

Appendix 3 General Working Population Norm

Compared to PPU 2014 & 2012 Surveys

N = 39240 27 Organisations

Individual mean	Indiv Std. Deviation	Org Std. Deviation		Enter Means here:	Enter Means here:	Calculations - do not change	Dir of Trav	Sten 2014	Sten 2012	Sten Key
6 Essentials										
Resources and Communications										
I do not feel I am informed about what is going on in this organisation	12.20	4.19	1.00	3.0499796	10.66	12.05	-1.55 -1.54906 2.4018792	2	2	5
I am never told if I am doing a good job	3.23	1.43	0.42		2.74	3.18	-0.49 -1.161206 3.1775889	3	3	5
I am not adequately trained to do many aspects of my job	3.21	1.46	0.28		2.79	3.28	-0.42 -1.531463 2.4370731	2	2	6
I do not have the proper equipment or resources to do my job	2.81	1.36	0.30		2.35	2.56	-0.46 -1.499119 2.5017622	3	3	4
	2.95	1.44	0.30		2.77	3.03	-0.18 -0.594359 4.3112812	4	4	6
Control										
I have little control over many aspects of my job	13.07	4.65	1.05	3.2670124	13.95	14.78	0.88 0.8419046 7.1830091	7	7	9
I am not involved in decisions affecting my job	3.53	1.45	0.26		3.51	4.15	0.28 1.0735264 7.6470529	8	8	10
My ideas or suggestions about my job are not taken into account	3.47	1.46	0.31		3.70	3.86	0.23 0.7438267 6.9876533	7	7	8
I have little or no influence over my performance targets	2.91	1.34	0.26		2.79	3.08	-0.12 -0.467062 4.5658751	5	5	7
	3.16	1.45	0.32		3.65	3.69	0.49 1.5405737 8.5811475	9	9	9
Work relationships										
My boss behaves in an intimidating and bullying way towards me	19.86	6.96	1.16	2.4950953	17.72	18.61	-2.24 -1.904528 1.6909437	2	2	3
I do not receive the support from others (boss/colleagues) that I would like	1.88	1.20	0.18		1.49	1.72	-0.39 -2.28144 1.0437122	1	1	4
I feel isolated at work e.g. working on my own or lack of social support from others	2.90	1.48	0.20		2.56	2.87	-0.34 -1.721374 2.0572522	2	2	5
I am not sure what is expected of me by my boss	2.51	1.28	0.21		2.28	2.37	-0.23 -1.088933 3.3221332	3	3	4
Other people at work are not pulling their weight	2.54	1.24	0.22		2.21	2.21	-0.33 -1.535281 2.4294376	2	2	2
My boss is forever finding fault with what I do	3.41	1.52	0.24		3.60	3.24	0.19 0.7763984 1.0527968	7	7	4
Others take the credit for what I have achieved	2.36	1.12	0.15		2.16	1.73	-0.53 -0.567282 1.6349565	2	2	1
My relationships with colleagues are poor	2.75	1.35	0.22		2.40	2.85	-0.35 -1.597415 2.3051693	2	2	6
	1.92	0.95	0.14		1.65	1.62	-0.27 -1.998088 1.5038249	2	2	1
Balanced Workload										
I work longer hours than I choose or want to	23.24	7.78	1.84	2.905	27.20	28.44	3.96 2.1521739 9.8043478	10	10	10
I work unsociable hours e.g. weekends, shift work etc	3.02	1.50	0.37		3.49	3.82	0.47 1.297521 8.095042	8	8	10
I spend too much time travelling in my job	2.54	1.48	0.40		3.51	3.7	0.92 2.4190277 10.338055	10	10	10
My work interferes with my home and personal life	2.38	1.38	0.25		2.84	2.44	0.46 1.8388529 9.177057	9	9	6
The technology in my job has overloaded me	3.31	1.53	0.38		4.23	4.31	0.92 2.4571465 10.414293	10	10	10
I am set unrealistic deadlines	12.02	4.48	0.84	3.0045198	13.13	14.17	1.11 1.3939843 8.1619687	8	8	10
I am given unmanageable workloads	2.64	1.38	0.30		2.16	2.7	-0.48 -1.604003 2.2919938	2	2	6
I do not have enough time to do my job as well as I would like	3.01	1.36	0.23		3.64	3.7	0.63 2.8024306 11.104861	11	10	10
	3.52	1.52	0.29		4.33	4.66	0.81 2.8412414 11.182483	11	10	10
Job Security & Change										
My job is insecure	14.70	4.86	1.51	2.93976	16.72	17.03	2.02 1.3416706 8.1833413	8	8	9
My job is not permanent	2.70	1.46	0.37		3.14	2.79	0.44 1.2028929 7.9057858	8	8	6
My job is likely to change in the future	2.15	1.34	0.25		2.47	2.65	0.32 1.2512488 8.0024976	8	8	9
My job skills may become redundant in the near future	3.32	1.48	0.42		4.74	4.93	1.42 3.3657106 12.231421	12	10	10
My organisation is constantly changing for change's sake	2.64	1.29	0.26		2.28	2.62	-0.36 -1.377618 2.7447648	3	3	5
	3.89	1.49	0.59		4.09	4.04	0.20 0.3443826 6.1887651	6	6	6
Job Conditions										
I may be doing the same job for the next 5 to 10 years	21.96	6.88	1.52	2.7450375	24.00	25.68	2.04 1.2096645 7.919329	8	8	10
My physical working conditions are unpleasant (e.g. noisy, dirty, poorly designed)	2.99	1.62	0.33		2.91	3.45	-0.08 -0.23722 5.0255597	5	5	8
My job involves the risk of actual physical violence	2.75	1.51	0.34		2.49	2.62	-0.26 -0.763571 3.9728588	4	4	5
My performance at work is closely monitored	2.19	1.36	0.53		3.16	3.82	0.97 1.8305138 9.1610277	9	9	10
My work is dull and repetitive	2.66	1.37	0.36		3.30	3.75	0.58 1.5809644 8.6783288	9	8	10
I have to deal with difficult customers/clients	2.69	1.35	0.32		2.21	2.03	-0.45 -1.428277 2.6434456	3	3	2
I do not enjoy my job	2.71	1.38	0.32		4.51	4.68	1.82 5.6253224 16.750645	17	10	10
My pay & benefits are not as good as other people doing the same or similar work	2.71	1.47	0.31		2.49	2.25	-0.22 -0.707529 4.084943	4	4	3
	3.25	1.69	0.39		2.93	3.07	-0.32 -0.830742 3.8385164	4	4	5
Health Factors										
Physical Health										
Lack of appetite or over eating	13.66	4.26	0.79		14.57	14.66	0.91 1.1476777 7.7953555	8	8	8
Indigestion or heartburn	2.25	1.06	0.15		2.34	2.54	0.09 0.5806422 6.6612845	7	7	9
Insomnia - sleep loss	2.12	1.09	0.17		2.00	2	-0.12 -0.705589 4.0888226	4	4	4
Muscular tension / aches and pains	2.62	1.05	0.14		3.02	3.14	0.40 2.7958044 11.091609	11	10	10
Feeling nauseous or being sick	2.45	0.97	0.17		2.50	2.69	0.35 2.0625692 6.6251384	10	10	8
	2.60	1.03	0.14		2.68	2.68	0.08 0.5373355 6.5746709	7	7	7
	1.62	0.83	0.11		1.73	1.61	0.11 1.0634585 7.6269171	8	8	5
Psychological health										
Constant irritability	22.66	7.32	1.38		23.00	23.04	0.44 0.3185942 6.1371885	6	6	6
Difficulty in making decisions	1.54	0.85	0.12		1.68	1.55	0.14 1.1139954 7.7279907	8	8	6
Loss of sense of humour	2.21	0.96	0.18		2.16	2.3	-0.05 -0.285605 4.9287908	5	5	7
Feeling or becoming angry with others too easily	1.93	0.86	0.14		1.84	1.77	-0.09 -0.663383 4.1732335	4	4	3
Constant tiredness	2.00	0.89	0.10		2.02	1.99	0.02 0.2212775 5.9425549	6	6	5
Feeling unable to cope	2.26	0.91	0.17		2.30	2.31	0.04 0.2546544 6.0093088	6	6	6
Avoiding contact with other people	2.82	0.98	0.15		2.98	3.17	0.15 0.1013524 7.5347048	8	8	10
Mood swings	1.94	0.89	0.16		2.00	2.08	0.06 0.4414609 6.3829219	6	6	7
Unable to listen to other people	1.81	0.91	0.16		1.77	1.79	-0.04 -0.288731 4.922538	5	5	5
Having difficulty concentrating	2.07	0.92	0.15		2.11	1.99	0.04 0.2687981 6.0375962	6	6	4
	1.73	0.79	0.13		1.80	1.82	0.07 0.5541436 6.6082873	7	7	7
	2.24	0.88	0.14		2.34	2.27	0.10 0.6709962 6.8419925	7	7	6
Engagement & Related Scales										
Engagement										
I feel that it is worthwhile to work hard for this organisation	13.33	3.77	1.05		13.68	14	0.33 0.3110454 6.1220908	6	6	7
If necessary I am prepared to put myself out for this organisation	4.20	1.33	0.38		4.39	4.32	0.19 0.4961673 6.4923347	6	6	6
I am committed to this organisation	4.53	1.29	0.36		4.70	4.99	0.17 0.4601827 6.4203655	6	6	8
	4.60	1.15	0.31		4.57	4.69	-0.03 -0.082271 5.3354577	5	5	6
Commitment of employees to organisation										
I feel that it is worthwhile to work hard for this organisation	8.80	2.27	0.68		8.96	9.01	0.16 0.2369916 5.9739833	6	6	6
I am committed to this organisation	4.20	1.33	0.38		4.39	4.32	0.19 0.4961673 6.4923347	6	6	6
	4.60	1.15	0.31		4.57	4.69	-0.03 -0.082271 5.3354577	5	5	6
Perceived commitment of organisation towards employees										
I feel valued and trusted by the organisation	7.46	2.45	0.91		6.61	6.13	-0.85 -0.921998 3.6416036	4	4	3
Overall I am happy with my organisation	3.51	1.39	0.43		3.02	2.68	-0.49 -1.150433 3.199135	3	3	2
	3.95	1.31	0.50		3.59	3.45	-0.36 -0.716279 4.0674419	4	4	4