2005 ISSP MODULE ON WORK ORIENTATION

DRAFTING GROUP

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Notes to members:

- 1. All notes which are not part of the questionnaire and intended only for members are enclosed in pointed, angle brackets
- 2. All the elements in questions which require local adaptation are enclosed in square brackets.
- 3. Q-numbers in parentheses: question numbers in 1997 questionnaire. (N) = new in 2005

ISSP 2005 - WORK ORIENTATION

1(Q1). Suppose you could change the way you spend your time, spending more time on some things and less time on others.

Which of the things on the following list would you like to spend <u>more</u> time on, which would you like to spend <u>less</u> time on and which would you like to spend the <u>same</u> amount of time on as now?

PLEASE TICK ONE BOX ON EACH LINE							
	Much more time	A bit more time	Same time as now	A bit less time	Much less time	Can't choose/	Doesn't
a. Time in a paid job	1	2	3	4	5	8	8
b. Time doing household work	1	2	3	4	5	8	8
c. Time with your family	1	2	3	4	5	8	8
d. Time with your friends	1	2	3	4	5	8	8
e. Time in leisure activities	1	2	3	4	5	8	8

2(Q2). Please tick <u>one</u> box for <u>each</u> statement below to show how much you agree or disagree with it, <u>thinking of work in general</u>.

PLEASE TICK	ONE BOX ON	EACH LINE				
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. A job is just a way of earning money - no more	1	2	3	4	5	8
b. I would enjoy having a paid job even if I did not need the money	1	2	3	4	5	8

<Translation note: by "paid job" we mean a job that pays, regardless of whether salaried or self-employed.>

3(Q4) For each of the following, please tick <u>one</u> box to show how important <u>you personally</u> think it is in a job.

PLEASE TICK ONE BOX ON EACH LINE

How important is	Very important	Important	Neither important nor unimportant	Not important	Not important at all	Can't choose
a job security	1	2	3	4	5	8
b high income	1	2	3	4	5	8
c good opportunities for advancement	1	2	3	4	5	8
d an interesting job	1	2	3	4	5	8
e a job that allows someone to work independently	1	2	3	4	5	8
f a job that allows someone to help other people	1	2	3	4	5	8
g a job that is useful to society	1	2	3	4	5	8
h a job that allows someone to decide their times or days of work	1	2	3	4	5	8

4(Q8). Suppose you were working and could choose between different kinds of jobs. Which of the following would <u>you personally</u> choose?

PLEASE	E TICK ONE BO	OX ONLY				
a. I would choose						
being an employee			1			
being self-employed			2			
~						
Can't choose			8			
PLEASE	E TICK ONE BO	X ONLY				
					_	
b. I would choose working in a small firm			1			
working in a large firm			2			
Can't choose			8			
PLEASE	E TICK ONE BO	OX ONLY				
c. I would choose						
working in a private business			1			
			<u> </u>			
working for the government or civil se	rvice		2			
Can't choose			8			
5(N). To what extent do you agree or d	isagree with	the follow	ring stateme	nts?		
PLEASE TIC	K ONE BOX O	N EACH LIN	NE			
				D .	G. 1	la
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. Employees have more job						
security than the self- employed	1	2	3	4	5	8
b. Being an employee interferes						
more with family life than self- employment	1	2	3	4	5	8

6(N). To what extent do you agree or disagree with the following statements?

PLEASE TICK ONE BOX ON EACH LINE						
Tulianian	Strong agree		Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
 a. Trade unions are very important for the job security of employees 	1	2	3	4	5	8
b. Without trade unions the working conditions of employees would be much worse than they are	1	2	3	4	5	8
7(Q9). Suppose you could decide on prefer?	your work	situation <u>at p</u>	resent. Whic	ch of the fo	llowing wo	ould you
PLEA	SE TICK ON	NE BOX ONLY				
A full time job [30 hours or more per v	veek]		1			
A part-time job [10-29 hours per week	[]		2			
A job with less than [10] hours a week	3		3			
No paid job at all			4			
Can't choose			8			
<clarification are="" g<br="" note:="" to="" trying="" we="">''less than'', are of central importance</clarification>						
8(Q11). Are you currently working f	or pay?					
PLEA	SE TICK ON	NE BOX ONLY				
Yes	1	Please answe	r questions	9 to 27		
No	2	Please go to o	question 28			

<Clarification note: "currently working" refers to both self-employed and employees, and should include persons on leave if they are in an employment relationship.>

IF YOU ARE CURRENTLY WORKING FOR PAY: PLEASE ANSWER QUESTIONS 9 - 27 ABOUT YOUR MAIN JOB

9(Q13). Think of the number of hours you work, and the money you earn in your main job, including any regular overtime.

If you had only one of these three choices, which of the following would you prefer?

PLEA	ASE TICK ONE I	BOX ONLY]
Work longer hours and earn more mo	ney					
Work the same number of hours and e	arn the same n	noney	2	2		
Work fewer hours and earn less mone	y		3	3		
Can't choose			[8	3		
10(Q14). For each of these statement you agree or disagree that it applies				k one box t	o show ho	w much
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. My job is secure	1	2	3	4	5	8
b. My income is high	1	2	3	4	5	8
c. My opportunities for advancement are high	1	2	3	4	5	8
d. My job is interesting	1	2	3	4	5	8
e. I can work independently	1	2	3	4	5	8
f. In my job I can help other people	1	2	3	4	5	8
g. My job is useful to society	1	2	3	4	5	8
h(N). My job gives me a chance to improve my skills.	1	2	3	4	5	8

<Clarification note - the question refers to one's main job if he or she have multiple jobs.>

11(Q15) Now some more questions about your working conditions.

Please tick <u>one</u> box for <u>each</u> item below to show <u>how often</u> it applies to your work.

PLEASE T	TICK ONE BO	X ON EACH	I LINE]
How often	Always	Often	Sometime s	Hardly ever	Never	Can't choose
a do you come home from work exhausted?	1	2	3	4	5	8
b do you have to do hard physical work?	1	2	3	4	5	8
c do you find your work stressful?	1	2	3	4	5	8
d do you work in dangerous conditions?	1	2	3	4	5	8
12(Q16). Which of the following statements <u>best</u> describes how your working hours are decided working hours we mean here the times you <u>start</u> and <u>finish</u> work, and <u>not</u> the total hours you we week or month.)						
PLEA	ASE TICK ON	E BOX ONL	Y			
Starting and finishing times are decided I cannot change them on my own	d by my emp	ployer and		1		
I can decide the time I start and finish v	work, withi i	n certain li	mits	2		
I am entirely free to decide when I sta	rt and finish	n work		3		
13(N). Which of the following states	nents best d	lescribes h	ow your dai	ly work is	organized?	
PLEA	ASE TICK ON	E BOX ONL	Y]
I am free to decide how my daily work is organized						
I can decide how my daily work is orgalimits	anized, with	in certain		2		
I am not free to decide how my daily	work is orga	nized		3		
Can't choose	Can't choose 8					

14(N). How difficult would it be for you to take an hour or two off during working hours, to take care of personal or family matters?

PLEASE	E TICK ONE BO	OX ONLY				
Not difficult at all			1			
Not too difficult			2			
Somewhat difficult			3			
Very difficult			4			
Can't choose			8			
15(N). How often do you feel that	V ONE BOY O	NEAGULD	TD.			
PLEASE TIC.	K ONE BOX O	N EACH LIN	NE .			
	Always	Often	Sometimes	Hardly ever	Never	Can't choose
athe demands of your job interfere with your family life?	1	2	3	4	5	8
bthe demands of your family life interfere with your job?	1	2	3	4	5	8
16(Q19). How much of your past work present job?	experience a	ınd /or job	skills can yo	ou make u	se of in you	r
PLEASE	E TICK ONE BO	X ONLY				
Almost none			1			
A little			2			
A lot			3			
Almost all			4			
Can't choose			8			

17(N). If you were to look for a new job, how helpful would your present work experience and/or job skills be?

	PLEASE TICE	CONE BOX C	ONLY			
Very helpful				1		
Quite helpful				2		
Not so helpful				3		
Not helpful at all				4		
Can't choose				8		
18(N). Over the past 12 months, workplace or somewhere else?	have you h	ad any trai	ning to impi	rove your j	ob skills, o	either at the
	PLEASE TICE	X ONE BOX (ONLY			
Yes		1				
No		2				
Can't choose		8				
19(Q21). In general, how would	vou docarib	o rolations	of wome wor	eknlago		
19(Q21). In general, now would	you describ	e relations	at your wor	кріасе		
PLEA	ASE TICK ON	E BOX ON E	ACH LINE			
	Very good	Quite good	Neither good nor bad	Quite bad	Very bad	Can't choose
a between management and employees?	1	2	3	4	5	8
b between workmates/colleagues?	1	2	3	4	5	8

20(Q22). How satisfied are you in your (main) job?

PLEASE TICK ONE BOX ONLY					
Completely satisfied	1				
Very satisfied	2				
Fairly satisfied	3				
Neither satisfied nor dissatisfied	4				
Fairly dissatisfied	5				
Very dissatisfied	6				
Completely dissatisfied	7				
Can't choose	8				

<Clarification note – the question refers to one's main job if he or she have multiple jobs.>

21(Q23). To what extent do you agree or disagree with each of the following statements?

PLEASE TICK ONE BOX ON EACH LINE						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. I am willing to work harder than I have to in order to help the firm or organization I work for succeed	1	2	3	4	5	8
b. I am proud to be working for my firm or organization	1	2	3	4	5	8
c. I would turn down another job that offered quite a bit more pay in order to stay with this organization	1	2	3	4	5	8

22(N). How difficult or easy do you think it would be for you to find a job at least as good as your current one?

PLEASE TICK ONE BOX ONLY	
Very easy	1
Fairly easy	2
Neither easy nor difficult	3
Fairly difficult	4
Very difficult	5
Can't choose	8
23(N). How difficult or easy do you think it would be for your first left?	n or organization to replace you if you
PLEASE TICK ONE BOX ONLY	
Very easy	1
Fairly easy	2
Neither easy nor difficult	3
Fairly difficult	4
Very difficult	5
Can't choose	8
24(Q25). All in all, how likely is it that you will <u>try</u> to find a job w within the next 12 months? PLEASE TICK ONE BOX ONLY	ith another firm or organization
Very likely	
Likely	2
Unlikely	3
Very unlikely	4
Can't choose	8

25(Q26). To what extent, if at all, do you \underline{worry} about the possibility of losing your job?

PLEASE TICK ONE BOX ONLY						
I worry a great deal			1			
I worry to some extent			2			
I worry a little			3			
I don't worry at all			4			
26(N). To what extent do you agree or disagree with the following statements? PLEASE TICK ONE BOX ON EACH LINE						
In order to avoid unemployment I would be willing	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. to accept a job that requires new skills.	1	2	3	4	5	8
b. to accept a position with lower pay.	1	2	3	4	5	8
c. to accept temporary employment.	1	2	3	4	5	8
d. to travel longer to get to work.	1	2	3	4	5	8
27(N). In addition to your main job, do you do any other work for additional income?						
PLEASE TICK ONE BOX ONLY						
No			1			
Yes, mostly as an employee			2			
Yes, mostly on a self-employed basis			3			
Yes, other			4			

PLEASE ANSWER QUESTIONS 28 - 36 IF YOU ARE $\underline{\text{NOT}}$ CURRENTLY WORKING FOR PAY

28. Have you ever had a paid job for one year or more?

PLEASE TICK ONE BOX ONLY						
Yes No	2	Please answer questions 29 to 36 Please go to question 31				
29. When did your <u>last</u> paid job end? In(year)						
30. What was the main reason that your job ended?						
PLE	ASE TICK O	NE BOX ONLY				
I reached retirement age I retired early, by choice		1 2				
I retired early, not by choice		3				
I became (permanently) disabled My place of work shut down		5				
I was dismissed		6				
My term of employment/contract ender Family responsibilities	ed	7				
I got married		8				

31. Would you like to have a paid job, either now or in the future?

	PLEASE TICK ONE BOX ONLY					
Yes		1				
No		2				
32. How likely do you think it is that you would find a job?						
	PLEASE TICK ONE BOX ONLY					
Very likely		1				
Likely		2				
Unlikely		3				
Very unlikely		4				
Can't choose		8				
33. Are you currently looking for a job?						
	PLEASE TICK ONE BOX ONLY					
Yes		1				
No		2				

34. Thinking about the last 12 months, have you done any of the following in order to find a job?

PLEASE TICK ONE BOX ON EACH LINE					
	No	Yes, once or twice	Yes, more than twice		
a. Registered at a public employment agency?	1	2	3		
b. Registered at a private employment agency?	1	2	3		
c. Answered advertisements for jobs?	1	2	3		
d. Advertised for a job in newspaper or journals?	1	2	3		
e. Applied directly to employers?	1	2	3		
f. Asked relatives, friends, or colleagues to help you find a job?	1	2	3		
35(N). Over the past 12 months, have you had any training to improve your job skills?					
PLEASE TICK ONE BOX ONLY					
Yes	1				
No	2				
Can't choose	8				

36. What is your <u>main</u> source of economic support?

PLEASE TICK ONE BOX ONLY					
Pension (private or state)	1				
Unemployment benefits	2				
Spouse/partner	3				
Other family members	4				
Social assistance/welfare	5				
Occasional work	6				
Other	7				

<"Economic support" is not just financial support. It includes such things as food, clothing, and accomodation>

Optional Background Variables

To what extent do you agree or disagree with the following statements?

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
I see myself as someone who						
ais reserved	1	2	3	4	5	8
bis generally trusting	1	2	3	4	5	8
cdoes a thorough job	1	2	3	4	5	8
dis relaxed, handles stress well	1	2	3	4	5	8
ehas an active imagination	1	2	3	4	5	8
fis outgoing, sociable	1	2	3	4	5	8
gtends to find fault with others	1	2	3	4	5	8
htends to be lazy	1	2	3	4	5	8
igets nervous easily	1	2	3	4	5	8
jhas few artistic interests	1	2	3	4	5	8