

Scale	Core QES JCQ	Full recommended JCQ
1. Decision latitude		
a. Skill discretion	6	6
b. Decision authority	3	3
c. Skill underutilization	2 <sup>b</sup>	2 <sup>b</sup>
d. Work group decision authority (new)		3
e. Formal authority (new)		2
f. Union/representative influence (new)		3
2. Psychological demands and mental workload		
a. General psychological demands	4	5
b. Role ambiguity	1	1
c. Concentration (new)		1
d. Mental work disruption (new)		2
3. Social support		
a. Socioemotional (coworker)	2	2
b. Instrumental (coworker)	2	2
c. Socioemotional (supervisor)	2	2
d. Instrumental (supervisor)	2	3
e. Hostility (coworker) (new)		1
f. Hostility (supervisor) (new)		1
4. Physical demands		
a. General physical loading	1	1
b. Isometric load (new)		2
c. Aerobic load (new)		2
5. Job insecurity		
a. General job insecurity	3	4
b. Skill obsolescence (new)		2
Total questions	27	49

*Note.* JCQ = Job Content Questionnaire; QES = Quality of Employment Surveys.

<sup>a</sup> Eight new scales/dimensions and additional items were added to make the Recommended JCQ format. <sup>b</sup> Education was also used in this scale.

Karasek, R., Brisson, C., Kawakami, N., Houtman, I., Bongers, P., & Amick, B. (1998). The Job Content Questionnaire (JCQ): an instrument for internationally comparative assessments of psychosocial job characteristics. *Journal of occupational health psychology*, 3(4), 322.