



*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.*

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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.*

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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*

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---

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.
-

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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.*

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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<br>(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.

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Thank you very much for your assistance.