On the following pages you are asked to rank statements on the basis of how well they describe the job of:

Statements about this job are in groups of five. You are asked to consider each group of five individually and rank the five statements in terms of how well they describe the job, using the numbers “1” to “5.” Then go to the next group of five statements and make the same kind of ranking.

For example, your answers on a group of statements might look like this:

Workers on this job . . .

4 get full credit for the work they do.
3 are of service to other people.
1 have freedom to use their own judgment.
5 do new and original things on their own.
2 have the chance to get ahead.

This means that, of the five statements, you consider “have freedom to use their own judgment” as most descriptive of the job; “have the chance to get ahead” as the next most descriptive statement; and so on.

You will find some of these comparisons more difficult to make than others, but it is important that you rank every statement in each group.

All information will be held in strictest confidence.
Please rank the five statements in each group on the basis of how well they describe the job mentioned on the front page. Write a “1” by the statement which best describes the job; write a “2” by the statement which provides the next best description; continue ranking all five statements, using a “5” for the statement which describes the job least well.

Workers on this job...

1. are busy all the time.
2. have work where they do things for other people.
3. try out their own ideas.
4. are paid well in comparison with other workers.
5. have opportunities for advancement.

Workers on this job...

1. have work where they do things for other people.
2. have something different to do every day.
3. get a feeling of accomplishment.
4. have bosses who train their workers well.
5. have a company which administers its policies fairly.

Workers on this job...

1. do work without feeling that it is morally wrong.
2. have bosses who back up their workers (with top management).
3. have something different to do every day.
4. make use of their individual abilities.
5. are busy all the time.

Workers on this job...

1. have a company which administers its policies fairly.
2. try out their own ideas.
3. make use of their individual abilities.
4. have co-workers who are easy to make friends with.
5. have the position of “somebody” in the community.
Please rank the five statements in each group on the basis of how well they describe the job written on the front page. Write a “1” by the statement which best describes the job; write a “2” by the statement which provides the next best description; continue ranking all five statements, using a “5” for the statement which describes the job least well.

Workers on this job...

____ have bosses who train their workers well.
____ plan their work with little supervision.
____ have bosses who back up their workers (with top management).
____ try out their own ideas.
____ have good working conditions.

please continue on the next page
Please rank the five statements in each group on the basis of how well they describe the job written on the front page. Write a “1” by the statement which best describes the job; write a “2” by the statement which provides the next best description; continue ranking all five statements, using a “5” for the statement which describes the job least well.

Workers on this job...

1. ___ make use of their individual abilities.
2. ___ tell other workers what to do.
3. ___ have good working conditions.
4. ___ have steady employment.
5. ___ have work where they do things for other people.

Workers on this job...

1. ___ make decisions on their own.
2. ___ are busy all the time.
3. ___ have steady employment.
4. ___ have a company which administers its policies fairly.
5. ___ plan their work with little supervision.

Workers on this job...

1. ___ get a feeling of accomplishment.
2. ___ make decisions on their own.
3. ___ tell other workers what to do.
4. ___ do work without feeling that it is morally wrong.
5. ___ try out their own ideas.

Workers on this job...

1. ___ have co-workers who are easy to make friends with.
2. ___ have steady employment.
3. ___ have opportunities for advancement.
4. ___ have bosses who back up their workers (with top management).
5. ___ get a feeling of accomplishment.
Please rank the five statements in each group on the basis of how well they describe the job written on the front page. Write a “1” by the statement which best describes the job; write a “2” by the statement which provides the next best description; continue ranking all five statements, using a “5” for the statement which describes the job least well.

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</tr>
<tr>
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<td>______ are paid well in comparison with other workers.</td>
</tr>
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<td>______ get a feeling of accomplishment.</td>
</tr>
<tr>
<td>______ do their work alone.</td>
</tr>
<tr>
<td>______ plan their work with little supervision.</td>
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<tr>
<td>______ have the position of &quot;somebody&quot; in the community.</td>
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<tr>
<td>______ do work without feeling that it is morally wrong.</td>
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*please continue on the next page*
Please rank the five statements in each group on the basis of how well they describe the job written on the front page. Write a “1” by the statement which best describes the job; write a “2” by the statement which provides the next best description; continue ranking all five statements, using a “5” for the statement which describes the job least well.

Workers on this job . . .

1. do their work alone.
2. have the position of "somebody" in the community.
3. have work where they do things for other people.
4. have bosses who back up their workers (with top management).
5. make decisions on their own.

Workers on this job . . .

1. try out their own ideas.
2. receive recognition for the work they do.
3. have something different to do every day.
4. do their work alone.
5. have steady employment.

Workers on this job . . .

1. have opportunities for advancement.
2. make use of their individual abilities.
3. receive recognition for the work they do.
4. make decisions on their own.
5. have bosses who train their workers well.

Workers on this job . . .

1. have good working conditions.
2. do their work alone.
3. have a company which administers its policies fairly.
4. have opportunities for advancement.
5. do work without feeling that it is morally wrong.
Please rank these five statements.

Workers on this job . . .

____ have the position of "somebody" in the community.
____ have good working conditions.
____ are busy all the time.
____ get a feeling of accomplishment.
____ receive recognition for the work they do.

On the rest of this page we are asking you to do something different. This time, consider each statement individually and decide whether or not it describes the job.

—If you think that the statement describes the job, circle “Yes.”
—If you think that the statement does not describe the job, circle “No.”

<table>
<thead>
<tr>
<th>Statement</th>
<th>Yes</th>
<th>No</th>
</tr>
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<tbody>
<tr>
<td>1. make use of their individual abilities</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>2. get a feeling of accomplishment</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>3. are busy all the time</td>
<td>Yes</td>
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</tr>
<tr>
<td>4. have opportunities for advancement</td>
<td>Yes</td>
<td>No</td>
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<td>5. tell other workers what to do</td>
<td>Yes</td>
<td>No</td>
</tr>
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<tr>
<td>10. do their work alone</td>
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<td>Yes</td>
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<td>12. receive recognition for the work they do</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
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</tr>
<tr>
<td>14. have steady employment</td>
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<td>18. have bosses who train their workers well</td>
<td>Yes</td>
<td>No</td>
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<tr>
<td>19. have something different to do every day</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>20. have good working conditions</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>21. plan their work with little supervision</td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>

*please continue on the next page*
Please answer these questions as a supervisor of people working on the job of _____________________________.

1. How long have you been a supervisor of people working on this job?  
   _______ years _______ months

2. How many workers do you usually supervise on this job? (not including yourself)? _______  
   How many are men? _______  How many are women? _______

3. Have you ever been a worker on this job? (check one)  
   □ No  
   □ Yes—how long did you work on this job?  
   _______ years _______ months  

   Are you now a worker on this job, in addition to being a supervisor? (check one)  
   □ Yes  □ No

4. Compared with other supervisors of people working on this job, how well would you say you are acquainted with this job? (check one)  
   □ Not as well acquainted as most supervisors on this job  
   □ About as well acquainted as most supervisors on this job  
   □ Better acquainted than most supervisors on this job

5. Please answer the following questions about yourself.  
   Sex: □ Male □ Female  Age _______

   Circle the number of years of schooling completed in each category.  
   Grade and High School  Business or Trade School  College (including graduate and professional school)
   7 8 9 10 11 12  0 1 2 3 4 5  0 1 2 3 4 5 6 7

   Your job title ____________________________

On the preceding pages you answered questions about the characteristics of the occupation written at the top of this page. Please list below any other characteristics which you think make people satisfied or not satisfied in that occupation.

____________________________________________________________________________________
____________________________________________________________________________________
____________________________________________________________________________________

Thank you very much for your assistance.