

Appendix I

List of variables

The list of variables used in the present report is given in appendix I with reference to the questions in the questionnaires. Those variables which are based on questions in the work and stress questionnaire are marked by WS and those based in the health questionnaire are marked by H. The variables which describe the prisons have no such reference because the data were not based on the questionnaire. The same applies to the laboratory measurements.

After the list of the single variables a list of the constructed sum scales is given.

Estimates of reliability are given for the variables which were used in the explanatory analyses and for which the calculation of reliability was possible either on the basis of the factor structure or the sum scale.

Variable	Question	Name of variable
<i>Prison characteristics</i>		
1		Security level of prison
2		Number of beds (size of prison)
3		Number of prisoners
4		Overcrowding (ratio between number of beds and number of prisoners)
5		Number of personnel
6		Location of prison
<i>Demographic data and occupational background</i>		
7	H 1	Age
8	H 3	Sex
9	WS 1	Length of service in prison
10	WS 3	Occupation (classification described in text)
11	WS 4	Earlier work experience before prison
12	WS 5	Earlier occupation
13	WS 7	Education to prison service
14	WS 8	Basic education
15	WS 9	Shift work
16	WS 10	Night and evening shifts in last month

17	WS 11	Overtime during last 12 months
18	WS 12a	Past duties for at least 1 a
19	WS 12c	Main duty for last 12 months
20	WS 13a	Tasks of work foremen and guards among work gangs
21	WS 13c	Main task for last 12 months
22	WS 14	Number of foremen and guards in same work area
23	WS 16	Average number of prisoners in own work area
24	WS 17	Security of cell block of cell block guards
25	WS 19	Duration of travel to and from work
26	WS 20	Number of children below 16 a of age
27	WS 21	Number of rooms
28	WS 22	Number of persons living at home
29	WS 56	Living on prison grounds

Work characteristics

30	WS 24	Accident risk (rel = 0.53)
31	WS 25	Accident risk due prisoners
32	WS 26	Physical effort
33	WS 27	Mental effort
34	WS 28	Consultation with other occupations
35	WS 29	Independent judgment
36	WS 30	Variation
37	WS 31	Responsibility, general
38	WS 32	Quantity of work
39	WS 33	Workbreaks
40	WS 34	Monotony
41	WS 35	Correction of grievances
42	WS 36	Feedback
43	WS 37	Information about changes (rel = 0.54)
44	WS 38	Participation in decision making
45	WS 39	Information about prisoners
46	WS 40	Information about shifts
47	WS 41	Conflicting directions
48	WS 42	Conflicting expectations (role conflict)
49	WS 43	Knowledge of administrators of practice
50	WS 44	Work arrangement, general
51	WS 45	Work arrangement, own
52	WS 46	Influence on work arrangement
53	WS 49	Increase of work demands

54	WS	62	Subordinate-superior relations				<i>Perceived symptoms and illnesses</i>
55	WS	63	Employee-employee relations	102	WS	87	Thoughts about disability pension
56	WS	65	Employee-prisoner relations (rel = 0.39)	103	WS	90:1	Irregular heart beating
57	WS	66	Tolerance of deviating opinions	104	WS	90:2	Neck and shoulder pain
58	WS	67	Recognition	105	WS	90:3	Pain in eyes
59	WS	68c	Trust of prisoners	106	WS	90:4	Diarrhea
60	WS	69c	Trouble with prisoners	107	WS	90:6	Constipation
61	WS	70a	Hurry (rel = 0.51)	108	WS	90:7	Stomach pain
62	WS	70b	Excitement in work	109	WS	90:9	Trembling hands
63	WS	70c	Insecurity	110	WS	90:10	Sweating
64	WS	70d	Responsibility for others	111	WS	90:12	Sensitivity of skin
65	WS	70e	Difficulties with discipline	112	WS	90:13	Cold and sweaty hands
66	WS	70f	Understaffing (rel = 0.27)	113	WS	90:15	Lack of appetite
67	WS	70g	Alertness off work	114	WS	90:16	Difficulty to control appetite
68	WS	70h	Alertness at work	115	WS	90:17	Memory difficulties
69	WS	70i	Responding to different prisoners	116	WS	90:18	Concentration difficulties
70	WS	71a	Surveillance by superiors	117	WS	90:19	Depression
71	WS	71b	Seclusion	118	WS	90:20	Tension (anxiety)
72	WS	71c	Differences in staff opinions	119	WS	90:22	Sexual problems
73	WS	71d	Hostility from prisoners	120	WS	90:23	Worriedness
74	WS	71e	Unreliability of prisoners	121	WS	90:24	Difficulty in falling asleep
75	WS	71f	Contact difficulties with prisoners	122	WS	90:25	Disturbed sleep
76	WS	71g	Limited possibility to help	123	WS	90:30	Continuous fatigue
77	WS	71h	No time to converse with prisoners	124	WS	90:31	Wish for seclusion
78	WS	71i	No time to converse with colleagues	125	WS	90:32	Irritability
79	WS	72:12	Staff participation in planning	126	WS	90:34	Become easily angry
80	WS	73a	Goal conflict (with colleagues)	127	WS	90:35	Contact difficulties
81	WS	73b	Goal conflict (with administrators)	128	WS	90:36	Tendency to get depressed
82	WS	74	Personal appreciation of work	129	WS	90:38	Feelings of loneliness
83	WS	75	Appreciation by institution	130	WS	93	Use of medicines
84	WS	76	Social appreciation	131	H	60	Smoking
85	WS	77	Appreciation by prisoners	132	WS	97	Getting drunk
86	WS	81	Use of knowledge and skills	133	WS	102	Need of psychiatric consultation
87	WS	82	Further education	134	WS	104	Social support
88	WS	83	Advancement	135	H	8	Headache
89	WS	84	Challenge (rel = 0.62)	136	H	9	Vertigo
90	WS	85	Mental satisfaction	137	H	15	Back pain
91	WS	86	Administrators' attitudes towards well-being of staff	138	H	16	Present "flu"
92	WS	58	Salary	139	H	19	Perceived health status (rel = 0.47)
93	WS	50:1	Noise	140	H	7	Partial disability to work
94	WS	50:4	Impracticality of work spaces	141	H	60	Chest pain
95	WS	50:5	Poor staff facilities				<i>Diagnosed anamnestic illnesses</i>
			<i>Attitudes</i>				
96	WS	72:11	Attitude towards discipline (authoritarianism)	142	H	25	Diabetes
97	WS	72:5	Attitude towards decision making of prisoners	143	H	26	Goiter
			<i>Job satisfaction</i>	144	H	30	Peptic ulcer
98	WS	78	General job satisfaction	145	H	31	Gall stones
99	WS	79	Satisfaction with workplace	146	H	32	Diseases of colon
100	WS	80a	Being in right occupation	147	H	34	Diseases of urinary tract
101	WS	80b	Wish to change jobs	148	H	37	Rheumatoid arthritis
				149	H	38	Dermatological diseases
				150	H	55b	Heart insufficiency
				151	H	55d	Heart thrombosis
				152	H	55f	Electrocardiographic changes
				153	H	55h	Other heart disease
				154	H	87a	Pneumonia
				155	H	87b	Lung tuberculosis
				156	H	87e	Bronchitis
				157	H	90	Allergic diseases
							<i>Laboratory measurements</i>
							Obesity (height/weight)

Appendix II

Appendix tables

Table 1. Intercorrelations of work characteristics.

	30.	31.	32.	33.	34.	35.	36.	37.	38.	39.
30. Accident risk										
31. Accident risk due prisoners	.53									
32. Physical effort	.44	.32								
33. Mental effort	.10	.23	.15							
34. Consultation with other occupations	.05	.01	.09	.09						
35. Independent judgement	.18	.16	.15	.30	.25					
36. Variation	-.01	-.04	.12	.22	.27	.26				
37. Responsibility, general	.22	.22	.13	.36	.12	.51	.27			
38. Quantity of work	.02	.07	.17	.32	.14	.29	.34	.30		
39. Workbreaks	-.12	-.22	-.16	-.20	.02	-.03	-.03	-.08	-.24	
40. Monotony	-.02	-.06	.10	.11	.26	.22	.66	.16	.27	.07
41. Correction of grievances	-.18	-.15	-.06	-.08	.16	-.04	.13	-.11	-.02	.28
42. Feedback	-.05	-.10	.04	.02	.15	.06	.12	.01	.07	.15
43. Information about changes	-.15	-.09	-.07	-.09	.11	-.06	.04	-.10	-.04	.24
44. Participation in decision making	-.19	-.16	-.06	.03	.22	.11	.17	.04	.12	.25
45. Information about prisoners	-.28	-.26	-.17	-.08	.14	-.03	.02	-.08	-.04	.27
46. Information about shifts	-.13	-.08	-.09	-.03	.07	.08	.10	-.06	-.01	.25
47. Conflicting directions	.19	.14	.21	.11	-.05	.08	-.01	.11	.12	-.15
48. Conflicting expectations (role conflict)	.00	.07	.08	.25	.12	.16	.18	.24	.21	-.12
49. Knowledge of administrators of practice	-.07	-.04	-.03	-.14	.07	-.13	.04	-.18	-.08	.12
50. Work arrangement, general	.14	.08	.08	.11	-.11	-.00	-.02	.04	.10	-.17
51. Work arrangement, own	.07	.03	.11	.08	-.05	.10	.03	.09	.20	-.18
52. Influence on work arrangement	-.16	-.14	-.06	.08	.16	.05	.16	.06	.08	.27
56. Employee-prisoner relations	.12	.19	.07	.09	-.02	.00	-.05	.05	-.03	-.11
57. Tolerance of deviating opinions	-.12	-.09	-.09	.04	.24	.06	.15	-.02	.07	.18
58. Recognition	-.02	-.08	.01	.02	.13	.02	.14	.06	.05	.09
61. Hurry	.08	.17	.15	.34	.11	.21	.24	.29	.51	-.31
62. Excitement in work	.18	.32	.15	.34	.01	.20	.07	.25	.17	-.21
63. Insecurity	.39	.47	.24	.22	-.09	.09	-.03	.17	.01	-.21
64. Responsibility for others	.38	.42	.26	.20	.05	.22	.04	.27	.11	-.12
65. Difficulties with discipline	.22	.45	.16	.20	-.06	.12	-.08	.20	.03	-.14
66. Understaffing	.13	.29	.13	.24	-.00	.16	.06	.21	.27	.25
67. Alertness off work	.11	.17	.07	.17	.11	.18	.08	.16	.07	-.04
68. Alertness at work	.34	.40	.19	.24	-.02	.10	-.05	.26	-.00	-.15
69. Responding to different prisoners	.25	.38	.14	.20	-.03	.11	-.00	.19	.00	-.09
70. Surveillance by superiors	.20	.21	.14	.10	-.04	.07	-.03	.10	.03	-.19
71. Seclusion	.14	.16	.04	.03	-.04	.06	-.15	.06	.00	-.19
72. Differences in staff opinions	.07	.05	.05	.07	.05	.04	.07	.03	.03	-.10
73. Hostility from prisoners	.24	.41	.16	.19	-.02	.07	-.02	.12	.03	-.18
74. Unreliability of prisoners	.22	.35	.13	.24	-.03	.10	-.01	.19	.12	-.13
75. Contact difficulties with prisoners	.23	.28	.12	.14	.00	.08	.03	.09	.02	-.08
76. Limited possibility to help	.02	.06	.03	.12	.14	.10	.09	.08	.11	-.05
77. No time to converse with prisoners	.01	.14	.06	.20	.13	.09	.11	.15	.23	-.12
78. No time to converse with colleagues	.09	.21	.10	.22	.05	.11	.02	.14	.19	-.28
59. Trust of prisoners	-.07	-.18	-.04	-.04	.14	-.02	.09	-.05	-.01	.09
60. Trouble with prisoners	.16	.30	.11	.17	-.02	.06	.01	.15	.01	-.16
79. Staff participation in planning	.05	.14	.01	.13	-.06	.07	-.02	.13	.06	-.11
80. Goal conflict (with colleagues)	-.04	-.13	-.03	-.05	.08	.07	.05	.06	.13	-.04
81. Goal conflict (with administrators)	.16	.16	.02	.10	.08	.07	-.10	.11	.00	-.05
82. Personal appreciation of work	.03	.04	.06	.13	.12	.13	.20	.14	.19	-.09
83. Appreciation by institution	-.01	-.00	-.06	-.04	.18	.06	.14	.04	.05	.09
84. Social appreciation	-.06	-.18	-.01	.00	.22	.01	.17	-.06	.10	-.03
85. Appreciation by prisoners	-.08	-.25	-.03	-.01	.26	.08	.23	.05	.12	.04
86. Use of knowledge and skills	.07	.15	.04	-.07	-.22	-.17	-.29	-.10	-.20	-.12
87. Further education	.20	.13	.12	.01	-.08	.06	-.04	.09	.05	-.15
88. Advancement	.01	.06	.08	.00	.03	-.04	-.02	-.06	-.10	.03
89. Challenge	.08	.17	.01	-.06	-.16	-.07	-.26	-.01	.16	-.04
90. Mental satisfaction	.07	.17	-.05	.01	-.17	-.03	-.19	.03	-.07	-.09
91. Administrators' attitudes towards well-being of staff	.16	.16	.05	.04	-.20	.03	-.12	.11	-.03	-.15

Table 1. (continued).

	40.	41.	42.	43.	44.	45.	46.	47.	48.	49.	50.	51.	52.	56.	57.	58.	61.	62.
41.	.20																	
42.	.19	.47																
43.	.10	.54	.51															
44.	.29	.43	.49	.51														
45.	.13	.31	.34	.35	.41													
46.	.17	.29	.28	.29	.33	.47												
47.	-.10	-.32	-.23	-.36	-.24	-.19	-.19											
48.	.10	-.08	-.01	-.08	.05	-.04	-.10	.29										
49.	.09	.38	.24	.37	.26	.19	.17	-.31	-.15									
50.	-.12	-.46	-.26	-.40	-.31	-.31	-.32	.39	.15	-.35								
51.	-.07	-.29	-.19	-.30	-.21	-.20	-.34	-.24	.13	-.24	.53							
52.	.21	.34	.29	.32	.55	.27	.34	-.17	.04	.09	-.26	-.32						
56.	-.07	-.21	-.14	-.15	-.18	-.25	-.12	.08	.14	-.15	.19	.13	-.12					
57.	.22	.42	.28	.34	.37	.27	.23	-.21	-.00	.16	-.26	-.16	.32	-.21				
58.	.20	.39	.60	.37	.36	.26	.17	-.15	.01	.18	-.23	-.16	.25	-.15	.33			
61.	.13	-.08	-.02	-.09	-.01	-.14	-.16	.22	.27	-.18	.17	.19	-.00	.05	-.03	.07		
62.	-.02	-.19	-.14	-.16	-.15	-.21	-.16	.29	.25	-.18	.21	.13	-.08	.18	-.16	-.09	.48	
63.	-.13	-.28	-.20	-.20	-.24	-.29	-.10	.28	.15	-.16	.26	.13	-.20	.27	-.25	-.14	.27	.58
64.	-.03	-.08	-.02	-.05	-.09	-.18	-.08	.21	.18	-.09	.10	.05	-.11	.18	-.09	.04	.23	.41
65.	-.15	-.16	-.12	-.11	-.18	-.26	-.10	.23	.15	-.18	.22	.13	-.18	.22	-.13	-.10	.19	.40
66.	.03	-.14	-.06	-.10	-.06	-.16	-.09	.16	.18	-.17	.14	.19	-.07	.16	.02	.01	.37	.29
67.	.01	.01	.05	-.00	-.05	-.09	-.04	.14	.14	-.08	.07	.05	-.06	.16	-.05	.01	.18	.27
68.	-.11	-.23	-.15	-.18	-.19	-.23	-.05	.23	.14	-.16	.16	.09	-.12	.29	-.15	-.06	.22	.54
69.	-.07	-.18	-.12	-.06	-.14	-.17	-.04	.15	.12	-.10	.15	.13	-.09	.32	-.14	.05	.21	.43
70.	-.14	-.24	-.14	-.17	-.24	-.20	-.18	.27	.10	-.14	.24	.19	-.22	.15	-.30	-.12	.19	.29
71.	-.22	-.14	-.10	-.15	-.17	-.17	-.23	.21	.14	-.15	.22	.20	-.24	.15	-.18	-.06	.14	.32
72.	-.04	-.12	-.07	-.04	-.10	-.14	-.10	.21	.15	-.12	.21	.12	-.14	.10	-.06	-.01	.17	.20
73.	-.13	-.17	-.12	-.12	-.19	-.24	-.15	.16	.14	-.17	.20	.16	-.17	.36	-.16	-.13	.17	.40
74.	-.11	-.17	-.17	-.14	-.16	-.30	-.14	.16	.18	-.21	.20	.17	-.06	.25	-.07	-.05	.23	.40
75.	-.09	-.11	-.08	-.09	-.16	-.22	-.11	.09	.11	-.12	.14	.11	-.12	.28	-.13	-.04	.14	.34
76.	.07	.05	.02	-.00	-.00	-.01	-.04	.12	.20	-.01	.06	.05	-.03	.03	.03	.06	.21	.26
77.	.07	.02	-.01	-.00	.01	-.06	-.09	.14	.26	-.06	.08	.05	-.02	.01	.02	.01	.31	.26
78.	-.04	-.14	-.06	-.14	-.13	-.15	-.22	.19	.20	-.14	.11	.13	-.16	.07	-.12	-.04	.32	.28
59.	.14	.24	.21	.19	.24	.25	-.01	-.03	.14	-.15	-.13	.19	-.39	.22	.28	-.01	-.18	
60.	-.03	-.21	-.10	-.15	-.16	-.26	-.13	.09	.12	-.19	.16	.18	-.15	.40	-.10	-.09	.14	.29
79.	-.10	-.21	-.16	-.24	-.18	-.14	-.05	.20	.06	-.30	.19	.11	-.06	.06	-.05	-.14	.15	.19
80.	.02	-.06	-.07	-.07	.06	.01	-.06	.10	.21	-.11	.12	.14	.03	.08	.01	-.06	.08	.03
81.	-.12	-.30	-.21	-.24	-.21	-.19	-.11	.21	.06	-.37	.24	.13	-.10	.16	-.14	-.18	-.01	.19
82.	.14	.06	.08	.05	.15	.08	.02	.05	.17	-.03	-.04	-.02	.17	-.06	.06	.09	.18	.07
83.	.16	.36	.25	.30	.32	.24	.24	-.26	-.06	.25	-.31	-.20	.23	.13	.23	.30	.03	-.15
84.	.18	.17	.22	.12	.22	.19	.12	-.06	.04	.11	-.10	-.08	.16	-.11	.12	.20	.03	-.09
85.	.24	.15	.17	.10	.29	.26	.12	-.07	.05	.07	-.12	-.06	.17	-.20	.17	.21	.06	-.16
86.	-.31	-.21	-.23	-.19	-.37	-.17	-.16	.12	-.13	-.13	.19	.11	-.36	.14	-.22	-.23	-.08	.06
87.	-.07	-.33	-.26	-.34	-.27	-.29	-.28	.15	.05	-.19	.21	.16	-.13	.10	-.13	-.27	.11	.13
88.	-.03	.11	.16	.13	.10	.05	.03	-.04	.00	.08	-.13	-.11	.09	.04	.07	.12	-.01	.01
89.	-.29	-.28	-.21	-.17	-.29	-.19	-.12	.10	-.08	-.13	.18	.09	-.25	.16	-.18	-.23	-.09	.06
90.	-.23	-.26	-.21	-.20	-.29	-.18	-.09	.09	-.02	-.18	.22	.15	-.23	.19	-.12	-.22	-.03	.18
91.	-.18	-.56	-.32	-.41	-.35	-.26	-.22	.33	.07	-.31	.33	.22	-.22	.18	-.33	-.32	.02	.18

Table 1. (continued).

	63.	64.	65.	66.	67.	68.	69.	70.	71.	72.	73.	74.	75.	76.	77.	78.	59.	60.
64.	.49																	
65.	.48	.46																
66.	.28	.36	.41															
67.	.33	.28	.27	.14														
68.	.60	.52	.51	.32	.41													
69.	.46	.36	.53	.28	.27	.60												
70.	.33	.23	.22	.14	.27	.24	.26											
71.	.35	.27	.25	.18	.25	.35	.30	.42										
72.	.19	.22	.19	.12	.26	.19	.15	.36	.31									
73.	.49	.42	.54	.31	.52	.51	.37	.36	.30	.30								
74.	.38	.39	.54	.37	.23	.49	.45	.28	.22	.62								
75.	.41	.35	.42	.22	.29	.41	.46	.31	.35	.20	.55	.55						
76.	.13	.17	.16	.18	.15	.15	.17	.18	.21	.25	.21	.31	.46					
77.	.15	.25	.21	.25	.22	.15	.10	.20	.20	.28	.21	.28	.37	.66				
78.	.21	.22	.21	.31	.18	.23	.10	.27	.33	.23	.30	.28	.27	.37	.49			
59.	-.29	-.10	-.22	-.10	-.09	-.20	-.12	-.12	.04	-.34	-.20	-.24	.10	.11	-.04			
60.	.38	.27	.42	.23	.17	.37	.44	.17	.15	.08	.56	.40	.37	.03	.03	.10	-.38	
79.	.17	.12	.19	.26	.00	.21	.06	.00	.07	.10	.12	.18	.03	.03	.03	.13	-.07	.13
80.	-.03	-.00	-.03	.01	-.03	-.02	-.03	.11	.16	.15	-.05	.00	.05	.19	.19	.09	-.02	.02
81.	.24	.19	.32	.17	.01	.27	.20	.14	.07	.26	.29	.19	-.01	-.02	.12	-.19	-.25	
82.	-.01	.07	-.04	.12	.10	.00	.01	.01	.11	-.01	.02	.04	.06	.10	.09	.12	-.07	
83.	-.18	-.03	-.07	.02	.04	-.05	-.02	-.20	-.15	-.13	-.12	-.13	-.11	-.06	-.01	-.08	.22	-.16
84.	-.18	-.07	-.18	-.07	-.06	-.16	-.14	-.06	-.03	-.05	-.16	-.19	-.14	.01	.02	.04	.29	-.18
85.	-.26	-.15	-.34	-.14	-.14	-.26	-.25	-.07	-.07	-.02	-.30	-.26	-.21	.10	.09	-.04	.35	-.28
86.	.18	.04	.19	.09	.03	.15	.14	.19	.17	.00	.17	.08	.13	.10	-.06	.07	-.23	.19
87.	.17	.14	.14	.13	.00	.15	.11	.10	.09	.04	.11	.17	.11	-.02	.00	.15	-.18	.16
88.	.02	.07	.03	-.06	.05	.05	-.02	-.05	-.05	-.02	-.04	-.02	.01	.02	.03	.02	.04	-.01
89.	.16	.06	.20	.06	.08	.19	.17	.13	.15	.02	.18	.14	.08	-.14	-.10	.01	-.23	.20
90.	.22	.06	.23	.13	.05	.21	.16	.16	.18	.01	.27	.23	.18	-.08	-.06	.04	-.28	.27
91.	.22	.14	.16	.16	.02	.20	.16	.17	.17	.10	.18	.16	.05	-.04	-.02	.08	-.14	.18

Table 1. (continued).

	79.	80.	81.	82.	83.	84.	85.	86.	87.	88.	89.	90.	91.
80.	-.10												
81.	.23	.15											
82.	-.01	.09	-.08										
83.	-.19	-.05	-.25	.27									
84.	-.13	.05	-.19	.25	.31								
85.	-.14	.16	-.25	.26	.27	.52							
86.	.10	-.03	.15	-.24	-.27	-.29	-.34						
87.	.22	.04	.19	.07	-.16	-.09	-.10	.10					
88.	-.02	-.02	-.10	.05	.07	.04	.03	-.06	-.09				
89.	.14	-.12	.18	-.26	-.20	-.28	-.32	.45	.13	-.08			
90.	.15	-.06	.23	-.23	-.22	-.30	-.33	.45	.10	-.12	.62		
91.	.26	-.02	.32	-.06	-.34	-.21	-.20	.24	.25	-.13	.24	.28	

Table 2. Rotated factor matrix of work characteristics.

	I	II	III	IV	V	VI	Commun- ality
30. Accident risk	-0.16	-0.16	-0.03	0.01	-0.65	-0.08	0.48
31. Accident risk due prisoners	-0.34	-0.05	0.12	-0.06	-0.56	-0.21	0.49
32. Physical effort	-0.08	-0.10	-0.16	-0.00	-0.49	-0.11	0.29
33. Mental effort	-0.16	-0.02	-0.17	-0.12	-0.10	-0.47	0.30
34. Consultation with other occupations	0.02	0.19	-0.36	-0.08	-0.02	-0.11	0.18
35. Independent judgement	-0.08	-0.01	-0.28	0.01	-0.14	-0.45	0.30
36. Variation	-0.11	0.05	-0.66	0.07	0.07	-0.25	0.46
37. Responsibility, general	-0.13	-0.04	-0.20	-0.00	-0.17	-0.54	0.38
38. Quantitative work load	0.04	-0.07	-0.38	-0.11	0.02	-0.48	0.39
39. Workbreaks	0.01	0.33	0.06	0.18	0.22	0.14	0.21
40. Monotony	-0.06	0.16	-0.63	0.16	0.10	-0.18	0.50
41. Correction of grievances	0.09	0.69	-0.16	0.00	0.07	0.15	0.53
42. Feedback	0.10	0.62	-0.16	-0.00	-0.06	-0.02	0.42
43. Information about changes	0.03	0.69	-0.06	0.01	0.03	0.14	0.50
44. Participation in decision making	0.12	0.62	-0.26	0.06	0.14	-0.12	0.50
45. Information about prisoners	0.25	0.50	-0.03	0.06	0.21	0.01	0.36
46. Information about shifts	0.02	0.51	0.01	0.17	0.10	-0.04	0.30
47. Conflicting directions	0.03	-0.39	0.07	-0.24	-0.16	-0.26	0.31
48. Conflicting expectation (role conflict)	-0.08	-0.09	-0.20	-0.26	0.04	-0.31	0.22
49. Administrators' knowledge of practice	0.08	0.41	-0.11	0.08	-0.09	0.34	0.31
50. Work arrangement, general	-0.09	-0.57	0.05	-0.17	0.01	-0.15	0.39
51. Work arrangement, own	-0.08	-0.48	-0.08	-0.14	0.05	-0.13	0.28
52. Influence on work arrangement	0.08	0.50	-0.18	0.14	0.18	-0.21	0.38
56. Employee-prisoner relations	-0.50	-0.22	-0.01	-0.03	-0.03	0.03	0.30
57. Tolerance of deviating opinions	0.10	0.49	-0.13	0.07	0.15	-0.14	0.31
58. Recognition	0.12	0.55	-0.16	-0.07	-0.10	-0.05	0.36
61. Hurry	-0.05	-0.10	-0.24	-0.32	-0.13	-0.48	0.41
62. Excitement in work	-0.34	-0.13	0.02	-0.35	-0.24	-0.37	0.45
63. Insecurity	-0.46	-0.20	0.14	-0.24	-0.43	-0.18	0.54
64. Responsibility for others	-0.33	0.02	0.04	-0.27	-0.46	-0.26	0.46
65. Difficulties with discipline	-0.52	-0.06	0.23	-0.25	-0.26	-0.26	0.51
66. Understaffing	-0.22	-0.06	0.04	-0.24	-0.14	-0.44	0.32
67. Alertness off work	-0.31	0.06	-0.04	-0.29	-0.18	-0.10	0.23
68. Alertness at work	-0.50	-0.06	0.10	-0.24	-0.39	-0.26	0.57
69. Responding to different prisoners	-0.61	-0.02	0.08	-0.19	-0.26	-0.14	0.49
70. Surveillance by superiors	-0.20	-0.27	0.04	-0.41	-0.20	0.03	0.32
71. Seclusion	-0.18	-0.19	0.14	-0.48	-0.16	0.01	0.34
72. Differences of staff opinions	-0.10	-0.13	-0.03	-0.46	-0.05	-0.02	0.24
73. Hostility from prisoners	-0.67	-0.11	0.10	-0.32	-0.20	-0.09	0.61
74. Unreliability of prisoners	-0.55	-0.08	0.12	-0.36	-0.10	-0.26	0.52
75. Contact difficulties with prisoners	-0.56	-0.04	0.02	-0.45	-0.10	0.01	0.53
76. Limited possibility to help	-0.10	0.07	-0.13	-0.69	0.11	-0.06	0.52
77. No time to converse with prisoners	-0.04	0.05	-0.12	-0.71	0.06	-0.18	0.56
78. No time to converse with co-workers	-0.04	-0.14	0.00	-0.55	-0.10	-0.20	0.37
59. Trust from prisoners	0.50	0.28	-0.12	-0.12	-0.03	-0.02	0.36
60. Trouble with prisoners	-0.65	-0.16	0.04	-0.01	-0.07	-0.12	0.47
79. Staff participation in planning	-0.03	-0.21	0.22	-0.02	-0.01	-0.38	0.23
80. Goal conflict with colleagues	0.04	-0.13	-0.17	-0.24	0.19	-0.04	0.14
81. Goal conflict with administrators	-0.25	-0.27	0.23	-0.02	0.02	-0.26	0.26
82. Personal appreciation of work	0.12	0.08	-0.32	-0.14	-0.12	-0.16	0.18
83. Appreciation by institution	0.10	0.45	-0.24	0.06	-0.13	0.03	0.29
84. Social appreciation	0.30	0.17	-0.40	-0.08	-0.09	0.08	0.30
85. Appreciation by prisoners	0.43	0.14	-0.46	-0.10	0.02	0.03	0.42
86. Use of knowledge and skills	-0.17	-0.28	0.49	0.00	-0.05	0.10	0.36
87. Further education	-0.08	-0.40	0.03	0.02	-0.12	-0.13	0.20
88. Advancement	0.01	0.19	-0.01	-0.04	-0.13	0.08	0.06
89. Challenge	-0.22	-0.22	0.54	0.10	-0.02	-0.04	0.10
90. Mental satisfaction	-0.31	-0.23	0.49	0.06	0.09	-0.14	0.42
91. Administrators' attitudes towards well-being of staff	-0.06	-0.52	0.27	0.02	-0.07	-0.22	0.40
Sum of squares	4.44	5.56	3.32	3.44	2.36	2.90	22.00
Proportion of variance explained	0.08	0.09	0.06	0.06	0.04	0.05	0.37

Table 3. Intercorrelations of stress and health indicators.

	103.	104.	105.	106.	107.	108.	109.	110.	111.	112.
103. Irregular heart beating	1.00									
104. Neck and shoulder pain	.20	1.00								
105. Pain in eyes	.17	.26	1.00							
106. Diarrhea	.17	.12	.14	1.00						
107. Constipation	.12	.15	.13	.13	1.00					
108. Stomach pain	.19	.26	.24	.36	.27	1.00				
109. Trembling hands	.26	.12	.14	.16	.02	.16	1.00			
110. Sweating	.23	.12	.23	.11	.10	.19	.15	1.00		
111. Sensitivity of skin	.14	.11	.10	.06	.10	.14	.08	.16	1.00	
112. Cold and sweaty hands	.25	.12	.20	.13	.12	.19	.26	.34	.19	1.00
113. Lack of appetite	.13	.13	.10	.07	.12	.13	.24	.10	.05	.15
114. Difficult to control appetite	.07	.08	.02	.07	.08	.11	-.03	.12	.07	.04
115. Memory difficulties	.14	.01	.10	.05	.09	.17	.16	.14	.09	.04
116. Concentration difficulties	.19	.19	.20	.11	.12	.17	.18	.16	.11	.17
117. Depression	.21	.21	.17	.20	.18	.25	.25	.22	.19	.21
118. Tension (anxiety)	.22	.18	.17	.18	.11	.24	.24	.24	.12	.21
119. Sexual problems	.18	.11	.04	.10	.10	.12	.16	.09	.05	.07
120. Worriedness	.13	.14	.14	.09	.09	.16	.12	.12	.08	.16
121. Difficulty in falling asleep	.25	.19	.15	.12	.15	.15	.19	.13	.12	.13
122. Disturbed sleep	.29	.21	.15	.12	.21	.19	.23	.18	.13	.15
123. Continuous fatigue	.30	.17	.22	.17	.16	.20	.20	.31	.20	.19
124. Wish for seclusion	.15	.13	.09	.08	.04	.06	.12	.13	.11	.15
125. Irritability	.21	.09	.14	.15	.09	.19	.18	.16	.11	.18
126. Become easily angry	.14	.09	.10	.05	.05	.14	.08	.13	.11	.07
127. Contact difficulties	.12	.08	.11	.07	.04	.14	.10	.11	.11	.11
128. Tendency to get depressed	.23	.14	.10	.07	.10	.16	.19	.11	.12	.12
129. Feelings of loneliness	.14	.09	.12	.14	.14	.15	.11	.17	.15	.06
130. Use of medicines	.28	.16	.14	.06	.13	.03	.20	.17	.08	.10
131. Going to work (unpleasant)	.11	.15	.11	.12	.12	.15	.15	.13	.03	.12
132. Group discussion (unpleasant)	.01	.05	.05	.00	.01	.04	.08	.07	.07	.04
133. Going for visit (unpleasant)	.09	.05	.09	.09	.04	.10	.11	.11	.01	.09
134. Planning for future (unpleasant)	.08	.06	.02	.04	.02	-.01	.10	.09	.05	.03
135. Activities deviating from routine (unpleasant)	.03	-.05	.12	.09	.02	.06	.10	.08	.02	.00
136. Discussing own profession (unpleasant)	.04	.08	.04	.04	.03	.01	.05	.06	.02	.03
137. Energy for hobbies (weak)	.17	.15	.15	.11	.17	.16	.20	.07	.12	.09
138. Participation in organizations (low)	.06	.03	.04	.06	.05	.05	.06	-.03	.11	.04
139. Resources compared to age mates (weak)	.26	.15	.23	.16	.14	.10	.24	.25	.15	.18
140. Initiatives in contacts (no)	.07	.10	.08	.04	.06	.07	.06	.03	-.02	-.03
141. Getting drunk	.06	.04	.03	.18	-.06	.10	.16	.11	.05	.11
142. Need of psychiatric consultation	.15	.12	.10	.08	.10	.13	.19	.18	.08	.20
143. Partial disability to work	.19	.07	.10	.07	.09	-.01	.11	.15	.04	.07
144. Headache	.20	.16	.10	.01	.07	.12	.18	.12	.14	.16
145. Vertigo	.23	.15	.18	.11	.16	.11	.21	.18	.05	.23
146. Backpain	.24	.25	.15	.12	.07	.14	.13	.16	.10	.12
147. Present "flu"	.09	.08	.05	.02	-.01	.03	.04	.05	.01	.01
148. Perceived health status	.36	.23	.17	.15	.14	.14	.22	.22	.10	.19
149. Diabetes	.02	.02	.02	.01	.07	-.02	.00	.10	.00	.01
150. Goiter	.06	-.02	.00	.02	.02	.04	.02	.00	.02	-.01
151. Peptic ulcer	.02	.10	.07	.03	.10	.08	.04	.05	-.06	.03
152. Gall stones	-.01	.01	-.05	.01	.00	.02	-.07	-.01	-.04	-.01
153. Diseases of colon	.12	.03	.04	.10	.07	.11	.04	.06	.08	.01
154. Diseases of urinary tract	.06	.07	.08	.07	.07	.08	.07	.03	.07	.07
155. Rheumatoid arthritis	.03	.07	.03	-.01	-.04	-.04	.03	.06	-.00	.05
156. Dermatological diseases	.03	-.01	.01	.07	.00	-.00	.06	.04	.28	-.02
157. Smoking	.02	.05	.04	.07	-.05	.06	.13	.05	-.00	.10
158. Heart insufficiency	.15	.05	.06	.05	.04	-.02	.03	.05	-.01	.02
159. Heart thrombosis	.10	.04	.04	.01	-.04	.00	.05	.08	-.09	.01
160. Electrocardiographic changes (anamnestic)	.21	.08	.11	.00	.05	.01	.08	.07	-.01	.01
161. Other heart disease	.21	.12	.02	.07	.11	.06	.14	.07	.07	.08
162. Chest pain	.34	.17	.18	.12	.15	.14	.14	.18	.15	.20
163. Pneumonia	.08	.08	.05	.04	.03	.03	.05	-.01	-.04	.00
164. Lung tuberculosis	.06	.06	.03	.08	.10	.04	.03	.02	.06	.02
165. Bronchitis	.13	.13	.06	.04	.08	.07	.03	.06	.08	.09
166. Allergic diseases	.05	.09	.08	.06	.11	.11	.06	.05	.28	.05
167. Systolic blood pressure	.17	.01	.06	-.01	.05	-.05	.16	.07	.02	-.02
168. Diastolic blood pressure	.10	.05	.00	.04	.06	-.02	.11	.11	.03	-.01
169. Serum cholesterol	.02	.05	.05	-.06	.00	.01	.03	-.01	-.09	-.02
170. Electrocardiogram	.10	.05	.02	-.10	-.02	-.07	.04	-.01	.00	-.03
171. Chest radiographs	.09	.02	-.02	.03	.00	-.05	.04	.02	-.01	-.03
172. Follow-up recommendation	.08	.02	-.01	.01	.01	-.03	.11	.01	-.02	-.01
173. Obesity (height/weight)	.10	.09	-.02	.09	.05	.06	.00	.11	.06	-.07

Table 3. (continued).

	113.	114.	115.	116.	117.	118.	119.	120.	121.	122.	123.	124.	125.	126.	127.	128.	129.	130.
113.	1.00																	
114.	-.22	1.00																
115.	.09	.14	1.00															
116.	.17	.16	.47	1.00														
117.	.19	.09	.21	.33	1.00													
118.	.13	.15	.19	.34	.43	1.00												
119.	.19	.09	.23	.29	.21	.13	1.00											
120.	.06	.12	.20	.29	.28	.40	.14	1.00										
121.	.16	-.03	.21	.21	.25	.21	.18	.20	1.00									
122.	.08	.11	.26	.24	.23	.29	.19	.21	.53	1.00								
123.	.16	.18	.20	.27	.29	.28	.21	.18	.23	.28	1.00							
124.	.14	.11	.15	.20	.29	.23	.12	.26	.11	.18	.16	1.00						
125.	.14	.16	.24	.26	.38	.35	.18	.34	.19	.21	.24	.25	1.00					
126.	.10	.04	.17	.18	.21	.21	.09	.22	.13	.16	.03	.21	.36	1.00				
127.	.08	.10	.20	.19	.19	.24	.17	.21	.06	.11	.18	.21	.20	.14	1.00			
128.	.14	.13	.20	.32	.38	.34	.17	.44	.22	.19	.19	.25	.32	.17	.23	1.00		
129.	.11	.12	.14	.28	.34	.32	.19	.17	.16	.20	.21	.26	.20	.11	.31	.23	1.00	
130.	.16	.08	.09	.16	.16	.10	.18	.08	.19	.22	.25	.10	.15	.05	.04	.17	.06	1.00
165.	.10	.09	.11	.19	.22	.17	.10	.06	.13	.16	.24	.16	.18	.09	.18	.15	.18	.11
166.	.08	-.02	.14	.16	.16	.14	.09	.07	.05	.03	.11	.11	.15	.08	.23	.13	.14	.03
167.	.11	.03	.08	.15	.16	.15	.26	.06	.05	.13	.19	.18	.12	.06	.26	.19	.19	.06
168.	.07	.04	.05	.09	.12	.10	.12	-.02	.12	.12	.10	.06	.07	.06	.05	.10	.16	.09
169.	.02	.02	.06	.11	.08	.11	.11	.12	.10	.10	.08	.09	.15	.11	.13	.20	.14	.07
170.	.02	-.05	.02	.02	.13	.13	-.02	.06	.02	-.01	.07	.03	.12	.07	.10	.08	.08	-.01
171.	.06	.08	.09	.19	.15	.20	.17	.11	.14	.19	.26	.10	.16	.06	.17	.15	.19	.20
172.	.02	-.01	.05	.12	.14	.11	.05	.06	.00	.04	.10	.07	.11	.07	.16	.07	.14	.02
173.	.24	.02	.17	.21	.21	.19	.18	.14	.23	.25	.34	.15	.22	.09	.20	.19	.24	.30
174.	.11	.05	.16	.13	.12	.11	.14	.07	.07	.09	.11	.17	.09	.06	.32	.16	.16	.04
132.	-.02	.07	.07	.12	.11	.08	.05	-.01	.10	.05	.08	.04	.14	.03	.12	.06	.07	.02
133.	.17	.07	.11	.18	.27	.18	.15	.16	.16	.15	.17	.14	.17	.14	.14	.15	.22	.16
140.	.03	.00	.07	.12	.09	.07	.06	.01	.13	.16	.15	.05	.09	.03	.01	.03	.10	.27
135.	.19	-.02	.14	.15	.13	.07	.06	.10	.17	.16	.23	.10	.12	.10	.03	.09	-.00	.25
136.	.20	.01	.13	.19	.15	.12	.12	.08	.18	.20	.26	.17	.11	.06	.06	.19	.04	.27
137.	.11	.07	.10	.14	.16	.16	.10	.10	.18	.20	.17	.09	.15	.09	.06	.16	.08	.14
138.	.02	-.03	-.02	-.01	.09	.00	.00	.03	-.03	-.03	.04	-.01	.10	.10	-.02	.03	.02	.07
139.	.21	.08	.16	.19	.19	.18	.20	.12	.21	.27	.31	.20	.17	.10	.11	.18	.09	.38
142.	.05	-.01	.03	.06	.02	.01	.08	.04	.06	.01	.07	.01	.04	-.01	-.02	.03	.05	.22
143.	-.02	.02	.00	-.04	.04	-.02	.03	-.01	-.06	-.09	-.01	.04	-.02	-.08	-.01	.01	.06	.02
144.	.12	-.07	-.01	-.01	.02	.06	-.02	.04	.04	.02	.03	-.05	.02	.02	.04	.02	.02	.10
145.	-.06	.04	-.02	-.04	-.05	-.06	-.05	.02	-.08	-.03	-.08	-.08	-.07	-.04	-.08	-.03	-.03	.09
146.	-.06	-.02	.07	.08	.05	.07	.00	.03	.04	.06	.01	.03	.06	.05	-.00	.05	.04	.03
147.	.13	-.04	.06	.08	.07	.03	.09	.08	.05	.09	.04	.07	.01	.02	.02	.06	.00	.03
148.	.03	-.03	.09	.06	.03	-.00	.07	-.00	.09	.06	.01	.03	.09	.03	-.01	.06	-.02	.02
149.	.05	.00	.04	.06	.07	.08	.13	.00	.06	.01	.14	.12	.04	.05	.12	-.02	.09	.05
131.	.19	-.11	-.02	.05	.04	.01	.09	-.02	.02	-.06	.11	.02	.01	-.08	-.01	-.01	.06	.04
150.	.04	.03	.02	.00	.02	-.03	.04	.06	.05	.09	.09	-.06	.05	.03	.04	.03	-.03	.16
151.	.01	.04	-.02	.00	-.03	.05	-.04	-.02	.05	.04	.07	-.00	.04	.02	.04	.03	.00	.19
152.	.08	.02	.02	.04	.08	.07	.06	.05	.13	.13	.12	.04	.05	.06	.05	.06	.05	.24
153.	.07	.07	.08	.13	.04	.10	.11	.09	.10	.09	.06	.05	.10	-.02	.04	.06	.09	.11
141.	.03	.06	.08	.14	.18	.24	.07	.17	.20	.26	.23	.14	.11	.06	.02	.19	.08	.19
154.	.07	-.05	-.00	-.00	-.01	.04	.03	.02	-.01	.01	-.02	.03	.02	.03	.02	.05	.00	-.01
155.	.03	-.06	.02	.04	.05	.03	.07	.04	.08	.08	.05	.02	.01	.00	-.01	-.02	-.02	-.02
156.	.08	-.01	.04	.10	.06	.14	-.01	.06	.11	.12	.06	.11	.07	.07	.03	.01	.10	.05
157.	.03	.07	.04	.09	.15	.09	.08	.06	.10	.07	.12	.11	.08	.03	.11	.03	.11	.08
159.	-.04	.07	.02	-.02	-.05	.04	.07	.04	.03	.08	.05	.05	-.00	.05	.03	.03	-.01	.16
160.	-.08	.16	.03	-.01	.03	.10	.06	.06	.00	.09	.06	.06	.02	.12	.07	.08	.02	.24
163.	-.00	.02	-.02	.03	-.01	.01	.09	.07	.03	.02	.01	-.01	.06	.01	.01	.09	.03	.00
161.	.02	-.08	-.02	.00	.01	.00	-.00	.04	.04	.02	.03	.08	.01	.08	-.02	.03	-.02	-.01
162.	-.02	.02	.08	-.01	-.06	-.01	.03	-.01	.06	.06	.04	.02	-.01	.02	-.05	.07	-.03	.10
164.	-.05	.01	.03	-.00	-.05	-.04	.02	.02	.04	.05	-.01	.01	-.04	.02	.02	.05	-.00	-.02
158.	-.24	.30	.04	-.06	-.02	.05	-.03	-.01	-.03	.04	.11	.02	.04	.02	.05	.01	.02	.11

Table 3. (continued).

	165.	166.	167.	168.	169.	170.	171.	172.	173.	174.	132.	133.	140.	135.	136.	137.	138.	139.
165.	1.00																	
166.	.20	1.00																
167.	.13	.19	1.00															
168.	.16	.12	.19	1.00														
169.	.15	.20	.13	.14	1.00													
170.	.22	.20	.05	.14	.11	1.00												
171.	.22	.14	.24	.16	.20	.15	1.00											
172.	.11	.19	.10	.12	.15	.16	.26	1.00										
173.	.22	.06	.12	.20	.15	.12	.35	.11	1.00									
174.	.16	.18	.24	.12	.10	.06	.17	.20	.22	1.00								
132.	.16	.08	.14	.12	.12	.10	.05	.06	.01	-.04	1.00							
133.	.17	.14	.11	.07	.07	.08	.17	-.02	.20	.02	.07	1.00						
140.	.06	.02	.05	.09	.13	.04	.12	-.02	.27	-.03	.08	.07	1.00					
135.	.06	.05	.06	.06	.02	.06	.08	.07	.24	.08	.04	.17	.16	1.00				
136.	.08	.02	.10	.08	.06	.02	.20	.04	.31	.05	.09	.13	.27	.32	1.00			
137.	.10	.08	.09	.08	.07	.05	.12	.03	.17	.02	.06	.12	.18	.16	.20	1.00		
138.	.02	-.00	.07	.06	.03	-.03	.05	.02	.03	-.02	.09	.02	-.00	.06	.03	.07	1.00	
139.	.15	.05	.15	.10	.09	.08	.29	.09	.47	.12	.03	.14	.28	.26	.38	.28	.09	1.00
142.	.08	.00	.01	.08	.04	.01	.09	.02	.14	.05	-.02	.03	.15	.12	.06	.00	.00	.10
143.	-.02	.05	.02	-.01	.04	-.05	.05	.04	.00	.07	-.05	-.00	.03	.04	.04	-.02	-.05	.07
144.	.01	.02	.05	.02	-.03	-.01	.03	-.00	.07	.08	.04	.08	.05	.11	.14	.10	.02	.11
145.	-.05	.03	-.12	-.03	-.05	-.09	-.07	-.06	-.06	-.06	-.10	.02	-.01	.03	-.05	.00	-.06	.04
146.	.01	.03	.02	.02	.04	.03	-.01	.01	.10	-.02	.07	.01	.10	-.02	.05	.11	.02	.11
147.	.05	.04	.09	.06	-.00	.02	.12	.11	.12	.03	-.03	.03	.08	.10	.07	.10	.06	.13
148.	.03	.03	.05	.06	.04	.02	-.03	-.04	.04	-.02	.01	.01	.05	.03	.03	.08	.02	.10
149.	.04	.07	.06	.04	.00	.03	.10	.08	.12	.07	.03	.06	-.02	.07	.01	.05	.00	.10
131.	.08	.04	.10	.10	.02	.02	.09	.02	.13	.00	.24	.05	.04	.06	.06	.01	.16	.08
150.	.03	.03	.04	.05	.00	-.01	.02	-.07	.13	.04	.05	.04	.15	.11	.15	.04	.07	.14
151.	-.02	-.02	-.06	-.01	.03	-.03	.02	-.02	.15	-.01	-.02	-.01	.24	.05	.12	.02	-.01	.12
152.	.10	-.04	.01	.02	-.02	.01	.11	.03	.25	.08	.01	.08	.24	.09	.20	.07	.09	.22
153.	.08	-.02	.06	-.06	.00	.03	.05	-.05	.16	-.00	.10	.10	.09	.10	.15	.08	.05	.16
141.	.04	-.05	.00	.02	.01	-.03	.11	-.02	.30	.00	.04	.10	.20	.18	.25	.20	.11	.35
154.	.02	.01	.02	.04	.03	.02	.00	.00	.06	.08	.01	.04	.04	.01	-.00	.07	-.00	.06
155.	.00	.03	.03	.01	-.00	.02	.04	.07	.02	-.00	-.01	-.03	.04	.02	.08	.02	.02	.09
156.	.12	.12	.05	.00	-.01	.07	.07	.01	.08	-.02	.10	.10	.12	.13	.16	.16	.08	.17
157.	-.01	.04	.04	-.02	-.11	.04	.07	.04	.06	.08	.04	.04	-.00	.13	.04	.11	-.02	.10
159.	-.01	-.04	.04	.03	.08	.03	.10	.03	.12	.01	.02	.07	.08	.10	.08	-.07	.02	.17
160.	.04	-.05	.05	.04	.03	.03	.12	.01	.15	.01	.09	.02	.12	.11	.12	-.05	.04	.22
163.	.05	.04	.03	.02	-.00	-.04	.08	.05	.06	.05	-.02	.04	.01	.09	.02	-.03	.04	.08
161.	.09	.01	.07	.03	.03	.05	-.01	.01	.06	.02	.04	.02	.06	.11	.01	.00	.05	.02
162.	.05	-.02	-.00	.12	.07	.04	.01	-.05	.11	.04	.03	.01	.06	.03	.02	-.03	-.03	.18
164.	-.02	-.03	.02	.03	.02	-.06	.00	-.02	.09	.01	.03	.05	.04	.10	.02	-.03	.09	.11
158.	.10	-.01	.06	.05	.09	.10	.12	.03	.05	.03	.19	.02	.06	.11	.06	.06	.01	.14

Table 3. (continued).

	142.	143.	144.	145.	146.	147.	148.	149.	131.	150.	151.	152.	153.	141.	154.	155.	156.	157.
142.	1.00																	
143.	-.04	1.00																
144.	.09	.04	1.00															
145.	.04	.10	.04	1.00														
146.	.04	-.00	.04	-.05	1.00													
147.	-.01	.02	.01	-.00	.04	1.00												
148.	.03	-.05	-.02	-.01	.02	.05	1.00											
149.	-.04	.04	-.03	-.02	.04	.05	.04	1.00										
131.	.05	-.00	.05	-.03	-.00	-.06	-.04	.06	1.00									
150.	.07	-.04	.04	.03	-.00	-.01	.05	.03	-.02	1.00								
151.	.07	.07	.02	-.00	.02	-.01	-.04	-.05	-.05	.12	1.00							
152.	.10	-.02	.06	.09	-.02	.10	-.06	.04	.06	.24	.17	1.00						
153.	-.01	-.01	.05	-.05	.06	.02	.02	.01	.10	.05	.01	.06	1.00					
141.	.05	.03	.04	.02	.13	.08	.03	.10	-.02	.17	.11	.24	.19	1.00				
154.	.01	-.01	.05	.03	-.03	.06	.06	.00	.00	.06	-.03	.03	.07	.05	1.00			
155.	-.04	.07	-.04	-.03	-.01	.03	.01	.03	-.04	-.01	-.03	.03	.03	.13	.04	1.00		
156.	.00	.03	.12	-.03	.00	.04	.02	.05	.00	.00	.02	.19	.12	.19	.11	.04	1.00	
157.	.04	.02	.08	-.01	.07	.10	.03	.45	-.02	.01	-.08	.04	.03	.06	-.02	.02	.07	1.00
159.	.03	.03	.03	.05	.01	.03	-.05	.06	.03	-.08	.05	.02	.06	-.02	.02	.05	-.01	.04
160.	.02	.05	.01	.02	.05	-.02	-.05	.07	-.04	-.04	.09	.02	.06	.05	-.01	.04	-.01	.02
163.	.00	.06	.02	.01	.02	.05	.08	-.00	.04	.03	.07	-.05	.06	.07	.02	.03	.04	.01
161.	.02	-.02	-.02	-.09	-.04	-.05	-.00	-.01	-.04	.08	.07	.08	.02	.06	-.04	.01	.07	.04
162.	-.01	.01	-.03	.02	.03	-.01	.09	-.03	.02	.05	.07	.03	.06	.03	.09	.13	.03	-.01
164.	-.04	.01	-.01	.01	.04	.05	.06	.03	.06	-.07	-.01	-.03	.03	.08	.01	.05	.01	.05
158.	.11	-.03	.07	-.02	.02	-.07	.01	.02	-.02	.09	-.01	.05	.06	.06	-.02	-.00	.08	-.01

Table 3. (continued).

	159.	160.	163.	161.	162.	164.	158.
159.	1.00						
160.	.68	1.00					
163.	.12	.12	1.00				
161.	.10	.04	.04	1.00			
162.	.19	.16	-.01	.00	1.00		
164.	.45	.39	.30	.16	.24	1.00	
158.	.26	.35	.06	.01	.16	.16	1.00

Table 4. Rotated factor matrix of symptoms and illnesses.

	I	II	III	IV	V	Communality
103. Irregular heart beating	0.33	0.10	0.42	0.00	0.12	0.31
104. Neck and shoulder pain	0.27	-0.01	0.25	0.02	0.15	0.16
105. Pain in eyes	0.25	-0.04	0.24	0.07	0.13	0.14
106. Diarrhea	0.23	-0.02	0.12	0.07	0.20	0.11
107. Constipation	0.22	0.01	0.16	-0.00	0.18	0.11
108. Stomach pain	0.38	-0.09	0.09	0.04	0.23	0.22
109. Trembling hands	0.25	0.08	0.27	0.17	0.09	0.18
110. Sweating	0.30	0.06	0.25	0.06	0.14	0.18
111. Sensitivity of skin	0.20	-0.02	0.03	0.05	0.45	0.24
112. Cold and sweaty hands	0.30	-0.09	0.23	0.01	0.16	0.18
113. Lack of appetite	0.11	-0.19	0.30	0.20	0.05	0.18
114. Difficulty to control appetite	0.29	0.21	-0.10	-0.02	0.05	0.14
115. Memory difficulties	0.43	0.04	0.05	0.15	-0.02	0.21
116. Concentration difficulties	0.51	-0.05	0.12	0.24	0.02	0.34
117. Depression	0.53	-0.09	0.10	0.25	0.14	0.39
118. Tension	0.58	0.02	0.06	0.20	0.08	0.38
119. Sexual problems	0.24	0.04	0.14	0.26	0.07	0.15
120. Worriedness	0.57	0.04	-0.01	0.07	-0.04	0.33
121. Difficulty in falling asleep	0.40	-0.02	0.30	0.02	0.05	0.25
122. Disturbed sleep	0.48	0.08	0.29	0.01	0.05	0.32
123. Continuous fatigue	0.32	0.04	0.32	0.22	0.20	0.30
124. Wish for seclusion	0.36	0.04	0.03	0.22	0.09	0.19
125. Irritability	0.51	0.00	0.08	0.22	-0.01	0.32
126. Become easily angry	0.38	0.07	-0.01	0.10	-0.04	0.16
127. Contact difficulties	0.27	0.03	-0.04	0.42	0.09	0.26
128. Tendency to get depressed	0.52	0.07	0.08	0.22	-0.10	0.34
129. Feelings of loneliness	0.34	-0.02	0.01	0.35	0.10	0.52
130. Use of medicines	0.14	0.18	0.49	0.06	0.03	0.30
165. Going to work	0.19	0.01	0.14	0.36	0.01	0.19
166. Group discussion	0.10	-0.07	-0.01	0.42	0.00	0.19
167. Going to visit	0.12	0.05	0.07	0.43	0.04	0.21
168. Planning for future	0.02	0.06	0.14	0.33	-0.04	0.13
169. Activities deviating from routine	0.12	0.09	0.05	0.33	-0.14	0.15
170. Discussing own profession	0.03	0.01	0.03	0.30	0.01	0.09
171. Energy for hobbies	0.12	0.11	0.24	0.41	0.13	0.27
172. Participation in organizations	0.03	0.01	-0.02	0.38	0.09	0.16
173. Resources compared to age mates	0.18	0.13	0.52	0.30	0.10	0.43
174. Initiatives in contacts	0.08	0.02	0.04	0.42	0.01	0.19
132. Getting drunk	0.09	0.08	0.06	0.20	0.06	0.06
133. Need of psychiatric consultation	0.27	-0.08	0.19	0.17	0.05	0.15
135. Headache	0.11	0.10	0.38	0.06	0.16	0.20
136. Vertigo	0.15	0.07	0.52	0.06	0.07	0.30
137. Back pain	0.23	-0.08	0.30	0.03	0.14	0.17
138. Present "flu"	-0.01	0.08	0.13	0.04	0.03	0.02
139. Perceived health status	0.20	0.21	0.57	0.13	0.15	0.45
140. Partial disability to work	0.05	0.12	0.46	0.02	-0.05	0.23
142. Diabetes	-0.02	0.04	0.22	0.08	-0.05	0.06
143. Goiter	-0.05	0.04	0.02	0.04	0.08	0.01
144. Peptic ulcer	-0.01	-0.02	0.19	0.03	0.03	0.04
145. Gall stones	-0.04	0.03	0.02	-0.15	-0.01	0.02
146. Diseases of colon	0.10	0.04	0.07	-0.03	0.10	0.03
147. Diseases of urinary tract	0.05	-0.03	0.13	0.07	0.13	0.04
148. Rheumatoid arthritis	0.07	-0.01	0.07	0.01	-0.02	0.01
149. Dermatological diseases	-0.03	0.03	-0.03	0.17	0.56	0.34
131. Smoking	-0.10	-0.04	0.16	0.22	0.06	0.09
150. Heart insufficiency	0.00	-0.02	0.31	-0.03	-0.06	0.10
151. Heart thrombosis	0.00	0.10	0.28	-0.08	-0.17	0.12
152. Electrocardiographic changes (anamnesic)	0.03	0.02	0.42	0.00	-0.01	0.18
153. Other heart disease	0.14	0.07	0.21	-0.02	0.08	0.07
141. Chest pain	0.28	0.04	0.42	-0.15	0.17	0.31
154. Pneumonia	0.01	-0.02	0.10	0.04	-0.02	0.01
155. Lung tuberculosis	0.04	0.05	0.06	-0.02	0.10	0.02
156. Bronchitis	0.10	-0.02	0.22	0.02	0.11	0.07
157. Allergic diseases	0.07	-0.01	-0.01	0.04	0.60	0.37
159. Systolic blood pressure	-0.01	0.77	0.02	0.03	0.10	0.61
160. Diastolic blood pressure	0.07	0.79	0.04	0.02	0.09	0.64
163. Serum cholesterol	0.03	0.22	0.04	0.05	-0.03	0.05
161. Electrocardiogram	-0.01	0.11	0.09	0.04	-0.04	0.02
162. Chest radiographs	-0.00	0.29	0.12	0.01	-0.07	0.10
164. Follow-up recommendation	-0.01	0.56	0.01	-0.03	0.07	0.32
158. Obesity (height/weight)	0.03	0.44	0.04	0.04	0.06	0.20
Sum of squares	4.32	2.24	3.50	2.48	1.54	14.07
Proportion of variance explained	0.06	0.03	0.05	0.03	0.02	0.20

Appendix III

Predictors of the general linear model analyses

48	Role conflict	203	Motive conflict
81	Goal conflict (with administrators)	204	Employee relations
89	Challenge	205	Organizational climate
198	Work variability	178	Self-control
199	Responsibility	184	Pessimism/optimism
200	Quantitative work load	190	Self-esteem
201	Trouble with prisoners	134	Social support
202	Insecurity		