

Intro

Information letter and consent form for round two (follow-up) of "The Covid-19-related employee uncertainty and burnout study."

About three months ago, you participated in the first round of this study. We hope that you will decide to take part also in this follow-up. Participation implies consent to having read this letter and accepting the information enclosed.

Purpose and responsibility

This project is being conducted by three researchers from BI - Norwegian Business School. The aim is to investigate how global and national uncertainty spurred by the current pandemic outbreak, in concert with work environment factors and individual characteristics, affects employees' health and well-being.

The data will be used for scientific purposes only. The primary purpose is scientific publication in peer-reviewed journals, and study participants will never be recognizable in our publications. BI Norwegian Business School is the institution responsible for the project.

What does participation mean for you?

The survey takes about 15 minutes to complete. You can enter the survey after you have read this letter. As in the first survey, we ask about topics like your working conditions, your relationship with colleagues and leadership, and your well-being at work. Most questions require an answer in order for you to progress in the questionnaire. Participation in the project is voluntary. If you chose to participate, you can withdraw your consent without giving any reason, by exiting the questionnaire before completion. There will be no negative consequences for you if you chose not to participate or to withdraw your consent, besides not receiving panel points for participation. However, once you have completed the questionnaire, it will no longer be possible to withdraw your consent or request deletion of your data. The reason for this is that the information used to connect your answers at time 1 and time 2 will be deleted after this follow-up, and it will not be possible to identify your response in the dataset.

How we will store and use your personal data

We will only use your personal data for the purpose(s) specified in this informational letter. We will process your personal data confidentially and in accordance with data protection legislation, specifically the General Data Protection Regulation and Personal Data Act. Qualtrics encrypts the data, and we (the researchers) will not receive information that may identify you.

What will happen to your personal data at the end of the research project?

We will retain your data in an anonymized form until the project's end on December 31, 2025. After this time, anonymized research data may be shared with other researchers in line with recommendations for data sharing. By agreeing to participate in the study, you are therefore also consenting to the digital transfer of your information to another country as a part of research collaboration(s) and publication(s). You will not be identifiable in any stored dataset.

Your rights

After completion of this questionnaire, it will no longer be possible to identify any data as belonging to you, and the deletion of your data will not be possible. We will process your personal data based on your consent. As per agreement with the BI Norwegian Business School, The Norwegian Centre for Research Data (NSD) has determined that the processing of personal data in this project is in accordance with data-protection legislation.

Where can you find out more?

If you have questions about the project, contact any of the following:

- 1) The designated researcher, Associate Professor Mats Glambek at BI Norwegian Business School (mats.glambek@bi.no)
- 2) Your contact at the Panel Provider you are signed up with
- 3) The NSD by email (personverntjenester@nsd.no) or by telephone (+47 55 58 21 17)

Yours sincerely,

Mats Glambek (project leader), PhD
Associate Professor, BI Norwegian Business School

- I consent to participate in this survey
- I do not consent to participate

Demographics

Before we begin the survey we would like to ask you to share some demographic details about yourself.

Do you have leadership responsibilities?

Yes

No

Are you permanently or temporarily employed?

On permanent contract

On temporary contract

Have you quit your job or changed department during the last three months?

I have same job I have changed department I have left the organization

If you have changed department or left the organization during the last three months, was this a voluntary decision?

Not relevant It was voluntary It was not voluntary

How old are you?

0 10 20 30 40 50 60 70 80 90 100

Years old

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

What is your gender?

Female Male Other / do not wish to respond

About your tenure:

	0	5	10	15	20	25	30	35	40	45	50
How many years have you been employed by your organization?											
How many years have you been employed in your department?											

What is your current employment status?

Employed full time Employed part time Student Unemployed Retired Homemaker Other

Which ethnic group would you say you represent?

White Black or African American American Indian or Alaska Native Asian/Pacific Islander Hispanic/Latino Other

Are you a member of a labor union?

Yes No

Which ethnic group is the largest at your workplace?

White Black or African American American Indian or Alaska Native Asian/Pacific Islander Hispanic/Latino Other

At what percentage are you employed?

0 10 20 30 40 50 60 70 80 90 100

Percentage

What is your highest level of completed education?

Elementary school High school Vocational/technical school College or university: Bachelor level College or university: Master level Doctoral degree

At your workplace, what is the gender balance?

Large male majority (75-100%) Slight male majority (55-74%) About the same Slight female majority (55-74%) Large female majority (75-100%)

Interpersonal conflicts

The following questions are about conflicts at work. Please answer using a five-point scale from 1 (never) to 5 (very often).

How often do you get into arguments with others at work?

1. Never 2. Rarely 3. Sometimes 4. Quite often 5. Very often

How often do other people yell at you at work?

1. Never 2. Rarely 3. Sometimes 4. Quite often 5. Very often

How often are people rude to you at work?

1. Never 2. Rarely 3. Sometimes 4. Quite often 5. Very often

How often do other people do nasty things to you at work?

1. Never 2. Rarely 3. Sometimes 4. Quite often 5. Very often

Work-family conflict

The following statements are about work-family conflicts during the last three months. Please evaluate how often they apply to you using a five-point scale from 1 (never) to 5 (very often).
Compared with a normal situation, during the last three months I would say ...

My job or career interferes with my responsibilities at home, such as cooking, shopping, childcare, yard work and house repairs.

Never Rarely Sometimes Quite often Very often

The demands of my job interfere with my home and family life.

Never Rarely Sometimes Quite often Very often

My job produces strain that makes it difficult to fulfill my family duties.

Never Rarely Sometimes Quite often Very often

My job or career prevents me from spending the desired amount of time with my family.

Never Rarely Sometimes Quite often Very often

My home life interferes with my responsibilities at work, such as getting to work on time, accomplishing job tasks or working overtime.

Never

Rarely

Sometimes

Quite often

Very often

The demands of my family or spouse/partner interfere with my work-related activities.

Never

Rarely

Sometimes

Quite often

Very often

My home life prevents me from spending the desired amount of time on job- or career-related activities.

Never

Rarely

Sometimes

Quite often

Very often

Family related strain interferes with my ability to perform job-related duties.

Never

Rarely

Sometimes

Quite often

Very often

Uncertainty Response Scale

The following questions are about how you usually or typically respond to changes and uncertainty. Please respond using a scale from 1 (never) to 5 (always / nearly always).

I like to plan ahead in detail rather than leaving things to chance.

Never

Sometimes

Fairly often

Very often

Always / Nearly always

I try to have my life and career clearly mapped out.

Never

Sometimes

Fairly often

Very often

Always / Nearly always

I like to know exactly what I'm going to do next.

Never

Sometimes

Fairly often

Very often

Always / Nearly always

I feel better about myself when I know that I have done all I can to accurately plan my future.

Never

Sometimes

Fairly often

Very often

Always / Nearly always

When facing an uncertain situation, I tend to prepare as much as possible, and then hope for the best.

Never

Sometimes

Fairly often

Very often

Always / Nearly always

I feel anxious when things are changing.

Never

Sometimes

Fairly often

Very often

Always / Nearly always

I get worried when a situation is uncertain.

Never

Sometimes

Fairly often

Very often

Always / Nearly always

Uncertainty frightens me.

Never

Sometimes

Fairly often

Very often

Always / Nearly always

When uncertain about what to do next, I tend to feel lost.

Never

Sometimes

Fairly often

Very often

Always / Nearly always

When I can't clearly discern situations, I get apprehensive / anxious.

Never

Sometimes

Fairly often

Very often

Always / Nearly always

I find the prospect of change exciting and stimulating.

Never

Sometimes

Fairly often

Very often

Always / Nearly always

I think variety is the spice of life.

Never

Sometimes

Fairly often

Very often

Always / Nearly always

New experiences excite me.

Never

Sometimes

Fairly often

Very often

Always / Nearly always

I like to think of a new experience in terms of a challenge.

Never

Sometimes

Fairly often

Very often

Always / Nearly always

New experiences can be useful.

Never

Sometimes

Fairly often

Very often

Always / Nearly always

Intention to leave

The following statements are about your inclination to quit your job. Please respond to each statement on a five-point scale from 1 (strongly disagree) to 5 (strongly agree).

I am actively looking for other jobs.

Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I feel that I could leave this job.

Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If I was completely free to choose I would leave this job.

Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Thriving

The following statements are about how you view yourself. Please respond using a five-point scale from 1 (strongly disagree) to 5 (strongly agree).

When I'm upset, I lose control over my behaviors.

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

When I'm upset, I feel out of control.

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

When I'm upset, I experience my emotions as overwhelming and out of control.

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I believe that I am capable in most things.

Strongly disagree

Disagree

Neither agree nor
disagree

Agree

Strongly agree

I am confident that I can deal with unexpected events.

Strongly disagree

Disagree

Neither agree nor
disagree

Agree

Strongly agree

I can succeed if I put my mind to it.

Strongly disagree

Disagree

Neither agree nor
disagree

Agree

Strongly agree

When I'm upset, I believe that I'll end up very depressed.

Strongly disagree

Disagree

Neither agree nor
disagree

Agree

Strongly agree

When I'm upset, I believe that I will remain that way for a long time.

Strongly disagree

Disagree

Neither agree nor
disagree

Agree

Strongly agree

When I'm upset, I believe that there is nothing I can do to make myself feel better.

Strongly disagree

Disagree

Neither agree nor
disagree

Agree

Strongly agree

My life has a clear sense of purpose.

Strongly disagree

Disagree

Neither agree nor
disagree

Agree

Strongly agree

I have found a satisfactory meaning in life.

Strongly disagree

Disagree

Neither agree nor
disagree

Agree

Strongly agree

I know what gives meaning to my life.

Strongly disagree

Disagree

Neither agree nor
disagree

Agree

Strongly agree

How often do you feel that you lack companionship?

Never

Rarely

Sometimes

Often

Constantly

How often do you feel left out?

Never

Rarely

Sometimes

Often

Constantly

How often do you feel isolated from others?

Never

Rarely

Sometimes

Often

Constantly

Affective rumination

The following questions are about your thoughts and feelings with respect to being an employee during the last three months. Please respond using a scale from 1 (never) to 5 (very often or always).

During your free time, does thinking/ruminating about the impact of Covid-19 on your work situation make you ...

Tense?

Never	Rarely	Sometimes	Often	Very often / always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Annoyed?

Never	Rarely	Sometimes	Often	Very often / always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Fatigued?

Never	Rarely	Sometimes	Often	Very often / always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Worried?

Never	Rarely	Sometimes	Often	Very often / always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Leadership

We would like to know about your relationship with and thoughts about your closest supervisor. Please respond to the following questions/statements using a five-point scale.

Do you know where you stand with your leader ... Do you usually know how satisfied your leader is with what you do?

Rarely	Occasionally	Sometimes	Fairly often	Very often
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How well does your leader understand your job problems and needs?

Not a bit	A little	A fair amount	Quite a bit	A great deal
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How well does your leader recognize your potential?

Not at all

A little

Moderately

Mostly

Fully

Regardless of how much formal authority he/she has built into his/her position, what are the chances that your leader would use his/her power to help you solve problems in your work?

None

Small

Moderate

High

Very high

Again, regardless of the amount of formal authority your leader has, what are the chances that he/she would "bail you out" at his or her expense?

None

Small

Moderate

High

Very high

I have enough confidence in my leader that I would defend and justify his or her decision if he or she were not present to do so.

Strongly disagree

Disagree

Neutral

Agree

Strongly agree

How would you characterize your working relationship with your leader?

Extremely ineffective

Worse than average

Average

Better than average

Extremely effective

Still considering your closest supervisor/leader, please evaluate how often the following statements are true, using a scale from 1 (never) to 5 (very often or always).

My leader ...

Avoids involving him/herself in tasks that are important for me and my work.

Never

Rarely

Once in a while

Quite often

Very often or always

Is absent when I need him/her.

Never

Rarely

Once in a while

Quite often

Very often or always

Avoids making decisions that are important for me and my work.

Never

Rarely

Once in a while

Quite often

Very often or always

Delays responding to questions that I need urgent answers to.

Never

Rarely

Once in a while

Quite often

Very often or always

Ridicules me.

Never

Rarely

Once in a while

Quite often

Very often or always

Reminds me of my past mistakes and failures.

Never

Rarely

Once in a while

Quite often

Very often or always

Makes negative comments about me to others.

Never

Rarely

Once in a while

Quite often

Very often or always

Is rude to me.

Never

Rarely

Once in a while

Quite often

Very often or always

Expresses anger at me when he/she is mad for another reason.

Never

Rarely

Once in a while

Quite often

Very often or always

Ostracism

We would like to learn about some negative social experiences that can happen at work. Please consider the behaviors listed below, and indicate to what degree you have experienced each of them using a scale from 1 (never) to 5 (very often/constantly).

During the past three months, to what extent have others you work with ...

... ignored you?

1. Never

2. Once in a while

3. Sometimes

4. Fairly often

5. Very often/constantly

... excluded you from activities or meetings at work?

1. Never

2. Once in a while

3. Sometimes

4. Fairly often

5. Very often/constantly

... not responded when you tried to get in touch?

1. Never

2. Once in a while

3. Sometimes

4. Fairly often

5. Very often/constantly

... met socially or in informal meetings without inviting you?

1. Never

2. Once in a while

3. Sometimes

4. Fairly often

5. Very often/constantly

... treated you as if you don't exist?

1. Never

2. Once in a while

3. Sometimes

4. Fairly often

5. Very often/constantly

... treated you as an outcast or an unwanted member of your workplace?

1. Never 2. Once in a while 3. Sometimes 4. Fairly often 5. Very often/constantly

... made no attempt to reach out to you or get your attention?

1. Never 2. Once in a while 3. Sometimes 4. Fairly often 5. Very often/constantly

Job insecurity

Next, we would like to learn about how secure you feel in your current working relationship. Please look at the following statements, and evaluate how well they apply to you on a scale from 1 (strongly disagree) to 5 (strongly agree).

I am worried about having to leave my job before I would like to.

1. Strongly disagree 2. Disagree 3. Neither agree nor disagree 4. Agree 5. Strongly agree

There is a risk that I will have to leave my present job in the year to come.

1. Strongly disagree 2. Disagree 3. Neither agree nor disagree 4. Agree 5. Strongly agree

I feel uneasy about losing my job in the near future.

1. Strongly disagree 2. Disagree 3. Neither agree nor disagree 4. Agree 5. Strongly agree

My future career opportunities in the organization are favorable.

1. Strongly disagree 2. Disagree 3. Neither agree nor disagree 4. Agree 5. Strongly agree

I feel that the organization can provide me with a stimulating job content in the near future.

1. Strongly disagree 2. Disagree 3. Neither agree nor disagree 4. Agree 5. Strongly agree

I believe that the organization will need my competence also in the future.

1. Strongly disagree 2. Disagree 3. Neither agree nor disagree 4. Agree 5. Strongly agree

My pay development in this organization is promising.

1. Strongly disagree 2. Disagree 3. Neither agree nor disagree 4. Agree 5. Strongly agree

Job insecurity climate

Next, we would like to learn about the general level of employment security where you work. Please look at the following statements, and evaluate how well they apply to your workplace on a scale from 1 (strongly disagree) to 5 (strongly agree).

At my workplace there is a general feeling of anxiety over being let go.

- Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

At my workplace there is a general feeling that someone/ several people are going to lose their jobs.

- Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Many people are worried about losing their jobs at my workplace.

Strongly disagree

Disagree

Neither agree nor
disagree

Agree

Strongly agree

At my workplace people often talk about whether they will be able to keep their job.

Strongly disagree

Disagree

Neither agree nor
disagree

Agree

Strongly agree

Role stress

The following questions are about your role at work. Please respond using a scale from 1 (fully disagree) to 5 (fully agree).

Clearly planned goals and objectives exist for my job.

Fully disagree

Somewhat disagree

Neither agree nor
disagree

Somewhat agree

Fully agree

I know what my responsibilities are.

Fully disagree

Somewhat disagree

Neither agree nor
disagree

Somewhat agree

Fully agree

I know exactly what is expected of me.

Fully disagree

Somewhat disagree

Neither agree nor
disagree

Somewhat agree

Fully agree

I receive assignments without adequate resources and materials to execute them.

Fully disagree

Somewhat disagree

Neither agree nor
disagree

Somewhat agree

Fully agree

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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I receive incompatible requests from two or more people.

Fully disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Fully agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I do things that are apt to be accepted by one person and not accepted by others.

Fully disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Fully agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I work on unnecessary things.

Fully disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Fully agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I have too much work to do, to do everything well.

Fully disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Fully agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The amount of work I am asked to do is fair.

Fully disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Fully agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I never seem to have enough time to get everything done.

Fully disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Fully agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Job satisfaction

The next questions are about your job satisfaction. Please rate each statement using a scale from 1 (strongly disagree) to 5 (strongly agree).

Thinking specifically about your current job, do you agree with the following?

I find real enjoyment in my job.

Strongly disagree

Somewhat disagree

Neither agree nor
disagree

Somewhat agree

Strongly agree

I like my job better than the average person.

Strongly disagree

Somewhat disagree

Neither agree nor
disagree

Somewhat agree

Strongly agree

On most days I am enthusiastic about my job.

Strongly disagree

Somewhat disagree

Neither agree nor
disagree

Somewhat agree

Strongly agree

I feel fairly well satisfied with my job.

Strongly disagree

Somewhat disagree

Neither agree nor
disagree

Somewhat agree

Strongly agree

Burnout

The following statements are related to your work situation and how you experience this situation. Please state how often each statement applies to you, on a scale from 1 (never) to 5 (always).

While working, I feel mentally exhausted.

Never

Rarely

Sometimes

Often

Always

Everything I do in my job requires a great deal of effort.

Never

Rarely

Sometimes

Often

Always

After a day of work, I find it hard to recover my energy.

Never

Rarely

Sometimes

Often

Always

While working, I feel physically exhausted.

Never

Rarely

Sometimes

Often

Always

When I get up in the morning, I lack the energy to start a new working day.

Never

Rarely

Sometimes

Often

Always

I want to be active during my workday, but somehow I am unable to manage.

Never

Rarely

Sometimes

Often

Always

When I exert myself at work, I quickly get tired.

Never

Rarely

Sometimes

Often

Always

At the end of my working day, I feel mentally exhausted and drained.

Never

Rarely

Sometimes

Often

Always

I struggle to find any enthusiasm for my work.

Never

Rarely

Sometimes

Often

Always

While working, I do not think much about what I am doing and I function on autopilot.

Never

Rarely

Sometimes

Often

Always

I feel a strong aversion towards my job.

Never

Rarely

Sometimes

Often

Always

I feel indifferent about my job.

Never

Rarely

Sometimes

Often

Always

I'm cynical about what my work means to others.

Never

Rarely

Sometimes

Often

Always

While working, I have trouble staying focused.

Never

Rarely

Sometimes

Often

Always

While working, I struggle to think clearly.

Never

Rarely

Sometimes

Often

Always

I'm forgetful and distracted when I work.

Never

Rarely

Sometimes

Often

Always

When I'm working, I have trouble concentrating.

Never

Rarely

Sometimes

Often

Always

I make mistakes in my work because I have my mind on other things.

Never

Rarely

Sometimes

Often

Always

In order to assure that I am responding accurately, I will reply "always" on this item

Never

Rarely

Sometimes

Often

Always

When working, I feel unable to control my emotions.

Never

Rarely

Sometimes

Often

Always

I do not recognize myself in the way I react emotionally during work.

Never

Rarely

Sometimes

Often

Always

During my workday I become irritable when things don't go my way.

Never

Rarely

Sometimes

Often

Always

I get upset or sad during my workday without knowing why.

Never

Rarely

Sometimes

Often

Always

When I work I may overreact unintentionally.

Never

Rarely

Sometimes

Often

Always

Strain

The following statements are related to your well-being. Please state how often each statement applies to you, on a scale from 1 (never) to 5 (always).

I have trouble falling or staying asleep.

Never

Rarely

Sometimes

Often

Always

I tend to worry.

Never

Rarely

Sometimes

Often

Always

I feel tense and stressed.

Never

Rarely

Sometimes

Often

Always

I feel anxious and/or suffer from panic attacks.

Never

Rarely

Sometimes

Often

Always

Noise and crowds disturb me.

Never

Rarely

Sometimes

Often

Always

I suffer from palpitations or chest pain.

Never Rarely Sometimes Often Always

I suffer from stomach and/or intestinal complaints.

Never Rarely Sometimes Often Always

I suffer from headaches.

Never Rarely Sometimes Often Always

I suffer from muscle pain, for example in the neck, shoulder or back.

Never Rarely Sometimes Often Always

I often get sick.

Never Rarely Sometimes Often Always

Presenteeism and absenteeism

During the previous three months, how many days have you gone to work despite feeling that you really should have taken sick leave due to your state of health?

0 9 18 27 36 45 54 63 72 81 90

Please indicate the number of days using the slider

During the previous three months, how many days have you worked from home despite feeling that you really should have taken sick leave due to your state of health?

0 9 18 27 36 45 54 63 72 81 90

Please indicate the number of days using the slider

--	--	--	--	--	--	--	--	--	--	--	--

During the previous three months, how many days have you not worked due to sickness?

0 9 18 27 36 45 54 63 72 81 90

Please indicate the number of days using the slider

--	--	--	--	--	--	--	--	--	--	--	--

Covid work

I have enough time to get the job done.

- Not at all
 To a small degree
 To a certain degree
 To a high degree
 Completely

I am not asked to do an excessive amount of work.

- Not at all
 To a small degree
 To a certain degree
 To a high degree
 Completely

My job requires working very hard.

- Not at all
 To a small degree
 To a certain degree
 To a high degree
 Completely

My job requires working very fast.

Not at all

To a small degree

To a certain degree

To a high degree

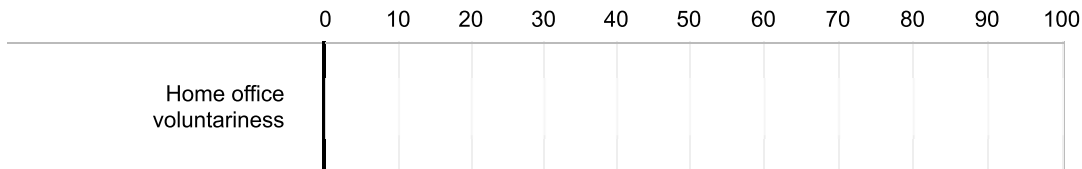
Completely

The following questions are about how your working conditions may have changed during the Covid-19 pandemic.

During the last three months, how many days have you worked from home (i.e., not going to work physically)?



To what extent has working from home been voluntary (0 = not at all voluntary, 100 = completely voluntary).



On average, how many hours of your working day involve conducting work-related communication on a digital platform (e.g., Zoom, Skype, Teams)?



