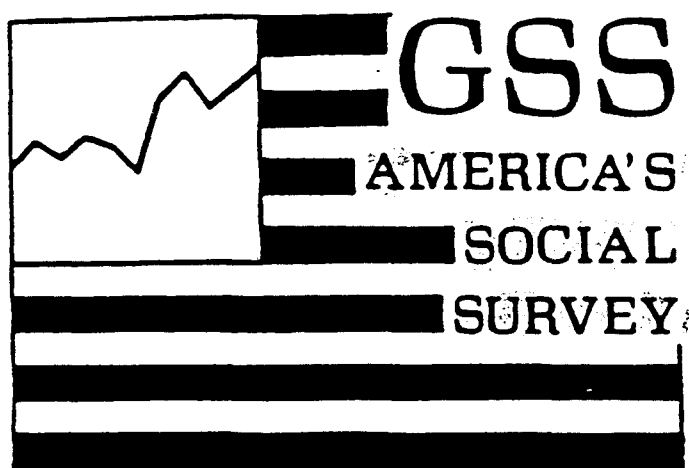


**USA**  
**ISSP 1989 – Work Orientations I**  
**Questionnaire**



# NORC

University of Chicago

International Self-Administered Questionnaire

CONFIDENTIAL

TO BE USED ONLY  
WITH SCIENTIFICALLY  
SELECTED RESPONDENT

DECK 14

CASE ID

--	--	--	--	--	--

31-36/

PUT CASE ID LABEL HERE

--

1. Suppose you could change the way you spend your time, spending more time on some things and less time on others.

Which of these things on the following list would you like to spend more time on, which would you like to spend less time on, and which would you like to spend the same amount of time as now?

PLEASE CIRCLE ONE NUMBER ON EACH LINE.

I would like to. . .

What about. . .	SPEND MUCH MORE TIME	SPEND A BIT MORE TIME	SPEND SAME TIME AS NOW	SPEND A BIT LESS TIME	SPEND MUCH LESS TIME	CAN'T CHOOSE	
A. . .time in a paid job?	1	2	3	4	5	8	37/
B. . .time doing household work?	1	2	3	4	5	8	38/
C. . .time with your family?	1	2	3	4	5	8	39/
D. . .time with your friends?	1	2	3	4	5	8	40/
E. . .time in leisure activities?	1	2	3	4	5	8	41/
F. . .time to relax?	1	2	3	4	5	8	42/

2. Thinking of work in general, please circle one number for each statement below to show how much you agree or disagree with each.

PLEASE CIRCLE ONE NUMBER ON EACH LINE.

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	CAN'T CHOOSE	
A. A job is just a way of earning money - no more. . . . .	1	2	3	4	5	8	43/
B. I would enjoy having a paid job even if I did not need that money. . . . .	1	2	3	4	5	8	44/
C. Work is a person's most important activity. . . . .	1	2	3	4	5	8	45/

3. Are you the person who is responsible for doing the general domestic duties - like cleaning, cooking, washing and so on - in your household?

PLEASE CIRCLE ONE CODE.

- Yes, I am mainly responsible.....1 46/
- Yes, I am equally responsible with someone else.....2
- No, someone else is mainly responsible.....3

4. Think of two people doing the same kind of work. What do you personally think should be important in deciding how much to pay them?

Looking at the things below, please write '1' in the box next to the thing that you think should be most important. Then write '2' next to the thing that you think should be next most important, and '3' next to the thing that you think should be third most important. Leave other boxes blank.

WRITE 1, 2, AND 3 IN THREE BOXES, LEAVE OTHER BOXES EMPTY.

In deciding on pay for two people doing the same kind of work, how important should be.....

- |  |                          |     |
|--|--------------------------|-----|
| A.....how long the employee has been with the firm.....          | <input type="checkbox"/> | 47/ |
| B.....how well the employee does the job.....                    | <input type="checkbox"/> | 48/ |
| C.....the experience of the employee in doing the work.....      | <input type="checkbox"/> | 49/ |
| D.....the standard rate, giving both employees the same pay..... | <input type="checkbox"/> | 50/ |
| E.....the age of the employee.....                               | <input type="checkbox"/> | 51/ |
| F.....the sex of the employee.....                               | <input type="checkbox"/> | 52/ |
| G.....the employee's family responsibilities.....                | <input type="checkbox"/> | 53/ |
| H.....the employee's education and formal qualifications.....    | <input type="checkbox"/> | 54/ |
| <br>OR CHECK:  |                          |     |
| CAN'T CHOOSE.....  | <input type="checkbox"/> | 55/ |

5. How much do you agree or disagree with these two statements?

PLEASE CIRCLE ONE NUMBER ON EACH LINE.

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	CAN'T CHOOSE	
A. There will always be conflict between management and workers because they are really on opposite sides	1	2	3	4	5	8	56/
B. Workers need strong trade unions to protect their interests	1	2	3	4	5	8	57/

6. On the following list there are various aspects of jobs. Please circle one number to show how important you personally consider it is in a job.

PLEASE CIRCLE ONE NUMBER ON EACH LINE.

	VERY IMPORTANT	IMPORTANT	NEITHER IMPORTANT NOR UNIMPORTANT	NOT IMPORTANT	NOT IMPORTANT AT ALL	CAN'T CHOOSE	
How important is...							
A.....job security?	1	2	3	4	5	8	58/
B.....high income?	1	2	3	4	5	8	59/
C.....good opportu- nities for advancement?	1	2	3	4	5	8	60/
D.....a job that leaves a lot of leisure time?	1	2	3	4	5	8	61/
E.....an interesting job?	1	2	3	4	5	8	62/
F.....a job that allows someone to work independently?	1	2	3	4	5	8	63/
G.....a job that allows someone to help other people?	1	2	3	4	5	8	64/
H.....a job that is useful to society?	1	2	3	4	5	8	65/
I.....a job with flexible working hours?	1	2	3	4	5	8	66/

7. Suppose you were unemployed and couldn't find a job. Which of the following problems do you think would be the worst?

Please write '1' in the box beside the worst thing, write '2' in the box beside the next worst thing, and '3' in the box beside the third worst thing. Leave the other boxes blank.

WRITE 1, 2, AND 3 IN THREE BOXES, LEAVE OTHER BOXES EMPTY.

- |  |                          |     |
|--|--------------------------|-----|
| A. Lack of contact with people at work.....            | <input type="checkbox"/> | 67/ |
| B. Not enough money.....                               | <input type="checkbox"/> | 68/ |
| C. Loss of self-confidence.....                        | <input type="checkbox"/> | 69/ |
| D. Loss of respect from friends and acquaintances..... | <input type="checkbox"/> | 70/ |
| E. Family tensions.....                                | <input type="checkbox"/> | 71/ |
| F. Loss of job experience.....                         | <input type="checkbox"/> | 72/ |
| G. Not knowing how to fill one's time.....             | <input type="checkbox"/> | 73/ |
| OR CHECK:  |                          |     |
| CAN'T CHOOSE.....                                      | <input type="checkbox"/> | 74/ |



8. Suppose you were working and could choose between different kinds of jobs.

Which of the following would you personally choose?

PLEASE CIRCLE ONE CODE FOR EACH.

I would advise...

- |    |   |   |     |
|----|---|---|-----|
| A. | ...being an employee.....                           | 1 | 07/ |
|    | ...being self employed.....                         | 2 |     |
|    | CAN'T CHOOSE.....                                   | 8 |     |
|    |   |   |     |
| B. | ...working in a small firm.....                     | 1 | 08/ |
|    | ...working in a large firm.....                     | 2 |     |
|    | CAN'T CHOOSE.....                                   | 8 |     |
|    |   |   |     |
| C. | ...working in a manufacturing industry.....         | 1 | 09/ |
|    | ...working in an office, in sales or services.....  | 2 |     |
|    | CAN'T CHOOSE.....                                   | 8 |     |
|    |   |   |     |
| D. | ...working in a private business.....               | 1 | 10/ |
|    | ...working for the government or civil service..... | 2 |     |
|    | CAN'T CHOOSE.....                                   | 8 |     |

9. On the whole, do you think it should be or should not be the government's responsibility to ...

PLEASE CIRCLE ONE CODE ON EACH LINE.

	DEFINITELY SHOULD BE	PROBABLY SHOULD BE	PROBABLY SHOULD NOT BE	DEFINITELY SHOULD NOT BE	CAN'T CHOOSE	
A. ...provide a job for everyone who wants one?	1	2	3	4	8	11/
B. ...provide a decent standard of living for the unemployed?	1	2	3	4	8	12/

---

10. Do you usually work 10 hours or more per week for pay in your main job?

Yes.....(SKIP TO Q.13, PAGE 10).....1 13/  
 No.....(GO TO Q.11).....2  
 I don't work for pay at the moment  
 (GO TO Q.11).....3

ONLY FOR PEOPLE NOT WORKING FOR PAY OR WORKING LESS THAN 10 HOURS FOR PAY

11. Would you like to have a paid job now?

PLEASE CIRCLE ONE CODE.

- Yes, I would like a full-time job now  
(30 hours or more per week).....1
- Yes, I would like a part-time job now  
(10-29 hours per week).....2
- Yes, I would like a job with less than  
10 hours now.....3
- No, I would not like to have a paid job now.....4

14/

IF YOU ANSWERED "YES", PLEASE GO TO QUESTION 12

IF YOU ANSWERED "NO" YOU ARE FINISHED WITH THIS QUESTIONNAIRE.  
THANK YOU VERY MUCH!

12. If you were looking actively, how easy or difficult do you think it  
would be for you to find an acceptable job?

PLEASE CIRCLE ONE CODE.

- Very easy.....1
- Fairly easy.....2
- Neither easy nor difficult.....3
- Fairly difficult.....4
- Very difficult.....5
- CAN'T CHOOSE.....8

15/

IF YOU ARE NOT WORKING, YOU ARE NOW FINISHED WITH THIS QUESTIONNAIRE.  
THANK YOU VERY MUCH!

ONLY FOR PEOPLE WORKING 10 HOURS OR MORE FOR PAY

13. Which of the following statements best describes your feelings about your job?

PLEASE CIRCLE ONE CODE.

In my job....

- .....I work only as hard as I have to.....1
- .....I work hard, but not so that it interferes  
with the rest of my life.....2
- .....I make a point of doing the best work I can,  
even if it sometimes does interfere with  
the rest of my life.....3
- CAN'T CHOOSE.....8

16/

14. Think of the number of hours you work and the money you earn in your main job, including regular overtime.

If you had only one of these three choices, which of the following would you prefer?

PLEASE CIRCLE ONE CODE.

- Work longer hours and earn more money.....1
- Work the same number of hours and earn the same money.....2
- Work fewer hours and earn less money.....3
- CAN'T CHOOSE.....8

17/

15. Think of two people doing the same kind of work in your work place. What do you personally think is important in deciding how much to pay them.

Looking at the things below, please write '1' in the box next to the thing that you think is most important at your place of work. Then write '2' next to the thing that you think is next most important, and '3' next to the thing that you think is third most important. Leave other boxes blank.

WRITE 1, 2, AND 3 IN THREE BOXES, LEAVE OTHER BOXES EMPTY.

At my workplace in deciding on pay for two people doing the same kind of work, how important is.....

- |  |                          |     |
|--|--------------------------|-----|
| A....how long the employee has been with the firm.....       | <input type="checkbox"/> | 18/ |
| B....how well the employee does the job.....                 | <input type="checkbox"/> | 19/ |
| C....the standard rate for the job.....                      | <input type="checkbox"/> | 20/ |
| D....the experience of the employee in doing the work.....   | <input type="checkbox"/> | 21/ |
| E....the age of the employee.....                            | <input type="checkbox"/> | 22/ |
| F....the employee's family responsibilities.....             | <input type="checkbox"/> | 23/ |
| G....the employee's education and formal qualifications..... | <input type="checkbox"/> | 24/ |
| OR CHECK:  |                          |     |
| CAN'T CHOOSE.....  | <input type="checkbox"/> | 25/ |

16. For each statement about your main job below, please circle one code to show how much you agree or disagree that it applies to your job

PLEASE CIRCLE ONE NUMBER ON EACH LINE.

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	CAN'T CHOOSE	
A. My job is secure	1	2	3	4	5	8	26/
B. My income is high	1	2	3	4	5	8	27/
C. My opportunities for advancement are high	1	2	3	4	5	8	28/
D. My job leaves a lot of leisure time	1	2	3	4	5	8	29/
E. My job is interesting	1	2	3	4	5	8	30/
F. I can work independently	1	2	3	4	5	8	31/
G. In my job I can help other people	1	2	3	4	5	8	32/
H. My job is useful to society	1	2	3	4	5	8	33/
I. My job has flexible working hours	1	2	3	4	5	8	34/

17. Now some more questions about your working conditions.

Please circle one code for each item below to show how often it applies to your work.

PLEASE CIRCLE ONE NUMBER ON EACH LINE.

	ALWAYS	OFTEN	SOMETIMES	HARDLY EVER	NEVER	CAN'T CHOOSE	
How often....							
A.....do you come home from work exhausted?	1	2	3	4	5	8	35/
B.....do you have to do hard physical work?	1	2	3	4	5	8	36/
C.....do you find your work stressful?	1	2	3	4	5	8	37/
D.....are you bored at work?	1	2	3	4	5	8	38/
E.....do you work in dangerous conditions?	1	2	3	4	5	8	39/
F.....do you work in unhealthy conditions?	1	2	3	4	5	8	40/
G.....do you work in physically unpleasant conditions?	1	2	3	4	5	8	41/

18. And which of the following statements about your work is most true?

PLEASE CIRCLE ONE CODE.

My job allows me to design or plan  
most of my daily work.....1

42/

My job allows me to design or plan  
parts of my daily work.....2

My job does not really allow me to  
design or plan my daily work.....3

---

19. If you lost your job for any reason, and were looking actively for another one, how easy or difficult do you think it would be for you to find an acceptable job?

PLEASE CIRCLE ONE CODE.

Very easy.....1

43/

Fairly easy.....2

Neither easy nor difficult.....3

Fairly difficult.....4

Very difficult.....5

CAN'T CHOOSE.....8



20. In general how would you describe relations in your workplace...

PLEASE CIRCLE ONE CODE ON EACH LINE.

	VERY GOOD	QUITE GOOD	NEITHER GOOD NOR BAD	QUITE BAD	VERY BAD	CAN'T CHOOSE	
A.....between manage- ment and employees?	1	2	3	4	5	8	44/
B.....between co- workers/colleagues?	1	2	3	4	5	8	45/

21. How satisfied are you in your job?

PLEASE CIRCLE ONE CODE.

Completely satisfied.....	1	46/
Very satisfied.....	2	
Fairly satisfied.....	3	
Neither satisfied nor dissatisfied.....	4	
Fairly dissatisfied.....	5	
Very dissatisfied.....	6	
Completely dissatisfied.....	7	
CAN'T CHOOSE.....	8	

22. In your main job, do you supervise or are you directly responsible for the work of other people?

PLEASE CHECK ONE BOX.

YES..... ☐ <sup>47/</sup> -----> IF YES: How many people?  48-50/  
 NO..... ☐

23. And aside from your main job, do you have any other paid jobs, like a second job or other paid work?

PLEASE CIRCLE ONE CODE.

Yes, I have other regular paid work.....(GO TO Q.24).....1

51/

Yes, I sometimes have other paid work.....(GO TO Q.24).....2

No, I never have other paid work.....(GO TO Q.25).....3

- 
24. How many hours per week do you normally work in these other jobs, not including time spent on traveling to work?

PLEASE WRITE A NUMBER IN THE BOX.

I normally work

52-53/

HOURS PER WEEK IN  
THESE OTHER JOBS

ON YOUR MAIN JOB, ARE YOU EMPLOYED BY SOMEONE ELSE OR ARE YOU SELF-EMPLOYED?

IF YOU ARE EMPLOYED BY SOMEONE ELSE, PLEASE ANSWER QUESTIONS 25-27.

IF YOU ARE SELF-EMPLOYED, PLEASE ANSWER QUESTIONS 28 AND 29.

25. Does your company or the institution for which you work have more than one physical location (that is, other offices, branches, plants, stores, or subsidiaries)? (If you work for the government, does your agency or division have more than one physical location?)

Yes.....1

54/

No.....(GO TO Q.27).....2

26. About how many people work at the location where you work? (Count part-time as well as full-time employees in all areas, departments and buildings.)

1-9.....1

55/

10-49.....2

50-99.....3

100-499.....4

500-999.....5

1,000-1,999.....6

More than 2,000.....7

DON'T KNOW.....8

27. About how many people are employed in the entire business, corporation or organization for which you work? (Count part-time as well as full-time employees.) (If you work for the government, how many people are employed in your whole division or agency?)

1-9.....1

56/

10-49.....2

50-99.....3

100-499.....4

500-999.....5

1,000-1,999.....6

2,000-9,999.....7

More than 10,000.....8

DON'T KNOW.....9

ANSWER QUESTIONS 28 AND 29 IF YOU ARE SELF-EMPLOYED.

IF YOU ARE NOT SELF-EMPLOYED, THANK YOU VERY MUCH FOR COMPLETING THE QUESTIONNAIRE.

28. Do you employ other people for pay?

Yes.....(GO TO Q.29).....1	57/
No.....2	

---

29. How many people do you employ (include part-time and full-time employees?)

1-9.....1	58/
10-49.....2	
50-99.....3	
100-499.....4	
500-999.....5	
1,000-1,999.....6	
More than 2,000.....7	
DON'T KNOW.....8	

THANK YOU VERY MUCH  
FOR COMPLETING  
THE QUESTIONNAIRE!