

UNIVERSITE DE LIEGE



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

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