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Work Experiences Survey - Code Book

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Work Experiences Survey - Code Book

Abstract

Random sample of respondents to the Study Response Project.

500 surveys from 8 industries regarding work experiences of people who were employed at least part-time at time of survey.

62 variables from 11 content areas ranging from Perceived Organizational Support to Life Satisfaction. Mix of quantitative and categorical data. Includes reverse scored items, Likert scales.

Keywords

data set

Comments

Permission to post this dataset was provided by the researcher who collected the data. **This dataset is not available for publication. To be used as a teaching dataset only.**

For more information: [The Study Response Project - Sample Characteristics](#)

Work Experiences Survey (Codebook)

Thank you for agreeing to participate in this survey. The questions in this survey ask you about your organization, your job, your supervisor, and about yourself. Unless otherwise indicated, rate the statements using this scale:

1=strongly disagree

2=disagree

3=neutral

4=agree

5=strongly agree

(R) = reverse-scored items

Participant ID number: _____ [id]

Perceived Organizational Support (Eisenberger et al., 1997, JAP) [pos]

1. My organization cares about my opinions. [pos1]
2. My organization really cares about my well-being. [pos2]
3. My organization strongly considers my goals and values. [pos3]
4. Help is available from my organization when I have a problem. [pos4]
5. My organization would forgive an honest mistake on my part. [pos5]
6. If given the opportunity, my organization would take advantage of me. (R) [pos6]
7. My organization shows very little concern for me. (R) [pos7]
8. My organization is willing to help me if I need a special favor. [pos8]

Affective Organizational Commitment (Allen & Meyer, 1990, JOP) [orgcom]

9. I would be very happy to spend the rest of my career with my organization. [orgcom1]
10. I enjoy discussing my organization with people outside it. [orgcom2]
11. I really feel as if my organization's problems are my own. [orgcom3]
12. I think that I could easily become as attached to another organization as I am to this one. (R) [orgcom4]
13. I do not feel like "part of the family" at my organization. (R) [orgcom5]
14. I do not feel "emotionally attached" to my organization. (R) [orgcom6]
15. My organization has a great deal of personal meaning for me. [orgcom7]
16. I do not feel a strong sense of belonging to my organization. (R) [orgcom8]

Organizational Identification (Mael & Ashforth, 1992, JOB) [oid]

17. When someone criticizes my organization, it feels like a personal insult. [oid1]
18. I am very interested in what others think about my organization. [oid2]
19. When I talk about my organization, I usually say 'we' rather than 'they'. [oid3]
20. My organization's successes are my successes. [oid4]
21. When someone praises my organization, it feels like a personal compliment. [oid5]
22. If a story in the media criticized my organization, I would feel embarrassed. [oid6]

Organizational Citizenship Behaviors (Lee & Allen, 2002, JAP) [ocbo]

23. I attend functions that are not required but that help the organizational image. [ocbo1]
24. I keep up with developments in my organization. [ocbo2]
25. I defend my organization when other employees criticize it. [ocbo3]
26. I show pride when representing my organization in public. [ocbo4]
27. I offer ideas to improve the functioning of my organization. [ocbo5]
28. I express loyalty toward my organization to others. [ocbo6]
29. I take action to protect my organization from potential problems. [ocbo7]
30. I demonstrate concern for the image of my organization. [ocbo8]

Organizational Tenure

31. How long have you worked at your organization? _____ years [orgteny] _____ months [orgtenm]

Industry

32. In what industry does your organization operate? [industry]

- 1 - manufacturing
- 2 - finance, insurance, and real estate
- 3 - transportation, communications, electric, gas, and sanitary services
- 4 - retail/wholesale trade
- 5 - services
- 6 - agriculture, forestry, and fishing
- 7 - mining/construction
- 8 - public administration
- 9 - other

Job Satisfaction (facets adapted from Hackman & Oldham, 1975, JAP) [jobsat]

33. I am satisfied with the level of job security that I have with my job. [jobsat1]
34. I am satisfied with the amount of pay and other compensation that I receive. [jobsat2]
35. I am satisfied with my peers and co-workers. [jobsat3]
36. I am satisfied with the supervision that I receive at my job. [jobsat4]
37. I am satisfied with the opportunities for growth and development that I have at work. [jobsat5]
38. Considering everything, I am satisfied with my job. [jobsat6]

Job Stress (Keller, 1984, AMJ) [jstress]

39. I experience tension from my job. [jstress1]
40. Aspects of my job are a source of frustration to me. [jstress2]
41. There is no strain from working in my job. (R) [jstress3]
42. I never feel pressure in my job. (R) [jstress4]

Job Tenure

43. How long have you worked in your current job? _____ years [jobteny] _____ months [jobtenm]

Interactional Justice (Colquitt, 2001) [intrjus]

44. My supervisor treats me in a polite manner. [intrjus1]
45. My supervisor treats me with dignity. [intrjus2]
46. My supervisor treats me with respect. [intrjus3]
47. My supervisor refrains from improper remarks or comments. [intrjus4]

Supervisor Tenure

48. How long have you worked for your current supervisor? _____ years [supteny] _____ months [suptenm]

Work-Life Conflict (adapted Bacharach et al., 1991, JOB, Netemeyer et al., 1996, JAP) [wlc]

49. The demands of my work interfere with my home, family, or social life. [wlc1]
50. The time I spend at work detracts from my family and social life. [wlc2]
51. Due to work-related duties, I have to make changes to my plans in other areas of my life. [wlc3]

Life Satisfaction (Diener, Emmons, Larsen, & Griffin, 1985, JPA) [lifesat]

52. In most ways, my life is close to my ideal. [lifesat1]
53. The conditions of my life are excellent. [lifesat2]
54. I am satisfied with my life. [lifesat3]
55. So far, I have gotten the important things I want in life. [lifesat4]
56. If I could live my life over, I would change almost nothing. [lifesat5]

Life Stress (adapted, Keller, 1984, AMJ) [Istress]

57. I experience tension in my life. [Istress1]

58. Aspects of my life are a source of frustration to me. [Istress2]

59. I rarely feel pressure in my life. (R) [Istress3]

Turnover Intentions (Kelloway et al., 1999, JOHP) [turnin]

60. I am thinking about leaving my organization. [turnin1]

61. I am planning to look for a new job. [turnin2]

62. I don't plan to be in my organization much longer. [turnin3]