Wave 3 Survey

Consider this behavior in the context of your job.

Loop and merge feature will have the following behaviors appear one at a time to answer the bottom three questions for each behavior.

Prosocial Rule Breaking

* Broke organizational rules or policies to do my job more efficiently.
* Violated organizational policies to save the company time and money.
* Ignored organizational rules to ‘‘cut the red tape’’ and be a more effective worker.
* When organizational rules interfered with my job duties, I broke those rules.
* Disobeyed company regulations that result in inefficiency for the organization.
* Broke organizational rules if my co-workers needed help with their duties.
* When another employee needed my help, I disobeyed organizational policies to help him/her.
* Assisted other employees with their work by breaking organizational rules.
* Helped out other employees, even if it meant disregarding organizational policies.
* Broke rules that stand in the way of good customer service.
* Gave good service to clients or customers by ignoring organizational policies that interfered with my job.
* Broke organizational rules to provide better customer service.
* Bent organizational rules so that I could best assist customers.

Organizational Dissent

* Brought my criticism about organizational changes that aren't working to my supervisor or someone in management.
* Told management when I believed employees were being treated unfairly.
* Made suggestions to management or my supervisor about correcting inefficiency in my organization.
* Spoke with my supervisor or someone in management when I questioned workplace decisions.
* Discussed my concerns about workplace decisions with family and friends outside of work.
* Talked with family and friends about workplace decisions that I am uncomfortable discussing at work.
* Talked about my job concerns to people outside of work.
* Let other employees know how I feel about the way things are done around here.
* Joined in when other employees complained about organizational changes.
* Made certain everyone knew when I was unhappy with work policies.
* Criticized inefficiency in this organization in front of everyone.

Employee Voice

* Frequently makes suggestions about how to do things in new or more effective ways at work.
* Often suggests changes to work projects in order to make them better.
* Often speaks up with recommendations about how to fix work-related problems.
* Frequently makes suggestions about how to improve work methods or practices.
* Regularly proposes ideas for new or more effective work methods.
* Defends organizational programs that are worthwhile when others unfairly criticize the programs.
* Expresses support for productive work procedures when others express uncalled for criticisms of the procedures.
* Speaks up in support of organizational policies that have merit when others raise unjustified concerns about the policies.
* Defends useful organizational policies when other employees unfairly criticize the policies.
* Defends effective work methods when others express invalid criticisms of the methods.
* Stubbornly argues against changing work methods, even when the proposed changes have merit.
* Speaks out against changing work policies, even when making changes would be for the best.
* Vocally opposes changing how things are done, even when changing is inevitable.
* Rigidly argues against changing work procedures, even when implementing the changes makes sense.
* Vocally argues against changing work practices, even when making the changes is necessary.
* Often bad-mouths the organization’s policies or objectives.
* Often makes insulting comments about work-related programs or initiatives.
* Frequently makes overly critical comments regarding how things are done in the organization.
* Often makes overly critical comments about the organization’s work practices or methods.
* Harshly criticizes the organization’s policies, even though the criticism is unfounded.

1. How likely are you to engage in this behavior?

Scale 0 - 10 (Not likely to extremely likely)

2. Competitiveness Questionnaire

Please read each statement carefully and try to answer as honestly as possible. Do not spend too much time on any one item; if trying to decide between two responses, choose the one that first comes to mind. (strongly disagree to strongly agree)

* I would want to get an A because that is the best grade a person can get.
* I perform better when I am competing someone rather than when I am the only one striving for a goal.
* I do not care to be the best that I can be.
* When applying for an award I focus on my qualifications for the award and why I deserve it, not on how the other applicants compare to me.
* I do not feel that winning is important in both work and games.
* When I win an award or game it means that I am the best compared to everyone else that was playing.
* It is only fair that the best person win the game.
* In school, I always liked to be the first one finished with a test.
* I am not disappointed if I do not a goal that I have set for myself.
* I have always wanted to be better than others.
* Achieving excellence is not important to me.
* When nominated for an award, I focus on how much better or worse the other candidates' qualifications are as compared to mine.
* I would want an A because that means that I did better than other people.
* I wish to excel in all that I do.
* Because it is important that a winner is decided, I do not like to leave a game unfinished.
* I would rather work in an area in which I can excel, even if there are other areas that would be easier or would pay more money.

3. **Competitive work environment scale**

Please use the scale provided to rate the following items about how things are in your organization. The response scale ranged from 1 (strongly disagree) to 5 (strongly agree).

* My coworkers and I are compensated (e.g., pay, bonuses) based on our performance relative to others.
* I receive higher pay when I perform better than my coworkers.
* I am offered incentives (e.g., higher pay, bonuses, time off) to perform better than my coworkers.
* I am given rewards (e.g., bonuses, gifts, vacation time) for performing better than my coworkers.
* The amount of freedom and personal discretion I get is based on performing better than my coworkers.
* The best performers are offered additional working opportunities that are not available to all employees (e.g., assignments, responsibilities, scheduling).
* Having freedom and personal discretion at work is based on performing better than others.
* Assignments (e.g., choice of tasks, flexible scheduling) are based on performance relative to others.
* I am acknowledged for my accomplishments only when I outperform my coworkers.
* My coworkers and I are acknowledged for our accomplishments only when we outperform each other.
* My accomplishments are only recognized if they are better than those of my coworkers.
* Good performance is only recognized when it is better than someone else’s performance.
* My status at work depends on my performance relative to others.
* I am only able to obtain high status if I outperform my coworkers.
* My standing is based on my performance relative to others.
* Rank and privilege are based on outperforming others.
* My coworkers are very competitive individuals.
* My coworkers work hard to outperform each other.
* My coworkers are constantly competing with one another.
* Everyone at work wants to win by outperforming their coworkers.

4. **Role Breadth Self-Efficacy scale**

How confident would you feel if you were asked to carry out each of the 10 tasks using a 5-point Likert scale from 1 (not at all confident) to 5 (very confident)?

* Analyzing a long-term problem to find a solution.
* Representing your work area in meetings with senior management.
* Making suggestions to management about ways to improve the working of your section.
* Designing new procedures for your work area.
* Visiting people from other departments to suggest doing things differently.
* Contributing to discussions about the company's strategy.
* Writing a proposal to spend money in your work area.
* Helping to set targets/goals in your work area.
* Contacting people outside the company (e.g., suppliers, customers) to discuss problems.
* Presenting information to a group of colleagues.

5. **Perception of organizational politics scale**

Using the scale below, please indicate the extent to which you agree or disagree with the statements. (strongly disagree to strongly agree)

* One group always get their way.
* Influential group no one crosses.
* Policy changes help only a few.
* Build themselves up by tearing other down.
* Don’t speak up for fear of retaliation.
* Favoritism not merit gets people ahead.
* Promotions go to top performers. (RS)
* Encouraged to speak out. (RS)
* No place for yes men. (RS)
* Pay and promotion policies are not politically applied.
* Pay and promotion decisions are consistent with policies.