

WRQoL 1 Scoring Scheme

WRQoL 1			
Question	Factor		Old Q#
1.	jcs	I have a clear set of goals and aims to enable me to do my job	36
2.	caw	I feel able to voice opinions and influence changes in my area of work	37
3.	jcs	I have the opportunity to use my abilities at work	38
4.	gwb	I feel well at the moment	39
5.	hwi	My employer provides adequate facilities and flexibility for me to fit w	40
6.	hwi	My current working hours / patterns suit my personal circumstances	41
7.	saw	I often feel under pressure at work	42
8.	jcs	When I have done a good job it is acknowledged by my line manager	43
9.	gwb	Recently, I have been feeling unhappy and depressed	44
10.	gwb	I am satisfied with my life	45
11.	jcs	I am encouraged to develop new skills	46
12.	caw	I am involved in decisions that affect me in my own area of work	47
13.	wcs	My employer provides me with what I need to do my job effectively	48
14.	hwi	My line manager actively promotes flexible working hours / patterns	49
15.	gwb	In most ways my life is close to ideal	50
16.	wcs	I work in a safe environment	51
17.	gwb	Generally things work out well for me	52
18.	jcs	I am satisfied with the career opportunities available for me here	53
19.	saw	I often feel excessive levels of stress at work	54
20.	jcs	I am satisfied with the training I receive in order to perform my preser	55
21.	gwb	Recently, I have been feeling reasonably happy all things considered	56
22.	wcs	The working conditions are satisfactory	57
23.	caw	I am involved in decisions that affect members of the public in my owr	58
24.	ovl	I am satisfied with the overall quality of my working life	65

WRQoL 1 Scoring Scheme

All items should be scored on a 5pt Likert scale

Strongly Disagree	=	1
Disagree	=	2
Neutral	=	3
Agree	=	4
Strongly Agree	=	5

Factor scores are calculated by taking the average of the question scores contributing to that factor with any negatively phrased items first being reverse scored. Overall WRQoL is the average of the six factor scores.

Negative phrased questions that should be reversed before calculating factor scores: q07, q09, q19

NB reverse score = (6 - original question score)

Questions which should not be included in factor or overall WRQoL scores: q24

NB Cases with missing data should be deleted or missing data should be mean substituted.

Key

red Negatively phrased question (score should be reversed before calculating factor scores)

Factors

caw	Control at Work (CAW)	How far you agree you feel you are involved in decisions that affect you at work.
gwb	General Well Being (GWB)	How much you agree you feel generally content with life as a whole.
hwi	Home-Work Interface (HWI)	How far you agree that the organisation understands and tries to help you with pressures outside of work.
jcs	Job Career Satisfaction (JCS)	How far you agree that you are generally happy with your ability to do your work.
saw	Stress at Work (SAW)	How far you feel agree you experience stress at work.
wcs	Working Conditions (WCS)	The extent you agree that you are happy with conditions in which you work
ovl	Overall Quality of Working Life (Q65)	A single measure of qowl used to validate WRQoL factors