN relating to this subject matter. YOU shall not contest the validity of this Agreement merely because it is in electronic form.

(e) No modification of this Agreement shall be binding, unless in writing and accepted by an authorized representative of each party.

(f) The provisions of this Agreement are severable in that if any provision in the Agreement is determined to be invalid or unenforceable under any controlling body of law that shall not affect the validity or enforceability of the remaining provisions of the Agreement.

(g) All prices are in CA dollars and prices are subject to change without notice. WESTERN shall not be liable for any typographical errors, including errors resulting in improperly quoted prices on the Download Summary screen.

(h) YOU should print out or download a copy of this Agreement and retain it for your records.

(i) YOU consent to the use of the English language in this Agreement.