

Individual and work-related predictors of work outcomes related to sustainable employment among male shift and day workers ¹

by Hardy A van de Ven,² John Klein Hesselink, Ute Bültmann, Michiel R de Boer, Michiel P de Looze, Jac JL van der Klink, Sandra Brouwer

¹Appendix A

²Department of Health Sciences, Division of Community & Occupational Medicine, University Medical Center Groningen, University of Groningen, Antonius Deusinglaan 1, FA10, Room 6.10, 9713 AV Groningen, the Netherlands. [E-mail: h.a.van.de.ven@umcg.nl]

Appendix A. Individual and work related scales and items						
	Cronbach's alpha	Range			Cronbach's alpha	Range
Individual characteristics						
<i>Health status - Mental complaints</i>	0.67	0-4		Socio-demographic characteristics		
do you often have the feeling of facing too many obstacles?				<i>Age</i>	-	18-63
do you often have nervous complaints?						
do you often have concentration problems?				<i>Lifestyle</i>		
do you often have trouble remembering things?				Smoking (yes)	-	0-1
<i>Health status - Fatigue</i>	0.71	0-2		Alcohol use (yes)	-	0-1
are you often tired?						

are you often sleepy or drowsy?				<i>Work family interference</i>		
<i>Health status - Musculoskeletal pain and stiffness</i>	0.63	0-5		Social problems imposed by (irregular) working times	-	0-1
often pain or stiffness in the shoulders, arms or legs						
often pain or stiffness in the hip, legs or feet						
often pain or stiffness in the neck						
often pain or stiffness in the lower back						
often pain or stiffness in the higher or middle back						
<i>Health status - Work-related complaints</i>	0.80	0-3				
complaints are possibly related to work						
complaints are produced or worsened by work						
complaints hinder work						
<i>Health status - Sleep complaints</i>	-	0-1				
<i>Health status - Insomnia</i>	-	0-1				
<i>Health status - High blood pressure</i>	-	0-1				
<i>Health status - Cardiovascular disease</i>	-	0-1				
<i>Health status - Gastrointestinal complaints</i>	-	0-1				
<i>Health status - Bronchitis</i>	-	0-1				

Work characteristics						
<i>Physical job demands - Perceived physical workload</i>	0.79	0-7		<i>Function level</i>		low/high
work is physically very demanding						
experiencing a lot of hindrance of prolonged standing				Psychosocial job demands		
experiencing a lot of hindrance of lifting or carrying				<i>Psychological job demands</i>	0.55	0-3
experiencing a lot of hindrance of working in a similar posture				work is mentally exhaustive		
experiencing a lot of hindrance of regularly bending				work often implies time pressure		
experiencing a lot of hindrance of extended reaching				work mounts up too often		
experiencing a lot of hindrance of making similar movements				<i>Decision authority</i>	0.61	0-3
<i>Physical job demands - Physical exposure</i>	0.90	0-13		easy to take a day off		
hindrance of vibrations or shock during work				work can be easily interrupted		
hindrance of cold				free to determine work procedure		
hindrance of heat				<i>Skill discretion</i>	0.57	0-2
hindrance of temperature changes				sufficient opportunities to increase experience and knowledge		

hindrance of breeze				sufficient opportunities for education		
hindrance of dry air				<i>Relation with supervisor</i>	-	0-1
hindrance of moist air				direct supervisor sufficiently takes into account employee's opinion		
hindrance of lack of fresh air				<i>Relation with co-workers</i>	-	0-1
hindrance of light and/or lighting				mutual atmosphere is good		
hindrance of stench						
hindrance of dust				<i>Job security</i>	0.62	0-2
hindrance of smoke				company offers sufficient assurance		
hindrance of vapour, mist or gas				perspectives at the current company are good		
<i>Job satisfaction</i>	0.67	0-3		<i>Work organization and communication</i>	0.60	0-3
work usually interesting				work usually well organized		
work suits you				sufficient consultation		
usually enjoy work				sufficient communication about objectives and results		