Financial Stress

Start of Block: Demographics

Instruction Dear participant, Firstly, thank you for agreeing to take part in this approximately 15 minute survey.  Please take seconds in going through the briefing below: **1.    What is this survey about?**   
o   The questions are about financial stress at work, as part of my master thesis project at Vrije Universiteit Brussel (VUB).   
o   Everyone has to deal with financial pressure at different stages of life, regardless of the income levels she/he might be in.  This topic has now become more worthy of thinking with this year’s Covid-19 crisis, exhibiting a big challenge in economies and impacting everyone’s life.   
o   Through your participation, a thorough understanding could be contributed to research in the field of organizational management, and more meaningful and to-the-point interventions could be developed. ***2.    What does your participation entail?***   
o   *It is always the best to go along with your instinct and not ponder on the questions for long.*   
o   *There is no right or wrong answer OR standard answer to the questions since everyone is a unique being and experiences emotions and behaviors differently.*   
o   There are no anticipated risks to participating in this study. If, however, the questions we will ask trigger reflection in a way that causes some issues, you can ask me, the researcher for additional support.  
 3.    ***Your confidentiality matters to us!***   
o   *Your personal data will remain strictly confidential and will ONLY be used for research purposes.  No identifying information will be disclosed in the study.*   
o   *Your responses are given on a voluntary basis and will stay anonymous.*   
   
   Stay healthy, Stay safe,

Della WANG

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Consent Page   
 *By clicking to continue, you consent to participate in this survey and share your data for research purposes*.

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Gender Your gender

* Male (1)
* Female (2)
* Prefer not to disclose (3)

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Year of birth Your year of birth

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Country The country where you currently reside

▼ Afghanistan (1) ... Zimbabwe (195)

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Education Highest degree of eduction you have completed

* Less than a high school diploma (1)
* High school degree or equivalent (e.g. GED) (2)
* Some college, no degree (3)
* Associate degree (e.g. AA, AS) (4)
* Bachelor's degree (e.g. BA, BS) (5)
* Master's degree (e.g. MA, MS, MEd) (6)
* Doctorate or professional degree (e.g. MD, DDS, PhD) (7)

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Household income Your gross annual household income in US Dollar or its equivalence

* Under $20,000 (1)
* $20,000 - 39,999 (2)
* $40,000 - 59,999 (3)
* $60,000-79,999 (4)
* $80,000-99,999 (5)
* $100,000 or more (6)

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Part/Full time Part time or Full time

* Full time (1)
* Part time (2)

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Yrs of Service Years of working experience

|  |  |  |
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|  | Number of Months | Number of Years |
|  |  |  |
| Number of years in current position (1) | ▼ 0 (1 ... 11 (11) | ▼ 0 (1 ... 30 (30) |
| Number of years with current employer (2) | ▼ 0 (1 ... 11 (11) | ▼ 0 (1 ... 30 (30) |
| Number of years of full working experiences (3) | ▼ 0 (1 ... 11 (11) | ▼ 0 (1 ... 30 (30) |

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Contract type Type of Contract

* Permanent (1)
* Fixed-term (2)
* Temporary (3)
* Other. Please specify below: (4) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Hierarchy Your level in your organisation's hierarchy

* Employee (1)
* Professional (2)
* First-level manager (3)
* Lower-level manager (4)
* Mid-level manager (5)
* General Manager or Director (6)
* Vice-President (7)

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Function Your functional area

* Sales/Marketing (1)
* Accounting (2)
* Finance (3)
* Research & Development (4)
* Management (5)
* Information Technology (6)
* General Administration (7)
* Support/Services (8)
* Education (9)
* Human Resources (10)
* Other. Please specify below: (11) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Org Type The type of organisation your work in

* Private for profit (1)
* Private not for profit (2)
* Government (3)
* Education (4)
* Manufacturing (5)
* Services (6)
* Other. Please specify below: (7) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

End of Block: Demographics

Start of Block: Financial Uncertainty

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Uncertainty Please indicate to what extent you agree with the statements listed below, regarding your assessment of your financial status:

|  |  |  |  |  |  |  |  |
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|  | Strongly disagree (1) | Disagree (2) | Somewhat disagree (3) | Neither agree nor disagree (4) | Somewhat agree (5) | Agree (6) | Strongly agree (7) |
| I have adequate income. (1) |  |  |  |  |  |  |  |
| I have adequate credit. (2) |  |  |  |  |  |  |  |
| I have financial stability. (3) |  |  |  |  |  |  |  |
| I have enough savings for an emergency. (4) |  |  |  |  |  |  |  |
| I have enough assets. (5) |  |  |  |  |  |  |  |

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Self-development With the following questions, we want to find out how you developed yourself in function of your (future) work.  People can undertake different activities to promote self-development.  We want to know how often **in the past six months** you engaged in the following developmental activities for the benefit of your (future) work.    
*Note: Rarely refers to once or twice in the past six months. Sometimes refers to monthly.  Regularly refers to few times a month. Often refers to weekly.  Very often refers to few times a week.  Always refer to daily.*

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|  | Never (0) | Rarely (1) | Sometimes (2) | Regularly (3) | Often (4) | Very often (5) | Always (6) |
| 1. I searched for information (websites, magazines, videos, books, etc.). (1) |  |  |  |  |  |  |  |
| 2. I tried something new (technique, method, behavior, etc.) (2) |  |  |  |  |  |  |  |
| 3. I asked others for information. (3) |  |  |  |  |  |  |  |
| 4. I took part in a seminar/conference. (4) |  |  |  |  |  |  |  |
| 5. I attended a training / (additional) course. (5) |  |  |  |  |  |  |  |
| 6. I thought about how I handled things. (6) |  |  |  |  |  |  |  |
| 7. I observed how others managed things. (7) |  |  |  |  |  |  |  |
| 8. I took part in a workshop. (8) |  |  |  |  |  |  |  |
| 9. I attended a presentation. (9) |  |  |  |  |  |  |  |
| 10. I asked the opinion of others on what I did. (10) |  |  |  |  |  |  |  |
| 11. I talked about work experiences with others. (11) |  |  |  |  |  |  |  |
| 12. I thought about how I would handle things on beforehand. (12) |  |  |  |  |  |  |  |
| 13. Please tick "Always" for this item. (13) |  |  |  |  |  |  |  |
| 14. I took an e-learning course (online training). (14) |  |  |  |  |  |  |  |
| 15. I read magazines, websites, books, etc. (15) |  |  |  |  |  |  |  |
| 16. I watched visual material (documentary films, instruction videos, etc.) (16) |  |  |  |  |  |  |  |

End of Block: Financial Uncertainty

Start of Block: Financial Worry

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Q31 Please indicate to what extent you agree with statements listed below, regarding your experience **in the past 12 months:**  
 *Note: Rarely refers to once or twice in the past twelve months. Sometimes refers to monthly.  Regularly refers to few times a month. Often refers to weekly.  Very often refers to few times a week.  Always refer to daily.*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Never (0) | Rarely (1) | Sometimes (2) | Regularly (3) | Often (4) | Very often (5) | Always (6) |
| How often have you been worried about your financial situation? (1) |  |  |  |  |  |  |  |
| How often have you felt satisfied with your financial situation? (2) |  |  |  |  |  |  |  |
| How often have you felt overwhelmed by your financial obligations? (3) |  |  |  |  |  |  |  |
| How often did you feel that you do not have enough money? (11) |  |  |  |  |  |  |  |

End of Block: Financial Worry

Start of Block: Work Values

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Indi value People can find different things important in their work.  To what extent is it IMPORTANT for you to have a job...

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Not at all important (1) | Slightly important (2) | Moderately important (3) | Very important (4) | Extremely important (5) |
| 1. In which you have a position of great power. (1) |  |  |  |  |  |
| 2. In which you are admired for your prestigious position. (2) |  |  |  |  |  |
| 3. In which you can exercise control over others. (3) |  |  |  |  |  |
| 4. In which you are very successful financially. (4) |  |  |  |  |  |
| 5. Please tick "Extremely important". (5) |  |  |  |  |  |
| 6. In which you can develop yourself. (6) |  |  |  |  |  |
| 7. In which work content is interesting. (7) |  |  |  |  |  |
| 8. In which you can maintain good social relations. (9) |  |  |  |  |  |
| 9. In which you make a contribution to society. (10) |  |  |  |  |  |

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Indi value-org ***The following questions are about the latest organization you worked or are working for.*** Different values can be emphasized in organizations.  Which values do you think are important in the organisation where you work? In the ORGANISATION where I work, it is important that...

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Not at all important (1) | Slightly important (2) | Moderately important (3) | Very important (4) | Extremely important (5) |
| 1. One has a function with a lot of power. (1) |  |  |  |  |  |
| 2. One is admired for his/her reputable position. (2) |  |  |  |  |  |
| 3. One can exercise control over others. (3) |  |  |  |  |  |
| 4. One is financially very successful. (4) |  |  |  |  |  |
| 5. One can develop oneself. (5) |  |  |  |  |  |
| 6. One has an interesting function in terms of content. (6) |  |  |  |  |  |
| 7. One can maintain good social relations. (7) |  |  |  |  |  |
| 8. One can contribute to society. (8) |  |  |  |  |  |

End of Block: Work Values

Start of Block: Presenteeism

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Presenteeism days   
Has it happened over the previous 12 months that you have gone to work despite feeling that you really should have taken sick leave due to your state of health?

* No, never (0)
* Yes, once (0)
* Yes, 2-5 times (1)
* Yes, more than 5 times (2)

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CPBs Please indicate how often you have performed each of the behaviours listed below, using the following response scale: **How often have you***Note: Rarely refers to once or twice. Sometimes refers to monthly.  Regularly refers to few times a month. Often refers to weekly.  Very often refers to few times a week.  Always refer to daily.*

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| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Never (0) | Rarely (1) | Sometimes (2) | Regularly (3) | Often (4) | Very often (5) | Always (6) |
| 1. ... exaggerated about your hours worked? (56) |  |  |  |  |  |  |  |
| 2. ... started negative rumors about your company? (57) |  |  |  |  |  |  |  |
| 3. ... gossiped about your coworkers? (58) |  |  |  |  |  |  |  |
| 4. ... covered up your mistakes? (59) |  |  |  |  |  |  |  |
| 5. ... competed with your coworkers in an unproductive way? (60) |  |  |  |  |  |  |  |
| 6. ... gossiped about your supervisor? (61) |  |  |  |  |  |  |  |
| 7. ... stayed out of sight to avoid work? (62) |  |  |  |  |  |  |  |
| 8. ... taken company equipment or merchandise? (63) |  |  |  |  |  |  |  |
| 9. ... blamed your coworkers for your mistakes? (64) |  |  |  |  |  |  |  |
| 10. ... intentionally worked slow? (65) |  |  |  |  |  |  |  |

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CFQ The following questions are about minor mistakes which everyone makes from time to time, but some of which happen more often than others.  We want to know how often these things have happened to you **in the past six months**.  Please click the appropriate answer:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Very often (1) | Quite often (2) | Occasionally (3) | Very rarely (4) | Never (5) |
| 1. Did you read something and find you haven't been thinking about it and must read it again? (1) |  |  |  |  |  |
| 2. Did you find you forget why you went from one part of the house to the other? (2) |  |  |  |  |  |
| 3. Did you fail to notice signposts on the road? (3) |  |  |  |  |  |
| 4. Did you find you confuse right and left when giving directions? (4) |  |  |  |  |  |
| 5. Did you bump into people? (5) |  |  |  |  |  |
| 6. Did you find you forget whether you've turned off a light or a fire or locked the door? (6) |  |  |  |  |  |
| 7. Did you fail to listen to people's names when you are meeting them? (7) |  |  |  |  |  |
| 8. Did you say something and realize afterwards that it might be taken as insulting? (8) |  |  |  |  |  |
| 9. Did you fail to hear people speaking to you when you are doing something else？ (9) |  |  |  |  |  |
| 10. Did you lose your temper and regret it? (10) |  |  |  |  |  |
| 11. Did you leave important electronic messages, such as emails, SMS, unanswered for days? (11) |  |  |  |  |  |
| 12. Did you find you forget which way to turn on a road you know well but rarely use? (12) |  |  |  |  |  |
| 13. Did you fail to see what you want in a supermarket (although it's there)? (13) |  |  |  |  |  |
| 14. Did you find yourself suddenly wondering whether you've used a word correctly? (14) |  |  |  |  |  |
| 15. Did you have trouble making up your mind? (15) |  |  |  |  |  |
| 16. Did you find you forget appointments? (16) |  |  |  |  |  |
| 17. Did you forget where you put something like a news paper or a book? (17) |  |  |  |  |  |
| 18. Did you find you accidentally throw away the thing you want and keep what you meant to throw away - as in the example of throwing away the matchbox and putting the used match in your pocket？ (18) |  |  |  |  |  |
| 19. Did you daydream when you ought to be listening to something? (19) |  |  |  |  |  |
| 20. Did you find you forget people's names? (20) |  |  |  |  |  |
| 21. Did you start doing one thing at home and get distracted into doing something else (unintentionally)? (21) |  |  |  |  |  |
| 22. Did you find you can't quite remember something although it's "on the tip of your tongue"? (22) |  |  |  |  |  |
| 23. Did you find you forget what you came to the shops to buy? (23) |  |  |  |  |  |
| 24. Did you physically drop things? (24) |  |  |  |  |  |
| 25. Did you find you can't think of anything to say? (25) |  |  |  |  |  |

End of Block: Presenteeism

Start of Block: TIPI

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TIPI Please indicate to what degree you agree with each of the following statements: **I see myself as...**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree (1) | Disagree (2) | Somewhat disagree (3) | Neither agree nor disagree (4) | Somewhat agree (5) | Agree (6) | Strongly agree (7) |
| Extraverted, enthusiastic. (1) |  |  |  |  |  |  |  |
| Critical, quarrelsome. (2) |  |  |  |  |  |  |  |
| Dependable, self-disciplined. (3) |  |  |  |  |  |  |  |
| Anxious, easily upset. (4) |  |  |  |  |  |  |  |
| Open to new experiences, complex. (5) |  |  |  |  |  |  |  |
| Reserved, quiet. (6) |  |  |  |  |  |  |  |
| Sympathetic, warm. (7) |  |  |  |  |  |  |  |
| Disorganized, careless. (8) |  |  |  |  |  |  |  |
| Calm, emotionally stable. (9) |  |  |  |  |  |  |  |
| Conventional, uncreative. (10) |  |  |  |  |  |  |  |
| Please tick "Strongly agree" for this item. (12) |  |  |  |  |  |  |  |

End of Block: TIPI

Start of Block: Marker items

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Marker Item 1 To what extent do you agree the statement "I do not deliberately say anything that hurts someone's feelings"?

* Strongly agree (1)
* Somewhat agree (2)
* Neither agree nor disagree (3)
* Somewhat disagree (4)
* Strongly disagree (5)

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Marker Item 2 To what extent do you agree with the statement that "It is easy to understand all the questions in this survey?"

* Strongly agree (1)
* Somewhat agree (2)
* Neither agree nor disagree (3)
* Somewhat disagree (4)
* Strongly disagree (5)

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Marker Item 3 Regarding the statement "I like to watch Hollywood movies", to what extent do you agree?

* Strongly agree (1)
* Somewhat agree (2)
* Neither agree nor disagree (3)
* Somewhat disagree (4)
* Strongly disagree (5)

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Marker Item 4 Regarding the statement "The length of the survey was appropriate", to what extent do you agree?

* Strongly agree (1)
* Somewhat agree (2)
* Neither agree nor disagree (3)
* Somewhat disagree (4)
* Strongly disagree (5)

End of Block: Marker items

Start of Block: Random ID

Q60 Here is your ID: ${e://Field/Random%20ID}   
    
Please copy this value to paste into MTurk.   
    
When you have copied this ID, please click the next button to submit your survey.

End of Block: Random ID