



Data Collection Worksheet

Please Note: The Data Collection Worksheet (DCW) is a tool to aid integration of a PhenX protocol into a study. The PhenX DCW is not designed to be a data collection instrument. Investigators will need to decide the best way to collect data for the PhenX protocol in their study. Variables captured in the DCW, along with variable names and unique PhenX variable identifiers, are included in the PhenX Data Dictionary (DD) files.

Summary of the Skill Discretion, Decision Authority, and Psychological Job Demands subscales of the Job Content Questionnaire

The Skill Discretion subscale includes questions that ask the respondent to rate whether or not she or he learns new things, performs repetitive work, can develop her or his own abilities, and her or his work has variety.

The Decision Authority subscale includes questions that ask the respondent to rate whether or not she or he makes her or his own decisions and has a lot of input at work.

The Psychological Job Demands subscale asks the respondent to rate whether or not they have to work hard; have to work fast; have excessive work; have enough time; and have conflicting demands.

Scoring Instructions

Each question response includes a four-point Likert scale: strongly disagree, disagree, agree, and strongly agree. Responses from specific questions are added together and multiplied by a weighting factor to generate scores for each subscale. Skill Discretion and Decision Authority subscales are added together to generate a Decision Latitude score. Employees are scored as having high job strain if they are above the median for Psychological Job Demands and below the median for Decision Latitude.

Please note that the JCQ also has other subscales that could also be of interest to researchers and that include physical demands, job insecurity, supervisor support, and coworker support. Please see the source information below for further details.

Protocol source: <https://www.phenxtoolkit.org/protocols/view/211201>