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| **KEY** |  |
| @115 | Generally means Jan 2015 (at CC, 11/15) |
| \*(R) | Reverse scored |
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|  | **Job Embeddedness** |
|  | Fit-Organization |
| FO1 | * My job utilizes my skills and talents well. |
| FO2 | * I feel like I am a good match for my organization. |
| FO3 | * If I stay with my organization, I will be able to achieve most of my goals. |
|  | Fit-Community |
| FC1 | * I really love the place where I live. |
| FC2 | * The place where I live is a good match for me. |
| FC3 | * The area where I live offers the leisure activities that I like (sports, outdoor activities, cultural events & arts). |
|  | Sacrifice-Org |
| SO1 | * I have a lot of freedom on this job to pursue my goals. |
| SO2 | * I would sacrifice a lot if I left this job. |
| SO3 | * I believe the prospects for continuing employment with my organization are excellent. |
|  | Sacrifice-Com |
| SC1 | * Leaving the community where I live would be very hard. |
| SC2 | * If I were to leave the community, I would miss my non-work friends. |
| SC3 | * If I were to leave the area where I live, I would miss my neighborhood. |
|  | Links-Org |
| LO1 | * I am a member of an effective work group. |
| LO2 | * I work closely with my coworkers. |
| LO3 | * On the job, I interact frequently with my work group members. |
|  | Links-Com |
| LC1 | * My family roots are in this community. |
| LC2 | * I am active in one or more community organizations (e.g., churches, sports teams, schools, etc.). |
| LC3 | * I participate in cultural and recreational activities in my local area. |
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|  | **Job satisfaction (9 dimensions)** |
|  | Co-workers |
| JSCW1 | * I like the people I work with. |
| JSCW2 | * I enjoy working with my co-workers. |
|  | Supervisor |
| JSS1 | * My immediate supervisor is competent in doing his/her job. |
| JSS2 | * I like my immediate supervisor. |
|  | Work itself |
| JSWI1 | * I like doing the things I do at work. |
| JSWI2 | * I feel a sense of pride in doing my job. |
|  | Recognition |
| JSR1 | * When I do a good job, I receive the recognition for it that I should receive. |
| JSR2 | * I feel that the work I do is appreciated. |
|  | Promotion Opportunity |
| JSPO1 | * Those who do well on the job have a good chance for advancement. |
| JSPO2 | * I am satisfied with my chances for promotion. |
|  | Benefits |
| JSB1 | * The benefits I receive are as good as most other organizations offer. |
| JSB2 | * I am satisfied with the benefits I receive. |
|  | Wages |
| JSW1 | * I feel satisfied with my opportunity for wage increases. |
| JSW2 | * I feel I am being paid a fair amount for the work I do. |
|  | Communication |
| JSC1 | * I feel that I know what is going on with my organization. |
| JSC2 | * Communication is good within my organization. |
|  | Training |
| JST1 | * I am satisfied with the training I receive. |
| JST2 | * The training I receive at my organization is adequate. |
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|  | **Job Alternatives (measured in percentages; convert to numbers to analyze)** |
| JA1 | * What is the probability that you can find an acceptable alternative to your job? |
| JA2 | * If you search for an alternative job within a year, what are the chances you can find an acceptable job? |
| JA3 | * If you have received a job offer in the past year, to what extent did you consider accepting it? |
| JA4 | * If you received a job offer today, to what extent would you consider accepting it? |
| JA5 | * Have you considered quitting your job to pursue non-work options? |
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|  | **Intention to Leave (Turnover Intent = TI)** |
| TI1 | * Do you intend to leave the organization in the next 12 months? |
| TI2 | * How strongly do you feel about leaving the organization within the next 12 months? |
| TI3 | * How likely is it that you will leave the organization in the next 12 months? |
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|  | **Career Satisfaction** |
| CS1 | * I am satisfied with the success I have achieved in my career. |
| CS2 | * I am satisfied with the progress I have made toward meeting my overall career goals. |
| CS3 | * I am satisfied with the progress I have made toward meeting my goals for income. |
| CS4 | * I am satisfied with the progress I have made toward meeting my goals for advancement. |
| CS5 | * I am satisfied with the progress I have made toward meeting my goals for the development of new skills. |
| CS6 | * If I could go into a different profession which paid the same, I would probably take it. (R) |
| CS7 | * If I had all the money I needed without working, I would probably continue to work in this profession. |
| CS8 | * This is the ideal profession for a life’s work. |
| CS6old | This is item 6 recoded |
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|  | **Engagement Scale (not Gallup scale)(called “Motivation” at Rare)** |
| ENG1 | * I am always willing to really push myself to reach challenging work goals. |
| ENG2 | * I am fully committed to performing my job duties at the highest level of performance. |
| ENG3 | * I get excited thinking about new ways to do my job more effectively. |
| ENG4 | * I am very enthusiastic about providing a high quality product or service. |
| ENG5 | * I am always willing to "go the extra mile" in order to do my job well. |
| ENG6 | * Trying to constantly improve my job performance is extremely important to me. |
| ENG7 | * My job is a major source of personal pride. |
| ENG8 | * I am determined to always be complete and thorough in all my job duties. |
| ENG9 | * I am always ready to put my heart and soul into my work. |
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|  | **Organizational Commitment (12 items, indicated as *T1\_Org\_Commit\_1-12*)** |
| Org\_Comm1 | * I would be very happy to spend the rest of my career with this organization. |
| Org\_Comm2 | * I enjoy discussing my organization with people outside of it. |
| Org\_Comm3 | * I really feel as if this organization's problems are my own. |
| Org\_Comm4 | * This organization has a great deal of personal meaning for me. |
|  | * I am not afraid of what might happen if I quit my job without having another one lined up. |
| Org\_Comm5 | * It would be very hard for me to leave my organization right now, even if I wanted to. |
| Org\_Comm6 | * Too much in my life would be disrupted if I decided I wanted to leave my organization now. |
|  | * It wouldn't be too costly for me to leave my organization now. (R) |
| Org\_Comm7 | * Right now, staying with my organization is a matter of necessity as much as desire. |
|  | * I feel that I have too few options to consider leaving this organization. |
|  | * One of the few serious consequences of leaving this organization would be the scarcity of available alternatives. |
| Org\_Comm8 | * One of the major reasons I continue to work for this organization is that leaving would require considerable personal sacrifice--another organization may not match the overall benefits I have here. |
| Org\_Comm9 | * I think that people these days move from company to company too often. |
|  | * I do not believe that a person must always be loyal to his or her organization. (R) |
|  | * Jumping from organization to organization does not seem at all unethical to me. (R) |
| Org\_Comm10 | * One of the major reasons I continue to work for this organization is that I believe that loyalty is important and therefore feel a sense of moral obligation to remain. |
| Org\_Comm11 | * If I got another offer for a better job I would not feel it was right to leave my organization. |
|  | * I was taught to believe in the value of remaining loyal to one organization. |
| Org\_Comm12 | * Things were better when people stayed with one organization for most of their careers. |
|  | * I do not think that wanting to be a "company man" or "company woman" is sensible anymore. |
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|  | **Thriving Index (2 dimensions)** |
|  | Learning |
| TIL1 | * I find myself learning often. |
| TIL2 | * I continue to learn more and more as time goes by. |
| TIL3 | * I see myself continually improving. |
| TIL4 | * I am not learning. **(R)** |
| TIL5 | * I have developed a lot as a person. |
|  | Vitality |
| TIV1 | * I feel alive and vital. |
| TIV2 | * I have energy and spirit. |
| TIV3 | * I don’t feel very energetic. **(R)/ or I feel very energetic** |
| TIV4 | * I feel alert and awake. |
| TIV5 | * I am looking forward to each new day. |
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|  | **AGGREGATES** |
| @1115FO | Fit Org |
| @1115FC | Fit Com |
| @1115SO | Sac Org |
| @1115SC | Sac Com |
| @1115LO | Link Org |
| @1115LC | Link Com |
| @1115JEO | JE Org |
| @1115JEC | JE Com |
| @1115JE | Job Embeddedness |
| @1115JSCW | JS Coworker |
| @1115JSS | JS Supervisor |
| @1115JSWI | JS Work Itself |
| @1115JSR | JS Recognition |
| @1115JSPO | JS Promotion Opportunity |
| @1115JSB | JS Benefits |
| @1115JSW | JS Wages |
| @1115JSC | JS Communication |
| @1115JST | JS Training |
| @1115JSAT | Job Satisfaction |
| @1115AC | Affective Commitment |
| @1115JA | Job Alternatives |
| @1115TI | Turnover Intent |
| @1115CS | Career Satisfaction |
| @1115MOT | Motivation (Engagement) |
| @1115TIL | Thriving Learning |
| @1115TIV | Thriving Vitality |