

## INTRODUCTION

1. Which of the following best describes your current job position? (please check only one)
  - Application software developer
  - Business analyst/consultant
  - Data entry
  - Database administrator/ Database manager/ Database security
  - Database analyst/ Database architect
  - Documentation/ Technical Writer
  - Network administrator / Network manager
  - Network engineer / Network technician / PC technician
  - Project manager / Program manager / Applications manager / Operations manager
  - Quality assurance / Testing engineer
  - Software engineer / Software life cycle management
  - Systems administrator / Systems security
  - Systems analyst / Systems architect / Application engineer
  - Systems programmer / Network software developer
  - Technical support / Field technician
  - Training
  - User interface design
  - Webmaster / Web site developer
  - Digital media specialist
  - Other (please specify):
  
2. What is your job type? (please check only one)
  - Professional
  - Supervisor/manager
  - Other (please describe):
  
3. On average, how many hours per week do you work?  
 Hours of work per week
  
4. On average, how many hours of overtime per week do you work?  
 Hours of overtime per week
  
5. What is your type of employment? (please check one response)
  - Permanent employee
  - Temporary employee
  - Other (please describe):
  
6. Do you work part-time or full-time? (please check one response)
  - Part-time work
  - Full-time work

7. Do you telecommute or work remotely from your office as part of your job? (please check one response)

- No
- Yes

8. How long have you worked for your present employer?

Months  Years

9. How long have you worked in your current job (position)?

Months  Years

10. At what point in your life did you first decide to seek an IT career? (please check one response)

- Prior to high school
- During high school
- During undergraduate degree program
- Prior to entering graduate degree program
- After earning highest academic degree
- During non IT employment
- Another time (please specify):

11. What is the **highest level of education** that you have completed? (please check one response)

- Some high school or less
- High school or G.E.D.
- Some college
- Bachelor's degree
- Some graduate or professional study
- Graduate or professional degree

12. What best describes your IT/computer education/training in terms of your **formal schooling**? (please check one response)

- Some high school computer-related courses
- High school computer-related degree/certificate
- Some technical college computer-related courses
- Technical college computer-related degree
- Some university computer-related courses
- University computer-related Bachelor's degree
- University computer-related Graduate (MS, PhD) degree
- University computer-related Graduate (MS, PhD) degree

13. What best describes your IT/computer education/training besides your formal schooling? (please check one response)
- Training for certification
  - Company provided training courses/seminars (besides certification training)
  - Other training sources/seminars (not provided by a company; not including Web-based training)
  - Self taught (without formal courses or training, but including Web-based training)
  - Former work experience
  - Other (please specify):

14. In what range is your annual salary in your current position? (please check one response)
- Below \$25,000
  - \$25,000-\$34,000
  - \$35,000-\$44,000
  - \$45,000-\$54,000
  - \$55,000-\$64,000
  - \$65,000-\$74,000
  - \$65,000-\$74,000
  - \$75,000-\$84,000
  - \$85,000-\$94,000
  - \$95,000 or above

## JOB CHARACTERISTICS

These questions deal with different aspects of work. Please indicate how often these aspects appear in your job.

(please check one response per question)

	Rarely	Occasionally	Sometimes	Fairly Often	Very Often
1. How often does your job leave you with little time to get things done?					
2. How often do you have problems keeping up with new technology?					
3. How often do you have to stay at work because of customer demands?					
4. How often are you overwhelmed by your workload?					

	Rarely	Occasionally	Sometimes	Fairly Often	Very Often
5. How much of the time are your work objectives well-defined?					
6. How often are you clear about what others expect of you on the job?					

The next set of questions asks how much influence you now have in each of several areas. By influence we mean the degree to which **you control** what is done by other at work and **have freedom** to determine what you do yourself at work.

	Very little	Little	A moderate amount	Much	Very much
7. How much influence do you have over the decisions as to when things will be done in your work unit?					
8. How much influence do you have over the policies, procedures, and performance in your work unit?					

9. How much challenge is there on your job? (please check one response)

There is very little challenge on my job; I don't get a chance to use any special skills and abilities to complete them successfully.

Moderate challenge

There is a great deal of challenge on my job; I get a chance to use my special skills and abilities and often have jobs which require all my abilities to complete successfully.



10. How much does each of these people go out of their way to do things to make your life easier for you?

	Don't have any such person	Not at all	A little	Somewhat	Very much
Your immediate supervisor (boss)					
Other people at work					
Your spouse, friends and relatives					

11. How much can each of these people be **relied on** when things get tough at work?

	Don't have any such person	Not at all	A little	Somewhat	Very much
Your immediate supervisor (boss)					
Other people at work					
Your spouse, friends and relatives					

	Strongly DA	DA	Slightly DA	Neither A nor DA	Slightly Agree	Agree	Strongly Agree
12. Family matters reduce the time I can devote to my job.							
13. Problems at work make me irritable at home.							
14. My job takes so much energy I don't feel up to doing things that need attention at home.							

15. Have you ever passed up or turned down any of the things because of family obligations?

	No	Yes
...an assignment		
...a promotion		
...relocation		

16. Indicate whether you have received training through any of the following scenarios over the past 12 months.

	No	Yes	If yes, how many days (in full days)?
Company sponsored/On company time (definition: company pays for training and pays you while you are attending training)			
Company sponsored/On your own time (definition: company pays for training, but you are not paid by your company for the time you spend training)			
Self-sponsored/On company time (definition: you pay for the training, but your company pays for your time while you are attending the training)			
Self-sponsored/On your own time (definition: you pay for the training and you are not paid by your company for the time you spend on the training)			

Please indicate how much you agree or disagree with the follow statements.

	Strongly Disagree	Disagree	Agree	Strongly Agree
17. I am satisfied with the number of training and development programs available to me.				
18. Overall, I am satisfied with my training opportunities.				
19. I am satisfied with the training opportunities offered to me to keep up with the latest technologies.				

In this section, we would like to know about development activities in which you have participated AT YOUR COMPANY.

	Not useful at all	Not very useful	Some-what useful	Moderately useful	Extremely useful	Have not participated in this type of activity
20. Management development: Programs or activities designed to teach managerial skills, such as supervision, coaching, recruiting, management decision making, strategic policy making.						
21. Coaching From Peers: Formal or informal process of day-to-day coaching and counseling by one or more of your peers on how to do certain things and/or get along in the organization.						
22. Supervisory Coaching: Formal or informal process of day-to-day coaching and counseling by your supervisor on how to improve your job performance and get along in the organization.						
24. Networking: An informal set of contacts and channels of communication, inside or outside the organization used to obtain information or advice relevant to your job performance of personal and career goals.						

Please indicate how much you agree or disagree (DA) with the following statements.

	Strongly DA	DA	Neither Agree nor DA	Agree	Strongly Agree	N/A
25. My opportunities for advancement in this company are somewhat limited.						
26. I have a dead-end job.						
27. I regard my promotional opportunities in the future as good.						
28. I believe that the promotion policies of my company are fair.						

*In working life, unequal treatment and discrimination may occur in pay, hiring, opportunities for career advancement or access to further training.*

29. Have YOU experienced unequal treatment or discrimination at your current workplace on the basis of:

	No	Yes	Not Applicable
Age (against the youth)			
Age (against the old)			
Sex (against women)			
Sex (against men)			
Having a family			
Being pregnant			
Favoritism			
Race			
Nationality			
Color			
English language capability			
Disability			
Religious orientation			
Sexual orientation			
Education level			
Temporary employment relationship			
Part-time employment relationship			

30. Do you believe that unequal treatment or discrimination occurs at you workplace on the basis of:

	No	Yes	Not Applicable
Age (against the youth)			
Age (against the old)			
Sex (against women)			
Sex (against men)			
Having a family			
Being pregnant			
Favoritism			
Race			
Nationality			
Color			
English language capability			
	No	Yes	Not Applicable
Disability			
Religious orientation			
Sexual orientation			
Education level			
Temporary employment relationship			
Part-time employment relationship			

*Please indicate how much you agree or disagree (DA) with the following statements.*

	Strongly DA	DA	Neither Agree nor DA	Agree	Strongly Agree	N/A
31. At work, I feel uncomfortable when others make jokes or negative commentaries about people of my ethnic or cultural background.						
32. At work, I sometimes feel that my ethnicity is a limitation.						
33. At work, many people have stereotypes about my culture or ethnic group and treat me as if they were true.						
34. At work, people think I am unsociable when in fact I have trouble communicating in English.						

	Strongly DA	DA	Neither Agree nor DA	Agree	Strongly Agree	N/A
36. At work, it bothers me when people pressure me to assimilate.						
37. At work, I do not get enough recognition because I am different.						
38. My accent is a limitation at work.						
39. At work, I feel that others exclude me from their activities because of my ethnic or cultural background.						
40. At work, people look down upon me if I practice customs of my culture.						

*The next set of questions asks questions about informal business activities, such as lunch coffee break, etc...*

	Strongly DA	DA	Neither Agree nor DA	Agree	Strongly Agree	N/A
41. I understand my company's principles and goals and support them.						
42. I am accepted in informal business activities with my boss.						
43. I get considerable cooperation from the people with whom I work.						
44. I am a full-fledged member of an informal, diverse group within my company.						
45. I am accepted in informal business activities with my company peers.						
46. I feel isolated from others in my work group.						
47. I am accepted in informal business activities with my subordinates.						
48. My work associates do not regard me as an equal.						
49. The longer I work for my company, the more I feel I belong.						
50. There is a feeling of camaraderie between me and my work associates.						
51. I like the people with whom I work.						
52. I am really a part of my work group.						

53. To help employees balance work and family/home responsibilities your company may offer the following options. In the following list please check all the options that you could take advantage of if you need them.

- Flextime
- Job sharing
- Telecommuting
- Maternal or paternal leave time
- Extended leaves (more than 3 months) other than maternal/paternal leaves
- Part-time work
- Child care
- On-site child care
- Sick child care, sick days for sick children
- Leave for family related appointments/events
- Elder care
- Others: (please describe):

54. Overall, are these options sufficient for your needs? (please check on response on the scale below)

No, not at all Yes, most definitely



55. Overall do you feel that you would be discouraged from taking advantage of these options? (please check one response on the scale below)

No, not at all Yes, most definitely



*Please indicate how much you agree or disagree with the following statements.*

	Strongly Disagree	Disagree	Agree	Strongly Agree
56. My performance evaluations within the past few years have been helpful to me in my professional development.				
57. There is a strong link between how well I perform my job and the likelihood of my receiving recognition and praise.				
58. There is a strong link between how well I perform my job and the likelihood of my receiving a raise in pay/salary.				
59. There is a strong link between how well I perform my job and the likelihood of my receiving high performance appraisal ratings.				
60. There is a formal process in place in my company that rewards employees who make an extra effort.				

	Strongly Disagree	Disagree	Agree	Strongly Agree
62. The rewards and compensation I receive are equal to other in my company with the same status (i.e. job and/or years of experience).				

Please indicate how often you are exposed to the following condition.

	Never	Occasionally	Often	Always
63. How often are you concerned or bothered about losing your job or being laid off?				

95. What are the possibilities that in the next few years...

	None	A little	Some	A lot
Your job will be eliminated				
Your job will be given to someone else				
Your job will be replaced by computers or other machines				

## QUALITY OF WORKING LIFE

- All in all, how satisfied would you say you are with your job? (please check one response)
  - Very satisfied
  - Somewhat satisfied
  - Not too satisfied
  - Not at all satisfied
  
- Knowing what you know now, if you have to decide all over again whether to take the job you now have, what would you decide? (please check one response)
  - I would decide without hesitation to take the same job.
  - I would have some second thoughts.
  - I would decide definitely not to take the same job.
  
- In general, how well would you say that your job measures up to the sort of job you wanted when you took it? (please check one response)
  - Very much like the job I wanted.
  - Somewhat like the job I wanted.
  - Not very much like the job I wanted.

Please indicate how much you agree or disagree with the following statements.

	No, I strongly disagree	No, I disagree quite a lot	No, I disagree just a little	I'm not sure	Yes, I agree just a little	Yes, I agree quite a lot	Yes, I strongly agree
4. In my work I like to feel I am making some effort, not just for myself but for the organization as well.							
5. To know that my own work had made a contribution to the good of the organization would please me.							

The following 6 questions are designed to help determine your moods, since the way you feel is a part of your quality of working life. The list of words below describes feelings people have. Please read each item and circle one number for each word, which describes how you have been feeling during the past week, including today.

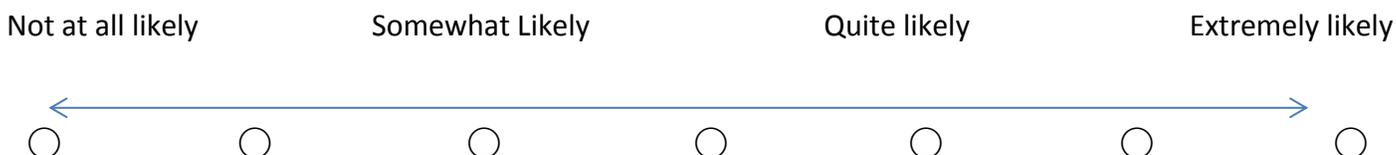
	Not at all	A little	Moderately	Quite a bit	Extremely
6. Fatigued					
7. Exhausted					
8. Bushed					
9. Nervous					
10. Tense					
11. Shaky					

Please read each question and circle the number that best describes your feelings.

	Never	A few times a year or less, almost never	Once a month or less, rarely	A few times a month, sometimes	Once a week, rather often	A few times a week, nearly all the time	Everyday
12. I feel emotionally drained from my work.							
13. I feel used up at the end of the workday							
14. I feel fatigued when I get up in the morning and have to face another day on the job.							

	Never	A few times a year or less, almost never	Once a month or less, rarely	A few times a month, sometimes	Once a week, rather often	A few times a week, nearly all the time	Everyday
16. I feel burned out from my work.							
17. I feel frustrated by my job.							

18. How likely is that you will actively look for a new job in the next year?



19. If you'd consider leaving your current job, please check all the reasons that would apply.

- High job demands
- Long working hours
- Lack of challenge or boredom
- Lack of social support
- Inadequate flexible work practices / options
- Conflicts between work and family
- Ineffective management
- Feeling discriminated against
- Feeling of not fitting in
- Lack of training
- Lack of development opportunities
- Inadequate rewards / reviews / raises
- Inadequate opportunities for career advancement
- Want a higher job status
- Want to advance my career
- Want a higher salary
- Want a better compensation plan
- Want to obtain more or different expertise
- Want the opportunity to learn new things
- Want more challenge in my job
- Other (please specify):

20. If you'd decide to leave your current job, what would be your intentions? Please check all the intentions that apply.

- I would intend to look for a different type of job in my same company.
- I would intend to stay in a similar type of job, but move to a different company.
- I would intend to be in a different IT job in a different company.
- I would intend to no longer work in the IT field.
- I would intend not to look for another job at all.
- Other (please specify):

## BACKGROUND INFORMATION

1. What is your gender? (please check one response)

- Male
- Female

2. What is your ethnic background? (please check one response)

- Asian/Pacific Islander
- Black/African American, not of Hispanic origin
- Hispanic
- Native American (American Indian or Alaskan Native)
- White, not of Hispanic origin
- Other

3. What is your age?

Years

4. What is your current living situation? (please check one response)

- Married
- Single
- Separated
- Divorced
- Widowed
- Living with partner

5. Do you have children?

- No
- Yes

6. If you do have children, how many of them are living at home?

children

7. How many of them are age 6 or younger?

children