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FACULTE DE PSYCHOLOGIE ET DES SCIENCES DE L'EDUCATION



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Questionnaire WOCCQ^{©1}

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Instructions:

Carefully read each statement and answer spontaneously.

For each statement, encircle the number that best matches your work situation.

Encircle **1** if the statement **never or only rarely** applies to your work.

Encircle **2** if the statement **occasionally** applies to your work.

Encircle **3** if the statement **regularly** applies to your work.

Encircle **4** if the statement **almost always** applies to your work.

Thank you for your co-operation.

| | | | | |
|--|---|---|---|---|
| 1. I participate in the taking of decisions that directly affect my duties. | 1 | 2 | 3 | 4 |
| 2. I know exactly what my colleagues expect from me during work. | 1 | 2 | 3 | 4 |
| 3. I'm exposed to 'aggression'. | 1 | 2 | 3 | 4 |
| 4. I know my work schedule at least one month in advance. | 1 | 2 | 3 | 4 |
| 5. I must work very hard for hours and hours on end. | 1 | 2 | 3 | 4 |
| 6. I can determine myself when an operation has to be carried out. | 1 | 2 | 3 | 4 |
| 7. I work at a level that doesn't correspond to my competence level. | 1 | 2 | 3 | 4 |
| 8. If an incident has occurred, I succeed in reorganising the work in a satisfactory manner. | 1 | 2 | 3 | 4 |
| 9. I can easily leave my work for a couple a moments. | 1 | 2 | 3 | 4 |
| 10. I can adapt my work pace as I see fit. | 1 | 2 | 3 | 4 |
| 11. My work prevents me from developing my special know-how and competences. | 1 | 2 | 3 | 4 |
| 12. I can clearly distinguish between what belongs to my responsibility and what does not. | 1 | 2 | 3 | 4 |
| 13. Any mistake in my work could endanger the lives of others. | 1 | 2 | 3 | 4 |
| 14. I decide myself when I take my days off. | 1 | 2 | 3 | 4 |
| 15. I finish my work at home because there isn't enough time. | 1 | 2 | 3 | 4 |

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|---|---|---|---|---|
| 16. The degree of know-how that is expected of me exceeds my qualifications. | 1 | 2 | 3 | 4 |
| 17. The regular evaluation of my work allows me to better adjust to the expectations of the organisation. | 1 | 2 | 3 | 4 |
| 18. I have a secure job. | 1 | 2 | 3 | 4 |
| 19. Unforeseen events prevent me from doing my job as it should be done, as planned. | 1 | 2 | 3 | 4 |
| 20. I can plan my own working hours. | 1 | 2 | 3 | 4 |
| 21. I must engage in continued training to keep working efficiently. | 1 | 2 | 3 | 4 |
| 22. I have a clear job description. | 1 | 2 | 3 | 4 |
| 23. I can influence the future of other colleagues. | 1 | 2 | 3 | 4 |
| 24. I cannot cope with tasks that should all be carried out concurrently. | 1 | 2 | 3 | 4 |
| 25. I do overtime when an urgent job has to be completed in a short time frame. | 1 | 2 | 3 | 4 |
| 26. I'm experiencing difficulties because my work has become increasingly complex. | 1 | 2 | 3 | 4 |
| 27. The circumstances don't allow me to apply the standard work procedure. | 1 | 2 | 3 | 4 |
| 28. Any mistake in my work could entail costly losses of material or equipment. | 1 | 2 | 3 | 4 |
| 29. I know in advance the work procedure to be applied when I'm assigned a new task. | 1 | 2 | 3 | 4 |
| 30. I must work very fast because I don't have much time. | 1 | 2 | 3 | 4 |
| 31. My superiors guide me whenever I have difficulties. | 1 | 2 | 3 | 4 |
| 32. I have a say in deciding how the work should be carried out. | 1 | 2 | 3 | 4 |
| 33. I can adjust the lighting of my work position. | 1 | 2 | 3 | 4 |
| 34. I can tell already in the morning how the rest of the day will evolve. | 1 | 2 | 3 | 4 |
| 35. I can easily take a break. | 1 | 2 | 3 | 4 |
| 36. My colleagues help me whenever I have a problem. | 1 | 2 | 3 | 4 |
| 37. I'm given contradictory orders. | 1 | 2 | 3 | 4 |
| 38. I'm exposed to too high a noise level. | 1 | 2 | 3 | 4 |
| 39. The work is not evenly distributed within my team. | 1 | 2 | 3 | 4 |
| 40. I have working hours that are compatible with my family life. | 1 | 2 | 3 | 4 |
| 41. I know where to find the necessary information to perform my job or to take a decision. | 1 | 2 | 3 | 4 |

| | | | | |
|---|---|---|---|---|
| 42. I have conflicts with my superiors. | 1 | 2 | 3 | 4 |
| 43. I'm exposed to too high a humidity level. | 1 | 2 | 3 | 4 |
| 44. I have no clear instructions as regards the method of working. | 1 | 2 | 3 | 4 |
| 45. I see the work piling up without being able to do anything about it. | 1 | 2 | 3 | 4 |
| 46. I'm torn between persons having different expectations with respect to my work. | 1 | 2 | 3 | 4 |
| 47. I'm inconvenienced by the dust in my working environment. | 1 | 2 | 3 | 4 |
| 48. I have to follow strict work procedures. | 1 | 2 | 3 | 4 |
| 49. My colleagues depend on my working pace. | 1 | 2 | 3 | 4 |
| 50. Tense relationships with my colleagues hinder the accomplishment of the work. | 1 | 2 | 3 | 4 |
| 51. I'm exposed to extreme temperatures in the workplace. | 1 | 2 | 3 | 4 |
| 52. My work is evenly distributed throughout the year. | 1 | 2 | 3 | 4 |
| 53. I don't depend on the working pace of my colleagues. | 1 | 2 | 3 | 4 |
| 54. I'm assigned tasks that aren't part of my job description. | 1 | 2 | 3 | 4 |
| 55. I'm inconvenienced by the presence of ill smells. | 1 | 2 | 3 | 4 |
| 56. I must closely co-ordinate with my colleagues to achieve the set objectives. | 1 | 2 | 3 | 4 |
| 57. I must perform several tasks simultaneously. | 1 | 2 | 3 | 4 |
| 58. The others don't realise what my work is all about. | 1 | 2 | 3 | 4 |
| 59. I'm exposed to chemical hazards. | 1 | 2 | 3 | 4 |
| 60. I can't keep pace with all the things I have to do. | 1 | 2 | 3 | 4 |
| 61. I agree with the general views and principles of the organisation. | 1 | 2 | 3 | 4 |
| 62. I'm exposed to harmful radiations. | 1 | 2 | 3 | 4 |
| 63. The excessive workload prevents me from doing a high-quality job. | 1 | 2 | 3 | 4 |
| 64. I have access to the necessary equipment to do my job properly. | 1 | 2 | 3 | 4 |
| 65. My work situation involves only a limited risk of industrial accidents. | 1 | 2 | 3 | 4 |
| 66. My remuneration level is too low with respect to my work output. | 1 | 2 | 3 | 4 |
| 67. I can take measures to make my work more agreeable. | 1 | 2 | 3 | 4 |
| 68. My professional constraints adversely affect the quality of my family life. | 1 | 2 | 3 | 4 |
| 69. I have a say in the layout of my work position. | 1 | 2 | 3 | 4 |

To what extent do you think of the ideas listed below?

Encircle 1 if the idea is **never or rarely** on your mind.

Encircle 2 if the idea is **occasionally** on your mind.

Encircle 3 if the idea is **regularly** on your mind.

Encircle 4 if the idea is **nearly always or always** on your mind.

| | | | | |
|---|---|---|---|---|
| 70. I believe in the future of my job. | 1 | 2 | 3 | 4 |
| 71. If we all join forces, we can still influence the evolution of the labour market. | 1 | 2 | 3 | 4 |
| 72. I pity the youths of today. | 1 | 2 | 3 | 4 |
| 73. There are fewer and fewer jobs and there's nothing we can do about it. | 1 | 2 | 3 | 4 |
| 74. I can hardly wait for the day when I can retire. | 1 | 2 | 3 | 4 |
| 75. I think I've succeeded in my professional life. | 1 | 2 | 3 | 4 |
| 76. I have confidence in the company. | 1 | 2 | 3 | 4 |
| 77. I feel like packing in and finding a job elsewhere. | 1 | 2 | 3 | 4 |
| 78. In time I'll succeed in solving all problems I experience in my work. | 1 | 2 | 3 | 4 |
| 79. I believe that the notion of work is constantly being degraded, from any point of view. | 1 | 2 | 3 | 4 |
| 80. I feel as if I am the victim of circumstance. | 1 | 2 | 3 | 4 |