

Overview questionnaire items, response categories and references

	<i>Denmark</i>	<i>The Netherlands</i>	<i>Finland</i>	
	<i>Danish Work Cohort Study</i>	<i>CSI</i>	<i>NWCCS</i>	
			<i>Still working</i>	
Restructuring				
Type of restructuring	<p>Has your workplace been taken over by a new employer? Response categories were:</p> <ul style="list-style-type: none"> • Outsourcing or privatisation • Merger • Sale • No, but there are plans/discussions • No 	<p>In the past 12 months did any of the following changes take place at your current organisation (establishment/location)? (multiple answers possible):</p> <ul style="list-style-type: none"> • Closure/new start-up of the company • Downsizing of the number of employees • Outsourcing of production/services • Acquisition of or by another organisation • A merger • Relocation of company activities • Relocation of employees within the organisation • Other internal re-organisation (for instance, towards Just-in-Time production) • None of the above changes. 	<p>In the last year, were there any changes in your workplace? (multiple answers possible):</p> <ul style="list-style-type: none"> • A major restructuring • A takeover by another organisation • A takeover of another organisation • Downsizing without compulsory redundancies • Downsizing with compulsory redundancies • A merger with another company • Outsourcing of supportive services • Relocation of company activities to another country • Automation of company activities • None of the above changes. 	<p>Change in own job position: Merger</p>
Work-related factors				
<i>Job characteristics</i>				
Task autonomy	<ul style="list-style-type: none"> • Do you have a significant influence in the decision making at your work? • Do you have any influence in WHAT you do at work? • Do you have any influence in WHO you work with? • Do you have any influence on the amount of work you do? <p>Scale: 1 Always – 5 never/hardly ever</p>	<ul style="list-style-type: none"> • Are you able yourself to decide how you perform your work? • Do you determine yourself the order of your work activities? • Are you able yourself to set your work pace? <p>Scale: 1 never-4 always</p>	<ul style="list-style-type: none"> • Are you able to decide for yourself how to do your work? • Are you able to decide for yourself in which order to do your work? • Are you able to influence the pace in which you work? • Do you need to come up with solutions yourself? • Are you able to take time off work when you want to? <p>Scale: 1 no-3 usually</p>	<ul style="list-style-type: none"> • Can you set your own working pace? • Can you plan your work yourself? • How much influence do you have on the objectives of your work? <p>Scale: 1=never - 5=very often</p> <p>Mostly based on: <i>Elo, Leppänen, Lindström & Ropponen, 1992</i></p>
Skill discretion*	N/A	<p>"To what extent do you agree with the next statements about your job..</p> <ul style="list-style-type: none"> • My job is varied. • My job requires learning new things. 	<ul style="list-style-type: none"> • Does your work vary? • Does your job require to learn new skills? • Does your job require creativity? <p>Scale: 1 never-4 always</p>	N/A

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		<ul style="list-style-type: none"> • My job requires creativity. • My job is challenging. Scale: 1 never-4 always		
Effort-reward balance	<ul style="list-style-type: none"> • Is your work recognized and valued by the management? • Is your work recognized and valued by society? • Is there opportunity for advancement in your work? Scale 1 To a very high extent – 5 to very little extent, 6 self-employed	N/A	N/A	N/A
Task demands	N/A	<ul style="list-style-type: none"> • Do you have to work very fast? • Do you have to carry out quite a lot of work? • Do you have to work extra hard? Scale: 1 never-4 always	<ul style="list-style-type: none"> • Do you need to work very fast? • Do you need to do a lot of work? • Do you need to work extra hard • Is your work hectic? Scale: 1 never-4 always	N/A
Time pressure	N/A	N/A	<ul style="list-style-type: none"> • Is it necessary to work very quickly? • Do you work under great time pressure? Scale: 1 no-3 yes, frequently	N/A
Emotional demands	N/A	N/A	<ul style="list-style-type: none"> • Does your work get you into emotionally difficult situations? • Is your work emotionally demanding? • Do you get emotionally involved with your work? Scale: 1 never-4 always	N/A
Cognitive demands*	N/A	N/A	<ul style="list-style-type: none"> • Does your work require you to think very hard? • Does your work require that you keep your mind on your job? • Does your work require a lot of your attention? Scale: 1 never-4 always	N/A
Emotional demands*	N/A	N/A	<ul style="list-style-type: none"> • Does your work get you into emotionally difficult situations? • Is your work emotionally demanding? • Do you get emotionally involved with your work? Scale: 1 never-4 always	N/A
Role clarity	N/A	N/A	N/A	<ul style="list-style-type: none"> • Are you familiar with the whole

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				<p>affected by your own work and its quality?</p> <ul style="list-style-type: none"> • How well are you aware of what you have to accomplish in your work? • Are you aware of the effect of the quality of your own work has on other people's work and on the final results? <p>Scale: 1=never - 5=very often</p> <p>Mostly based on: <i>Elo, Leppänen, Lindström & Ropponen, 1992</i></p>
Task interdependency*	N/A	<ul style="list-style-type: none"> • I need information from colleagues in order to carry out my job properly. • My job requires co-ordination with others about performance of the tasks. • I have to collaborate with colleagues to do the job properly. • I have to communicate frequently with my colleagues about work-related matters. <p>Scale: 1 never-4 always</p>	N/A	N/A
Collaboration with external relations*	N/A	<p>"In performing your job, how often are you in contact with the following persons and companies..</p> <ul style="list-style-type: none"> • colleagues of other teams, departments or establishments of your company • organizations that are customer of your organization • research institutes or higher education institutes • commercial consultancy/engineering/R&D firms subcontractors/suppliers (other than consultancy/research institutes) <p>Scale: 1 never-6 daily</p>	N/A	N/A

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Contacts*	N/A	N/A	<ul style="list-style-type: none"> How often do you have contact with colleagues from you own team? How often do you have contact with colleagues from another team? How often do you have contact with customers/clients/patients/pupils/pas sengers etc.? Scale: 1 never-5 daily	N/A
<i>Organizational factors</i>				
Organizational support	N/A	N/A	N/A	<ul style="list-style-type: none"> When changes relating to your work are taking place, how well are you informed? Are you informed of important matters concerning your work? Are you informed of the situation (production, marketing etc.) and of the development plans of your unit (mill or equivalent)? Scale: 1=poorly/never - 5=very well/always Mostly based on: <i>Elo, Leppänen, Lindström & Ropponen, 1992</i>
Supervisor support	<ul style="list-style-type: none"> How often do you receive help and support from your immediate superiors? How often are your immediate superiors willing to listen to your work-related problems? Scale: 1 Always – 5 never/hardly ever, 6 Have no leader	"My supervisor.. <ul style="list-style-type: none"> Helps to get the job done". Is able to make people collaborate well. Pays attention to what I say. Scale: 1 totally disagree – 5 totally agree	<ul style="list-style-type: none"> My supervisor looks out for the well-being of the employees My supervisor pays attention to what I say My supervisor helps to get the job done My supervisor is able to let people work with each other Scale: 1 little support-4 a lot of support	<ul style="list-style-type: none"> Does your superior take account of your opinion concerning your work? Do your superiors take into account the well-being of their subordinates? Does your superior provide support and help when needed? Scale: 1=poorly/never - 5=very well/always Mostly based on: <i>Elo, Leppänen, Lindström & Ropponen, 1992</i>
Co-worker support	<ul style="list-style-type: none"> How often do you receive help and support from your colleagues? How often are your colleagues 	-	<ul style="list-style-type: none"> My colleagues help to get the job done. My colleagues show a personal interest in me. 	<ul style="list-style-type: none"> What is cooperation like in your close working environment? How is the cooperation going on between different work units (e.g.

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	willing to listen to your problems with work? Scale: 1 Always – 5 never/hardly ever, 6 Have no colleagues		<ul style="list-style-type: none"> • My colleagues are friendly. • My colleagues are good at their job. Scale: 1 little support-4 a lot of support	department,work group)? <ul style="list-style-type: none"> • Do you get support or help from your workmates if needed? Scale: 1=poorly/never - 5=very well/always Mostly based on: <i>Elo, Leppänen, Lindström & Ropponen, 1992</i>
Participation in decision making	N/A	Overall, how good or poor would you say managers at this workplace (establishments/location) are at... <ul style="list-style-type: none"> • Seeking for the views of employees or employee representatives (works council/staff association members). • Responding to suggestions from employees or employee representatives. • Allowing employees or employee representatives to influence decisions. Scale: 1 very bad-5 very good	N/A	<ul style="list-style-type: none"> • When changes relating to your work are taking place, how well are you informed? • Are you involved when changes relating to your job are planned? • Are you informed of the situation (production, marketing etc.) and of the development plans of your unit (mill or equivalent)? Scale: 1=poorly/never - 5=very well/always Mostly based on: <i>Elo, Leppänen, Lindström & Ropponen, 1992</i>
Conflict with supervisor	N/A	N/A	<ul style="list-style-type: none"> • Did you (in the last 12 months) have a conflict with your direct superior? Scale: 1 no, 2 short period, 3 long period	N/A
Conflict with colleagues	N/A	N/A	<ul style="list-style-type: none"> • Did you (in the last 12 months) have a conflict with one or more of your direct colleagues? Scale: 1 no, 2 short period, 3 long period	N/A
Conflict with employer*	N/A	N/A	Did you (in the last 12 months) have a conflict with: your employer? Scale: 1 no, 2 short period, 3 long period	N/A
Unwanted internal behaviour	N/A	N/A	Can you indicate to which degree you encountered the following in the last twelve months: <ul style="list-style-type: none"> • Unwanted sexual attention from superiors or colleagues. 	N/A

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			<ul style="list-style-type: none"> • Intimidation by superiors or colleagues. • Physical violence by superiors or colleagues. • Bullying by superiors or colleagues. Scale: 1 no, 2 sometimes or frequently	
Adaptive culture	N/A	<ul style="list-style-type: none"> • Different teams/departments of the organization often co-operate to create change. • New and improved work methods are often adopted. • An attempt to create change is usually received positively. • The way things are done in my organization, is flexible/easy to change. Scale: 1 totally disagree – 5 totally agree	N/A	N/A
Personal factors				
Self-efficacy	How often are these statements true for you: <ul style="list-style-type: none"> • You are good at handling unforeseen problems. • You can solve most problems if you really want to. No matter what happens in your life you feel you can handle it. Scale: 1 Always – 5 never/hardly ever	<ul style="list-style-type: none"> • I have the skills that are needed for my job • I am good at solving problems in my job • I am able to learn new things • I have confidence that I am good in my work • I am self-confident about my qualities/talents to perform my tasks Scale: 1 totally not applicable-7 totally applicable	N/A	N/A
Sense of coherence	N/A	N/A	N/A	<ul style="list-style-type: none"> • Do you often have feeling that you don't really care about what goes around you? • Has it happened in the past that you were surprised by the behaviour of people whom you thought you knew well? • Has it happened that people whom you counted on disappointed you? scale: 1=very seldom/never - 7=often/all

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				the time <i>Antonovsky 1987, 1993</i>
Sense of competence	N/A	N/A	N/A	<ul style="list-style-type: none"> I meet my own personal expectations for expertise in doing this job This job offers me a chance to test myself and my abilities This type of work offers subjective rewards; the job is valuable to me for no other reason than I like to do it etc. <p>Scale: 1=strongly agree - 5=strongly disagree</p> <p><i>Wagner & Morse 1975</i></p>
Employability	N/A	N/A	In comparison to your colleagues, are you more widely usable in your company than your colleagues? Scale: 1 (less widely), 2 (same), 3 (more widely)	N/A
Well-being				
<i>Work-related</i>				
Job satisfaction	<ul style="list-style-type: none"> Are you satisfied with your work? <p>Scale: 1 To very large extent 4 No or to very little extent</p>	N/A	In general, how satisfied are you with your work? Scale: 1 very unsatisfied-5 very satisfied	N/A
Dedication	N/A	<ul style="list-style-type: none"> I am enthusiastic about my job. My job inspires me. I am proud on the work that I do. <p>Scale: 1 never-7 always</p>	N/A	N/A
Burnout: emotional exhaustion, cynicism		<p>Emotional exhaustion</p> <ul style="list-style-type: none"> I feel mentally drained by my work Working a whole day long demands a lot from me (not the official translation) I feel 'burnt out' by my work I feel exhausted at the end of my working day I feel weary when I get up in the morning at the thought of another 	<p>Emotional exhaustion:</p> <ul style="list-style-type: none"> I feel emotionally drained by my work. After a days' work I feel empty. When I get up in the morning and I am confronted with work I feel tired. Working with people all day is really demanding. I feel completely exhausted by my work. <p>Scale: 1 never-7 every day</p>	<p>Emotional exhaustion:</p> <ul style="list-style-type: none"> I feel mentally drained by my work I feel exhausted at the end of my working day Working all day is really a strain for me <p>Cynicism:</p> <ul style="list-style-type: none"> I have become less interested in my work since I started this job I have become less enthusiastic about my work

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		working day ahead of me Scale: 1 never-7 always		<ul style="list-style-type: none"> I just want to do my job and be left in peace <p>Scale: 0=never - 6=daily</p> <p><i>Schaufeli, Leiter, Maslach & Jackson, 1996</i></p>
Feelings of stress	N/A	N/A	N/A	<p>Stress means the situation when a person feels tense, restless, nervous, or anxious, or is unable to sleep at night because his mind is troubled all the time. Do you feel that kind of stress these days?</p> <p>Scale: 1= not at all - 5=very much</p> <p>Based on: <i>Elo, Leppänen, Lindström & Ropponen, 1992</i></p>
Work ability	N/A	N/A	N/A	<ul style="list-style-type: none"> How's your health compared with others of your own age? How do you rate your current workability with respect to the physical demands of your work? How do you rate your current workability with respect to the mental demands of your work? <p>Scale: 1= very bad - 5=very good</p> <p><i>Tuomi, Ilmarinen, Jahkola, Kataarinne & Tulkki, 1998</i></p>
Job insecurity	Do you worry that the following may happen to you: <ul style="list-style-type: none"> You become unemployed? You are transferred to another job against your will? You become unnecessary because of the implementation of "new technology"? You have difficulty finding a new job with your 	N/A	<ul style="list-style-type: none"> Are you at risk of losing your job? Do you worry about losing your job? <p>Scale: Yes/no</p>	N/A

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	qualifications? 1 Yes, 2 No			
<i>General</i>				
Mental health	In the last 4 weeks, how much of the time: <ul style="list-style-type: none"> • Have you been very nervous? • Have you felt happy and content? • Have you had feelings of sadness? • Have you felt calm and relaxed? Have you felt so down that nothing could cheer you up? Scale: 1 All the time- 6 At no point in time	N/A	N/A	N/A
Self-rated health	N/A	N/A	In general, what do you think about your health? Scale: 1 (bad)-5 (excellent)	N/A
Sickness absence	N/A	N/A	Number of absent working days due to sickness during the past 12 months divided by number of available working days (fulltime is 215 days) (corrected for part-time work).	N/A

*These variables were not significant in the analyses, and therefore not included in the overview in the book chapter 2.

References

DWECS

Danish Work Cohort Study (DWECS): <http://www.arbejdsmiljoforskning.dk/da/arbejdsmiljoedata/arbejdsmiljo-og-helbred/tidligere-undersoegelser>

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More detailed information about the applied datasets, results and references is available upon request from the authors. The results are described in:

Wiezer, N., Nielsen, K., Pahkin, K., Widerszal-Bazyl, M., De Jong, T., Mattila-Holappa, P., Mockało Z. (2011). *Exploring the link between restructuring and employee well-being*. CIOP-PIB, Warsaw.