

Original article. Scand J Work Environ Health – online first

Associations of objectively measured sitting and standing with low-back pain intensity: a 6-month follow-up of construction and healthcare workers ¹

by Lars-Kristian Lunde, MSc,² Markus Koch, PhD, Stein Knardahl, PhD, Kaj Bo Veiersted, PhD

1 Appendix: auestions in questionnaire

2 Correspondence to: Lars-Kristian Lunde, National Institute of Occupational Health, Gydas vei 8, 0336 Oslo, Norway. [E-mail: lars-kristian.lunde@stami.no].

Psychosocial factors – full description.

The current study assessed decision control, fair and empowering leadership and social climate using items taken from the General Nordic Questionnaire for Psychological and Social Factors at work (QPS_{Nordic}), a validated instrument for research and tool for employers to monitor and improve working conditions. For each of the four subjects a mean was calculated based on the responses.

Participants were asked for decision control at work through the five questions: 1) *If there are alternative methods for doing your work, can you choose which method to use?* 2) *Can you influence the amount of work assigned to you?* 3) *Can you influence decisions concerning the persons you will need to collaborate with?* 4) *Can you decide when to be in contact with clients?* 5) *Can you influence decisions that are important for your work?* Response alternatives (1-5) were *very seldom or never, rather seldom, sometimes, rather often and very often or always*.

Three questions investigated empowering leadership: 1) *Does your immediate superior encourage you to participate in important decisions?* 2) *Does your immediate superior encourage you to speak up, when you have different opinions?* 3) *Does your immediate superior help you to develop your skills?* Response alternatives (1-5) were *very seldom or never, rather seldom, sometimes, rather often and very often or always*.

For fair leadership we used the three questions: 1) *Does your immediate superior distribute the work fairly and impartially?* 2) *Does your immediate superior treat the workers fairly and equally?* 3) *Is the relationship between you and your immediate superior a source of stress to you?* Response alternatives (1-5) were *very seldom or never, rather seldom, sometimes, rather often and very often or always*.

We asked for social climate in participants work unit through three questions: *What is the climate like in your work unit?* Items asked for were: 1) *Encouraging and supportive*, 2) *Distrustful and suspicious*, 3) *Relaxed and comfortable*. Response alternatives (1-5) were *very little or not at all, rather little, somewhat, rather much and very much*.