

WRQOL 1, WRQoL 2 and Combined Scoring Schemes

WRQoL 1

Question	Factor	Old Q#	
1.	jcs	I have a clear set of goals and aims to enable me to do my job	36
2.	caw	I feel able to voice opinions and influence changes in my area of work	37
3.	jcs	I have the opportunity to use my abilities at work	38
4.	gwb	I feel well at the moment	39
5.	hwi	My employer provides adequate facilities and flexibility for me to fit w	40
6.	hwi	My current working hours / patterns suit my personal circumstances	41
7.	saw	I often feel under pressure at work	42
8.	jcs	When I have done a good job it is acknowledged by my line manager	43
9.	gwb	Recently, I have been feeling unhappy and depressed	44
10.	gwb	I am satisfied with my life	45
11.	jcs	I am encouraged to develop new skills	46
12.	caw	I am involved in decisions that affect me in my own area of work	47
13.	wcs	My employer provides me with what I need to do my job effectively	48
14.	hwi	My line manager actively promotes flexible working hours / patterns	49
15.	gwb	In most ways my life is close to ideal	50
16.	wcs	I work in a safe environment	51
17.	gwb	Generally things work out well for me	52
18.	jcs	I am satisfied with the career opportunities available for me here	53
19.	saw	I often feel excessive levels of stress at work	54
20.	jcs	I am satisfied with the training I receive in order to perform my present	55
21.	gwb	Recently, I have been feeling reasonably happy all things considered	56
22.	wcs	The working conditions are satisfactory	57
23.	caw	I am involved in decisions that affect members of the public in my own	58
24.	ovl	I am satisfied with the overall quality of my working life	65

WRQoL 2

Question	Factor	Old Q#	
q01	jcs	I have a clear set of goals and aims to enable me to do my job	36
q02	caw	I feel able to voice opinions and influence changes in my area of wo	37
q03	gwb	I feel well at the moment	39
q04	hwi	My employer provides adequate facilities and flexibility for me to fit	40
q05	hwi	My current working hours / patterns suit my personal circumstance:	41
q06	saw	I often feel under pressure at work	42
q07	jcs	When I have done a good job it is acknowledged by my line manage	43
q08	gwb	I am satisfied with my life	45
q09	jcs	I am encouraged to develop new skills	46
q10	caw	I am involved in decisions that affect me in my own area of work	47
q11	wcs	My employer provides me with what I need to do my job effectively	48
q12	gwb	In most ways my life is close to ideal	50
q13	wcs	I work in a safe environment	51
q14	gwb	Generally things work out well for me	52
q15	jcs	I am satisfied with the career opportunities available for me here	53
q16	saw	I often feel excessive levels of stress at work	54
q17	jcs	I am satisfied with the training I receive in order to perform my pres	55
q18	gwb	Recently, I have been feeling reasonably happy all things considered	56
q19	wcs	The working conditions are satisfactory	57
q20	saw	I have unachievable deadlines	6
q21	hwi	I am able to achieve a healthy balance between my work and home	66
q22	een	The organisation communicates well with its employees	70
q23	een	I am proud to tell others that I am part of this organisation	71
q24	een	I would recommend this organisation as a good one to work for	74
q25	saw	I am pressured to work long hours	18
q26	caw	I have sufficient opportunities to question managers about change	26
q27	wcs	I am happy with the physical environment where I usually work	-
q28	ovl	I am satisfied with the overall quality of my working life	65

WRQoL 1 & 2 Combined

Question	Factor	Old Q#	
q01	jcs	I have a clear set of goals and aims to enable me to do my job	36
q02	caw	I feel able to voice opinions and influence changes in my area of wo	37
q03	wrqo1 - jcs	I have the opportunity to use my abilities at work	38
q04	gwb	I feel well at the moment	39
q05	hwi	My employer provides adequate facilities and flexibility for me to fit	40
q06	hwi	My current working hours / patterns suit my personal circumstance:	41
q07	saw	I often feel under pressure at work	42
q08	jcs	When I have done a good job it is acknowledged by my line manage	43
q09	wrqo1 - gwb	Recently, I have been feeling unhappy and depressed	44
q10	gwb	I am satisfied with my life	45
q11	jcs	I am encouraged to develop new skills	46
q12	caw	I am involved in decisions that affect me in my own area of work	47
q13	wcs	My employer provides me with what I need to do my job effectively	48
q14	wrqo1 - hwi	My line manager actively promotes flexible working hours / pattern:	49
q15	gwb	In most ways my life is close to ideal	50
q16	wcs	I work in a safe environment	51
q17	gwb	Generally things work out well for me	52
q18	jcs	I am satisfied with the career opportunities available for me here	53
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q31	wcs	I am happy with the physical environment where I usually work	-
q32	ovl	I am satisfied with the overall quality of my working life	65

Scoring Scheme

All items should be scored on a 5pt Likert scale

Strongly Disagree	=	1
Disagree	=	2
Neutral	=	3
Agree	=	4
Strongly Agree	=	5

Factor scores are calculated by taking the average of the question scores contributing to that factor with any negatively phrased items first being reverse scored. Overall WRQoL is the average of the seven factor scores.

Negative phrased questions (red text) should be reversed before calculating factor scores, e.g. WRQoL 1 q07, q09, q19
NB reverse score = (6 - original question score)

NB Cases with missing data should be deleted or missing data should be mean substituted.

Key

red Negatively phrased question (score should be reversed before calculating factor scores)

Factors

1	caw	Control at Work (CAW)	How far you agree you feel you are involved in decisions that affect you at work.
2	een	Employee Engagement (EEN)	How far you value the organisation in which you are working
3	gwb	General Well Being (GWB)	How much you agree you feel generally content with life as a whole.
4	hwi	Home-Work Interface (HWI)	How far you agree that the organisation understands and tries to help you with pressures outside of work.
5	jcs	Job Career Satisfaction (JCS)	How far you agree that you are generally happy with your ability to do your work.
6	saw	Stress at Work (SAW)	How far you feel agree you experience stress at work.
7	wcs	Working Conditions (WCS)	The extent you agree that you are happy with conditions in which you work

wrqo1 - xxx Question not used in WRQoL 2, but kept in for compatability with WRQoL 1

ovl Overall Quality of Working Life (Q65) A single measure of qowl used to validate WRQoL factors