

Job Belief Scale

Instructions: This survey includes a number of statements about how you may feel about your current working condition. You will probably find that you agree with some of the statements and disagree with others, to varying extents. Please indicate your reaction to each of the statements by marking your opinion to the left of each statement according to the following scale:

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

- _____ 1. The work I do is worthwhile.
- _____ 2. My work is pretty much non-essential to the organization's mission.
- _____ 3. Trained monkeys could do my job.
- _____ 4. My work is an integral part of my workplace's success or failure.
- _____ 5. My work is pretty pointless.
- _____ 6. No one knows what I do at work and no one cares.
- _____ 7. My work could be done by anyone.
- _____ 8. My work takes a very specialized, skilled worker.
- _____ 9. The work I do is essential to my organization's success.
- _____ 10. My work is extremely important.
- _____ 11. I do not feel engaged by the work I do.
- _____ 12. I know my work is useful.
- _____ 13. My work is anything but vital to my workplace's goals.
- _____ 14. My work is a key ingredient to my workplace's success.
- _____ 15. The work I do is very exciting.
- _____ 16. My work is a complete waste of time.
- _____ 17. The work I do plays a central role in my organization's success.
- _____ 18. I know my work is pointless.

_____ 19. My work plays a vital role in my workplace's goals.

_____ 20. I think my work is pretty useless. My work plays a vital role in my workplace's goals.

Source:

Wrench, J. S., McCroskey, J. C., Richmond, V. P., & Brogan, S. M. (2005). *The development, reliability, and validity testing of new measures in organizational communication*. Manuscript in preparation.