## QUESTIONNAIRE

### Quality of Work Life Survey

<table>
<thead>
<tr>
<th>Field</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respondent Name</td>
<td>[ ]</td>
</tr>
<tr>
<td>Mobile Number</td>
<td>+91</td>
</tr>
<tr>
<td>E-mail ID</td>
<td>[ ]</td>
</tr>
<tr>
<td>Sex</td>
<td>[ ] Male, [ ] Female</td>
</tr>
<tr>
<td>Age</td>
<td>[ ]</td>
</tr>
<tr>
<td>Domicile Of</td>
<td>[ ]</td>
</tr>
<tr>
<td>Company Name</td>
<td>[ ]</td>
</tr>
<tr>
<td>Designation</td>
<td>[ ]</td>
</tr>
<tr>
<td>Job Role/Skill set</td>
<td>[ ]</td>
</tr>
<tr>
<td>Duration of interview</td>
<td>____________________</td>
</tr>
<tr>
<td>Start Time</td>
<td>[ ]</td>
</tr>
<tr>
<td>Finish</td>
<td>[ ]</td>
</tr>
<tr>
<td>Remarks</td>
<td>[ ]</td>
</tr>
</tbody>
</table>

**REMARKS:**
1. What is the mode of employment with your present employer?
   i. Permanent
   ii. Temporary
   iii. Freelance worker
   iv. Contract agency

2. How long have you worked in your present job for your current employer?
   i. Less than a Year
   ii. 1-3 years
   iii. 3-6 years
   iv. 6+ years

3. In your main job, are you salaried/paid by the hour, or what?
   i. Salaried
   ii. Paid by the hour
   iii. Other (SPECIFY): __________________________

4. Which of the following best describes your usual work schedule?
   i. Day shift
   ii. Afternoon shift
   iii. Night shift
   iv. Split shift
   v. Irregular shift/on-call
   vi. Rotating shifts

5. How many days per month do you work extra hours beyond your usual schedule?
   Enter days_____

6. When you work extra hours on your main job, is it mandatory (required by your employer)?
   i. Yes
   ii. No

7. How often are you allowed to change your starting and quitting times on a daily basis?
   i. Often
   ii. Sometimes
   iii. Rarely
   iv. Never

8. How often do you work at home as part of your job?
   i. Never
   ii. A few times a year
   iii. About once a month
   iv. About once a week
   v. More than once a week

9. When you work at home, is it part of your primary job at another location, are you taking work home to catch up, or do you have a home-based business?
   i. Primary job
   ii. Working at home to catch up
   iii. Home-based business
   iv. Other reasons
10 Do you have any jobs besides your main job or do any other work for pay?
   i. Yes ☐  ii. No ☐

11 My job requires that I keep learning new things
   i. Strongly Agree ☐  iii. Disagree ☐
   ii. Agree ☐  iv. Strongly Disagree ☐

12 I get to do a number of different things on my job
   i. Strongly Agree ☐  iii. Disagree ☐
   ii. Agree ☐  iv. Strongly Disagree ☐

13 I have too much work to do everything well
   i. Strongly Agree ☐  iii. Disagree ☐
   ii. Agree ☐  iv. Strongly Disagree ☐

14 On my job, I know exactly what is expected of me
   i. Strongly Agree ☐  iii. Disagree ☐
   ii. Agree ☐  iv. Strongly Disagree ☐

15 My job lets me use my skills and abilities
   i. Strongly Agree ☐  iii. Disagree ☐
   ii. Agree ☐  iv. Strongly Disagree ☐

16 Conditions on my job allow me to be about as productive as I could be
   i. Strongly Agree ☐  iii. Disagree ☐
   ii. Agree ☐  iv. Strongly Disagree ☐

17 In your job, do you normally work as part of a team, or do you work mostly on your own?
   i. Yes, I work as part of a team ☐  ii. No, I work mostly on my own ☐

18 In your job, how often do you take part with others in making decisions that affect you?
   i. Often ☐  iii. Rarely ☐
   ii. Sometimes ☐  iv. Never ☐

19 How often are there not enough people or staff to get all the work done?
   i. Often ☐  iii. Rarely ☐
   ii. Sometimes ☐  iv. Never ☐
20 At the place where I work, I am treated with respect
  i. Strongly Agree □    iii. Disagree □
  ii. Agree □          iv. Strongly Disagree □

21 I trust the management at the place where I work
  i. Strongly Agree □    iii. Disagree □
  ii. Agree □          iv. Strongly Disagree □

22 I am proud to be working for my employer
  i. Strongly Agree □    iii. Disagree □
  ii. Agree □          iv. Strongly Disagree □

23 All in all, how satisfied would you say you are with your job?
  i. Very satisfied □    iii. Not too satisfied □
  ii. Somewhat satisfied □ iv. Not at all satisfied □

24 I have an opportunity to develop my own special abilities
  i. Very true □    iii. Not too true □
  ii. Somewhat true □ iv. Not at all true □

25 I receive enough help and equipment to get the job done
  i. Very true □    iii. Not too true □
  ii. Somewhat true □ iv. Not at all true □

26 I have enough information to get the job done
  i. Very true □    iii. Not too true □
  ii. Somewhat true □ iv. Not at all true □

27 I am given a lot of freedom to decide how to do my own work
  i. Very true □    iii. Not too true □
  ii. Somewhat true □ iv. Not at all true □

28 I am free from the conflicting demands that other people make of me
  i. Very true □    iii. Not too true □
  ii. Somewhat true □ iv. Not at all true □
29 The people I work with take a personal interest in me
   i. Very true  □  iii. Not too true  □
   ii. Somewhat true □  iv. Not at all true □

30 My supervisor is helpful to me in getting the job done
   i. Very true  □  iii. Not too true  □
   ii. Somewhat true □  iv. Not at all true □

31 My supervisor is concerned about the welfare of those under him or her
   i. Very true  □  iii. Not too true □
   ii. Somewhat true □  iv. Not at all true □

32 My supervisor treats me fairly.
   i. Very true  □  iii. Not too true  □
   ii. Somewhat true □  iv. Not at all true □
   v. Does not apply/No supervisor

33 In general, how would you describe relations in your work place between management and employees?
   i. Very good  □  iv. Quite bad  □
   ii. Quite good □  v. Very bad □
   iii. Neither good nor bad □

34 When you do your job well, are you likely to be praised by your supervisor or employer?
   i. Yes  □  iii. No  □
   ii. May be □

35 The job security is good
   i. Very true  □  iii. Not too true  □
   ii. Somewhat true □  iv. Not at all true □

36 The chances for promotion are good
   i. Very true  □  iii. Not too true □
   ii. Somewhat true □  iv. Not at all true □
37 Promotions are handled fairly
   i. Very true □  iii. Not too true □
   ii. Somewhat true □  iv. Not at all true □

38 My fringe benefits are good
   i. Very true □  iii. Not too true □
   ii. Somewhat true □  iv. Not at all true □

39 Do you feel in any way discriminated against on your job because of your gender?
   i. Yes □  ii. No □

40 Do you feel in any way discriminated against on your job because of your age?
   i. Yes □  ii. No □

41 Do you feel in any way discriminated against on your job because of your race or ethnic origin?
   i. Yes □  ii. No □

42 In the last 12 months, were you sexually harassed by anyone while you were on the job?
   i. Yes □  ii. No □

43 In the last 12 months, were you threatened or harassed in any other way by anyone while you were on the job?
   i. Yes □  ii. No □

44 How hard is it to take time off during your work to take care of personal or family matters?
   i. Not at all hard □
   ii. Not too hard □
   iii. Somewhat hard □
   iv. Very hard □

45 How often do the demands of your job interfere with your family life?
   i. Often □  iii. Rarely □
   ii. Sometimes □  iv. Never □

46 How often do the demands of your family interfere with your work on the job?
<table>
<thead>
<tr>
<th></th>
<th>i. Often</th>
<th></th>
<th>ii. Sometimes</th>
<th></th>
<th>iii. Rarely</th>
<th></th>
<th>iv. Never</th>
<th></th>
</tr>
</thead>
</table>

47 After an average work day, about how many hours do you have to relax or pursue activities that you enjoy?

|   | i. 1 hour               |   | ii. 2 hours            |   | iii. 3 hours          |   | iv. 4 hours            |   |

48 I have enough time to get the job done

|   | i. Very true           |   | ii. Somewhat true      |   | iii. Not too true      |   | iv. Not at all true    |   |

49 The people I work with can be relied on when I need help

|   | i. Very true           |   | ii. Somewhat true      |   | iii. Not too true      |   | iv. Not at all true    |   |

50 Do you have access to stress management or stress reduction programs at your current workplace?

|   | i. Yes                 |   | ii. No                 |   |

51 Do you feel that the income from your job alone is enough to meet your family's usual monthly expenses and bills?

|   | i. Yes                 |   | ii. No                 |   |

52 My job requires that I work very fast

|   | i. Strongly Agree      |   | ii. Agree              |   | iii. Disagree          |   | iv. Strongly Disagree  |   |

53 The safety and health conditions where I work are good

|   | i. Strongly Agree      |   | ii. Agree              |   | iii. Disagree          |   | iv. Strongly Disagree  |   |

54 The place where I work is run in a smooth and effective manner

|   | i. Strongly Agree      |   | ii. Agree              |   | iii. Disagree          |   | iv. Strongly Disagree  |   |

55 The safety of workers is a high priority with management where I work

|   | i. Strongly Agree      |   | ii. Agree              |   | iii. Disagree          |   | iv. Strongly Disagree  |   |
56 There are no significant compromises or shortcuts taken when worker safety is at stake
   i. Strongly Agree □ iii. Disagree □
   ii. Agree □ iv. Strongly Disagree □

57 Where I work, employees and management work together to ensure the safest possible working conditions
   i. Strongly Agree □ iii. Disagree □
   ii. Agree □ iv. Strongly Disagree □

58 Please rate the overall physical effort at the job you normally do.
   i. Very hard □ iv. Fairly light □
   ii. Hard □ v. Very light □
   iii. Somewhat hard □

59 How often do you find your work stressful?
   i. Always □ iv. Hardly ever □
   ii. Often □ v. Never □
   iii. Sometimes □

60 In the past 12 months, have you had back pain every day for a week or more?
   i. Yes □ ii. No □

61 In the past 12 months, have you had pain in the hands, wrists, arms, or shoulders every day for a week or more?
   i. Yes □ ii. No □

62 During the past 12 months, how often have you had trouble going to sleep or staying asleep?
   i. Often □ iii. Rarely □
   ii. Sometimes □ iv. Never □

63 Now thinking about your physical health, which includes physical illness and injury, for how many days during the past 30 days was your physical health not good?
   Number of days: ______

64 Now thinking about your mental health, which includes stress, depression, and problems with emotions, for how many days during the past 30 days was your mental health not good.
   Number of days: ______
65 During the past 30 days, for about how many days did your poor physical or mental health keep you from doing your usual activities, such as self-care, work, or recreation?  
Number of days: ______

66 How often during the past month have you felt used up at the end of the day?  
   i. Very often  
   ii. Often  
   iii. Sometimes  
   iv. Rarely  
   v. Never

67 How fair is what you earn on your job in comparison to others doing the same type of work you do?  
   i. Much less than you deserve  
   ii. Somewhat less than you deserve  
   iii. About as much as you deserve  
   iv. Somewhat more than you deserve  
   v. Much more than you deserve

68 Were you laid off your main job at any time in the last year?  
   i. Yes  
   ii. No

69 How easy would it be for you to find a job with another employer with approximately the same income and fringe benefits as you have now?  
   i. Very easy to find similar job  
   ii. Somewhat easy to find similar job  
   iii. Not easy at all to find similar job

70 Taking everything into consideration, how likely is it you will make a genuine effort to find a new job with another employer within the next year  
   i. Very likely  
   ii. Somewhat likely  
   iii. Not at all likely

71 Do you supervise others at work as a part of your job?  
   i. Yes  
   ii. No