

COPSOQ -III(GR). Long and Middle version (Domains & Items per scale)

| GR-DOMAIN | GR-SCALE | Number of Questions (GR-LONG) | SCALE | Number of Questions (GR-MIDDLE) |
|--|------------------------------------|-------------------------------|-------|---------------------------------|
| CONFLICTS AND OFFENSIVE BEHAVIORS | Bullying | 2 | BU | 2 |
| CONFLICTS AND OFFENSIVE BEHAVIORS | Bullying from Customers (External) | 8 | BUEXT | 8 |
| CONFLICTS AND OFFENSIVE BEHAVIORS | Conflicts and Quarrels | 1 | CQ | – |
| CONFLICTS AND OFFENSIVE BEHAVIORS | Cyber Bullying | 1 | HSM | – |
| CONFLICTS AND OFFENSIVE BEHAVIORS | Gossip and Slander | 1 | GS | – |
| CONFLICTS AND OFFENSIVE BEHAVIORS | Sexual Harassment | 1 | SH | 1 |
| HEALTH AND WELL-BEING | Burnout | 5 | BO | 5 |
| HEALTH AND WELL-BEING | Personal WellBeing | 5 | PWB | 5 |
| HEALTH AND WELL-BEING | Self Rated Health | 1 | GH | 1 |
| WORK-INDIVIDUAL INTERFACE | Commitment to the Workplace | 2 | CW | – |
| WORK-INDIVIDUAL INTERFACE | Work Engagement | 3 | WE | 3 |
| WORK-INDIVIDUAL INTERFACE | Work Life Conflict | 7 | WF | 7 |
| WORK-INDIVIDUAL INTERFACE | Insecurity over working conditions | 3 | IW | 3 |
| WORK-INDIVIDUAL INTERFACE | Intention to Leave | 2 | ITL | 2 |
| WORK-INDIVIDUAL INTERFACE | Job Insecurity | 3 | JI | 3 |
| WORK-INDIVIDUAL INTERFACE | Job Satisfaction | 7 | JS | 7 |
| WORK ORGANIZATION AND JOB CONTENTS | Control over working Time | 2 | CT | – |
| WORK ORGANIZATION AND JOB CONTENTS | Possibilities for Development | 2 | PD | – |
| WORK ORGANIZATION AND JOB CONTENTS | Variation of Work | 1 | VA | – |
| WORK ORGANIZATION AND JOB CONTENTS | Meaning of Work | 2 | MW | – |
| DEMANDS AT WORK | Demands for Hiding Emotions | 2 | HE | |
| DEMANDS AT WORK | Emotional Demands | 2 | ED | 2 |
| INTERPERSONAL RELATIONS AND LEADERSHIP | Influence | 3 | IN | 3 |
| INTERPERSONAL RELATIONS AND LEADERSHIP | Predictability | 2 | PR | – |

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|--|------|-----------------------------------|-----|-----|----|
| INTERPERSONAL RELATIONS LEADERSHIP | AND | Quality of leadership | 4 | QL | 4 |
| INTERPERSONAL RELATIONS LEADERSHIP | AND | Recognition | 1 | RE | 1 |
| INTERPERSONAL RELATIONS LEADERSHIP | AND | Role Clarity | 1 | CL | 1 |
| INTERPERSONAL RELATIONS LEADERSHIP | AND | Role Conflicts | 3 | CO | 3 |
| INTERPERSONAL RELATIONS LEADERSHIP | AND | Sense of Community at Work | 2 | SW | 2 |
| INTERPERSONAL RELATIONS LEADERSHIP | AND | Social Support from Colleagues | 3 | SC | 3 |
| INTERPERSONAL RELATIONS LEADERSHIP | AND | Social Support from Supervisor | 4 | SS | 4 |
| CONFLICTS AND OFFENSIVE BEHAVIORS | | Mobbing | 5 | MO | – |
| CONFLICTS AND OFFENSIVE BEHAVIORS | | Physical violence | 1 | PV | – |
| CONFLICTS AND OFFENSIVE BEHAVIORS | | Threats of Violence | 1 | TV | – |
| CONFLICTS AND OFFENSIVE BEHAVIORS | | Unpleasant Teasing | 1 | UT | – |
| SOCIAL CAPITAL | | Organizational Justice | 2 | JU | 2 |
| SOCIAL CAPITAL | | Vertical Trust | 2 | TM | 2 |
| PHYSICAL ENVIRONMENT | WORK | Physical Work Environment | 5 | PWE | – |
| DEMANDS AT WORK | | Quantitative Demands | 3 | QD | 3 |
| DEMANDS AT WORK | | Work Pace | 2 | WP | 2 |
| TOTAL ITEMS | | | 108 | | 79 |