

Section 2: You and your job

The following questions require you to record the extent to which you agree or disagree with statements about your job and the organisation you work for. **Please give your honest opinion, by circling the number that applies to you, where:**

1 = totally disagree through to 7 = totally agree

If you change your mind about an answer, please put a cross over your original answer and circle a new number.

1	Feedback is regularly given to employees about suggestions they have made.	1	2	3	4	5	6	7
2	A serious consequence of leaving my job would be the scarcity of viable alternatives.	1	2	3	4	5	6	7
3	It would be too costly for me to leave my organisation now.	1	2	3	4	5	6	7
4	The criteria used to decide pay raises are clearly defined.	1	2	3	4	5	6	7
5	My salary is fair in comparison to others doing a similar job in my current organisation.	1	2	3	4	5	6	7
6	My job has a negative effect on my social life.	1	2	3	4	5	6	7
7	I expect to gain a promotion within the next two years.	1	2	3	4	5	6	7
8	When an employee does good quality work, colleagues regularly show appreciation.	1	2	3	4	5	6	7
9	Too much in my life would be disrupted if I decided to leave my organisation now.	1	2	3	4	5	6	7
10	My salary is fair in comparison to people doing a similar job in other organisations.	1	2	3	4	5	6	7
11	I regularly discuss problems at work with my colleagues.	1	2	3	4	5	6	7
12	I often feel like quitting my job.	1	2	3	4	5	6	7
13	I feel I have too few options to consider leaving my organisation.	1	2	3	4	5	6	7
14	I am expected to cover the work for colleagues who are absent from work.	1	2	3	4	5	6	7
15	My organisation has a great deal of personal meaning for me.	1	2	3	4	5	6	7
16	My salary fairly reflects the amount of work I do and its importance.	1	2	3	4	5	6	7
17	My work schedule is often in conflict with my personal life.	1	2	3	4	5	6	7
18	Supervisors/managers regularly congratulate employees in recognition of their efforts.	1	2	3	4	5	6	7
19	Employees receive recognition in writing from their supervisor/manager.	1	2	3	4	5	6	7
20	Employees are not told clearly how to gain a promotion.	1	2	3	4	5	6	7
21	I take a personal interest in my colleague's jobs.	1	2	3	4	5	6	7
22	I do not feel a strong sense of belonging to my organisation.	1	2	3	4	5	6	7
23	I often socialise with my work colleagues outside of the workplace.	1	2	3	4	5	6	7
24	Promotions are determined openly and fairly.	1	2	3	4	5	6	7
25	The values advocated by the top management of my organisation agree with my own.	1	2	3	4	5	6	7
26	I am involved closely in decisions affecting my own job.	1	2	3	4	5	6	7
27	It is likely that I will leave my job within the next year.	1	2	3	4	5	6	7
28	It would be very hard for me to leave my organisation right now even if I wanted to.	1	2	3	4	5	6	7
29	I often feel that there is too much work to do.	1	2	3	4	5	6	7
30	I have regular meetings with my supervisor/manager to talk about my work schedule and responsibilities.	1	2	3	4	5	6	7
31	My organisation provides cover for my work when I am absent.	1	2	3	4	5	6	7
32	I go out of my way to help new employees.	1	2	3	4	5	6	7
33	The criteria used to grant promotions are clearly defined.	1	2	3	4	5	6	7
34	I really feel as if my organisation's problems are my own.	1	2	3	4	5	6	7
35	I help colleagues who have been absent from work.	1	2	3	4	5	6	7
36	My colleagues cover my work when I am absent.	1	2	3	4	5	6	7
37	I am given as much freedom as I want to organise my own work schedule.	1	2	3	4	5	6	7
38	My colleagues and I are given adequate autonomy/freedom to organise our workload.	1	2	3	4	5	6	7
39	I feel emotionally attached to the objectives of my organisation.	1	2	3	4	5	6	7
40	My organisation provides flexible working conditions that take into account the needs of the employees.	1	2	3	4	5	6	7
41	I help colleagues who have heavy workloads.	1	2	3	4	5	6	7
42	Employees' suggestions are seriously taken into consideration.	1	2	3	4	5	6	7
43	Supervisors/managers use different ways to recognise in a tangible way the efforts of employees (e.g. tickets for cultural/sports events, free meals at a restaurant, etc.).	1	2	3	4	5	6	7
44	The criteria used to decide pay raises are known by employees.	1	2	3	4	5	6	7
45	My work provides me with considerable personal satisfaction.	1	2	3	4	5	6	7
46	My job affects my relationship with my partner and/or children.	1	2	3	4	5	6	7
47	Employees in my organisation are involved closely in decisions affecting their job.	1	2	3	4	5	6	7
48	The responsibilities I am given in my job are equal to my abilities.	1	2	3	4	5	6	7
49	My relationships with my colleagues at work are good.	1	2	3	4	5	6	7
50	Some types of employee are treated less fairly than others.	1	2	3	4	5	6	7