

FSD1274

**Fixed-Term and Subsidised Employees in
Finnish Municipalities 2002**

Codebook



FINNISH SOCIAL SCIENCE DATA ARCHIVE

The bibliographic citation for this codebook:

Fixed-Term and Subsidised Employees in Finnish Municipalities 2002 [codebook]. Finnish Social Science Data Archive [producer and distributor], 2020.

This codebook has been generated from the version 3.0 (12.7.2018) of the data.

Finnish Social Science Data Archive
FIN-33014 University of Tampere

FSD User Services:
asiakaspalvelu.fsd@uta.fi
+358 40 190 1442

Aila Data Service Portal:
<https://services.fsd.uta.fi/>

Finnish Social Science Data Archive
<http://www.fsd.uta.fi/en/>

To the reader

This codebook is part of the data FSD1274 archived at the FSD (Finnish Social Science Data Archive). The dataset has been described in as much detail as possible in Finnish and English. Variable frequencies, variable and value labels, and missing values have been checked. If necessary, the data have been anonymised. The data and its creators shall be cited in all publications and presentations for which the data have been used. The bibliographic citation may be in the form suggested by the archive or in the form required by the publication. The bibliographic citation suggested by the archive:

Virtanen, Pekka (University of Tampere): Fixed-Term and Subsidised Employees in Finnish Municipalities 2002 [dataset]. Version 3.0 (2018-07-12). Finnish Social Science Data Archive [distributor]. <http://urn.fi/urn:nbn:fi:fsd:T-FSD1274>

The user shall notify the archive of all publications where she or he has used the data. The original data creators and the archive bear no responsibility for any results or interpretations arising from the reuse of the data.

The codebook contains information on data content, structure and data collection, and includes a list of publications wholly or in part based on the data, according to publication information received by the FSD. The second part of the codebook contains information on variables: question texts, response options, and frequencies. The third part contains indexes.

Variable distributions presented in this codebook have been generated from the SPSS files. Distribution tables present variable values, frequencies (n), frequency percentages (%), and valid percentages (v. %) which take into account missing data. All distributions are unweighted. If the data contain weight variables, these will be found at the end of the variables list. In some cases frequency distributions have been substituted by descriptive statistics. Categorised responses to open-ended questions are not always included in the codebook. Distributions may contain missing data. The note "System missing (SYSMIS)" refers to missing observations (e.g. a respondent has not answered all questions) whereas "Missing (User missing)" refers to data the user has defined as missing. For example, the user may decide to code answer alternatives 'don't want to say' or 'can't say' as missing data.

The codebook may contain attached files, the most common one being the questionnaire.

Contents

1	Study description	1
1.1	Titles	1
1.2	Subject description	1
1.3	Structure and collection of the data	3
1.4	Use of data	3
2	Variables	5
3	Indexes	75
3.1	Variables in the order of occurrence	75
3.2	Variables in alphabetical order	82
A	Questionnaire in Finnish	89

Chapter 1

Study description

1.1 Titles

Titles and data version: Fixed-Term and Subsidised Employees in Finnish Municipalities 2002

Titles and data version in Finnish: Tilapäisenä kunnan töissä 2002

This codebook has been generated from the version 3.0 (12.7.2018) of the data.

1.2 Subject description

Authoring entity

Virtanen, Pekka (University of Tampere. Medical School)

Copyright statement for the data

According to the agreement between FSD and the depositor.

Depositor

Virtanen, Pekka (University of Tampere. Medical School)

Date of deposit

30.7.2003

Keywords

arrangement of working time; autonomy at work; employees; employment contracts; health; job security; labour relations; local government; municipalities; occupational health care; occu-

1. Study description

patational life; personnel management; social networks; temporary employment; working conditions

Topic Classification

Fields of Science Classification: medical and health sciences; social sciences

CESSDA Classification: employment; general health and well-being; working conditions

Series description

The data belong to the series:

Individual datasets

Individual datasets that do not belong to any series.

Abstract

This survey is a follow-up to a survey conducted in 1998. It charts the working conditions, welfare and health of non-permanent employees in seven Finnish municipalities. The research project was funded by the Finnish Work Environment Fund and the municipalities participating in the survey.

First, respondents were asked how many employment contracts and jobs they had had during 1999-2001, and whether they had been unemployed during that period. Economic activity during that period, and at present were investigated. Further questions covered daily and weekly working hours at present, and possible change in occupation since the first survey. Employees on a fixed-term contract were asked what they think will happen when the present employment contracts ends. Working respondents evaluated the degree of insecurity connected to their work (e.g. threat of dismissal or of prolonged unemployment, involuntary transfer to other duties).

The survey also covered respondents' state of health. Self-perceived health and working capacity were investigated, likewise any long-term illnesses or disabilities diagnosed by a doctor. Mental well-being and life control were charted with a number of questions pertaining to, for example, feelings of disappointment with others, indifference to everything, or feelings of being treated unfairly. Respondents were asked whether they have felt stressed, depressed or worthless recently, and whether they had been unable to sleep, make decisions, or generally cope, etc. Visits to a doctor during the past year, and the right to use occupational health care at present and during 1999-2001 were surveyed. Respondents were asked whether they had had their health checked by an occupational health nurse.

Social relations were charted by asking whom respondents can trust if they need help, approval or want to relax, and who could make them feel better if they are dispirited, etc. One theme focused on the demands of the respondent's job: workload, pressure, degree of variety, work pace, requirements, etc. Some questions covered job autonomy: to what extent respondents can decide how and when to do their job, at what pace, when to take a break or have a holiday, etc.

Perceptions of working environment were studied by asking respondents to evaluate the work-place climate: was it supportive, tense or gossiping, was there any bullying, could fellow workers be trusted, etc. The survey also carried a set of statements relating to management and supervision practices at the respondents' place of work.

Background variables included respondent's vocational education and marital status. The data can be combined with the the year 1998 data by using the Id variable.

1.3 Structure and collection of the data

Country: Finland

Geographic coverage: Finland, Turku, Oulu, Vantaa, Raisio, Naantali, Nokia, Valkeakoski

Analysis or observation unit type: Individual

Universe: Non-permanent employees in seven Finnish municipalities who had responded to the year 1998 survey.

Collection date: February 2002 – July 2002

Data collector(s): Salmelin, Jaana

Mode of data collection: Self-administered questionnaire: Paper

Type of research instrument: Structured questionnaire

Time period covered: 2002

Time method of the data collection: Longitudinal: Trend/Repeated cross-section

Response rate: 66

Number of variables and cases: The data contain 172 variables and 2033 cases.

Sampling procedure: Total universe/Complete enumeration

A follow-up study, survey population consisted of persons who had responded to the year 1998 survey.

1.4 Use of data

Data appraisal

Responses to the open-ended alternative of question 5 (respondent's occupation) are not included in the data.

Related publications

Kinnunen, Kirsi & Virtanen, Pekka & Valtonen, Hannu (2011). Koettu onnellisuus ja koettu terveys. Sairaus ei tee onnettomaksi, mutta onneton ei pysy terveenäkään. *Yhteiskuntapolitiikka* 76 (4), 387-396.

1. Study description

Peutere, Laura (2006). Työolot, työyhteisön sosiaalinen pääoma ja psyykkinen oireilu. Tampere: Tampereen yliopisto. Sosiaalipsykologian pro gradu -tutkielma.

Virtanen, Pekka & Vahtera, Jussi & Kivimäki, Mika & Liukkonen, Virpi & Virtanen, Marianna & Ferrie, Jane (2005). Labor Market Trajectories and Health: A Four-Year Follow-up Study of Initially Fixed-Term Employees. *American Journal of Epidemiology* 161(9), 840-846.

Updated list of publications in the study description at

https://services.fsd.uta.fi/catalogue/FSD1274?lang=en&study_language=en

Related studies

FSD1273 Fixed-term and Subsidised Employees in Finnish Municipalities 1998

Location of the data collection

Finnish Social Science Data Archive

Weighting

There are no weight variables in the data.

Restrictions

The dataset is (B) available for research, teaching and study.

Chapter 2

Variables

[FSD_NO] FSD study number

Question

FSD study number

Descriptive statistics

statistic	value
number of valid cases	2033
minimum	1274.00
maximum	1274.00
mean	1274.00
standard deviation	0.00

[FSD_VR] FSD edition number

Question

FSD edition number

Descriptive statistics

statistic	value
number of valid cases	2033
minimum	3.00
maximum	3.00
mean	3.00
standard deviation	0.00

[FSD_ID] FSD case id

Question

FSD case id

Descriptive statistics

statistic	value
number of valid cases	2033
minimum	1.00
maximum	2033.00
mean	1017.00
standard deviation	587.02

[Q1] Respondent's vocational education

Question

Respondent's vocational education

Frequencies

label	value	n	%	v. %
No vocational education	1	170	8.4	8.6
Vocational course	2	125	6.1	6.3
Completed apprenticeship	3	38	1.9	1.9
Vocational school	4	187	9.2	9.4
Secondary education, e.g. practical nurse	5	402	19.8	20.3
Vocational college or polytechnic degree	6	627	30.8	31.6
University degree	7	435	21.4	21.9
System missing (SYSMIS)	.	49	2.4	—
		2033	100.0	100.0

[Q2_1A] How many contracts did you have in 1999?

Question

How many contracts did you have in 1999?

Descriptive statistics

statistic	value
number of valid cases	1782
minimum	0.00
maximum	71.00
mean	2.11
standard deviation	3.85

[Q2_1B] How many jobs did you have in 1999?

Question

How many jobs did you have in 1999?

Descriptive statistics

statistic	value
number of valid cases	1806
minimum	0.00
maximum	81.00
mean	1.49
standard deviation	3.02

[Q2_2A] How many contracts did you have in 2000?

Question

How many contracts did you have in 2000?

Descriptive statistics

statistic	value
number of valid cases	1733
minimum	0.00
maximum	54.00
mean	1.91
standard deviation	3.64

[Q2_2B] How many jobs did you have in 2000?

Question

How many jobs did you have in 2000?

Descriptive statistics

statistic	value
number of valid cases	1760
minimum	0.00
maximum	25.00
mean	1.31
standard deviation	1.23

[Q2_3A] How many contracts did you have in 2001?

Question

How many contracts did you have in 2001?

Descriptive statistics

statistic	value
number of valid cases	1760
minimum	0.00
maximum	50.00
mean	1.80
standard deviation	2.83

[Q2_3B] How many jobs did you have in 2001?

Question

How many jobs did you have in 2001?

Descriptive statistics

statistic	value
number of valid cases	1789
minimum	0.00
maximum	71.00
mean	1.39
standard deviation	2.46

[Q3_1] Alternative that best describes your situation in January 1999

Question

Alternative that best describes your situation in January 1999

Frequencies

label	value	n	%	v. %
Permanent or open-ended contract in public sector	1	182	9.0	9.9
Permanent or open-ended contract in private sector	2	40	2.0	2.2
Fixed-term contract in public sector	3	1221	60.1	66.7
Fixed-term contract in private sector	4	43	2.1	2.3
Government subsidized contract	5	119	5.9	6.5
Employer, own-account worker, farmer	6	2	0.1	0.1
Unemployed	7	142	7.0	7.8
At school/studying/vocational course	8	39	1.9	2.1
Homemaker, not a job seeker	9	3	0.1	0.2
On maternity/paternity/parental leave	10	23	1.1	1.3
Retired	11	1	0.0	0.1
Other	12	16	0.8	0.9
System missing (SYSMIS)	.	202	9.9	–
		2033	100.0	100.0

[Q3_2] Alternative that best describes your situation in January 2000**Question**

Alternative that best describes your situation in January 2000

Frequencies

label	value	n	%	v. %
Permanent or open-ended contract in public sector	1	313	15.4	17.0
Permanent or open-ended contract in private sector	2	83	4.1	4.5
Fixed-term contract in public sector	3	914	45.0	49.6
Fixed-term contract in private sector	4	70	3.4	3.8
Government subsidized contract	5	33	1.6	1.8
Employer, own-account worker, farmer	6	9	0.4	0.5
Unemployed	7	211	10.4	11.5
At school/studying/vocational course	8	72	3.5	3.9
Homemaker, not a job seeker	9	3	0.1	0.2
On maternity/paternity/parental leave	10	93	4.6	5.1
Retired	11	1	0.0	0.1
Other	12	39	1.9	2.1
System missing (SYSMIS)	.	192	9.4	–
		2033	100.0	100.0

[Q3_3] Alternative that best describes your situation in January 2001**Question***Alternative that best describes your situation in January 2001***Frequencies**

label	value	n	%	v. %
Permanent or open-ended contract in public sector	1	428	21.1	23.2
Permanent or open-ended contract in private sector	2	135	6.6	7.3
Fixed-term contract in public sector	3	736	36.2	39.9
Fixed-term contract in private sector	4	89	4.4	4.8
Government subsidized contract	5	46	2.3	2.5
Employer, own-account worker, farmer	6	11	0.5	0.6
Unemployed	7	162	8.0	8.8
At school/studying/vocational course	8	72	3.5	3.9
Homemaker, not a job seeker	9	2	0.1	0.1
On maternity/paternity/parental leave	10	113	5.6	6.1
Retired	11	8	0.4	0.4
Other	12	43	2.1	2.3
System missing (SYSMIS)	.	188	9.2	–
		2033	100.0	100.0

[Q3_4] Alternative that best describes your situation at the moment**Question***Alternative that best describes your situation at the moment***Frequencies**

label	value	n	%	v. %
Permanent or open-ended contract in public sector	1	592	29.1	31.3
Permanent or open-ended contract in private sector	2	153	7.5	8.1
Fixed-term contract in public sector	3	538	26.5	28.4
Fixed-term contract in private sector	4	66	3.2	3.5
Government subsidized contract	5	30	1.5	1.6
Employer, own-account worker, farmer	6	19	0.9	1.0
Unemployed	7	189	9.3	10.0
At school/studying/vocational course	8	81	4.0	4.3
Homemaker, not a job seeker	9	8	0.4	0.4
On maternity/paternity/parental leave	10	144	7.1	7.6

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
Retired	11	16	0.8	0.8
Other	12	57	2.8	3.0
System missing (SYSMIS)	.	140	6.9	–
		2033	100.0	100.0

[Q4_1] Did you have periods of unemployment in 1999?

Question

Did you have periods of unemployment in 1999?

Frequencies

label	value	n	%	v. %
Yes	1	851	41.9	43.0
No	2	1129	55.5	57.0
System missing (SYSMIS)	.	53	2.6	–
		2033	100.0	100.0

[Q4_2] Did you have periods of unemployment in 2000?

Question

Did you have periods of unemployment in 2000?

Frequencies

label	value	n	%	v. %
Yes	1	725	35.7	36.6
No	2	1257	61.8	63.4
System missing (SYSMIS)	.	51	2.5	–
		2033	100.0	100.0

[Q4_3] Did you have periods of unemployment in 2001?

Question

Did you have periods of unemployment in 2001?

Frequencies

2. Variables

label	value	n	%	v. %
Yes	1	614	30.2	30.9
No	2	1371	67.4	69.1
System missing (SYSMIS)	.	48	2.4	–
		2033	100.0	100.0

[Q5] Do you work in the same occupation as three years ago?

Question

Do you work in the same occupation as three years ago?

Frequencies

label	value	n	%	v. %
Yes	1	1368	67.3	68.7
No	2	623	30.6	31.3
System missing (SYSMIS)	.	42	2.1	–
		2033	100.0	100.0

[Q6_1] Respondent's working hours per week

Question

Respondent's working hours per week

Descriptive statistics

statistic	value
number of valid cases	1447
minimum	0.00
maximum	98.00
mean	35.56
standard deviation	9.53

[Q6_2] Respondent's working hours per day

Question

Respondent's working hours per day

Descriptive statistics

statistic	value
number of valid cases	1239
minimum	0.00
maximum	13.00
mean	7.43
standard deviation	1.38

[Q7] If you have a fixed-term contract, do you think that after it ends

Question

If you have a fixed-term contract, do you think that after it ends

Frequencies

label	value	n	%	v. %
your fixed-term contract will be renewed	1	286	14.1	38.1
you will be given a permanent contract	2	85	4.2	11.3
you will begin working in a new job for another employer	3	27	1.3	3.6
you will become unemployed	4	97	4.8	12.9
you will not want a job, e.g. for family reasons	5	22	1.1	2.9
you do not yet know what will happen	6	233	11.5	31.1
System missing (SYSMIS)	.	1283	63.1	—
		2033	100.0	100.0

[Q8_1] Insecurities in the present job: Threat of some work tasks(s) being ended

Question

Insecurities in the present job: Threat of some work tasks(s) being ended

Frequencies

label	value	n	%	v. %
A great deal	1	55	2.7	3.7
To a considerable extent	2	72	3.5	4.9
To a certain extent	3	172	8.5	11.6
To a small extent	4	287	14.1	19.4
Very little	5	895	44.0	60.4
System missing (SYSMIS)	.	552	27.2	—

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
		2033	100.0	100.0

[Q8_2] Insecurities in the present job: Involuntary transfer to other tasks

Question

Insecurities in the present job: Involuntary transfer to other tasks

Frequencies

label	value	n	%	v. %
A great deal	1	27	1.3	1.8
To a considerable extent	2	47	2.3	3.2
To a certain extent	3	165	8.1	11.2
To a small extent	4	341	16.8	23.2
Very little	5	893	43.9	60.6
System missing (SYSMIS)	.	560	27.5	—
		2033	100.0	100.0

[Q8_3] Insecurities in the present job: Threat of lay-off

Question

Insecurities in the present job: Threat of lay-off

Frequencies

label	value	n	%	v. %
A great deal	1	33	1.6	2.3
To a considerable extent	2	19	0.9	1.3
To a certain extent	3	60	3.0	4.1
To a small extent	4	223	11.0	15.3
Very little	5	1124	55.3	77.0
System missing (SYSMIS)	.	574	28.2	—
		2033	100.0	100.0

[Q8_4] Insecurities in the present job: Threat of being fired

Question

Insecurities in the present job: Threat of being fired

Frequencies

label	value	n	%	v. %
A great deal	1	43	2.1	3.0
To a considerable extent	2	40	2.0	2.7
To a certain extent	3	114	5.6	7.8
To a small extent	4	238	11.7	16.3
Very little	5	1022	50.3	70.1
System missing (SYSMIS)	.	576	28.3	–
		2033	100.0	100.0

[Q8_5] Insecurities in the present job: Threat of long-term unemployment**Question**

Insecurities in the present job: Threat of long-term unemployment

Frequencies

label	value	n	%	v. %
A great deal	1	62	3.0	4.2
To a considerable extent	2	49	2.4	3.3
To a certain extent	3	134	6.6	9.1
To a small extent	4	257	12.6	17.5
Very little	5	966	47.5	65.8
System missing (SYSMIS)	.	565	27.8	–
		2033	100.0	100.0

[Q8_6] Insecurities in the present job: Workload increasing beyond endurance**Question**

Insecurities in the present job: Workload increasing beyond endurance

Frequencies

label	value	n	%	v. %
A great deal	1	101	5.0	6.9
To a considerable extent	2	254	12.5	17.3
To a certain extent	3	450	22.1	30.6
To a small extent	4	349	17.2	23.7

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
Very little	5	318	15.6	21.6
System missing (SYSMIS)	.	561	27.6	–
		2033	100.0	100.0

[Q8_7] Insecurities in the present job: Unpredictable changes

Question

Insecurities in the present job: Unpredictable changes

Frequencies

label	value	n	%	v. %
A great deal	1	104	5.1	7.0
To a considerable extent	2	184	9.1	12.4
To a certain extent	3	465	22.9	31.3
To a small extent	4	439	21.6	29.5
Very little	5	295	14.5	19.8
System missing (SYSMIS)	.	546	26.9	–
		2033	100.0	100.0

[Q9] Respondent's present state of health

Question

Respondent's present state of health

Frequencies

label	value	n	%	v. %
Very good	1	912	44.9	45.4
Fairly good	2	639	31.4	31.8
Fair	3	363	17.9	18.1
Bad	4	83	4.1	4.1
Very bad	5	12	0.6	0.6
System missing (SYSMIS)	.	24	1.2	–
		2033	100.0	100.0

[Q10] How would you grade your present work ability?**Question**

How would you grade your present work ability?

Frequencies

label	value	n	%	v. %
Total incapacity for work	0	17	0.8	0.9
	1	15	0.7	0.8
	2	20	1.0	1.0
	3	21	1.0	1.1
	4	29	1.4	1.5
	5	48	2.4	2.4
	6	105	5.2	5.3
	7	305	15.0	15.3
	8	702	34.5	35.2
Work ability at its best	9	733	36.1	36.7
System missing (SYSMIS)	.	38	1.9	–
		2033	100.0	100.0

[Q11_1] Has a doctor ever told you that you have (or have had): Allergic rhinitis?**Question**

Has a doctor ever told you that you have (or have had): Allergic rhinitis?

Frequencies

label	value	n	%	v. %
No	1	1415	69.6	74.2
Yes	2	491	24.2	25.8
System missing (SYSMIS)	.	127	6.2	–
		2033	100.0	100.0

[Q11_2] Has a doctor ever told you that you have (or have had): Asthma?**Question**

Has a doctor ever told you that you have (or have had): Asthma?

Frequencies

2. Variables

label	value	n	%	v. %
No	1	1743	85.7	93.4
Yes	2	124	6.1	6.6
System missing (SYSMIS)	.	166	8.2	—
		2033	100.0	100.0

[Q11_3] Has a doctor ever told you that you have (or have had): Chronic bronchitis?

Question

Has a doctor ever told you that you have (or have had): Chronic bronchitis?

Frequencies

label	value	n	%	v. %
No	1	1813	89.2	97.9
Yes	2	39	1.9	2.1
System missing (SYSMIS)	.	181	8.9	—
		2033	100.0	100.0

[Q11_4] Has a doctor ever told you that you have (or have had): High blood pressure (hypertension)?

Question

Has a doctor ever told you that you have (or have had): High blood pressure (hypertension)?

Frequencies

label	value	n	%	v. %
No	1	1691	83.2	89.7
Yes	2	195	9.6	10.3
System missing (SYSMIS)	.	147	7.2	—
		2033	100.0	100.0

[Q11_5] Has a doctor ever told you that you have (or have had): Myocardial infarction (heart attack)?

Question

Has a doctor ever told you that you have (or have had): Myocardial infarction (heart attack)?

Frequencies

label	value	n	%	v. %
No	1	1836	90.3	99.3
Yes	2	13	0.6	0.7
System missing (SYSMIS)	.	184	9.1	–
		2033	100.0	100.0

[Q11_6] Has a doctor ever told you that you have (or have had): Angina pectoris (chest pain or chest tightness)?**Question**

Has a doctor ever told you that you have (or have had): Angina pectoris (chest pain or chest tightness)?

Frequencies

label	value	n	%	v. %
No	1	1831	90.1	99.0
Yes	2	19	0.9	1.0
System missing (SYSMIS)	.	183	9.0	–
		2033	100.0	100.0

[Q11_7] Has a doctor ever told you that you have (or have had): Cerebral insult?**Question**

Has a doctor ever told you that you have (or have had): Cerebral insult?

Frequencies

label	value	n	%	v. %
No	1	1822	89.6	98.8
Yes	2	23	1.1	1.2
System missing (SYSMIS)	.	188	9.2	–
		2033	100.0	100.0

[Q11_8] Has a doctor ever told you that you have (or have had): Arthrosis?**Question***Has a doctor ever told you that you have (or have had): Arthrosis?***Frequencies**

label	value	n	%	v. %
No	1	1711	84.2	91.6
Yes	2	156	7.7	8.4
System missing (SYSMIS)	.	166	8.2	–
		2033	100.0	100.0

[Q11_9] Has a doctor ever told you that you have (or have had): (Rheumatoid) arthritis?**Question***Has a doctor ever told you that you have (or have had): (Rheumatoid) arthritis?***Frequencies**

label	value	n	%	v. %
No	1	1814	89.2	97.9
Yes	2	38	1.9	2.1
System missing (SYSMIS)	.	181	8.9	–
		2033	100.0	100.0

[Q11_10] Has a doctor ever told you that you have (or have had): Fibromyalgia?**Question***Has a doctor ever told you that you have (or have had): Fibromyalgia?***Frequencies**

label	value	n	%	v. %
No	1	1808	88.9	98.0
Yes	2	37	1.8	2.0

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
System missing (SYSMIS)	.	188	9.2	–
		2033	100.0	100.0

[Q11_11] Has a doctor ever told you that you have (or have had): Sciatica?**Question***Has a doctor ever told you that you have (or have had): Sciatica?***Frequencies**

label	value	n	%	v. %
No	1	1714	84.3	92.4
Yes	2	141	6.9	7.6
System missing (SYSMIS)	.	178	8.8	–
		2033	100.0	100.0

[Q11_12] Has a doctor ever told you that you have (or have had): Some other chronic back pain?**Question***Has a doctor ever told you that you have (or have had): Some other chronic back pain?***Frequencies**

label	value	n	%	v. %
No	1	1721	84.7	92.6
Yes	2	137	6.7	7.4
System missing (SYSMIS)	.	175	8.6	–
		2033	100.0	100.0

[Q11_13] Has a doctor ever told you that you have (or have had): Gastric or duodenal ulcer?**Question***Has a doctor ever told you that you have (or have had): Gastric or duodenal ulcer?***Frequencies**

2. Variables

label	value	n	%	v. %
No	1	1795	88.3	96.6
Yes	2	63	3.1	3.4
System missing (SYSMIS)	.	175	8.6	–
		2033	100.0	100.0

[Q11_14] Has a doctor ever told you that you have (or have had): Migraine?

Question

Has a doctor ever told you that you have (or have had): Migraine?

Frequencies

label	value	n	%	v. %
No	1	1565	77.0	83.7
Yes	2	305	15.0	16.3
System missing (SYSMIS)	.	163	8.0	–
		2033	100.0	100.0

[Q11_15] Has a doctor ever told you that you have (or have had): Depression?

Question

Has a doctor ever told you that you have (or have had): Depression?

Frequencies

label	value	n	%	v. %
No	1	1725	84.8	92.6
Yes	2	137	6.7	7.4
System missing (SYSMIS)	.	171	8.4	–
		2033	100.0	100.0

[Q11_16] Has a doctor ever told you that you have (or have had): Other mental health problems?

Question

Has a doctor ever told you that you have (or have had): Other mental health problems?

Frequencies

label	value	n	%	v. %
No	1	1806	88.8	98.0
Yes	2	37	1.8	2.0
System missing (SYSMIS)	.	190	9.3	–
		2033	100.0	100.0

[Q11_17] Has a doctor ever told you that you have (or have had): High cholesterol level?

Question

Has a doctor ever told you that you have (or have had): High cholesterol level?

Frequencies

label	value	n	%	v. %
No	1	1676	82.4	89.8
Yes	2	190	9.3	10.2
System missing (SYSMIS)	.	167	8.2	–
		2033	100.0	100.0

[Q11_18] Has a doctor ever told you that you have (or have had): Diabetes?

Question

Has a doctor ever told you that you have (or have had): Diabetes?

Frequencies

label	value	n	%	v. %
No	1	1797	88.4	96.9
Yes	2	57	2.8	3.1
System missing (SYSMIS)	.	179	8.8	–
		2033	100.0	100.0

[Q11_19] Has a doctor ever told you that you have (or have had): Some other chronic or serious illness or disability?

Question

Has a doctor ever told you that you have (or have had): Some other chronic or serious illness or disability?

Frequencies

label	value	n	%	v. %
No	1	1339	65.9	84.6
Yes	2	244	12.0	15.4
System missing (SYSMIS)	.	450	22.1	–
		2033	100.0	100.0

[Q12_1] On a scale of 1-7, so far your life has...**Question**

On a scale of 1-7, so far your life has...

Frequencies

label	value	n	%	v. %
been totally without meaning and purpose	1	12	0.6	0.6
	2	24	1.2	1.2
	3	72	3.5	3.6
	4	145	7.1	7.2
	5	439	21.6	21.8
	6	841	41.4	41.7
had very clear goals and purposes	7	484	23.8	24.0
System missing (SYSMIS)	.	16	0.8	–
		2033	100.0	100.0

[Q12_2] On a scale of 1-7, how often do you feel indifferent to what is going on around you?**Question**

On a scale of 1-7, how often do you feel indifferent to what is going on around you?

Frequencies

label	value	n	%	v. %
Never	1	544	26.8	27.1
	2	843	41.5	42.0
	3	230	11.3	11.5
	4	148	7.3	7.4
	5	134	6.6	6.7

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
	6	80	3.9	4.0
Very often	7	27	1.3	1.3
System missing (SYSMIS)	.	27	1.3	–
		2033	100.0	100.0

[Q12_3] On a scale of 1-7, how often does the behaviour of people you thought you knew well surprise you?

Question

On a scale of 1-7, how often does the behaviour of people you thought you knew well surprise you?

Frequencies

label	value	n	%	v. %
Never	1	54	2.7	2.7
	2	705	34.7	35.1
	3	512	25.2	25.5
	4	333	16.4	16.6
	5	266	13.1	13.2
	6	105	5.2	5.2
All the time	7	35	1.7	1.7
System missing (SYSMIS)	.	23	1.1	–
		2033	100.0	100.0

[Q12_4] On a scale of 1-7, how often have you been disappointed with people you trusted?

Question

On a scale of 1-7, how often have you been disappointed with people you trusted?

Frequencies

label	value	n	%	v. %
Never	1	86	4.2	4.3
	2	739	36.4	36.7
	3	445	21.9	22.1

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
	4	307	15.1	15.2
	5	291	14.3	14.4
	6	125	6.1	6.2
All the time	7	22	1.1	1.1
System missing (SYSMIS)	.	18	0.9	–
		2033	100.0	100.0

[Q12_5] On a scale of 1-7, how often do you feel you are treated unfairly?

Question

On a scale of 1-7, how often do you feel you are treated unfairly?

Frequencies

label	value	n	%	v. %
Very often	1	37	1.8	1.8
	2	134	6.6	6.7
	3	260	12.8	12.9
	4	277	13.6	13.7
	5	382	18.8	19.0
	6	810	39.8	40.2
Never	7	115	5.7	5.7
System missing (SYSMIS)	.	18	0.9	–
		2033	100.0	100.0

[Q12_6] On a scale of 1-7, how often do you feel that you are in a strange situation and do not know what to do?

Question

On a scale of 1-7, how often do you feel that you are in a strange situation and do not know what to do?

Frequencies

label	value	n	%	v. %
Very often	1	16	0.8	0.8
	2	54	2.7	2.7

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
	3	118	5.8	5.9
	4	214	10.5	10.7
	5	372	18.3	18.6
	6	992	48.8	49.5
Never	7	238	11.7	11.9
System missing (SYSMIS)	.	29	1.4	–
		2033	100.0	100.0

[Q12_7] On a scale of 1-7, do you feel that carrying out your everyday tasks is...

Question

On a scale of 1-7, do you feel that carrying out your everyday tasks is...

Frequencies

label	value	n	%	v. %
a source of pleasure and satisfaction	1	245	12.1	12.2
	2	773	38.0	38.6
	3	512	25.2	25.5
	4	293	14.4	14.6
	5	126	6.2	6.3
	6	43	2.1	2.1
painful and boring	7	12	0.6	0.6
System missing (SYSMIS)	.	29	1.4	–
		2033	100.0	100.0

[Q12_8] On a scale of 1-7, how often are your feelings and thoughts really confused?

Question

On a scale of 1-7, how often are your feelings and thoughts really confused?

Frequencies

label	value	n	%	v. %
Very often	1	21	1.0	1.0

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
	2	78	3.8	3.9
	3	177	8.7	8.8
	4	227	11.2	11.3
	5	337	16.6	16.8
	6	905	44.5	45.0
Never	7	265	13.0	13.2
System missing (SYSMIS)	.	23	1.1	–
		2033	100.0	100.0

[Q12_9] On a scale of 1-7, how often do you have feelings you would not like to allow yourself to have?

Question

On a scale of 1-7, how often do you have feelings you would not like to allow yourself to have?

Frequencies

label	value	n	%	v. %
Very often	1	22	1.1	1.1
	2	96	4.7	4.8
	3	185	9.1	9.2
	4	211	10.4	10.5
	5	295	14.5	14.7
	6	679	33.4	33.8
Very rarely	7	519	25.5	25.9
System missing (SYSMIS)	.	26	1.3	–
		2033	100.0	100.0

[Q12_10] Many people - even those with strong character - feel in certain situations that they are in the way of other people. On a scale of 1-7, how often have you felt like this?

Question

Many people - even those with strong character - feel in certain situations that they are in the way of other people. On a scale of 1-7, how often have you felt like this?

Frequencies

label	value	n	%	v. %
Never	1	204	10.0	10.1
	2	838	41.2	41.7
	3	384	18.9	19.1
	4	282	13.9	14.0
	5	183	9.0	9.1
	6	102	5.0	5.1
Very often	7	18	0.9	0.9
System missing (SYSMIS)	.	22	1.1	–
		2033	100.0	100.0

[Q12_11] On a scale of 1-7, when something has happened, do you generally find afterwards that you had...

Question

On a scale of 1-7, when something has happened, do you generally find afterwards that you had...

Frequencies

label	value	n	%	v. %
over/underestimated the significance of the matter	1	27	1.3	1.3
	2	153	7.5	7.6
	3	311	15.3	15.5
	4	500	24.6	24.9
	5	448	22.0	22.3
	6	474	23.3	23.6
seen the matter in proper perspective	7	92	4.5	4.6
System missing (SYSMIS)	.	28	1.4	–
		2033	100.0	100.0

[Q12_12] On a scale of 1-7, how often do you feel that your daily doings are of no consequence?

Question

On a scale of 1-7, how often do you feel that your daily doings are of no consequence?

Frequencies

2. Variables

label	value	n	%	v. %
Very often	1	16	0.8	0.8
	2	63	3.1	3.1
	3	135	6.6	6.7
	4	192	9.4	9.6
	5	287	14.1	14.3
	6	822	40.4	40.9
Very rarely or never	7	494	24.3	24.6
System missing (SYSMIS)	.	24	1.2	–
		2033	100.0	100.0

[Q12_13] On a scale of 1-7, how often do you have feelings you are not sure of being able to control?

Question

On a scale of 1-7, how often do you have feelings you are not sure of being able to control?

Frequencies

label	value	n	%	v. %
Very often	1	12	0.6	0.6
	2	57	2.8	2.8
	3	155	7.6	7.7
	4	173	8.5	8.6
	5	262	12.9	13.0
	6	747	36.7	37.2
Very rarely or never	7	603	29.7	30.0
System missing (SYSMIS)	.	24	1.2	–
		2033	100.0	100.0

[Q13_1] Have you recently been able to concentrate on whatever you're doing?

Question

Have you recently been able to concentrate on whatever you're doing?

Frequencies

label	value	n	%	v. %
Better than usual	1	117	5.8	5.8

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
Same as usual	2	1464	72.0	72.6
Less than usual	3	414	20.4	20.5
Much less than usual	4	21	1.0	1.0
System missing (SYSMIS)	.	17	0.8	–
		2033	100.0	100.0

[Q13_2] Have you recently lost much sleep over worry?**Question***Have you recently lost much sleep over worry?***Frequencies**

label	value	n	%	v. %
Not at all	1	658	32.4	32.6
No more than usual	2	988	48.6	48.9
Rather more than usual	3	328	16.1	16.2
Much more than usual	4	46	2.3	2.3
System missing (SYSMIS)	.	13	0.6	–
		2033	100.0	100.0

[Q13_3] Have you recently felt that you were playing a useful part in things?**Question***Have you recently felt that you were playing a useful part in things?***Frequencies**

label	value	n	%	v. %
More so than usual	1	270	13.3	13.4
Same as usual	2	1554	76.4	77.1
Less so than usual	3	166	8.2	8.2
Much less than usual	4	26	1.3	1.3
System missing (SYSMIS)	.	17	0.8	–
		2033	100.0	100.0

[Q13_4] Have you recently felt capable of making decisions about things?**Question**

Have you recently felt capable of making decisions about things?

Frequencies

label	value	n	%	v. %
Better than usual	1	197	9.7	9.8
Same as usual	2	1592	78.3	78.9
Less than usual	3	209	10.3	10.4
Much less than usual	4	21	1.0	1.0
System missing (SYSMIS)	.	14	0.7	—
		2033	100.0	100.0

[Q13_5] Have you recently felt constantly under strain?**Question**

Have you recently felt constantly under strain?

Frequencies

label	value	n	%	v. %
Not at all	1	348	17.1	17.3
No more than usual	2	839	41.3	41.6
Rather more than usual	3	693	34.1	34.4
Much more than usual	4	137	6.7	6.8
System missing (SYSMIS)	.	16	0.8	—
		2033	100.0	100.0

[Q13_6] Have you recently felt you couldn't overcome your difficulties?**Question**

Have you recently felt you couldn't overcome your difficulties?

Frequencies

label	value	n	%	v. %
Not at all	1	675	33.2	33.5

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
No more than usual	2	1023	50.3	50.8
Rather more than usual	3	274	13.5	13.6
Much more than usual	4	41	2.0	2.0
System missing (SYSMIS)	.	20	1.0	–
		2033	100.0	100.0

[Q13_7] Have you recently been able to enjoy your normal day-to-day activities?

Question

Have you recently been able to enjoy your normal day-to-day activities?

Frequencies

label	value	n	%	v. %
More so than usual	1	192	9.4	9.5
Same as usual	2	1409	69.3	69.9
Less so than usual	3	374	18.4	18.6
Much less than usual	4	40	2.0	2.0
System missing (SYSMIS)	.	18	0.9	–
		2033	100.0	100.0

[Q13_8] Have you recently been able to face up to problems?

Question

Have you recently been able to face up to problems?

Frequencies

label	value	n	%	v. %
Better than usual	1	169	8.3	8.4
Same as usual	2	1554	76.4	77.2
Less than usual	3	262	12.9	13.0
Much less than usual	4	28	1.4	1.4
System missing (SYSMIS)	.	20	1.0	–
		2033	100.0	100.0

[Q13_9] Have you recently been feeling unhappy or distressed?**Question***Have you recently been feeling unhappy or distressed?***Frequencies**

label	value	n	%	v. %
Not at all	1	628	30.9	31.1
No more than usual	2	874	43.0	43.3
Rather more than usual	3	412	20.3	20.4
Much more than usual	4	104	5.1	5.2
System missing (SYSMIS)	.	15	0.7	—
		2033	100.0	100.0

[Q13_10] Have you recently been losing confidence in yourself?**Question***Have you recently been losing confidence in yourself?***Frequencies**

label	value	n	%	v. %
Not at all	1	799	39.3	39.6
No more than usual	2	905	44.5	44.8
Rather more than usual	3	258	12.7	12.8
Much more than usual	4	57	2.8	2.8
System missing (SYSMIS)	.	14	0.7	—
		2033	100.0	100.0

[Q13_11] Have you recently been thinking yourself as a worthless person?**Question***Have you recently been thinking yourself as a worthless person?***Frequencies**

label	value	n	%	v. %
Not at all	1	1028	50.6	51.0

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
No more than usual	2	693	34.1	34.4
Rather more than usual	3	232	11.4	11.5
Much more than usual	4	63	3.1	3.1
System missing (SYSMIS)	.	17	0.8	–
		2033	100.0	100.0

[Q13_12] Have you recently been feeling reasonably happy, all things considered?

Question

Have you recently been feeling reasonably happy, all things considered?

Frequencies

label	value	n	%	v. %
More so than usual	1	344	16.9	17.1
Same as usual	2	1325	65.2	66.0
Less so than usual	3	282	13.9	14.0
Much less than usual	4	57	2.8	2.8
System missing (SYSMIS)	.	25	1.2	–
		2033	100.0	100.0

[Q14_1] How many times did you visit a doctor during the past year: Municipal health care doctor?

Question

How many times did you visit a doctor during the past year: Municipal health care doctor?

Descriptive statistics

statistic	value
number of valid cases	1557
minimum	0.00
maximum	67.00
mean	2.20
standard deviation	3.14

[Q14_2] How many times did you visit a doctor during the past year: Occupational health care doctor?

Question

How many times did you visit a doctor during the past year: Occupational health care doctor?

Descriptive statistics

statistic	value
number of valid cases	1277
minimum	0.00
maximum	71.00
mean	1.41
standard deviation	2.81

[Q14_3] How many times did you visit a doctor during the past year: Private doctor?

Question

How many times did you visit a doctor during the past year: Private doctor?

Descriptive statistics

statistic	value
number of valid cases	1224
minimum	0.00
maximum	62.00
mean	1.26
standard deviation	2.46

[Q14_4] How many times did you visit a doctor during the past year: Hospital doctor working at an outpatient clinic?

Question

How many times did you visit a doctor during the past year: Hospital doctor working at an outpatient clinic?

Descriptive statistics

statistic	value
number of valid cases	1115
minimum	0.00
maximum	90.00
mean	1.31
standard deviation	3.33

[Q14_5] How many times did you visit a doctor during the past year: Other doctor?

Question

How many times did you visit a doctor during the past year: Other doctor?

Descriptive statistics

statistic	value
number of valid cases	922
minimum	0.00
maximum	72.00
mean	1.00
standard deviation	3.59

[Q15] Do you have the right to use occupational health care offered by the municipality?

Question

Do you have the right to use occupational health care offered by the municipality?

Frequencies

label	value	n	%	v. %
No	1	163	8.0	10.3
Yes	2	1284	63.2	81.3
Can't say	3	132	6.5	8.4
System missing (SYSMIS)	.	454	22.3	—
		2033	100.0	100.0

[Q16_1] Were you able to use occupational health care services in 1999?

Question

Were you able to use occupational health care services in 1999?

2. Variables

Frequencies

label	value	n	%	v. %
Yes	1	1416	69.7	72.8
No	2	528	26.0	27.2
System missing (SYSMIS)	.	89	4.4	–
		2033	100.0	100.0

[Q16_2] Were you able to use occupational health care services in 2000?

Question

Were you able to use occupational health care services in 2000?

Frequencies

label	value	n	%	v. %
Yes	1	1351	66.5	70.0
No	2	580	28.5	30.0
System missing (SYSMIS)	.	102	5.0	–
		2033	100.0	100.0

[Q16_3] Were you able to use occupational health care services in 2001?

Question

Were you able to use occupational health care services in 2001?

Frequencies

label	value	n	%	v. %
Yes	1	1411	69.4	72.8
No	2	527	25.9	27.2
System missing (SYSMIS)	.	95	4.7	–
		2033	100.0	100.0

[Q17_1] Were you able to participate in Workplace Health Promotion (WHP) in 1999?

Question

Were you able to participate in Workplace Health Promotion (WHP) in 1999?

Frequencies

label	value	n	%	v. %
Yes	1	367	18.1	20.1
No	2	1458	71.7	79.9
System missing (SYSMIS)	.	208	10.2	–
		2033	100.0	100.0

[Q17_2] Were you able to participate in Workplace Health Promotion (WHP) in 2000?**Question**

Were you able to participate in Workplace Health Promotion (WHP) in 2000?

Frequencies

label	value	n	%	v. %
Yes	1	439	21.6	24.0
No	2	1389	68.3	76.0
System missing (SYSMIS)	.	205	10.1	–
		2033	100.0	100.0

[Q17_3] Were you able to participate in Workplace Health Promotion (WHP) in 2001?**Question**

Were you able to participate in Workplace Health Promotion (WHP) in 2001?

Frequencies

label	value	n	%	v. %
Yes	1	547	26.9	30.0
No	2	1277	62.8	70.0
System missing (SYSMIS)	.	209	10.3	–
		2033	100.0	100.0

[Q18] Have you had a health assessment/physical examination in an occupational health care unit of the municipality?

Question

Have you had a health assessment/physical examination in an occupational health care unit of the municipality?

Frequencies

label	value	n	%	v. %
Never	1	402	19.8	20.1
Over five years ago	2	358	17.6	17.9
1-5 years ago	3	878	43.2	43.9
Less than a year ago	4	362	17.8	18.1
System missing (SYSMIS)	.	33	1.6	–
		2033	100.0	100.0

[Q19] Respondent's marital status

Question

Respondent's marital status

Frequencies

label	value	n	%	v. %
Single	1	339	16.7	17.0
Married or co-habiting	2	1417	69.7	71.2
Divorced or separated	3	212	10.4	10.7
Widow	4	22	1.1	1.1
System missing (SYSMIS)	.	43	2.1	–
		2033	100.0	100.0

[Q20_1_1] Whom can you really count on to distract you from your worries when you feel under stress: Spouse, partner?

Question

Whom can you really count on to distract you from your worries when you feel under stress: Spouse, partner?

Frequencies

label	value	n	%	v. %
Not mentioned	0	686	33.7	33.7
Mentioned	1	1347	66.3	66.3
		2033	100.0	100.0

[Q20_1_2] Whom can you really count on to distract you from your worries when you feel under stress: Other relative?

Question

Whom can you really count on to distract you from your worries when you feel under stress: Other relative?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1094	53.8	53.8
Mentioned	1	939	46.2	46.2
		2033	100.0	100.0

[Q20_1_3] Whom can you really count on to distract you from your worries when you feel under stress: Close friend?

Question

Whom can you really count on to distract you from your worries when you feel under stress: Close friend?

Frequencies

label	value	n	%	v. %
Not mentioned	0	912	44.9	44.9
Mentioned	1	1121	55.1	55.1
		2033	100.0	100.0

[Q20_1_4] Whom can you really count on to distract you from your worries when you feel under stress: Close colleague?

Question

Whom can you really count on to distract you from your worries when you feel under stress: Close colleague?

2. Variables

Frequencies

label	value	n	%	v. %
Not mentioned	0	1646	81.0	81.0
Mentioned	1	387	19.0	19.0
		2033	100.0	100.0

[Q20_1_5] Whom can you really count on to distract you from your worries when you feel under stress: Someone else?

Question

Whom can you really count on to distract you from your worries when you feel under stress: Someone else?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1966	96.7	96.7
Mentioned	1	67	3.3	3.3
		2033	100.0	100.0

[Q20_1_6] Whom can you really count on to distract you from your worries when you feel under stress: No-one?

Question

Whom can you really count on to distract you from your worries when you feel under stress: No-one?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1950	95.9	95.9
Mentioned	1	83	4.1	4.1
		2033	100.0	100.0

[Q20_2_1] Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Spouse, partner?

Question

Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Spouse, partner?

Frequencies

label	value	n	%	v. %
Not mentioned	0	771	37.9	37.9
Mentioned	1	1262	62.1	62.1
		2033	100.0	100.0

[Q20_2_2] Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Other relative?

Question

Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Other relative?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1300	63.9	63.9
Mentioned	1	733	36.1	36.1
		2033	100.0	100.0

[Q20_2_3] Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Close friend?

Question

Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Close friend?

Frequencies

2. Variables

label	value	n	%	v. %
Not mentioned	0	924	45.5	45.5
Mentioned	1	1109	54.5	54.5
		2033	100.0	100.0

[Q20_2_4] Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Close colleague?

Question

Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Close colleague?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1761	86.6	86.6
Mentioned	1	272	13.4	13.4
		2033	100.0	100.0

[Q20_2_5] Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Someone else?

Question

Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Someone else?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1941	95.5	95.5
Mentioned	1	92	4.5	4.5
		2033	100.0	100.0

[Q20_2_6] Whom can you really count on to help you feel more relaxed when you are under pressure or tension: No-one?

Question

Whom can you really count on to help you feel more relaxed when you are under pressure or tension: No-one?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1924	94.6	94.6
Mentioned	1	109	5.4	5.4
		2033	100.0	100.0

[Q20_3_1] Who accepts you totally including both your worst and best points: Spouse, partner?**Question**

Who accepts you totally including both your worst and best points: Spouse, partner?

Frequencies

label	value	n	%	v. %
Not mentioned	0	678	33.3	33.3
Mentioned	1	1355	66.7	66.7
		2033	100.0	100.0

[Q20_3_2] Who accepts you totally including both your worst and best points: Other relative?**Question**

Who accepts you totally including both your worst and best points: Other relative?

Frequencies

label	value	n	%	v. %
Not mentioned	0	800	39.4	39.4
Mentioned	1	1233	60.6	60.6
		2033	100.0	100.0

[Q20_3_3] Who accepts you totally including both your worst and best points: Close friend?**Question**

Who accepts you totally including both your worst and best points: Close friend?

2. Variables

Frequencies

label	value	n	%	v. %
Not mentioned	0	910	44.8	44.8
Mentioned	1	1123	55.2	55.2
		2033	100.0	100.0

[Q20_3_4] Who accepts you totally including both your worst and best points: Close colleague?

Question

Who accepts you totally including both your worst and best points: Close colleague?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1711	84.2	84.2
Mentioned	1	322	15.8	15.8
		2033	100.0	100.0

[Q20_3_5] Who accepts you totally including both your worst and best points: Someone else?

Question

Who accepts you totally including both your worst and best points: Someone else?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1938	95.3	95.3
Mentioned	1	95	4.7	4.7
		2033	100.0	100.0

[Q20_3_6] Who accepts you totally including both your worst and best points: No-one?

Question

Who accepts you totally including both your worst and best points: No-one?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1980	97.4	97.4
Mentioned	1	53	2.6	2.6
		2033	100.0	100.0

[Q20_4_1] Whom can you really count on to care about you regardless of what is happening to you: Spouse, partner?

Question

Whom can you really count on to care about you regardless of what is happening to you: Spouse, partner?

Frequencies

label	value	n	%	v. %
Not mentioned	0	643	31.6	31.6
Mentioned	1	1390	68.4	68.4
		2033	100.0	100.0

[Q20_4_2] Whom can you really count on to care about you regardless of what is happening to you: Other relative?

Question

Whom can you really count on to care about you regardless of what is happening to you: Other relative?

Frequencies

label	value	n	%	v. %
Not mentioned	0	631	31.0	31.0
Mentioned	1	1402	69.0	69.0
		2033	100.0	100.0

[Q20_4_3] Whom can you really count on to care about you regardless of what is happening to you: Close friend?

Question

Whom can you really count on to care about you regardless of what is happening to you: Close friend?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1074	52.8	52.8
Mentioned	1	959	47.2	47.2
		2033	100.0	100.0

[Q20_4_4] Whom can you really count on to care about you regardless of what is happening to you: Close colleague?

Question

Whom can you really count on to care about you regardless of what is happening to you: Close colleague?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1838	90.4	90.4
Mentioned	1	195	9.6	9.6
		2033	100.0	100.0

[Q20_4_5] Whom can you really count on to care about you regardless of what is happening to you: Someone else?

Question

Whom can you really count on to care about you regardless of what is happening to you: Someone else?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1970	96.9	96.9
Mentioned	1	63	3.1	3.1
		2033	100.0	100.0

[Q20_4_6] Whom can you really count on to care about you regardless of what is happening to you: No-one?

Question

Whom can you really count on to care about you regardless of what is happening to you: No-one?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1991	97.9	97.9
Mentioned	1	42	2.1	2.1
		2033	100.0	100.0

[Q20_5_1] Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: Spouse, partner?

Question

Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: Spouse, partner?

Frequencies

label	value	n	%	v. %
Not mentioned	0	844	41.5	41.5
Mentioned	1	1189	58.5	58.5
		2033	100.0	100.0

[Q20_5_2] Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: Other relative?

Question

Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: Other relative?

2. Variables

Frequencies

label	value	n	%	v. %
Not mentioned	0	1175	57.8	57.8
Mentioned	1	858	42.2	42.2
		2033	100.0	100.0

[Q20_5_3] Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: Close friend?

Question

Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: Close friend?

Frequencies

label	value	n	%	v. %
Not mentioned	0	846	41.6	41.6
Mentioned	1	1187	58.4	58.4
		2033	100.0	100.0

[Q20_5_4] Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: Close colleague?

Question

Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: Close colleague?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1706	83.9	83.9
Mentioned	1	327	16.1	16.1
		2033	100.0	100.0

[Q20_5_5] Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: Someone else?

Question

Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: Someone else?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1956	96.2	96.2
Mentioned	1	77	3.8	3.8
		2033	100.0	100.0

[Q20_5_6] Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: No-one?

Question

Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: No-one?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1926	94.7	94.7
Mentioned	1	107	5.3	5.3
		2033	100.0	100.0

[Q20_6_1] Whom can you count on to console you when you are very upset: Spouse, partner?

Question

Whom can you count on to console you when you are very upset: Spouse, partner?

Frequencies

label	value	n	%	v. %
Not mentioned	0	705	34.7	34.7

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
Mentioned	1	1328	65.3	65.3
		2033	100.0	100.0

[Q20_6_2] Whom can you count on to console you when you are very upset: Other relative?

Question

Whom can you count on to console you when you are very upset: Other relative?

Frequencies

label	value	n	%	v. %
Not mentioned	0	968	47.6	47.6
Mentioned	1	1065	52.4	52.4
		2033	100.0	100.0

[Q20_6_3] Whom can you count on to console you when you are very upset: Close friend?

Question

Whom can you count on to console you when you are very upset: Close friend?

Frequencies

label	value	n	%	v. %
Not mentioned	0	871	42.8	42.8
Mentioned	1	1162	57.2	57.2
		2033	100.0	100.0

[Q20_6_4] Whom can you count on to console you when you are very upset: Close colleague?

Question

Whom can you count on to console you when you are very upset: Close colleague?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1687	83.0	83.0
Mentioned	1	346	17.0	17.0
		2033	100.0	100.0

**[Q20_6_5] Whom can you count on to console you when you are very upset:
Someone else?**

Question

Whom can you count on to console you when you are very upset: Someone else?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1950	95.9	95.9
Mentioned	1	83	4.1	4.1
		2033	100.0	100.0

**[Q20_6_6] Whom can you count on to console you when you are very upset:
No-one?**

Question

Whom can you count on to console you when you are very upset: No-one?

Frequencies

label	value	n	%	v. %
Not mentioned	0	1942	95.5	95.5
Mentioned	1	91	4.5	4.5
		2033	100.0	100.0

[Q21_1] I have to be quick in my job

Question

I have to be quick in my job

Frequencies

2. Variables

label	value	n	%	v. %
Strongly agree	1	574	28.2	28.6
Agree	2	843	41.5	42.0
Neither agree nor disagree	3	309	15.2	15.4
Disagree	4	229	11.3	11.4
Strongly disagree	5	51	2.5	2.5
System missing (SYSMIS)	.	27	1.3	–
		2033	100.0	100.0

[Q21_2] My job requires that I work very hard

Question

My job requires that I work very hard

Frequencies

label	value	n	%	v. %
Strongly agree	1	489	24.1	24.4
Agree	2	827	40.7	41.2
Neither agree nor disagree	3	378	18.6	18.8
Disagree	4	272	13.4	13.6
Strongly disagree	5	41	2.0	2.0
System missing (SYSMIS)	.	26	1.3	–
		2033	100.0	100.0

[Q21_3] I'm expected to manage an unreasonably heavy workload

Question

I'm expected to manage an unreasonably heavy workload

Frequencies

label	value	n	%	v. %
Strongly agree	1	179	8.8	8.9
Agree	2	425	20.9	21.2
Neither agree nor disagree	3	572	28.1	28.6
Disagree	4	551	27.1	27.5
Strongly disagree	5	275	13.5	13.7
System missing (SYSMIS)	.	31	1.5	–
		2033	100.0	100.0

[Q21_4] I have enough time to carry out my work**Question***I have enough time to carry out my work***Frequencies**

label	value	n	%	v. %
Strongly agree	1	276	13.6	13.8
Agree	2	768	37.8	38.5
Neither agree nor disagree	3	285	14.0	14.3
Disagree	4	546	26.9	27.4
Strongly disagree	5	121	6.0	6.1
System missing (SYSMIS)	.	37	1.8	–
		2033	100.0	100.0

[Q21_5] Other people make conflicting demands on me**Question***Other people make conflicting demands on me***Frequencies**

label	value	n	%	v. %
Strongly agree	1	111	5.5	5.6
Agree	2	440	21.6	22.1
Neither agree nor disagree	3	500	24.6	25.2
Disagree	4	563	27.7	28.3
Strongly disagree	5	373	18.3	18.8
System missing (SYSMIS)	.	46	2.3	–
		2033	100.0	100.0

[Q21_6] My job is very fast-paced**Question***My job is very fast-paced***Frequencies**

2. Variables

label	value	n	%	v. %
Strongly agree	1	313	15.4	15.7
Agree	2	607	29.9	30.4
Neither agree nor disagree	3	420	20.7	21.0
Disagree	4	448	22.0	22.4
Strongly disagree	5	210	10.3	10.5
System missing (SYSMIS)	.	35	1.7	–
		2033	100.0	100.0

[Q21_7] My tasks require prolonged, intense concentration

Question

My tasks require prolonged, intense concentration

Frequencies

label	value	n	%	v. %
Strongly agree	1	330	16.2	16.5
Agree	2	711	35.0	35.6
Neither agree nor disagree	3	440	21.6	22.0
Disagree	4	382	18.8	19.1
Strongly disagree	5	133	6.5	6.7
System missing (SYSMIS)	.	37	1.8	–
		2033	100.0	100.0

[Q21_8] I am frequently interrupted at work, and I have to complete the task I was doing later

Question

I am frequently interrupted at work, and I have to complete the task I was doing later

Frequencies

label	value	n	%	v. %
Strongly agree	1	396	19.5	19.8
Agree	2	637	31.3	31.9
Neither agree nor disagree	3	324	15.9	16.2
Disagree	4	432	21.2	21.7
Strongly disagree	5	206	10.1	10.3
System missing (SYSMIS)	.	38	1.9	–

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
		2033	100.0	100.0

[Q21_9] My job is often slowed down because I have to wait for assignments from other people or other departments

Question

My job is often slowed down because I have to wait for assignments from other people or other departments

Frequencies

label	value	n	%	v. %
Strongly agree	1	80	3.9	4.0
Agree	2	265	13.0	13.3
Neither agree nor disagree	3	344	16.9	17.2
Disagree	4	658	32.4	33.0
Strongly disagree	5	648	31.9	32.5
System missing (SYSMIS)	.	38	1.9	–
		2033	100.0	100.0

[Q21_10] Multiple, simultaneous or conflicting demands are often made on me at work

Question

Multiple, simultaneous or conflicting demands are often made on me at work

Frequencies

label	value	n	%	v. %
Strongly agree	1	228	11.2	11.4
Agree	2	572	28.1	28.6
Neither agree nor disagree	3	409	20.1	20.5
Disagree	4	501	24.6	25.1
Strongly disagree	5	287	14.1	14.4
System missing (SYSMIS)	.	36	1.8	–
		2033	100.0	100.0

[Q22_1] I can frequently make independent decisions in my job

Question

I can frequently make independent decisions in my job

Frequencies

label	value	n	%	v. %
Strongly agree	1	513	25.2	25.6
Agree	2	850	41.8	42.4
Neither agree nor disagree	3	230	11.3	11.5
Disagree	4	318	15.6	15.9
Strongly disagree	5	94	4.6	4.7
System missing (SYSMIS)	.	28	1.4	–
		2033	100.0	100.0

[Q22_2] My job requires creativity

Question

My job requires creativity

Frequencies

label	value	n	%	v. %
Strongly agree	1	816	40.1	40.6
Agree	2	738	36.3	36.8
Neither agree nor disagree	3	219	10.8	10.9
Disagree	4	168	8.3	8.4
Strongly disagree	5	67	3.3	3.3
System missing (SYSMIS)	.	25	1.2	–
		2033	100.0	100.0

[Q22_3] My job requires that I keep learning new skills

Question

My job requires that I keep learning new skills

Frequencies

label	value	n	%	v. %
Strongly agree	1	1029	50.6	51.2
Agree	2	741	36.4	36.8
Neither agree nor disagree	3	147	7.2	7.3
Disagree	4	79	3.9	3.9
Strongly disagree	5	15	0.7	0.7
System missing (SYSMIS)	.	22	1.1	–
		2033	100.0	100.0

[Q22_4] My job entails a lot of routine, repetitive tasks

Question

My job entails a lot of routine, repetitive tasks

Frequencies

label	value	n	%	v. %
Strongly agree	1	576	28.3	28.7
Agree	2	823	40.5	41.0
Neither agree nor disagree	3	243	12.0	12.1
Disagree	4	309	15.2	15.4
Strongly disagree	5	55	2.7	2.7
System missing (SYSMIS)	.	27	1.3	–
		2033	100.0	100.0

[Q22_5] I have a lot of control over my work

Question

I have a lot of control over my work

Frequencies

label	value	n	%	v. %
Strongly agree	1	424	20.9	21.3
Agree	2	858	42.2	43.0
Neither agree nor disagree	3	336	16.5	16.8
Disagree	4	289	14.2	14.5
Strongly disagree	5	88	4.3	4.4
System missing (SYSMIS)	.	38	1.9	–
		2033	100.0	100.0

[Q22_6] My job requires special skills**Question**

My job requires special skills

Frequencies

label	value	n	%	v. %
Strongly agree	1	636	31.3	31.8
Agree	2	790	38.9	39.6
Neither agree nor disagree	3	366	18.0	18.3
Disagree	4	157	7.7	7.9
Strongly disagree	5	48	2.4	2.4
System missing (SYSMIS)	.	36	1.8	–
		2033	100.0	100.0

[Q22_7] My tasks require prolonged, intense concentration**Question**

My tasks require prolonged, intense concentration

Frequencies

label	value	n	%	v. %
Strongly agree	1	407	20.0	20.5
Agree	2	683	33.6	34.4
Neither agree nor disagree	3	479	23.6	24.1
Disagree	4	326	16.0	16.4
Strongly disagree	5	92	4.5	4.6
System missing (SYSMIS)	.	46	2.3	–
		2033	100.0	100.0

[Q22_8] There is a lot of variety in my job**Question**

There is a lot of variety in my job

Frequencies

label	value	n	%	v. %
Strongly agree	1	858	42.2	42.8
Agree	2	770	37.9	38.4
Neither agree nor disagree	3	210	10.3	10.5
Disagree	4	137	6.7	6.8
Strongly disagree	5	28	1.4	1.4
System missing (SYSMIS)	.	30	1.5	–
		2033	100.0	100.0

[Q22_9] I have the opportunity to develop my particular skills

Question

I have the opportunity to develop my particular skills

Frequencies

label	value	n	%	v. %
Strongly agree	1	502	24.7	25.1
Agree	2	684	33.6	34.2
Neither agree nor disagree	3	416	20.5	20.8
Disagree	4	287	14.1	14.3
Strongly disagree	5	113	5.6	5.6
System missing (SYSMIS)	.	31	1.5	–
		2033	100.0	100.0

[Q22_10] I have very little control over how to do my work

Question

I have very little control over how to do my work

Frequencies

label	value	n	%	v. %
Strongly agree	1	98	4.8	4.9
Agree	2	236	11.6	11.8
Neither agree nor disagree	3	304	15.0	15.2
Disagree	4	806	39.6	40.3
Strongly disagree	5	555	27.3	27.8
System missing (SYSMIS)	.	34	1.7	–
		2033	100.0	100.0

[Q23_1] To what extent can you decide on your working hours: When to start and finish your workday?

Question

To what extent can you decide on your working hours: When to start and finish your workday?

Frequencies

label	value	n	%	v. %
A great deal	1	163	8.0	8.1
To a considerable extent	2	303	14.9	15.0
To a certain extent	3	487	24.0	24.2
To a small extent	4	435	21.4	21.6
Very little	5	627	30.8	31.1
System missing (SYSMIS)	.	18	0.9	–
		2033	100.0	100.0

[Q23_2] To what extent can you decide on your working hours: When to take a break?

Question

To what extent can you decide on your working hours: When to take a break?

Frequencies

label	value	n	%	v. %
A great deal	1	253	12.4	12.6
To a considerable extent	2	471	23.2	23.4
To a certain extent	3	556	27.3	27.6
To a small extent	4	362	17.8	18.0
Very little	5	371	18.2	18.4
System missing (SYSMIS)	.	20	1.0	–
		2033	100.0	100.0

[Q23_3] To what extent can you decide on your working hours: Taking an hour or two off during working hours to take care of personal or family matters?

Question

To what extent can you decide on your working hours: Taking an hour or two off during working hours to take care of personal or family matters?

Frequencies

label	value	n	%	v. %
A great deal	1	128	6.3	6.4
To a considerable extent	2	325	16.0	16.2
To a certain extent	3	542	26.7	26.9
To a small extent	4	451	22.2	22.4
Very little	5	566	27.8	28.1
System missing (SYSMIS)	.	21	1.0	–
		2033	100.0	100.0

[Q23_4] To what extent can you decide on your working hours: Shift allocation?**Question**

To what extent can you decide on your working hours: Shift allocation?

Frequencies

label	value	n	%	v. %
A great deal	1	178	8.8	9.0
To a considerable extent	2	371	18.2	18.9
To a certain extent	3	555	27.3	28.2
To a small extent	4	391	19.2	19.9
Very little	5	473	23.3	24.0
System missing (SYSMIS)	.	65	3.2	–
		2033	100.0	100.0

[Q23_5] To what extent can you decide on your working hours: When to take leave or time off?**Question**

To what extent can you decide on your working hours: When to take leave or time off?

Frequencies

label	value	n	%	v. %
A great deal	1	215	10.6	10.7
To a considerable extent	2	577	28.4	28.8

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
To a certain extent	3	509	25.0	25.4
To a small extent	4	262	12.9	13.1
Very little	5	443	21.8	22.1
System missing (SYSMIS)	.	27	1.3	–
		2033	100.0	100.0

[Q23_6] To what extent can you decide on your working hours: Taking unpaid leave?

Question

To what extent can you decide on your working hours: Taking unpaid leave?

Frequencies

label	value	n	%	v. %
A great deal	1	192	9.4	9.6
To a considerable extent	2	573	28.2	28.8
To a certain extent	3	646	31.8	32.4
To a small extent	4	274	13.5	13.8
Very little	5	307	15.1	15.4
System missing (SYSMIS)	.	41	2.0	–
		2033	100.0	100.0

[Q24_1] Others esteem my work in my workplace

Question

Others esteem my work in my workplace

Frequencies

label	value	n	%	v. %
Strongly agree	1	535	26.3	26.7
Agree	2	1013	49.8	50.5
Neither agree nor disagree	3	300	14.8	15.0
Disagree	4	126	6.2	6.3
Strongly disagree	5	32	1.6	1.6
System missing (SYSMIS)	.	27	1.3	–

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
		2033	100.0	100.0

[Q24_2] Our workplace environment is encouraging**Question***Our workplace environment is encouraging***Frequencies**

label	value	n	%	v. %
Strongly agree	1	283	13.9	14.1
Agree	2	767	37.7	38.4
Neither agree nor disagree	3	521	25.6	26.1
Disagree	4	347	17.1	17.3
Strongly disagree	5	82	4.0	4.1
System missing (SYSMIS)	.	33	1.6	–
		2033	100.0	100.0

[Q24_3] One can really trust people in my workplace**Question***One can really trust people in my workplace***Frequencies**

label	value	n	%	v. %
Strongly agree	1	218	10.7	10.9
Agree	2	776	38.2	38.9
Neither agree nor disagree	3	535	26.3	26.8
Disagree	4	375	18.4	18.8
Strongly disagree	5	93	4.6	4.7
System missing (SYSMIS)	.	36	1.8	–
		2033	100.0	100.0

[Q24_4] There is a sense of comradeship in my workplace, displayed by general willingness to help others

Question

There is a sense of comradeship in my workplace, displayed by general willingness to help others

Frequencies

label	value	n	%	v. %
Strongly agree	1	251	12.3	12.6
Agree	2	832	40.9	41.7
Neither agree nor disagree	3	436	21.4	21.8
Disagree	4	357	17.6	17.9
Strongly disagree	5	121	6.0	6.1
System missing (SYSMIS)	.	36	1.8	–
		2033	100.0	100.0

[Q24_5] Information is readily and openly shared in my workplace

Question

Information is readily and openly shared in my workplace

Frequencies

label	value	n	%	v. %
Strongly agree	1	193	9.5	9.6
Agree	2	782	38.5	39.1
Neither agree nor disagree	3	430	21.2	21.5
Disagree	4	455	22.4	22.7
Strongly disagree	5	141	6.9	7.0
System missing (SYSMIS)	.	32	1.6	–
		2033	100.0	100.0

[Q24_6] The social atmosphere of my workplace is prejudiced

Question

The social atmosphere of my workplace is prejudiced

Frequencies

label	value	n	%	v. %
Strongly agree	1	102	5.0	5.1
Agree	2	421	20.7	21.1
Neither agree nor disagree	3	484	23.8	24.2
Disagree	4	694	34.1	34.8
Strongly disagree	5	295	14.5	14.8
System missing (SYSMIS)	.	37	1.8	–
		2033	100.0	100.0

[Q24_7] There is a lot of gossiping and envy in my workplace

Question

There is a lot of gossiping and envy in my workplace

Frequencies

label	value	n	%	v. %
Strongly agree	1	213	10.5	10.7
Agree	2	601	29.6	30.1
Neither agree nor disagree	3	430	21.2	21.5
Disagree	4	520	25.6	26.0
Strongly disagree	5	234	11.5	11.7
System missing (SYSMIS)	.	35	1.7	–
		2033	100.0	100.0

[Q24_8] I am discriminated against in my workplace

Question

I am discriminated against in my workplace

Frequencies

label	value	n	%	v. %
Strongly agree	1	35	1.7	1.8
Agree	2	119	5.9	6.0
Neither agree nor disagree	3	293	14.4	14.7
Disagree	4	563	27.7	28.2
Strongly disagree	5	989	48.6	49.5
System missing (SYSMIS)	.	34	1.7	–
		2033	100.0	100.0

[Q24_9] The social atmosphere of my workplace is tense**Question**

The social atmosphere of my workplace is tense

Frequencies

label	value	n	%	v. %
Strongly agree	1	124	6.1	6.2
Agree	2	367	18.1	18.4
Neither agree nor disagree	3	413	20.3	20.6
Disagree	4	588	28.9	29.4
Strongly disagree	5	508	25.0	25.4
System missing (SYSMIS)	.	33	1.6	–
		2033	100.0	100.0

[Q24_10] There is bullying or harassment in my workplace**Question**

There is bullying or harassment in my workplace

Frequencies

label	value	n	%	v. %
Strongly agree	1	73	3.6	3.6
Agree	2	193	9.5	9.6
Neither agree nor disagree	3	319	15.7	15.9
Disagree	4	547	26.9	27.3
Strongly disagree	5	870	42.8	43.5
System missing (SYSMIS)	.	31	1.5	–
		2033	100.0	100.0

[Q24_11] People who take sick leave are readily judged to be truants/idlers**Question**

People who take sick leave are readily judged to be truants/idlers

Frequencies

label	value	n	%	v. %
Strongly agree	1	122	6.0	6.1
Agree	2	278	13.7	13.9
Neither agree nor disagree	3	378	18.6	18.9
Disagree	4	590	29.0	29.4
Strongly disagree	5	637	31.3	31.8
System missing (SYSMIS)	.	28	1.4	–
		2033	100.0	100.0

[Q25_1] My supervisor/line manager supports and encourages me

Question

My supervisor/line manager supports and encourages me

Frequencies

label	value	n	%	v. %
Strongly agree	1	440	21.6	22.0
Agree	2	774	38.1	38.7
Neither agree nor disagree	3	412	20.3	20.6
Disagree	4	261	12.8	13.1
Strongly disagree	5	111	5.5	5.6
System missing (SYSMIS)	.	35	1.7	–
		2033	100.0	100.0

[Q25_2] My supervisor rewards me for good performance

Question

My supervisor rewards me for good performance

Frequencies

label	value	n	%	v. %
Strongly agree	1	143	7.0	7.2
Agree	2	427	21.0	21.4
Neither agree nor disagree	3	609	30.0	30.5
Disagree	4	509	25.0	25.5
Strongly disagree	5	311	15.3	15.6
System missing (SYSMIS)	.	34	1.7	–
		2033	100.0	100.0

[Q25_3] My supervisor is stimulating**Question***My supervisor is stimulating***Frequencies**

label	value	n	%	v. %
Strongly agree	1	221	10.9	11.1
Agree	2	584	28.7	29.3
Neither agree nor disagree	3	627	30.8	31.5
Disagree	4	372	18.3	18.7
Strongly disagree	5	187	9.2	9.4
System missing (SYSMIS)	.	42	2.1	–
		2033	100.0	100.0

[Q25_4] My supervisor often discusses with his/her subordinates**Question***My supervisor often discusses with his/her subordinates***Frequencies**

label	value	n	%	v. %
Strongly agree	1	322	15.8	16.2
Agree	2	691	34.0	34.7
Neither agree nor disagree	3	359	17.7	18.0
Disagree	4	449	22.1	22.5
Strongly disagree	5	172	8.5	8.6
System missing (SYSMIS)	.	40	2.0	–
		2033	100.0	100.0

[Q25_5] My supervisor shares information openly about all aspects of the workplace**Question***My supervisor shares information openly about all aspects of the workplace***Frequencies**

label	value	n	%	v. %
Strongly agree	1	250	12.3	12.5
Agree	2	653	32.1	32.7
Neither agree nor disagree	3	411	20.2	20.6
Disagree	4	476	23.4	23.8
Strongly disagree	5	208	10.2	10.4
System missing (SYSMIS)	.	35	1.7	–
		2033	100.0	100.0

[Q25_6] My supervisor trusts the employees

Question

My supervisor trusts the employees

Frequencies

label	value	n	%	v. %
Strongly agree	1	481	23.7	24.2
Agree	2	884	43.5	44.5
Neither agree nor disagree	3	357	17.6	18.0
Disagree	4	187	9.2	9.4
Strongly disagree	5	79	3.9	4.0
System missing (SYSMIS)	.	45	2.2	–
		2033	100.0	100.0

[Q25_7] My supervisor encourages employees to study and develop in their work

Question

My supervisor encourages employees to study and develop in their work

Frequencies

label	value	n	%	v. %
Strongly agree	1	456	22.4	22.9
Agree	2	717	35.3	36.0
Neither agree nor disagree	3	479	23.6	24.1
Disagree	4	223	11.0	11.2
Strongly disagree	5	114	5.6	5.7
System missing (SYSMIS)	.	44	2.2	–

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
		2033	100.0	100.0

[Q25_8] There are many conflicts between myself and my supervisor

Question

There are many conflicts between myself and my supervisor

Frequencies

label	value	n	%	v. %
Strongly agree	1	36	1.8	1.8
Agree	2	87	4.3	4.4
Neither agree nor disagree	3	243	12.0	12.2
Disagree	4	566	27.8	28.5
Strongly disagree	5	1053	51.8	53.0
System missing (SYSMIS)	.	48	2.4	—
		2033	100.0	100.0

[Q25_9] The primary goal of my supervisor is to ensure that employees work very hard

Question

The primary goal of my supervisor is to ensure that employees work very hard

Frequencies

label	value	n	%	v. %
Strongly agree	1	150	7.4	7.5
Agree	2	373	18.3	18.7
Neither agree nor disagree	3	607	29.9	30.5
Disagree	4	563	27.7	28.3
Strongly disagree	5	297	14.6	14.9
System missing (SYSMIS)	.	43	2.1	—
		2033	100.0	100.0

[Q25_10] My supervisor is indifferent to personal feelings of the staff**Question**

My supervisor is indifferent to personal feelings of the staff

Frequencies

label	value	n	%	v. %
Strongly agree	1	105	5.2	5.3
Agree	2	253	12.4	12.7
Neither agree nor disagree	3	395	19.4	19.8
Disagree	4	623	30.6	31.2
Strongly disagree	5	621	30.5	31.1
System missing (SYSMIS)	.	36	1.8	–
		2033	100.0	100.0

[Q25_11] In our workplace, management style consists of giving orders, and there is no room for other opinions**Question**

In our workplace, management style consists of giving orders, and there is no room for other opinions

Frequencies

label	value	n	%	v. %
Strongly agree	1	79	3.9	4.0
Agree	2	207	10.2	10.4
Neither agree nor disagree	3	282	13.9	14.2
Disagree	4	500	24.6	25.2
Strongly disagree	5	915	45.0	46.1
System missing (SYSMIS)	.	50	2.5	–
		2033	100.0	100.0

Chapter 3

Indexes

3.1 Variables in the order of occurrence

FSD study number [FSD_NO]	5
FSD edition number [FSD_VR]	5
FSD case id [FSD_ID]	6
Respondent's vocational education [Q1]	6
How many contracts did you have in 1999? [Q2_1A]	6
How many jobs did you have in 1999? [Q2_1B]	7
How many contracts did you have in 2000? [Q2_2A]	7
How many jobs did you have in 2000? [Q2_2B]	7
How many contracts did you have in 2001? [Q2_3A]	8
How many jobs did you have in 2001? [Q2_3B]	8
Alternative that best describes your situation in January 1999 [Q3_1]	8
Alternative that best describes your situation in January 2000 [Q3_2]	9
Alternative that best describes your situation in January 2001 [Q3_3]	10
Alternative that best describes your situation at the moment [Q3_4]	10
Did you have periods of unemployment in 1999? [Q4_1]	11
Did you have periods of unemployment in 2000? [Q4_2]	11
Did you have periods of unemployment in 2001? [Q4_3]	11
Do you work in the same occupation as three years ago? [Q5]	12
Respondent's working hours per week [Q6_1]	12
Respondent's working hours per day [Q6_2]	12
If you have a fixed-term contract, do you think that after it ends [Q7]	13
Insecurities in the present job: Threat of some work tasks(s) being ended [Q8_1]	13

3. Indexes

Insecurities in the present job: Involuntary transfer to other tasks [Q8_2]	14
Insecurities in the present job: Threat of lay-off [Q8_3]	14
Insecurities in the present job: Threat of being fired [Q8_4]	14
Insecurities in the present job: Threat of long-term unemployment [Q8_5]	15
Insecurities in the present job: Workload increasing beyond endurance [Q8_6]	15
Insecurities in the present job: Unpredictable changes [Q8_7]	16
Respondent's present state of health [Q9]	16
How would you grade your present work ability? [Q10]	17
Has a doctor ever told you that you have (or have had): Allergic rhinitis? [Q11_1]	17
Has a doctor ever told you that you have (or have had): Asthma? [Q11_2]	17
Has a doctor ever told you that you have (or have had): Chronic bronchitis? [Q11_3]	18
Has a doctor ever told you that you have (or have had): High blood pressure (hypertension)? [Q11_4]	18
Has a doctor ever told you that you have (or have had): Myocardial infarction (heart attack)? [Q11_5]	18
Has a doctor ever told you that you have (or have had): Angina pectoris (chest pain or chest tightness)? [Q11_6]	19
Has a doctor ever told you that you have (or have had): Cerebral insult? [Q11_7]	19
Has a doctor ever told you that you have (or have had): Arthrosis? [Q11_8]	20
Has a doctor ever told you that you have (or have had): (Rheumatoid) arthritis? [Q11_9] ...	20
Has a doctor ever told you that you have (or have had): Fibromyalgia? [Q11_10]	20
Has a doctor ever told you that you have (or have had): Sciatica? [Q11_11]	21
Has a doctor ever told you that you have (or have had): Some other chronic back pain? [Q11_12]	21
Has a doctor ever told you that you have (or have had): Gastric or duodenal ulcer? [Q11_13]	21
Has a doctor ever told you that you have (or have had): Migraine? [Q11_14]	22
Has a doctor ever told you that you have (or have had): Depression? [Q11_15]	22
Has a doctor ever told you that you have (or have had): Other mental health problems? [Q11_16]	22
Has a doctor ever told you that you have (or have had): High cholesterol level? [Q11_17] ..	23
Has a doctor ever told you that you have (or have had): Diabetes? [Q11_18]	23
Has a doctor ever told you that you have (or have had): Some other chronic or serious illness or disability? [Q11_19]	23
On a scale of 1-7, so far your life has... [Q12_1]	24
On a scale of 1-7, how often do you feel indifferent to what is going on around you? [Q12_2]	24

On a scale of 1-7, how often does the behaviour of people you thought you knew well surprise you? [Q12_3]	25
On a scale of 1-7, how often have you been disappointed with people you trusted? [Q12_4]	25
On a scale of 1-7, how often do you feel you are treated unfairly? [Q12_5]	26
On a scale of 1-7, how often do you feel that you are in a strange situation and do not know what to do? [Q12_6]	26
On a scale of 1-7, do you feel that carrying out your everyday tasks is... [Q12_7]	27
On a scale of 1-7, how often are your feelings and thoughts really confused? [Q12_8]	27
On a scale of 1-7, how often do you have feelings you would not like to allow yourself to have? [Q12_9]	28
Many people - even those with strong character - feel in certain situations that they are in the way of other people. On a scale of 1-7, how often have you felt like this? [Q12_10]	28
On a scale of 1-7, when something has happened, do you generally find afterwards that you had... [Q12_11]	29
On a scale of 1-7, how often do you feel that your daily doings are of no consequence? [Q12_12]	29
On a scale of 1-7, how often do you have feelings you are not sure of being able to control? [Q12_13]	30
Have you recently been able to concentrate on whatever you're doing? [Q13_1]	30
Have you recently lost much sleep over worry? [Q13_2]	31
Have you recently felt that you were playing a useful part in things? [Q13_3]	31
Have you recently felt capable of making decisions about things? [Q13_4]	32
Have you recently felt constantly under strain? [Q13_5]	32
Have you recently felt you couldn't overcome your difficulties? [Q13_6]	32
Have you recently been able to enjoy your normal day-to-day activities? [Q13_7]	33
Have you recently been able to face up to problems? [Q13_8]	33
Have you recently been feeling unhappy or distressed? [Q13_9]	34
Have you recently been losing confidence in yourself? [Q13_10]	34
Have you recently been thinking yourself as a worthless person? [Q13_11]	34
Have you recently been feeling reasonably happy, all things considered? [Q13_12]	35
How many times did you visit a doctor during the past year: Municipal health care doctor? [Q14_1]	35
How many times did you visit a doctor during the past year: Occupational health care doctor? [Q14_2]	36
How many times did you visit a doctor during the past year: Private doctor? [Q14_3]	36
How many times did you visit a doctor during the past year: Hospital doctor working at an outpatient clinic? [Q14_4]	36

3. Indexes

How many times did you visit a doctor during the past year: Other doctor? [Q14_5]	37
Do you have the right to use occupational health care offered by the municipality? [Q15] ..	37
Were you able to use occupational health care services in 1999? [Q16_1]	37
Were you able to use occupational health care services in 2000? [Q16_2]	38
Were you able to use occupational health care services in 2001? [Q16_3]	38
Were you able to participate in Workplace Health Promotion (WHP) in 1999? [Q17_1]	38
Were you able to participate in Workplace Health Promotion (WHP) in 2000? [Q17_2]	39
Were you able to participate in Workplace Health Promotion (WHP) in 2001? [Q17_3]	39
Have you had a health assessment/physical examination in an occupational health care unit of the municipality? [Q18]	40
Respondent's marital status [Q19]	40
Whom can you really count on to distract you from your worries when you feel under stress: Spouse, partner? [Q20_1_1]	40
Whom can you really count on to distract you from your worries when you feel under stress: Other relative? [Q20_1_2]	41
Whom can you really count on to distract you from your worries when you feel under stress: Close friend? [Q20_1_3]	41
Whom can you really count on to distract you from your worries when you feel under stress: Close colleague? [Q20_1_4]	41
Whom can you really count on to distract you from your worries when you feel under stress: Someone else? [Q20_1_5]	42
Whom can you really count on to distract you from your worries when you feel under stress: No-one? [Q20_1_6]	42
Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Spouse, partner? [Q20_2_1]	43
Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Other relative? [Q20_2_2]	43
Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Close friend? [Q20_2_3]	43
Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Close colleague? [Q20_2_4]	44
Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Someone else? [Q20_2_5]	44
Whom can you really count on to help you feel more relaxed when you are under pressure or tension: No-one? [Q20_2_6]	44
Who accepts you totally including both your worst and best points: Spouse, partner? [Q20_3_1]	45
Who accepts you totally including both your worst and best points: Other relative? [Q20_3_2]	45

Who accepts you totally including both your worst and best points: Close friend? [Q20_3_3]	45
Who accepts you totally including both your worst and best points: Close colleague? [Q20_3_4]	46
Who accepts you totally including both your worst and best points: Someone else? [Q20_3_5]	46
Who accepts you totally including both your worst and best points: No-one? [Q20_3_6] ...	46
Whom can you really count on to care about you regardless of what is happening to you: Spouse, partner? [Q20_4_1]	47
Whom can you really count on to care about you regardless of what is happening to you: Other relative? [Q20_4_2]	47
Whom can you really count on to care about you regardless of what is happening to you: Close friend? [Q20_4_3]	48
Whom can you really count on to care about you regardless of what is happening to you: Close colleague? [Q20_4_4]	48
Whom can you really count on to care about you regardless of what is happening to you: Someone else? [Q20_4_5]	48
Whom can you really count on to care about you regardless of what is happening to you: No-one? [Q20_4_6]	49
Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: Spouse, partner? [Q20_5_1]	49
Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: Other relative? [Q20_5_2]	49
Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: Close friend? [Q20_5_3]	50
Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: Close colleague? [Q20_5_4]	50
Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: Someone else? [Q20_5_5]	51
Whom can you really count on to help you feel better when you are feeling generally down-in-the-dumps: No-one? [Q20_5_6]	51
Whom can you count on to console you when you are very upset: Spouse, partner? [Q20_6_1]	51
Whom can you count on to console you when you are very upset: Other relative? [Q20_6_2]	52
Whom can you count on to console you when you are very upset: Close friend? [Q20_6_3]	52
Whom can you count on to console you when you are very upset: Close colleague? [Q20_6_4]	52
Whom can you count on to console you when you are very upset: Someone else? [Q20_6_5]	53
Whom can you count on to console you when you are very upset: No-one? [Q20_6_6]	53
I have to be quick in my job [Q21_1]	53

3. Indexes

My job requires that I work very hard [Q21_2]	54
I'm expected to manage an unreasonably heavy workload [Q21_3]	54
I have enough time to carry out my work [Q21_4]	55
Other people make conflicting demands on me [Q21_5]	55
My job is very fast-paced [Q21_6]	55
My tasks require prolonged, intense concentration [Q21_7]	56
I am frequently interrupted at work, and I have to complete the task I was doing later [Q21_8]	56
My job is often slowed down because I have to wait for assignments from other people or other departments [Q21_9]	57
Multiple, simultaneous or conflicting demands are often made on me at work [Q21_10] ...	57
I can frequently make independent decisions in my job [Q22_1]	58
My job requires creativity [Q22_2]	58
My job requires that I keep learning new skills [Q22_3]	58
My job entails a lot of routine, repetitive tasks [Q22_4]	59
I have a lot of control over my work [Q22_5]	59
My job requires special skills [Q22_6]	60
My tasks require prolonged, intense concentration [Q22_7]	60
There is a lot of variety in my job [Q22_8]	60
I have the opportunity to develop my particular skills [Q22_9]	61
I have very little control over how to do my work [Q22_10]	61
To what extent can you decide on your working hours: When to start and finish your workday? [Q23_1]	62
To what extent can you decide on your working hours: When to take a break? [Q23_2]	62
To what extent can you decide on your working hours: Taking an hour or two off during working hours to take care of personal or family matters? [Q23_3]	62
To what extent can you decide on your working hours: Shift allocation? [Q23_4]	63
To what extent can you decide on your working hours: When to take leave or time off? [Q23_5]	63
To what extent can you decide on your working hours: Taking unpaid leave? [Q23_6]	64
Others esteem my work in my workplace [Q24_1]	64
Our workplace environment is encouraging [Q24_2]	65
One can really trust people in my workplace [Q24_3]	65
There is a sense of comradeship in my workplace, displayed by general willingness to help others [Q24_4]	66
Information is readily and openly shared in my workplace [Q24_5]	66

The social atmosphere of my workplace is prejudiced [Q24_6]	66
There is a lot of gossiping and envy in my workplace [Q24_7]	67
I am discriminated against in my workplace [Q24_8]	67
The social atmosphere of my workplace is tense [Q24_9]	68
There is bullying or harassment in my workplace [Q24_10]	68
People who take sick leave are readily judged to be truants/idlers [Q24_11]	68
My supervisor/line manager supports and encourages me [Q25_1]	69
My supervisor rewards me for good performance [Q25_2]	69
My supervisor is stimulating [Q25_3]	70
My supervisor often discusses with his/her subordinates [Q25_4]	70
My supervisor shares information openly about all aspects of the workplace [Q25_5]	70
My supervisor trusts the employees [Q25_6]	71
My supervisor encourages employees to study and develop in their work [Q25_7]	71
There are many conflicts between myself and my supervisor [Q25_8]	72
The primary goal of my supervisor is to ensure that employees work very hard [Q25_9] ...	72
My supervisor is indifferent to personal feelings of the staff [Q25_10]	73
In our workplace, management style consists of giving orders, and there is no room for other opinions [Q25_11]	73

3.2 Variables in alphabetical order

Alternative that best describes your situation at the moment	10
Alternative that best describes your situation in January 1999	8
Alternative that best describes your situation in January 2000	9
Alternative that best describes your situation in January 2001	10
Did you have periods of unemployment in 1999?	11
Did you have periods of unemployment in 2000?	11
Did you have periods of unemployment in 2001?	11
Do you have the right to use occupational health care offered by the municipality?	37
Do you work in the same occupation as three years ago?	12
FSD case id	6
FSD edition number	5
FSD study number	5
Has a doctor ever told you that you have (or have had): Allergic rhinitis?	17
Has a doctor ever told you that you have (or have had): Angina pectoris (chest pain or chest tightness)?	19
Has a doctor ever told you that you have (or have had): Arthrosis?	20
Has a doctor ever told you that you have (or have had): Asthma?	17
Has a doctor ever told you that you have (or have had): Cerebral insult?	19
Has a doctor ever told you that you have (or have had): Chronic bronchitis?	18
Has a doctor ever told you that you have (or have had): Depression?	22
Has a doctor ever told you that you have (or have had): Diabetes?	23
Has a doctor ever told you that you have (or have had): Fibromyalgia?	20
Has a doctor ever told you that you have (or have had): Gastric or duodenal ulcer?	21
Has a doctor ever told you that you have (or have had): High blood pressure (hypertension)?	18
Has a doctor ever told you that you have (or have had): High cholesterol level?	23
Has a doctor ever told you that you have (or have had): Migraine?	22
Has a doctor ever told you that you have (or have had): Other mental health problems?	22
Has a doctor ever told you that you have (or have had): (Rheumatoid) arthritis?	20
Has a doctor ever told you that you have (or have had): Sciatica?	21
Has a doctor ever told you that you have (or have had): Some other chronic back pain?	21
Has a doctor ever told you that you have (or have had): Some other chronic or serious illness or disability?	23
Has a doctor ever told you that you have (or have had):Myocardial infarction (heart attack)?	18

Have you had a health assessment/physical examination in an occupational health care unit of the municipality?	40
Have you recently been able to concentrate on whatever you're doing?	30
Have you recently been able to enjoy your normal day-to-day activities?	33
Have you recently been able to face up to problems?	33
Have you recently been feeling reasonably happy, all things considered?	35
Have you recently been feeling unhappy or distressed?	34
Have you recently been losing confidence in yourself?	34
Have you recently been thinking yourself as a worthless person?	34
Have you recently felt capable of making decisions about things?	32
Have you recently felt constantly under strain?	32
Have you recently felt that you were playing a useful part in things?	31
Have you recently felt you couldn't overcome your difficulties?	32
Have you recently lost much sleep over worry?	31
How many contracts did you have in 1999?	6
How many contracts did you have in 2000?	7
How many contracts did you have in 2001?	8
How many jobs did you have in 1999?	7
How many jobs did you have in 2000?	7
How many jobs did you have in 2001?	8
How many times did you visit a doctor during the past year: Hospital doctor working at an outpatient clinic?	36
How many times did you visit a doctor during the past year: Municipal health care doctor? ..	35
How many times did you visit a doctor during the past year: Occupational health care doctor? ..	36
How many times did you visit a doctor during the past year: Other doctor?	37
How many times did you visit a doctor during the past year: Private doctor?	36
How would you grade your present work ability?	17
I am discriminated against in my workplace	67
I am frequently interrupted at work, and I have to complete the task I was doing later	56
I can frequently make independent decisions in my job	58
I have a lot of control over my work	59
I have enough time to carry out my work	55
I have the opportunity to develop my particular skills	61
I have to be quick in my job	53

3. Indexes

I have very little control over how to do my work	61
If you have a fixed-term contract, do you think that after it ends	13
I'm expected to manage an unreasonably heavy workload	54
In our workplace, management style consists of giving orders, and there is no room for other opinions	73
Information is readily and openly shared in my workplace	66
Insecurities in the present job: Involuntary transfer to other tasks	14
Insecurities in the present job: Threat of being fired	14
Insecurities in the present job: Threat of lay-off	14
Insecurities in the present job: Threat of long-term unemployment	15
Insecurities in the present job: Threat of some work tasks(s) being ended	13
Insecurities in the present job: Unpredictable changes	16
Insecurities in the present job: Workload increasing beyond endurance	15
Many people - even those with strong character - feel in certain situations that they are in the way of other people. On a scale of 1-7, how often have you felt like this?	28
Multiple, simultaneous or conflicting demands are often made on me at work	57
My job entails a lot of routine, repetitive tasks	59
My job is often slowed down because I have to wait for assignments from other people or other departments	57
My job is very fast-paced	55
My job requires creativity	58
My job requires special skills	60
My job requires that I keep learning new skills	58
My job requires that I work very hard	54
My supervisor encourages employees to study and develop in their work	71
My supervisor is indifferent to personal feelings of the staff	73
My supervisor is stimulating	70
My supervisor often discusses with his/her subordinates	70
My supervisor rewards me for good performance	69
My supervisor shares information openly about all aspects of the workplace	70
My supervisor trusts the employees	71
My supervisor/line manager supports and encourages me	69
My tasks require prolonged, intense concentration	56, 60
On a scale of 1-7, do you feel that carrying out your everyday tasks is... ..	27
On a scale of 1-7, how often are your feelings and thoughts really confused?	27

On a scale of 1-7, how often do you feel indifferent to what is going on around you?	24
On a scale of 1-7, how often do you feel that you are in a strange situation and do not know what to do?	26
On a scale of 1-7, how often do you feel that your daily doings are of no consequence?	29
On a scale of 1-7, how often do you feel you are treated unfairly?	26
On a scale of 1-7, how often do you have feelings you are not sure of being able to control?	30
On a scale of 1-7, how often do you have feelings you would not like to allow yourself to have?	28
On a scale of 1-7, how often does the behaviour of people you thought you knew well surprise you?	25
On a scale of 1-7, how often have you been disappointed with people you trusted?	25
On a scale of 1-7, so far your life has...	24
On a scale of 1-7, when something has happened, do you generally find afterwards that you had...	29
One can really trust people in my workplace	65
Other people make conflicting demands on me	55
Others esteem my work in my workplace	64
Our workplace environment is encouraging	65
People who take sick leave are readily judged to be truants/idlers	68
Respondent's marital status	40
Respondent's present state of health	16
Respondent's vocational education	6
Respondent's working hours per day	12
Respondent's working hours per week	12
The primary goal of my supervisor is to ensure that employees work very hard	72
The social atmosphere of my workplace is prejudiced	66
The social atmosphere of my workplace is tense	68
There are many conflicts between myself and my supervisor	72
There is a lot of gossiping and envy in my workplace	67
There is a lot of variety in my job	60
There is a sense of comradeship in my workplace, displayed by general willingness to help others	66
There is bullying or harassment in my workplace	68
To what extent can you decide on your working hours: Shift allocation?	63
To what extent can you decide on your working hours: Taking an hour or two off during working hours to take care of personal or family matters?	62

3. Indexes

To what extent can you decide on your working hours: Taking unpaid leave?	64
To what extent can you decide on your working hours: When to start and finish your workday? 62	
To what extent can you decide on your working hours: When to take a break?	62
To what extent can you decide on your working hours: When to take leave or time off?	63
Were you able to participate in Workplace Health Promotion (WHP) in 1999?	38
Were you able to participate in Workplace Health Promotion (WHP) in 2000?	39
Were you able to participate in Workplace Health Promotion (WHP) in 2001?	39
Were you able to use occupational health care services in 1999?	37
Were you able to use occupational health care services in 2000?	38
Were you able to use occupational health care services in 2001?	38
Who accepts you totally including both your worst and best points: Close colleague?	46
Who accepts you totally including both your worst and best points: Close friend?	45
Who accepts you totally including both your worst and best points: No-one?	46
Who accepts you totally including both your worst and best points: Other relative?	45
Who accepts you totally including both your worst and best points: Someone else?	46
Who accepts you totally including both your worst and best points: Spouse, partner?	45
Whom can you count on to console you when you are very upset: Close colleague?	52
Whom can you count on to console you when you are very upset: Close friend?	52
Whom can you count on to console you when you are very upset: No-one?	53
Whom can you count on to console you when you are very upset: Other relative?	52
Whom can you count on to console you when you are very upset: Someone else?	53
Whom can you count on to console you when you are very upset: Spouse, partner?	51
Whom can you really count on to care about you regardless of what is happening to you: Close colleague?	48
Whom can you really count on to care about you regardless of what is happening to you: Close friend?	48
Whom can you really count on to care about you regardless of what is happening to you: No- one?	49
Whom can you really count on to care about you regardless of what is happening to you: Other relative?	47
Whom can you really count on to care about you regardless of what is happening to you: Some- one else?	48
Whom can you really count on to care about you regardless of what is happening to you: Spouse, partner?	47
Whom can you really count on to distract you from your worries when you feel under stress: Close colleague?	41

Whom can you really count on to distract you from your worries when you feel under stress: Close friend?	41
Whom can you really count on to distract you from your worries when you feel under stress: No-one?	42
Whom can you really count on to distract you from your worries when you feel under stress: Other relative?	41
Whom can you really count on to distract you from your worries when you feel under stress: Someone else?	42
Whom can you really count on to distract you from your worries when you feel under stress: Spouse, partner?	40
Whom can you really count on to help you feel better when you are feeling generally down-in- the-dumps: Close colleague?	50
Whom can you really count on to help you feel better when you are feeling generally down-in- the-dumps: Close friend?	50
Whom can you really count on to help you feel better when you are feeling generally down-in- the-dumps: No-one?	51
Whom can you really count on to help you feel better when you are feeling generally down-in- the-dumps: Other relative?	49
Whom can you really count on to help you feel better when you are feeling generally down-in- the-dumps: Someone else?	51
Whom can you really count on to help you feel better when you are feeling generally down-in- the-dumps: Spouse, partner?	49
Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Close colleague?	44
Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Close friend?	43
Whom can you really count on to help you feel more relaxed when you are under pressure or tension: No-one?	44
Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Other relative?	43
Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Someone else?	44
Whom can you really count on to help you feel more relaxed when you are under pressure or tension: Spouse, partner?	43

Appendix A

Questionnaire in Finnish

KYSELYLOMAKE

Tämä kyselylomake on osa Yhteiskuntatieteelliseen tietoaarkistoon arkistoitua tutkimusaineistoa

FSD1274 Tilapäisenä kunnan töissä 2002

Kyselylomaketta hyödyntävien tulee viitata siihen asianmukaisesti lähdeviitteellä.

Lisätiedot: <http://www.fsd.uta.fi/>

QUESTIONNAIRE

This questionnaire is part of the following dataset, archived at the Finnish Social Science Data Archive:

FSD1274 Fixed-term and Subsidised Employees in Finnish Municipalities 2002

If this questionnaire is used or referred to in any publication, the source must be acknowledged by means of an appropriate bibliographic citation.

More information: <http://www.fsd.uta.fi/>

VASTAUSOHJEET:

Lomakkeessa kysytään tietoja ja arvioita itsestäsi, elämäntilanteestasi, terveydestäsi sekä työstä ja työttömyydestä.

Lue kukin kysymys huolellisesti. Useimpiin kysymyksiin on annettu valmiit vastausvaihtoehdot. Valitse niistä omaa käsitystä parhaiten vastaava vaihtoehto. Rastita vain yksi vaihtoehto, mikäli kysymyksessä ei pyydetä valitsemaan useampia.

Kaikki antamasi tiedot ovat ehdottoman luottamuksellisia. Vastaajan henkilöllisyys ei käy ilmi tutkimuksen tuloksista.

Tarkista lopuksi, että olet vastannut kaikkiin kysymyksiin. Kiitos osallistumisestasi tutkimukseen!

TAUSTATIEDOT

1. Mikä on ammattikoulutuksesi?

- Ei ammatillista koulutusta
- Ammattikurssi
- Oppisopimuskoulutus
- Ammattikoulu
- Alempi keskiasteen koulutus esim. perushoitaja, teknikko
- Opistotason koulutus tai ammattikorkeakoulututkinto
- Yliopisto- tai korkeakoulututkinto

2. Kuinka monta työsuhdetta ja työpaikkaa Sinulla on ollut viime vuosina?

	Työsuhteita	Työpaikkoja
Vuonna 1999	__ __	__ __
Vuonna 2000	__ __	__ __
Vuonna 2001	__ __	__ __

3. Merkitse alla oleviin ruutuihin se (vain yksi) vaihtoehto, joka mielestäsi parhaiten vastaa tilannettasi ko. vuoden tammikuussa ja tällä hetkellä. Jos olit tilapäisesti työkyvytön (sairaslomalla), merkitse ruutuun silloinen työsuhteesi tai muu tilanteesi.

Tammikuu 1999.....		
Tammikuu 2000.....		
Tammikuu 2001.....		
Tämänhetkinen tilanne.....		

Vaihtoehdot

1. vakinaisessa työsuhteessa kunnan, kuntayhtymän tai valtion palveluksessa
2. vakinaisessa työsuhteessa yksityisen työnantajan palveluksessa
3. määräaikaisessa työsuhteessa kunnan, kuntayhtymän tai valtion palveluksessa
4. määräaikaisessa työsuhteessa yksityisen työnantajan palveluksessa
5. työllistettynä
6. yrittäjänä, maanviljelijänä
7. työttömänä
8. koulussa/opiskelemassa/ammattikurssilla
9. kotona hoitamassa omaa kotitaloutta olematta työnhakijana
10. äitiys/isyys/vanhempainlomalla tai kotihoidontuella
11. eläkkeellä
12. jokin muu tilanne, mikä _____

4. Onko Sinulla ollut työttömyysjaksoja?

	Kyllä	Ei
Vuoden 1999 aikana	<input type="checkbox"/>	<input type="checkbox"/>
Vuoden 2000 aikana	<input type="checkbox"/>	<input type="checkbox"/>
Vuoden 2001 aikana	<input type="checkbox"/>	<input type="checkbox"/>

5. Työskenteletkö edelleen samassa ammatissa kuin kolme vuotta sitten vastatessasi 'Tilapäisenä kunnan töissä' -tutkimuksen ensimmäiseen kyselyyn?

- Kyllä
- Ei Jos et, mikä on nykyinen ammattisi _____

13. Seuraavissa 12 kysymyksessä tiedustellaan tuntemuksiasi sekä toimintakykyäsi muutamana viime viikon aikana.

1) Oletko viime aikoina pystynyt keskittymään tehtäviisi?

- paremmin kuin tavallisesti
- yhtä hyvin kuin tavallisesti
- huonommin kuin tavallisesti
- paljon huonommin kuin tavallisesti

2) Oletko viime aikoina valvonut paljon huolien takia?

- en ollenkaan
- en enempää kuin tavallisesti
- enemmän kuin tavallisesti
- paljon enemmän kuin tavallisesti

3) Onko sinusta viime aikoina tuntunut siltä, että sinusta on hyötyä asioiden hoidossa?

- enemmän kuin tavallisesti
- yhtä paljon kuin tavallisesti
- vähemmän kuin tavallisesti
- paljon vähemmän kuin tavallisesti

4) Oletko viime aikoina tuntenut pystyväsi tekemään päätöksiä?

- paremmin kuin tavallisesti
- yhtä paljon kuin tavallisesti
- huonommin kuin tavallisesti
- paljon huonommin kuin tavallisesti

5) Oletko viime aikoina tuntenut olevasi jatkuvasti yllirasittunut?

- en ollenkaan
- en enempää kuin tavallisesti
- jonkin verran enemmän kuin tavallisesti
- paljon enemmän kuin tavallisesti

6) Onko sinusta viime aikoina tuntunut, ettet voisi selviytyä vaikeuksista?

- ei ollenkaan
- ei enempää kuin tavallisesti
- jonkin verran enemmän kuin tavallisesti
- paljon enemmän kuin tavallisesti

7) Oletko viime aikoina kyennyt nauttimaan tavallisista päivittäisistä toimistasi?

- enemmän kuin tavallisesti
- yhtä paljon kuin tavallisesti
- vähemmän kuin tavallisesti
- paljon vähemmän kuin tavallisesti

8) Oletko viime aikoina kyennyt kohtaamaan vaikeuksia?

- paremmin kuin tavallisesti
- yhtä hyvin kuin tavallisesti
- huonommin kuin tavallisesti
- paljon huonommin kuin tavallisesti

9) Oletko viime aikoina tuntenut itsesi onnettomaksi ja masentuneeksi?

- en ollenkaan
- en enempää kuin tavallisesti
- jonkin verran enemmän kuin tavallisesti
- paljon enemmän kuin tavallisesti

10) Oletko viime aikoina menettänyt itseluottamustasi?

- en ollenkaan
- en enempää kuin tavallisesti
- jonkin verran enemmän kuin tavallisesti
- paljon enemmän kuin tavallisesti

11) Oletko viime aikoina tuntenut itsesi arvottomaksi?

- en ollenkaan
- en enempää kuin tavallisesti
- jonkin verran enemmän kuin tavallisesti
- paljon enemmän kuin tavallisesti

12) Oletko viime aikoina tuntenut itsesi kaiken kaikkiaan kohtalaisen onnelliseksi?

- enemmän kuin tavallisesti
- yhtä paljon kuin tavallisesti
- vähemmän kuin tavallisesti
- paljon vähemmän kuin tavallisesti

Terveyspalvelut

14. Kuinka monta kertaa olet käynyt lääkärin vastaanotolla viimeksi kuluneen vuoden aikana?

Terveyskeskus- ja/tai omalääkärillä _____ kertaa

Työterveyslääkärillä _____ kertaa

Yksityislääkärillä _____ kertaa

Sairaalan poliklinikan lääkäriä _____ kertaa

Muulla lääkäriä _____ kertaa

16. Onko Sinulla ollut viime vuosina mahdollisuutta käyttää työterveyshuollon (työterveyshoitaja/työterveyslääkäri) palveluja?

Vuonna 1999

Kyllä	Ei
<input type="checkbox"/>	<input type="checkbox"/>

Vuonna 2000

<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------

Vuonna 2001

<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------

17. Onko Sinulla ollut viime vuosina mahdollisuutta osallistua TYKY-toimintaan?

Vuonna 1999

Kyllä	Ei
<input type="checkbox"/>	<input type="checkbox"/>

Vuonna 2000

<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------

Vuonna 2001

<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------

15. Jos olet tällä hetkellä työssä, onko Sinulla oikeus käyttää työterveyshuollon palveluita?

- Ei
- Kyllä
- En osaa sanoa

18. Oletko käynyt työterveyshoitajan tekemässä terveystarkastuksessa?

- En koskaan
- Yli viisi vuotta sitten
- 1-5 vuotta sitten
- Alle vuosi sitten

Yksityiselämän ja työpaikan ihmissuhteet

19. Mikä on siviilisäätysi?

- Naimaton
- Avio-/ avoliitossa
- Eronnut tai asumuserossa
- Leski

20. Seuraavilla kysymyksillä Sinulta tiedustellaan uskoasi mahdollisuuteen saada apua läheisiltäsi, kun olet avun tarpeessa. (Voit rastittaa kunkin kysymyksen kohdalla yhden tai useamman vastausvaihtoehdon oman tilanteesi mukaan.)

	puoliso, kumppani	joku muu lähi- omainen	läheinen ystävä	läheinen työtoveri	joku muu	ei kukaan
Keneen voit todella luottaa, kun haluat unohtaa murheesi tuntiessasi olevasi rasittunut?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kenen apuun voit todella luottaa kaivatessasi rentoutusta, kun Sinulla on kovia paineita?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kuka hyväksyy Sinut todella sellaisena kuin olet, kaikkine hyvine ja huonoine puolinesi?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kenen voit todella uskoa välittävän Sinusta, tapahtuipa Sinulle mitä tahansa?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kenen voit todella luottaa saavan olosi paremmaksi, kun olet allapäin?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kenen voit luottaa lohduttavan Sinua kun olet poissa tolaltasi (hämmäntynyt, järkyttynyt,..... surullinen)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

21. Seuraavassa esitetään joitakin oman työsi vaatimuksia koskevia väittämiä. (Rastita jokaisen väittämän kohdalla se vaihtoehto, mikä parhaiten vastaa mielipidettäsi. Jos et tällä hetkellä ole työssä, vastaa viimeisimmän työsi mukaisesti.)

	Täysin samaa mieltä	Jokseen- kin samaa mieltä	En samaa enkä eri mieltä	Jokseen- kin eri mieltä	Täysin eri mieltä
Minun on oltava nopea työssäni.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työni vaatii erittäin kovaa työntekoa.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Minulta edellytetään kohtuutonta työmäärää.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Minulla on tarpeeksi aikaa saada työni tehdyksi.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Toiset kohdistavat minuun ristiriitaisia vaatimuksia.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työni on erittäin kiivastahtista.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työtehtäväni vaativat pitkäaikaista kiinteää keskittymistä.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työtehtäväni keskeytetään usein niin, että joudun palaamaan siihen myöhemmin.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työtäni hidastaa usein muilta työntekijöiltä tai osastoilta tulevien työtehtävien odottelu.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työssäni minuun kohdistuu usein päällekkäisiä samanaikaisia tai ristiriitaisia odotuksia.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22. Seuraavaksi esitetään joitakin oman työsi hallintaan liittyviä kysymyksiä. (Rastita jokaisen väittämän kohdalla se vaihtoehto, mikä parhaiten vastaa mielipidettäsi. Jos et tällä hetkellä ole työssä, vastaa viimeisimmän työsi mukaisesti.)

	Täysin samaa mieltä	Jokseenkin samaa mieltä	En samaa enkä eri mieltä	Jokseenkin eri mieltä	Täysin eri mieltä
Voin tehdä paljon itsenäisiä päätöksiä.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työni edellyttää minulta luovuutta.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työni vaatii, että opin uusia asioita.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työhöni kuuluu paljon samanlaisia toistuvia tehtäviä	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Minulla on paljon omiin töihin liittyvää sananvaltaa	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työni vaatii pitkälle kehittyneitä taitoja.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työtehtäväni vaativat pitkäaikaista kiinteää keskittymistä.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työssäni saan tehdä paljon erilaisia asioita.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Minulla on mahdollisuus kehittää minulle ominaisia erityiskykyjäni.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Minulla on hyvin vähän vapautta päättää, miten teen työni.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

23. Kuinka paljon voit vaikuttaa työaikoihisi? (Jos et tällä hetkellä ole työssä, vastaa viimeisimmän työsi mukaisesti.)

	Erittäin paljon	Melko paljon	Jonkin verran	Melko vähän	Erittäin vähän
Työpäivän alkamis- ja loppumisajankohtaan.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Taukojen pitämiseen työpäivän kuluessa.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Yksityisasioiden hoitamiseen työpäivän kuluessa.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työvuorojärjestelyihin.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lomien ja vapaiden ajankohtiin.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Palkattomien virka- ym. vapaiden pitämiseen.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

24. Alla esitetään joitakin omaa työyhteisöäsi/työpaikkaasi koskevia väittämiä. Vastaa kunkin kohdalla, oletko väittämän kanssa täysin samaa mieltä, hiukan eri mieltä vai täysin eri mieltä. (Jos et tällä hetkellä ole työssä, vastaa viimeisimmän työsi mukaisesti.)

	Täysin samaa mieltä	Jokseenkin samaa mieltä	En samaa enkä eri mieltä	Jokseenkin eri mieltä	Täysin eri mieltä
Työpaikallamme arvostetaan työtäni.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työpaikkamme on kannustava.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työpaikallamme ihmisiin voi todella luottaa.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työpaikallamme vallitsee aito toverihenki, jota ilmentää keskinäinen avuliaisuus.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työpaikallamme välitetään avoimesti tietoa.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työpaikkamme ilmapiiri on ennakkoluuloinen.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työpaikallamme esiintyy juoruilua ja kateutta.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työpaikallamme minuun kohdistuu syrjintää.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työpaikkamme ilmapiiri on jännittynyt.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työpaikallamme esiintyy kiusaamista.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sairauslomalla olijat leimataan helposti pinnareiksi.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

25. Seuraavaksi esitetään joitakin lähinnä esimiestäsi koskevia väittämiä. Vastaa kunkin kohdalla, oletko väittämän kanssa täysin samaa mieltä, hiukan eri mieltä vai täysin eri mieltä. (Jos et tällä hetkellä ole työssä, vastaa viimeisimmän työsi mukaisesti.)

	Täysin samaa mieltä	Jokseenkin samaa mieltä	En samaa enkä eri mieltä	Jokseenkin eri mieltä	Täysin eri mieltä
Esimieheni tukee ja rohkaisee minua.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Esimieheni palkitsee hyvistä työsuorituksista.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Esimieheni on innostava.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Esimieheni keskustelelee runsaasti alaistensa kanssa.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Esimieheni kertoo avoimesti kaikista työpaikan asioista	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Esimieheni luottaa työntekijöihinsä.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Esimieheni kannustaa työntekijöitä opiskelemaan ja kehittymään työssään.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Minun ja esimieheni välillä on paljon ristiriitoja.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Esimieheni pyrkii ensisijaisesti varmistumaan siitä, että työntekijät tekevät lujasti työtä.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Esimieheni ei piittaa työntekijöiden tunteista.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Työpaikassamme johtaminen on pelkää käskyttämistä jossa ei ole tilaa muille mielipiteille.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

