

Appendix A: Data Collection Instrument

Employee Organisational Commitment and Work-Life Balance in Australia

Questionnaire

Please ensure that you have read the enclosed Explanatory Statement prior to completing this questionnaire.

The questionnaire should only take about 10 minutes of your time. We appreciate your opinions so would like you to return the questionnaire in the postage-paid, preaddressed envelope provided.

Please place a tick in the box that most accurately describes your opinion or situation (**tick one box only**). For questions where a blank box appears, we would like you to answer with a brief statement in your own words. There are no right or wrong answers and your responses will remain anonymous.

Section A. Introduction

Thankyou for deciding to participate in this study. We'll just start by asking you a few questions about your current situation.

A1. Are you an Australian citizen?

- Yes Continue
No Go to Section Z on page 7

A2. On average, do you undertake paid work for at least 30 hours per week?

- Yes Continue
No Go to Section Z on page 7
Don't know Go to Section Z on page 7

A3. Are you self-employed?

- Yes Go to Section Z on page 7
No Continue
Don't know Go to Section Z on page 7

Section B. The organisation you work for

Now I'd like you to think about the organisation for which you currently work.

B1. For how long have you been working for this organisation?

- Less than 3 months
- 3 months – 1 year
- Between 1 and 2 years
- Between 3 and 5 years
- Between 6 and 9 years
- More than 10 years
- Don't know

B2. For how long do you hope to keep working for this organisation?

- Less than 3 months
- 3 months – 1 year
- Between 1 and 2 years
- Between 3 and 5 years
- Between 6 and 9 years
- More than 10 years
- Don't know

B3. Approximately how many times in the past month have you said nice things to someone else about the organisation you work for?

- Never
- Once or twice
- 3 to 5 times
- 6 to 10 times
- More than 10 times
- Don't know/can't remember

B4. Approximately how many times in the past month have you said bad things to someone else about the organisation you work for?

- Never
- Once or twice
- 3 to 5 times
- 6 to 10 times
- More than 10 times
- Don't know/can't remember

B5. On a scale of 1 to 10 (where 1 means strongly disagree and 10 means strongly agree), express the extent to which you agree/disagree with following in terms of your attitudes towards the organisation you work for:

	1	2	3	4	5	6	7	8	9	10
I am emotionally attached to the organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have a high degree of autonomy with my working arrangements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I identify with the goals of the organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I continue to work for the organisation because I fear the financial consequences of leaving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I continue to work for the organisation because I fear the loss of social ties if I leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The organisation provides family-friendly policies/flexible working arrangements to help me fulfil non-work commitments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I continue to work for the organisation because I feel obliged to	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B6. Thinking of what alternatives are available to you, express the extent (on a scale of 1 to 10 where 1 means strongly disagree and 10 means strongly agree) to which you agree with the following statement:

It would be difficult for me to find a new job I am satisfied with.

1	2	3	4	5	6	7	8	9	10
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section C. The work you do

Now, thinking specifically about the work you undertake:

C1. In an average week, how many hours of overtime or unpaid job-related work do you do?

- None
- Up to 1 hour
- 1-3 hours
- Between 3 and 5 hours
- More than 5 hours
- Don't know/can't remember

C2. How many hours per week would you be comfortable with spending on overtime or unpaid job-related work?

- None
- Up to 1 hour
- 1-3 hours
- Between 3 and 5 hours
- More than 5 hours
- Don't know/can't remember

C3. Which of the following best describes your general tendency to achieve work-related milestones such as finishing a report or meeting daily quotas?

- I always try my hardest to achieve my work goals, no matter how unrealistic they are
- I always try my hardest to achieve my work goals, as long as they are realistic
- I sometimes try my hardest to achieve my work goals
- I rarely try my hardest to achieve my work goals
- I never really try my hardest to achieve goals
- Don't know

C4. How satisfied are you with your current job?

- Very unsatisfied
- Unsatisfied
- Neither satisfied nor unsatisfied
- Satisfied
- Very Satisfied

Section D. Work-life balance

I would like you to think about work-life balance; that is, effectively managing the juggling act between paid work and the other activities that are important to you.

D1. How often do events at work affect your personal life?

- On a daily basis
- On a weekly basis
- On a monthly basis
- On a yearly basis
- Never
- Don't know

D2. How often would you say you sacrifice commitments in one sphere (work/ personal) in order to fulfil demands of the other sphere?

- On a daily basis
- On a weekly basis
- On a monthly basis
- On a yearly basis
- Never
- Don't know

D3. Which sphere, work or personal, usually wins out when a sacrifice is required?

- Work sphere
- Personal sphere
- It's about even

D4. Would you continue to work if you won enough money never to need to work again?

- Yes
- No
- Maybe
- Don't know

D5. What is the main reason for this?

D6. On a scale of 1 to 10 (where 1 means strongly disagree and 10 means strongly agree) express the extent to which you agree with the following statement:

I feel that I have the right balance between work and life outside of work.

1	2	3	4	5	6	7	8	9	10
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section Z. Background information

Please fill out this section to conclude the questionnaire.

Z1. What is your gender?

Male

Female

Z2. Which of the following age groups do you fall into?

Under 18 years

18-24 years

25-34 years

35-44 years

45-54 years

55+ years

Z3. What is your occupation?

Z4. How many dependent children do you have?

0 1 2 3 4 5 6 7 8

Z5. In which Australian State or Territory do you live?

NSW

VIC

QLD

SA

WA

NT

TAS

ACT

Thankyou for your time and co-operation - your opinions are highly valued. Please be assured that your answers will remain anonymous and please return this booklet in the self-addressed envelope provided.