

Self-Regulated Learning at Work Questionnaire
(+ WORK SELF-EFFICACY SCALE (Kovács & Kálmán, 2022))

Items

The items used in the instrument are given below. The code to the left of each item (see key at end) indicates its origin.

Personal details: (Fontana et al., 2015)

[1- PD] Age _____

[2- PD] Gender

- ☐ Male
☐ Female

[3- PD] Your primary job role

- ☐ Senior Manager
☐ Supervisor
☐ Frontline Staff

[4- PD] How many years have you worked for your current primary employer? _____ years.

WORKPLACE LEARNING ACTIVITY Scale: WLA (Fontana et al., 2015)

Question/Guidance:

Knowledge workers learn continually as they work, though they may not always be aware that they are learning. This section presents some possible learning activities you may have experienced during your work.

How frequently have you participated in the following learning activities in the last year?

1= never, 2= once or twice, 3= sometimes, 4 = many times, 5= very often or always

Items

- [1-LA-R-1] Acquiring new information (e.g. by searching the internet or company knowledge base)
[2-LA-R-2] Working alone or with others to develop solutions to problems
[3-LA-R-3] Working alone or with others to develop new ideas
[4-LA-R-4] Following new developments in your field
[5-LA-R-5] Performing new tasks
[6-LA-S-1] Asking colleagues for advice
[7-LA-C-1] Attending a training course or using self-study materials
[8-LA-C-5] Observing or replicating colleagues' strategies to complete a task or solve a problem
[9-LA-C-6] Finding better way to do a task by trial and error
[10-LA-C-8] Reflecting on previous actions
[11-LA-C-9] Receiving feedback on tasks from work colleagues

SELF-REGULATED LEARNING Scales: SRL-F, SRL-P and SRL-SR (Fontana et al., 2015)

Question/Guidance: Please indicate the extent to which the following statements describe your behaviour. There are no correct

or incorrect responses to these questions: please indicate how you typically behave, rather than how you think you should behave.

Scale: 1 = not at all true for me, 2 =sometimes true for me, 3 = quite true for me, 4 = true for me, 5 = very true for me

SRL Phase	Items
SRL-F FORETHOUGHT	<p>[12-F-OSLQ-1] I set personal standards for performance in my job</p> <p>[13-F-OSLQ-2] I set long-term goals (monthly or yearly) for myself in order to direct my learning activities</p> <p>[14-F-OSLQ-4] I set goals to help me manage the time I spend learning</p> <p>[15-F-OSLQ-4] I set realistic deadlines for learning when I have identified a learning need.</p> <p>[16-F-MAI-22] I ask myself questions about each learning task before I begin</p> <p>[17-F-MAI-23] I think of several ways to solve a problem and choose the best one</p> <p>[18-F-MAI-3] When planning my learning, I adapt strategies that have worked in the past</p> <p>[19-F-MAI-18] I use specific strategies for different types of things I need to learn</p> <p>[20-F-MSLQ-4] I think I will be able to use what I learn in this job in the future</p> <p>[21-F-MSLQ-10] It is important for me to learn new things in this job</p> <p>[22-F-MSLQ-27] Learning that I undertake in this job is important to me</p> <p>[48-F-OS-1] I can remain calm when facing difficulties in my job because I can rely on my abilities.</p> <p>[49-F-OS-2] When I am confronted with a problem in my job, I can usually find several solutions.</p> <p>[50-F-OS-3] Whatever comes my way in my job, I can usually handle it.</p> <p>[51-F-OS-4] My past experiences in my job have prepared me well for my occupational future.</p> <p>[52- F-OS-5] I meet the goals that I set for myself in my job.</p> <p>[53-F-OS-6] I feel prepared for most of the demands in my job.</p>
SRL-P PERFORMANCE	<p>[23-P-MAI-37-39-41] I write down a plan to describe how I hope to achieve my learning goals</p> <p>[24-P-MAI-43] I ask myself how what I'm learning is related to what I already know.</p> <p>[25-P-MAI-40] I change strategies when I don't make progress while learning</p> <p>[26-P-MSLQ-32] When learning I make notes (including diagrams, etc.) to help organise my thoughts</p> <p>[27- P-MAI- 30] I focus on the meaning and significance of new information</p> <p>[28-P-MAI-45] I organize my time to best accomplish my goals</p> <p>[29-P-MSLQ-64] When I'm learning, I try to relate new knowledge I find to what I already know</p> <p>[30-P-MSLQ-53] When I'm learning, I bring together information from different sources (for example: people and resources)</p> <p>[31-P-MSLQ-81] I try to apply ideas from my previous experience to my job where appropriate</p> <p>[32-P-MSLQ-51] During learning I treat the resources I find as a starting point and try to develop my own ideas from them</p> <p>[33-P-MSLQ-66] I try to play around with ideas of my own related to what I am learning</p> <p>[34-P-MSLQ-71] In my job I think about possible alternative ways to do my tasks</p> <p>[35-P-MSLQ-68] When I can't understand a task, I ask my colleagues for help.</p> <p>[36-P-MSLQ-75] I try to identify colleagues in my workplace whom I can ask for help if I need it</p>

	[37-P-LS -16] When I am unsure about something I look it up [38-P-LS -18] I fill in the gaps in my knowledge by getting hold of the appropriate material [39-P-MSLQ-22] When faced with a challenge in my job I try to understand the problem as thoroughly as possible [40-P-MSLQ-24] I like opportunities to engage in tasks that require me to learn [41-P-MSLQ-16] I prefer tasks that arouse my curiosity, even if I need to learn to achieve them
SRL-SR SELF- REFLECTION	[42-S-MAI-7] I know how well I have learned once I have finished a task [43-S-MAI-18] I ask myself if there were other ways to do things after I finish a task. [44-S-MAI-24] I think about what I've learned after I finish. [45-S-LS-5] I think about how what I've learned fits in to the 'bigger picture' at my company [46-S-LS-7] I consider how what I've learned relates to my team [47-S-LS-10] I try to understand how new information I've learned impacts my work

WORKPLACE LEARNING CONTEXT Scale: WLC (Fontana et al., 2015)

Question/Guidance: Please indicate the extent to which your current role provides opportunities for learning and development. There are no correct or incorrect responses to these questions.
Scale: 1= never, 2= once or twice, 3= sometimes, 4 = many times, 5= very often or always
Items
[54-WLC-1] My job requires me to be creative [55-WLC-2] I can choose my job assignments [56-WLC-3] I have opportunities to develop my own special abilities [57-WLC-4] I can vary how I do my work [58-WLC-5] My job requires a high level of skill [59-WLC-6] My job requires me to learn new things

WORK SELF-EFFICACY (Kovács & Kálmán, 2022)

Question/Guidance: Please indicate to what extent the following statements apply to you in relation to working from home.
Scale: 1 = not at all true for me, 2 =sometimes true for me, 3 = quite true for me, 4 = true for me, 5 = very true for me
Items
[60-WSE-1] Working from home, i achieve goals that will be assigned. [61-WSE-2] Working from home, i respect schedules and working deadlines. [62-WSE-3] Working from home, i learn new working methods. [63-WSE-4] Working from home, i concentrate all energy on work. [64-WSE-5] Working from home i finish all assigned work. [65-WSE-6] Working from home, i collaborate with other colleagues. [66-WSE-7] Working from home, I have good relationships with direct superiors. [67-WSE-8] Working from home, I work with people of diverse experiences and ages. [68-WSE-9] Working from home I can easily work in a team.

Key:

F = Forethought phase

P = Performance phase

S = Self-reflection phase

Code for items: [no. in the current instrument – phase - origin – item no. in the original instrument]
e.g. [1-F-OSLQ-1]

Reference:

Fontana, R. P., Milligan, C., Littlejohn, A. & Margaryan, A. (2015). Measuring self-regulated learning in the workplace. *International Journal of Training and Development*, 19(1), 32–52.
<https://doi.org/10.1111/ijtd.12046>

Kovács, Z. & Kálmán, C. (2022). The role of self-regulation and perceived self-efficacy in adaptation to home-office work during the pandemic. *Journal of Adult Learning, Knowledge and Innovation*, 4(2), 88–98. <https://doi.org/10.1556/2059.2021.00048>