

Table 1: List of Job Content Questionnaire questions:6/94 Rev1.5(10/96)
Recommended Format (49 q.)
(abbreviated text - see JCQ User's Guide for full text)

* questions excluded in shorter the "Framingham Version "of the JCQ (27 questions)
 # JCQ questions added (to the Q.E.S.) at the time of the development of the original JCQ (v. 1.1) in 1985

D. L. = Decision Latitude=Skill Discretion + Decision Authority.

S. D. = Skill Discretion (Q3, 4, 5, 7, 9, 11; IV-5§)

1. Q3 "learn new things"
2. Q4 "repetitive work"
3. Q5 "requires creative"
4. Q7 "high skill level"
5. Q9 "variety"
6. Q11 "develop own abilities"
7. *Q IV-5§ "education required by job"
 (- used for a separate skill underutilization scale [includes educ.])

D. A. Decision Authority (Q6, 8, 10)

1. Q6 "allows own decisions"
2. Q8 "little decision freedom"
3. Q10 "lot of say"

***M. D. =Macro-level Decision Authority (Q12, 13a, 13b, 14, 15, 16, 17, 18)**

1. *Q12 "work group size"#
2. *Q13A "significant influence in group"#
3. *Q13B "democratic group"#
4. *Q14 "some influence/company"#
5. *Q15 "supervise others"#
6. *Q16 "union member"#
7. *Q17 "union influence/company"#
8. *Q18 "have union influence"#

Ps. D. = Psychological Job Demands (Q19, 20, 22, 23, 26, 27, 28, 29, 32)

1. Q19 "work fast"
2. Q20 "work hard"
3. Q22 "no excessive work"
4. Q23 "enough time"
5. Q26 "conflicting demands" "
- (Q27, 28, 29, 32) No longer recommended for Psychological Demands Scale
6. Q27 "intense concentration" #
7. Q28 "tasks interrupted" #
8. Q29 "hectic job" #

9. Q32 "wait on others" #

Ph. D. = Physical Job Demands (Q21, 24, 25, 30, 31)

1. Q21 "much physical effort"
2. Q24 "lift heavy loads" #
3. Q25 "rapid physical activity" #
4. Q30 "awkward body position" #
5. Q31 "awkward arm positions" #

J. I. =Job Insecurity (Q33, 34, 35, 36, 37, 38)

1. Q33 "steady work"
2. Q34 "job security"
3. Q35 "recent layoff"#
4. Q36 "future layoff"
5. *Q37 "career possibilities" #
6. *Q38 "my skills valuable" #

***S. S. =Supervisor Social Support (Q48, 49, 50, 51, 52)**

1. *Q48 "supervisor is concerned"
2. *Q49 "supervisor pays attention"
3. *Q50 "hostile supervisor" #
4. *Q51 "helpful supervisor"
5. *Q52 "supervisor good organizer"

***C. S. =Coworker Social Support (Q53, 54, 55, 56, 57, 58)**

1. *Q53 "coworkers compenent"
2. *Q54 "coworker interest in me"
3. *Q55 "hostile coworkers" #
4. *Q56 "friendly coworkers"
5. *Q57 "coworkers work together"#
6. *Q58 "coworkers helpful"

New JCQ questions added 6/94 - revision 1.5

G. C. =Global Competitive Effects (QN-1, N-2, N-3, N-4, N-5)

1. Q-N1 "job insecurity from global competition"
2. Q-N2 "increased job demands from global competition"
3. Q-N3 "reduced job control from global competition"
4. Q-N4 "little I can do"
5. Q-N5 "future depends on me"

Formulas for job content instrument scale construction

Skill Discretion = $[Q3 + Q5 + Q7 + Q9 + Q11 + (5-Q4)] \times 2$

Decision Authority = $[Q6 + Q10 + (5-Q8)] \times 4$

Decision Latitude = Skill Discretion + Decision Authority

Psychological Job Demands = $[(Q19 + Q20) \times 3 + (15-(Q22+Q23+Q26))] \times 2$

Physical Exertion (FR) = $[Q21 + Q24 + Q25]$

Physical Isometric Loads = $[Q30 + Q31]$

Physical Job Demand = $[Q21 + Q24 + Q25 + Q30 + Q31]$

Job Insecurity = $[Q33 + Q36 + (5-Q34)]$

Supervisor Support = $[Q48 + Q49 + Q51 + Q52]$

Coworker Support = $[Q53 + Q54 + Q56 + Q58]$

For other scale formulas including additional new scales, please reference the JCQ user's guide.