

EVALUATION OF QUALITY OF WORK LIFE ACCORDING THE WALTON'S QWL MODEL

QUALITY OF WORK LIFE EVALUATION SCALE

Instructions

This questionnaire is to understand how you feel towards your **Quality of Work Life**. Please, answer all the questions. If you are not sure about the answer, please, choose between the options that seem more appropriated. We are asking how satisfied you are, regarding several aspects of your **job** in the past **two weeks**. Choose between the options and draw a circle around the number that best represents your opinion.

Regarding a fair and appropriate salary (compensation):

1.1 How satisfied are you with your salary (remuneration)?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

1.2 How satisfied are you with your salary, if you compare it to your colleagues' salary?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

1.3 How satisfied are you with the recompenses and the participation in results that you receive from the company

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

1.4 How satisfied are you with the extra benefits (alimentation, transport, doctor, dentist, etc.) that your company offers to you?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

Regarding your working conditions:

2.1 How satisfied are you with your weekly work journey (quantity of worked hours)?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

2.2 According to your workload (quantity of work), how do you feel?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

2.3 According to the use of technology in your tasks, how do you feel?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

2.4 How satisfied are you with the salubrity level (work conditions) in your workplace?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

2.5 How satisfied are you with the security equipments, individual and collective protection provided by your company?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

2.6 Regarding tiredness that your work cause to you, how do you feel?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

Regarding the use of your capacities at the work:

3.1 Are you satisfied with the autonomy (opportunity to make decisions) that you have at your work?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

3.2 Are you satisfied with the importance of the task/work/activity that you do?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

3.3 Regarding the polyvalence (possibility to performance several tasks and works) at work, how do you feel?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

3.4 How satisfied are you with your performance evaluation (awareness of how good or bad have been your performance at work)?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

3.5 Regarding possibilities conferred (work responsibility given to you), how do you feel?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

Regarding opportunities that you have at your work

4.1 How satisfied are you with your oppportunity of professional growth?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

4.2 How satisfied are you with the trainings you participate?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

4.3 Regarding the situations and the frequency that occur the resigning at your work, how do you feel?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

4.4 Regarding the incentive that your company gives you to study, how do you feel?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

Regarding the social integration at your work:

5.1 Regarding the discrimination (social, racial, religious, sexual, etc.) in your work, how do you feel?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

5.2 Regarding your relationship with your colleagues and bosses at work, how do you feel?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

5.3 Regarding your team's and colleagues' commitment to work, how do you feel?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

5.4 How satisfied are you with the valorization of your ideas and initiative at work?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

Regarding the constitutionalism (respect to the laws) at your work?

6.1 How satisfied are you with the company for respecting the workers' rights?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

6.2 How satisfied are you with your freedom of expression (opportunity to give opinions) at work?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

6.3 How satisfied are you with the norms and rules at your work?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

6.4 Regarding the respect to your individuality (individual characteristics and particularities) at work, how do you feel?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

Regarding the space that the work occupy in your life:

7.1 How satisfied are you with the work influence on your family life/routine?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

7.2 How satisfied are you with the work influence on your possibilities of leisure?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

7.3 How satisfied are you with your schedule of work and rest?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

Regarding the social relevance and importance of your work:

8.1 Regarding the proud of performing your work, how do you feel?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

8.2 Are you satisfied with the image this company have to society?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

8.3 How satisfied are you with the communitarian integration (contribution to the society) that the company have?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

8.4 How satisfied are you with the services and the quality of products that the company makes?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

8.5 How satisfied are you with the human resources politic (the way that the company treats the workers) that the company has?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5