

Copenhagen Psychosocial Questionnaire (English version) used in the PUMA study

Scale

QUANTITATIVE DEMANDS:

Is your workload unevenly distributed so it piles up?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

Do you get behind with your work?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

How often can you take it easy and still do your work?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

Do you have enough time for your work tasks?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

COGNITIVE DEMANDS:

Do you have to keep your eyes on lots of things while you work?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

Does your work require that you remember a lot of things?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

Does your work demand that you are good at coming up with new ideas?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

Does your work require you to make difficult decisions?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

EMOTIONAL DEMANDS:

Does your work put you in emotionally disturbing situations?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

Is your work emotionally demanding?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

Do you get emotionally involved in your work?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

DEMANDS FOR HIDING EMOTIONS:

Does your work require that you do not state your opinion?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

Does your work require that you hide your feelings?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

INFLUENCE AT WORK

Do you have a large degree of influence concerning your work?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

Do you have a say in choosing who you work with?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

Can you influence the amount of work assigned to you?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

Do you have any influence on WHAT you do at work?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

POSSIBILITIES FOR DEVELOPMENT

Is your work varied?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

Does your work require you to take the initiative?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

Do you have the possibility of learning new things through your work?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

Can you use your skills or expertise in your work?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

MEANING OF WORK

Is your work meaningful?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

Do you feel that the work you do is important?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

Do you feel motivated and involved in your work?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

COMMITMENT TO THE WORKPLACE

Would you like to stay at your current place of work for the rest of your working life?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

Do you enjoy telling others about your place of work?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

Do you feel that the problems at your place of work are yours too?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

Do you feel that your place of work is of great personal importance to you?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

PREDICTABILITY

At your place of work, are you informed well in advance concerning for example important decisions, changes, or plans for the future?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

Do you receive all the information you need in order to do your work well?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

ROLE-CLARITY

Do you know exactly how much say you have at work?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

Does your work have clear objectives?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

Do you know exactly which areas are your responsibility?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

Do you know exactly what is expected of you at work?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

ROLE-CONFLICTS

Do you do things at work, which are accepted by some people but not by others?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

Are contradictory demands placed on you at work?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

Do you sometimes have to do things, which ought to have been done in a different way?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

Do you sometimes have to do things, which seem to you to be unnecessary?

(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

QUALITY OF LEADERSHIP

To what extent would you say that your immediate superior....

- makes sure that the individual member of staff has good development opportunities?
(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

- gives high priority to job satisfaction?
(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

- is good at work planning?
(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

- is good at solving conflicts?
(To a very large extent, To a large extent, Somewhat, To a small extent, To a very small extent)

SOCIAL SUPPORT

How often do you get help and support from your colleagues?
(Always, Often, Sometimes, Seldom, Never/hardly ever)

How often do you get help and support from your immediate superior?
(Always, Often, Sometimes, Seldom, Never/hardly ever)

FEEDBACK AT WORK

How often does your superior talk with you about how well you carry out your work?
(Always, Often, Sometimes, Seldom, Never/hardly ever)

How often do your colleagues talk with you about how well you carry out your work?
(Always, Often, Sometimes, Seldom, Never/hardly ever)

SOCIAL RELATIONS

Do you work isolated from your colleagues?
(Always, Often, Sometimes, Seldom, Never/hardly ever)

Is it possible for you to talk to your colleagues while you are working?
(Always, Often, Sometimes, Seldom, Never/hardly ever)

SENSE OF COMMUNITY

Is there a good atmosphere between you and your colleagues?
(Always, Often, Sometimes, Seldom, Never/hardly ever)

Is there good co-operation between the colleagues at work?
(Always, Often, Sometimes, Seldom, Never/hardly ever)

Do you feel part of a community at your place of work?
(Always, Often, Sometimes, Seldom, Never/hardly ever)

INSECURITY AT WORK

Are you worried about.....

- becoming unemployed?

(yes, no)

- new technology making you redundant?

(yes, no)

- it being difficult for you to find another job if you became unemployed?

(yes, no)

- being transferred to another job against your will?

(yes, no)

JOB SATISFACTION

Regarding your work in general. How pleased are you with...

- your work prospects?

(Very satisfied, Satisfied, Unsatisfied, Highly unsatisfied, Not relevant)

- the physical working conditions?

(Very satisfied, Satisfied, Unsatisfied, Highly unsatisfied, Not relevant)

- the way your abilities are used?

(Very satisfied, Satisfied, Unsatisfied, Highly unsatisfied, Not relevant)

- your job as a whole, everything taken into consideration?

(Very satisfied, Satisfied, Unsatisfied, Highly unsatisfied, Not relevant)

GENERAL HEALTH

In general, would you say your health is:

(Excellent, Very good, Good, Fair, Poor)

How TRUE or FALSE is each of the following statements for you?

I seem to get sick a little easier than other people.

(Definitely true, Mostly true, Don't know, Mostly false, Definitely false)

I am as healthy as anybody I know.

(Definitely true, Mostly true, Don't know, Mostly false, Definitely false)

I expect my health to get worse.

(Definitely true, Mostly true, Don't know, Mostly false, Definitely false)

My health is excellent.

(Definitely true, Mostly true, Don't know, Mostly false, Definitely false)

MENTAL HEALTH

These questions are about how you feel and how things have been with you during the past 4 weeks. For each question, please give the one answer that comes closest to the way you have been feeling. How much of the time during the past 4 weeks -

- have you been a very nervous person?

(All of the time, Most of the time, A good bit of the time, Some of the time, A little of the time, None of the time)

- have you felt so down in the dumps that nothing could cheer you up?

(All of the time, Most of the time, A good bit of the time, Some of the time, A little of the time, None of the time)

- have you felt calm and peaceful?

(All of the time, Most of the time, A good bit of the time, Some of the time, A little of the time, None of the time)

- have you felt downhearted and blue?

(All of the time, Most of the time, A good bit of the time, Some of the time, A little of the time, None of the time)

- have you been a happy person?

(All of the time, Most of the time, A good bit of the time, Some of the time, A little of the time, None of the time)

VITALITY

These questions are about how you feel and how things have been with you during the past 4 weeks. For each question, please give the one answer that comes closest to the way you have been feeling. How much of the time during the past 4 weeks -

- did you feel full of pep?

(All of the time, Most of the time, A good bit of the time, Some of the time, A little of the time, None of the time)

- did you have a lot of energy?

(All of the time, Most of the time, A good bit of the time, Some of the time, A little of the time, None of the time)

- did you feel worn out?

(All of the time, Most of the time, A good bit of the time, Some of the time, A little of the time, None of the time)

- did you feel tired?

(All of the time, Most of the time, A good bit of the time, Some of the time, A little of the time, None of the time)

BEHAVIOURAL STRESS

Please consider each of the following statements and indicate how well the descriptions fit your situation during the past 4 weeks!

I have not been able to stand dealing with other people.

(Correct, Almost correct, Somewhat correct, Only slightly correct, Incorrect)

I have not had the time to relax or enjoy myself.

(Correct, Almost correct, Somewhat correct, Only slightly correct, Incorrect)

I have been a bit touchy.

(Correct, Almost correct, Somewhat correct, Only slightly correct, Incorrect)

I have lacked initiative.

(Correct, Almost correct, Somewhat correct, Only slightly correct, Incorrect)

SOMATIC STRESS

How much of the time during the past 4 weeks have you -

- had stomach ache or stomach problems?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

- had a tight chest or chest pains?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

- been dizzy?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

- had tension in various muscles?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

COGNITIVE STRESS

How much of the time during the past 4 weeks have you -

- had problems concentrating?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

- had difficulty in taking decisions?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

- had difficulty with remembering?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

- found it difficult to think clearly?

(Always, Often, Sometimes, Seldom, Never/hardly ever)

SENSE OF COHERENCE

(How do you see yourself?)

I believe I can cope with most situations in life.

(Correct, Almost correct, Somewhat correct, Only slightly correct, Incorrect)

So far, I have not had any clear direction or purpose in life.

(Correct, Almost correct, Somewhat correct, Only slightly correct, Incorrect)

I do not feel that I am able to influence my future to any great extent.

(Correct, Almost correct, Somewhat correct, Only slightly correct, Incorrect)

I feel that what I do in my daily life is meaningful.

(Correct, Almost correct, Somewhat correct, Only slightly correct, Incorrect)

Often things happen around me that I do not understand.

(Correct, Almost correct, Somewhat correct, Only slightly correct, Incorrect)

I feel that I have a great deal to live for.

(Correct, Almost correct, Somewhat correct, Only slightly correct, Incorrect)

I know what I ought to do in my life, but I do not believe that I am able to do it.
(Correct, Almost correct, Somewhat correct, Only slightly correct, Incorrect)

It is difficult for me to see how different pieces in my life are connected.
(Correct, Almost correct, Somewhat correct, Only slightly correct, Incorrect)

I feel I understand most of what is going on in my everyday life.
(Correct, Almost correct, Somewhat correct, Only slightly correct, Incorrect)