

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 . . .

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

Workers on this job . . .

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

Workers on this job . . .

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

Workers on this job . . .

- _____ have a company which administers its policies fairly.
 - _____ try out their own ideas.
 - _____ make use of their individual abilities.
 - _____ have co-workers who are easy to make friends with.
 - _____ 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.
-

Workers on this job . . .

- _____ receive recognition for the work they do.
 - _____ do work without feeling that it is morally wrong.
 - _____ plan their work with little supervision.
 - _____ have work where they do things for other people.
 - _____ have co-workers who are easy to make friends with.
-

Workers on this job . . .

- _____ have bosses who back up their workers (with top management).
 - _____ have a company which administers its policies fairly.
 - _____ are paid well in comparison with other workers.
 - _____ receive recognition for the work they do.
 - _____ tell other workers what to do.
-

Workers on this job . . .

- _____ have something different to do every day.
 - _____ have co-workers who are easy to make friends with.
 - _____ make decisions on their own.
 - _____ have good working conditions.
 - _____ are paid well in comparison with other workers.
-

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 . . .

- _____ make use of their individual abilities.
 - _____ tell other workers what to do.
 - _____ have good working conditions.
 - _____ have steady employment.
 - _____ have work where they do things for other people.
-

Workers on this job . . .

- _____ make decisions on their own.
 - _____ are busy all the time.
 - _____ have steady employment.
 - _____ have a company which administers its policies fairly.
 - _____ plan their work with little supervision.
-

Workers on this job . . .

- _____ get a feeling of accomplishment.
 - _____ make decisions on their own.
 - _____ tell other workers what to do.
 - _____ do work without feeling that it is morally wrong.
 - _____ try out their own ideas.
-

Workers on this job . . .

- _____ have co-workers who are easy to make friends with.
 - _____ have steady employment.
 - _____ have opportunities for advancement.
 - _____ have bosses who back up their workers (with top management).
 - _____ 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.

Workers on this job . . .

- _____ plan their work with little supervision.
 - _____ have opportunities for advancement.
 - _____ have the position of "somebody" in the community.
 - _____ tell other workers what to do.
 - _____ have something different to do every day.
-

Workers on this job . . .

- _____ are paid well in comparison with other workers.
 - _____ get a feeling of accomplishment.
 - _____ do their work alone.
 - _____ plan their work with little supervision.
 - _____ make use of their individual abilities.
-

Workers on this job . . .

- _____ tell other workers what to do.
 - _____ have bosses who train their workers well.
 - _____ have co-workers who are easy to make friends with.
 - _____ are busy all the time.
 - _____ do their work alone.
-

Workers on this job . . .

- _____ have steady employment.
 - _____ are paid well in comparison with other workers.
 - _____ have bosses who train their workers well.
 - _____ have the position of "somebody" in the community.
 - _____ do work without feeling that it is morally wrong.
-

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 . . .

- _____do their work alone.
 - _____have the position of "somebody" in the community.
 - _____have work where they do things for other people.
 - _____have bosses who back up their workers (with top management).
 - _____make decisions on their own.
-

Workers on this job . . .

- _____try out their own ideas.
 - _____receive recognition for the work they do.
 - _____have something different to do every day.
 - _____do their work alone.
 - _____have steady employment.
-

Workers on this job . . .

- _____have opportunities for advancement.
 - _____make use of their individual abilities.
 - _____receive recognition for the work they do.
 - _____make decisions on their own.
 - _____have bosses who train their workers well.
-

Workers on this job . . .

- _____have good working conditions.
 - _____do their work alone.
 - _____have a company which administers its policies fairly.
 - _____have opportunities for advancement.
 - _____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."

Workers on this job . . .

Circle your answer
for each statement

- | | | |
|--|-----|----|
| 1. make use of their individual abilities | Yes | No |
| 2. get a feeling of accomplishment | Yes | No |
| 3. are busy all the time | Yes | No |
| 4. have opportunities for advancement | Yes | No |
| 5. tell other workers what to do | Yes | No |
| 6. have a company which administers its policies fairly | Yes | No |
| 7. are paid well in comparison with other workers | Yes | No |
| 8. have co-workers who are easy to make friends with | Yes | No |
| 9. try out their own ideas | Yes | No |
| 10. do their work alone | Yes | No |
| 11. do work without feeling that it is morally wrong | Yes | No |
| 12. receive recognition for the work they do | Yes | No |
| 13. make decisions on their own | Yes | No |
| 14. have steady employment | Yes | No |
| 15. have work where they do things for other people | Yes | No |
| 16. have the position of "somebody" in the community | Yes | No |
| 17. have bosses who back up their workers
(with top management) | Yes | No |
| 18. have bosses who train their workers well | Yes | No |
| 19. have something different to do every day | Yes | No |
| 20. have good working conditions | Yes | No |
| 21. plan their work with little supervision | Yes | No |

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.