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Organizational change, psychosocial work environment, and non-disability early retirement: a prospective study among senior public employees <sup>1</sup>

by Nina Breinegaard, PhD,<sup>2</sup> Johan Høy Jensen, MSc, Jens Peter Bonde, PhD

1 *Appendix of Psychosocial Work Environment Scales*

2 *Correspondence to: Nina Breinegaard, Department of Occupational & Environmental Medicine, Frederiksberg and Bispebjerg Hospitals, Bispebjerg Bakke 23, DK-2400, Copenhagen NV, Denmark. [E-mail: breinegaard@gmail.com]*

### **Psychosocial work environment scales**

Items forming the scales with number of response categories in parentheses.

#### ***Quality of leadership:***

To what extent would you say that:

- the management does enough to help employees cope with emotionally demanding situations at work? (5)
- your immediate superior gives high priority to job satisfaction? (5)
- your immediate superior is good at work planning? (5)
- you get help and support from your immediate superior when needed? (5)

#### ***Organizational justice:***

To what extent would you say that:

- you are informed well in advance concerning for example important decisions, changes, or plans for the future? (5)
- you receive all information you need in order to do your job well? (5)
- you can trust information coming from the management? (7)
- the management trusts employees to do their job well? (7)
- conflicts are resolved in a fair way? (7)
- work is distributed fairly? (7)

#### ***Social capital:***

To what extent would you say that:

- your occupational group is respected by others at your workplace? (5)
- you and your colleagues are good at suggesting improvements in work routines? (5)
- you and your colleagues take responsibility for a good atmosphere and tone at your workplace? (5)
- you get help and support from your colleagues? (5)
- you can trust information coming from the management? (7)
- the management trusts employees to do their job well? (7)

- conflicts are resolved in a fair way? (7)
- work is distributed fairly? (7)