**IRB # 2009L8135**

**Please read and fill out the survey. Once it is complete, place this survey in the provided envelope and seal it, then return it to the store manager. Use the scantron provided to mark your answers to the following questions. DO NOT WRITE YOUR NAME ON THE SCANTRON!**

**Please answer the following items to the best of your knowledge. Fill in the corresponding circle on the scantron.**

1. Gender A. Male B. Female

2. Age A. 17-22 B. 23-28 C. 29-34 D. 35-40 E.41 and over

3. Ethnicity A. African-American B. Asian-American C. Latino

D. Caucasian/White E. Other

4. Level of Education Completed A. High School B. Associate Degree

C. Bachelors Degree D. Masters Degree or higher

E. Other

5. Amount of time employed with company A. 0-6 months B. 6 months-1 year C. 1-2 years D. 2-4 years E. 4 years or more

6. Enrollment Status at a college or university A. Yes, currently enrolled B. No, not enrolled

**Instructions: This scale measures your feelings about workplace fun as follows: strongly agree, agree, neutral, disagree, strongly disagree. Please fill out the appropriate circle on your scantron. Strongly agree(A)…Strongly disagree(E)**

**A B C D E**

**Strongly Agree Strongly Disagree**

**Attitude Toward Fun At Work Items and Scales**

**Appropriateness**

1. Joking, laughing, or having a “playful attitude” while on the job is immature and

unprofessional.

2. Work hours are the time to work and non-work hours are the time to have fun.

3. Having a good time and doing a good job are incompatible achievements.

4. If you are playing, you cannot possibly be working.

**Salience**

5. Having fun at work is very important to me.

6. If my job stopped being fun, I would look for another job.

7. I prefer to work with people who like to have fun.

8. I don’t expect work to be fun—that’s why they call it work.

9. Experiencing joy or amusement while at work is not important to me.

**Perceived Consequences**

10. Having fun at work can enhance interpersonal relations and teamwork.

11. Fun at work usually gets out of hand.

12. Fun at work can help reduce stress and tensions.

13. When work is fun, employees work harder and longer.

14. Joke-telling almost always comes at the expense of others (e.g., harassment).

15. Companies with no sense of humor typically have dissatisfied employees.

16. When employees are having fun, they are typically goofing off and avoiding their work.

17. Employees with a healthy sense of humor tend to work well with others

**Instructions: The questions on this scale ask you about your feelings and thoughts during the last month. In each case you will be asked to indicate *how often* you felt or thought a certain way. Although some questions are similar, there are differences between them and you should treat each one as a separate question. The best approach is to answer each question fairly quickly. That is, don’t try to count up the number of times you felt a particular way, but rather indicate the alternative that seems like a reasonable estimate. On your scantron circle the answer that best describes you: Never (A)…Very Often (E).**

Perceived Stress Scale

*(Cohen, Kamarck, & Mermelstein, 1983)*

A B C D E

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| In the last month, how often have you… | Never | Almost Never | Some-times | Fairly Often | Very Often |
| 1) been upset because of something that happened unexpectedly? |  |  |  |  |  |
| 2) felt that you were unable to control the important things in your life? |  |  |  |  |  |
| 3) felt nervous and “stressed”? |  |  |  |  |  |
| \*4) dealt successfully with irritating life events? |  |  |  |  |  |
| \*5) felt that you were effectively coping with important changes that were occurring in your life? |  |  |  |  |  |
| \*6) felt confident about your ability to handle your personal problems? |  |  |  |  |  |
| \*7) felt that things were going your way? |  |  |  |  |  |
| 8) found that you could not cope with all the things that you had to do? |  |  |  |  |  |
| \*9) been able to control irritations in your life? |  |  |  |  |  |
| \*10) felt that you were on top of things? |  |  |  |  |  |
| 11) been angered because of things that happened that were outside of your control? |  |  |  |  |  |
| 12) found yourself thinking about things that you have to accomplish? |  |  |  |  |  |
| \*13) been able to control the way you spend your time? |  |  |  |  |  |
| 14) felt difficulties were piling up so high that you could not overcome them? |  |  |  |  |  |
|  | Never | Almost Never | Some-times | Fairly Often | Very Often |

**Instructions: Read each statement then fill in the corresponding circle on the scantron to indicate how you feel at this very moment about how satisfied you are with your work. A-totally disagree, B-disagree, C-neutral, D-agree, and E-totally agree.**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| WORK SATISFACTION SURVEY by the Gallup Organization | | | | | | |
| Indicate your opinion in statements 1-12 using the 5-point scale where "5" means you totally agree and "1" means you totally disagree. | | **A** | **B** | **C** | **D** | **E** |
| **happyface1** | **happyface2** |  | **happyface4** | **happyface5** |
| 1. | I know what is expected of me at work. |  |  |  |  |  |
| 2. | I have the materials and equipment I need to do my work right. |  |  |  |  |  |
| 3. | At work, I have the opportunity to do that which I do best every day. |  |  |  |  |  |
| 4. | In the last seven days, I have received recognition or praise for doing good work. |  |  |  |  |  |
| 5. | My supervisor, or someone at work, seems to care about me as a person. |  |  |  |  |  |
| 6. | There is someone at work who encourages my development. |  |  |  |  |  |
| 7. | At work, my opinion seems to count. |  |  |  |  |  |
| 8. | The mission and purpose of our Program/office/business, department, organization, or agency make me feel my job is important. |  |  |  |  |  |
| 9. | My fellow employees are committed to doing quality work. |  |  |  |  |  |
| 10. | I have a best friend at work. |  |  |  |  |  |
| 11. | In the past six months, someone at work has talked to me about my progress. |  |  |  |  |  |
| 12. | This last year, I have had opportunities to learn and grow at work. |  |  |  |  |  |
|  | | 1  **happyface1** | 2  **happyface2** | 3 | 4  **happyface4** | 5  **happyface5** |

**Instructions: Below is a list of statements dealing with your general feelings about yourself. Please fill in the corresponding circle on your scantron where you strongly agree-SA(circle A), agree-A(circle B), disagree-D(circle C) and strongly disagree-SD(circle D).**

A B C D

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1. | On the whole, I am satisfied with myself. | SA | A | D | SD |
| 2.\* | At times, I think I am no good at all. | SA | A | D | SD |
| 3. | I feel that I have a number of good qualities. | SA | A | D | SD |
| 4. | I am able to do things as well as most other people. | SA | A | D | SD |
| 5.\* | I feel I do not have much to be proud of. | SA | A | D | SD |
| 6.\* | I certainly feel useless at times. | SA | A | D | SD |
| 7. | I feel that I’m a person of worth, at least on an equal plane with others. | SA | A | D | SD |
| 8.\* | I wish I could have more respect for myself. | SA | A | D | SD |
| 9.\* | All in all, I am inclined to feel that I am a failure. | SA | A | D | SD |
| 10. | I take a positive attitude toward myself. | SA | A | D | SD |

**Instructions: The next items ask you questions about tension you may feel at work. Fill in the corresponding circle on your scantron for the feeling that best applies to you. Never (A)…Very Often (E)**

Job-related Tension

*(Kahn, Wolfe, Quinn, Snoek, & Rosenthal 1964)*

A B C D E

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| How frequently are you bothered at work by: | Never | Rarely | Some-times | Rather often | Very often |
| 1. Feeling that you have too little authority to carry out the responsibilities assigned to you. |  |  |  |  |  |
| 2. Being unclear on just what the scope and responsibilities of your job are. |  |  |  |  |  |
| 3. Not knowing what opportunities for advancement or promotion exist for you. |  |  |  |  |  |
| 4. Feeling that you have too heavy a work load, one that you can’t possibly finish during an ordinary workday. |  |  |  |  |  |
| 5. Thinking that you’ll not be able to satisfy the conflicting demands of various people over you. |  |  |  |  |  |
| 6. Feeling that you’re not fully qualified to handle your job. |  |  |  |  |  |
| 7. Not knowing what your immediate supervisor thinks of you, how he or she evaluates your performance. |  |  |  |  |  |
| 8. The fact that you can’t get information needed to carry out your job. |  |  |  |  |  |
| 9. Having to decide things that affect the lives of individuals, people that you know. |  |  |  |  |  |
| 10. Feeling that you may not be liked and accepted by the people you work with. |  |  |  |  |  |
| 11. Feeling unable to influence your immediate supervisor’s decisions and actions that affect you. |  |  |  |  |  |
| 12. Not knowing just what the people you work with expect of you. |  |  |  |  |  |
| 13. Thinking that the *amount* of work you have to do may interfere with how *well* it gets done. |  |  |  |  |  |
| 14. Feeling that you have to do things on the job that are against your better judgment. |  |  |  |  |  |
| 15. Feeling that your job tends to interfere with your personal life. |  |  |  |  |  |

**Instructions: The questions on this scale measure perceived support from friends in the workplace. The answers range from Strongly Agree (A), Agree (B), Neutral (C), Disagree (D), and Strongly Disagree (E). Please fill in the corresponding circle on your scantron.**

**Social Support Scale**

1. My friends at work really try to help me.

2. I can count on my friends at work.

3. I have friends at work with whom I can share my joys and sorrows.

4. I can talk about my problems with my friends at work.

Thank you for your participation!

***\*If you would like to enter in a raffle to win a $25 gift card for Barneys New York please fill out the information on the next page! Only completed surveys are eligible.***

Enter to win a $25 Barneys gift card

Name (print)

What is the best way to reach you:

Email address

Or

Phone number