

Demographic Variables

Spring 2020

Name: (Print last name first) _____

Course: MGT 210-002 MGT 210-003 (circle one)

Time: 9:10-1:05, 10:20-11:15, MWF, GH 244

GH 244

Demographic Information:

1. Full-time work experience (in years): (a) Total _____ (b) With present supervisor _____
2. Number of employees in your organization: _____
3. Number of members in your work group: _____
4. Your gender: Male ☐ Female ☐ , and your supervisor's gender: Male ☐ Female ☐
5. Your age: _____
6. Your position by organizational level is considered to be: Top ☐ Middle ☐ Lower ☐
Clerical/Support/Staff ☐
7. The name of your functional area or work group: _____
8. Your highest educational attainment: _____
9. Your organization's category: Manufacturing ☐ Transportation ☐ Merchandising ☐ Education ☐
Healthcare ☐ Hospitality industry ☐ Financial services ☐ Service industry ☐ Other _____



Positive and Negative Affect Schedule (PANAS-SF)

Indicate the extent you have felt this way over the past week.		Very slightly or not at all	A little	Moderately	Quite a bit	Extremely
PANAS 1	Interested	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 2	Distressed	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 3	Excited	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 4	Upset	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 5	Strong	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 6	Guilty	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 7	Scared	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 8	Hostile	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 9	Enthusiastic	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 10	Proud	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 11	Irritable	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 12	Alert	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 13	Ashamed	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 14	Inspired	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 15	Nervous	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 16	Determined	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 17	Attentive	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 18	Jittery	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 19	Active	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
PANAS 20	Afraid	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5



Scoring:

Positive Affect Score: Add the scores on items 1, 3, 5, 9, 10, 12, 14, 16, 17, and 19. Scores can range from 10 – 50, with higher scores representing higher levels of positive affect.
Mean Scores: 33.3 (SD±7.2)

Negative Affect Score: Add the scores on items 2, 4, 6, 7, 8, 11, 13, 15, 18, and 20. Scores can range from 10 – 50, with lower scores representing lower levels of negative affect.
Mean Score: 17.4 (SD ± 6.2)

Your scores on the PANAS: Positive: _____ Negative: _____

Watson, D., Clark, L. A., & Tellegen, A. (1988). Development and validation of brief measures of positive and negative affect: the PANAS scales. *Journal of personality and social psychology*, 54(6), 1063.

Organizational Conflict Inventory–II, Form A

Strictly Confidential

Please check the appropriate box after each statement, to indicate *how you handle your disagreement or conflict with your supervisor*. Try to recall as many recent conflict situations as possible in ranking these statements.

	<i>Strongly Agree</i>	<i>Strongly Disagree</i>			
1. I try to investigate an issue with my supervisor to find a solution acceptable to us.	☐	☐	☐	☐	☐
2. I generally try to satisfy the needs of my supervisor.	☐	☐	☐	☐	☐
3. I attempt to avoid being "put on the spot" and try to keep my conflict with my supervisor to myself.	☐	☐	☐	☐	☐
4. I try to integrate my ideas with those of my supervisor to come up with a decision jointly.	☐	☐	☐	☐	☐
5. I try to work with my supervisor to find solution to a problem that satisfies our expectations.	☐	☐	☐	☐	☐
6. I usually avoid open discussion of my differences with my supervisor.	☐	☐	☐	☐	☐
7. I try to find a middle course to resolve an impasse.	☐	☐	☐	☐	☐
8. I use my influence to get my ideas accepted.	☐	☐	☐	☐	☐
9. I use my authority to make a decision in my favor.	☐	☐	☐	☐	☐
10. I usually accommodate the wishes of my supervisor.	☐	☐	☐	☐	☐
11. I give in to the wishes of my supervisor.	☐	☐	☐	☐	☐
12. I exchange accurate information with my supervisor to solve a problem together.	☐	☐	☐	☐	☐
13. I usually allow concessions to my supervisor.	☐	☐	☐	☐	☐
14. I usually propose a middle ground for breaking deadlocks.	☐	☐	☐	☐	☐
15. I negotiate with my supervisor so that a compromise can be reached.	☐	☐	☐	☐	☐
16. I try to stay away from disagreement with my supervisor.	☐	☐	☐	☐	☐
17. I avoid an encounter with my supervisor.	☐	☐	☐	☐	☐
18. I use my expertise to make a decision in my favor.	☐	☐	☐	☐	☐
19. I often go along with the suggestions of my supervisor.	☐	☐	☐	☐	☐
20. I use "give and take" so that a compromise can be made.	☐	☐	☐	☐	☐
21. I am generally firm in pursuing my side of the issue.	☐	☐	☐	☐	☐
22. I try to bring all our concerns out in the open so that the issues can be resolved in the best possible way.	☐	☐	☐	☐	☐
23. I collaborate with my supervisor to come up with decisions acceptable to us.	☐	☐	☐	☐	☐
24. I try to satisfy the expectations of my supervisor.	☐	☐	☐	☐	☐
25. I sometimes use my power to win a competitive situation.	☐	☐	☐	☐	☐
26. I try to keep my disagreement with my supervisor to myself in order to avoid hard feelings.	☐	☐	☐	☐	☐
27. I try to avoid unpleasant exchanges with my supervisor.	☐	☐	☐	☐	☐
28. I try to work with my supervisor for a proper understanding of a problem.	☐	☐	☐	☐	☐

Scoring Key

Rahim Organizational Conflict Inventory-II, Form A (ROCI-II-A)

Compute the means for each of the following variables measured by the ROCI-II. This can be done by adding your responses to the questionnaire items for each variable and dividing the total by its number of items. For example, the mean for Integrating Style must be computed by adding your responses to the items numbering 1, 4, 5, 12, 22, 23, and 28 and then dividing the total by 7.

Rating scale: Strongly Agree = 5 . . . Strongly Disagree = 1

Variables

Response
1. **Integrating style** = $\left[\frac{\text{Item No. 1}}{\quad} + \frac{\text{Item No. 4}}{\quad} + \frac{\text{Item No. 5}}{\quad} + \frac{\text{Item No. 12}}{\quad} + \frac{\text{Item No. 22}}{\quad} + \frac{\text{Item No. 23}}{\quad} + \frac{\text{Item No. 28}}{\quad} \right] \div 7 = \quad$

Response
2. **Obliging style** = $\left[\frac{\text{Item No. 2}}{\quad} + \frac{\text{Item No. 10}}{\quad} + \frac{\text{Item No. 11}}{\quad} + \frac{\text{Item No. 13}}{\quad} + \frac{\text{Item No. 19}}{\quad} + \frac{\text{Item No. 24}}{\quad} \right] \div 6 = \quad$

Response
3. **Dominating style** = $\left[\frac{\text{Item No. 8}}{\quad} + \frac{\text{Item No. 9}}{\quad} + \frac{\text{Item No. 18}}{\quad} + \frac{\text{Item No. 21}}{\quad} + \frac{\text{Item No. 25}}{\quad} \right] \div 5 = \quad$

Response
4. **Avoiding style** = $\left[\frac{\text{Item No. 3}}{\quad} + \frac{\text{Item No. 6}}{\quad} + \frac{\text{Item No. 16}}{\quad} + \frac{\text{Item No. 17}}{\quad} + \frac{\text{Item No. 26}}{\quad} + \frac{\text{Item No. 27}}{\quad} \right] \div 6 = \quad$

Response
5. **Compromising style** = $\left[\frac{\text{Item No. 7}}{\quad} + \frac{\text{Item No. 14}}{\quad} + \frac{\text{Item No. 15}}{\quad} + \frac{\text{Item No. 20}}{\quad} \right] \div 4 = \quad$

Problem solving strategy = Integrating – Avoiding _____

Bargaining strategy = Dominating – Obliging _____

What did you learn from this survey? Explain. _____

Student's Name (print last name) _____

Emotional Intelligence-self

Strictly Confidential

In this section we are interested in your *opinion* about the way you do things in your organization. Please indicate by checking the appropriate box the extent to which you agree/disagree with each of the following statements.

	Strongly Agree			Strongly Disagree
1. I usually remain focused on goals despite setbacks.	☐	☐	☐	☐
2. I have good understanding of the feelings of my colleagues.	☐	☐	☐	☐
3. Sometimes I hesitate to make sacrifices to achieve organizational goals.	☐	☐	☐	☐
4. I am more driven by the hope of success rather than a fear of failure.	☐	☐	☐	☐
5. I am able to smile irrespective of situations.	☐	☐	☐	☐
6. I am aware of my impulses.	☐	☐	☐	☐
7. I have good sense of the emotions of others.	☐	☐	☐	☐
8. I have good understanding of my strengths.	☐	☐	☐	☐
9. I am able to calm distressing emotions of others.	☐	☐	☐	☐
10. I understand the feelings transmitted through the nonverbal messages of others.	☐	☐	☐	☐
11. I am not always sensitive to the feelings of others.	☐	☐	☐	☐
12. I stay focused on tasks at hand even under pressure.	☐	☐	☐	☐
13. I understand the links between employees' feelings and what they do.	☐	☐	☐	☐
14. I am really good at delaying immediate pleasure to attain goals.	☐	☐	☐	☐
15. I am not fully aware of my limitations.	☐	☐	☐	☐
16. I generally set goals for myself and try to attain these in the best possible way.	☐	☐	☐	☐
17. I recognize my emotions as they occur.	☐	☐	☐	☐
18. I am mindful of the effects of my feelings on others.	☐	☐	☐	☐
19. I am able to maintain my composure irrespective of my emotions.	☐	☐	☐	☐
20. I have good understanding of what I feel.	☐	☐	☐	☐
21. I usually stay positive and composed even in trying moments.	☐	☐	☐	☐
22. I can help to regulate impulses of others.	☐	☐	☐	☐
23. I understand the feelings transmitted through the verbal messages of others.	☐	☐	☐	☐
24. I keep my emotions in check when I am in distress.	☐	☐	☐	☐
25. I cannot control my temper in difficult situations.	☐	☐	☐	☐
26. I am aware of my moods.	☐	☐	☐	☐
27. I have good understanding of the needs of people around me.	☐	☐	☐	☐
28. If I accept a job, I would try to do my work in the best possible way.	☐	☐	☐	☐

Scoring Key

EQ Index (EQI)

Compute the means for each of the following variables measured by the EQI. This can be done by adding your responses to the questionnaire items for each variable and dividing the total by its number of items. For example, the subscale Self-Awareness must be computed by adding your responses to the items numbering 6, 8, 15, 17, 18, 20, and 26 and then dividing the total by 7. The scales for the items in parentheses must be reversed before computing the subscales. This can be done by changing the value of 5 to 1, 4 to 2, 2 to 4, and 1 to 5 at the time of computing the subscales.

Rating Scale: Strongly Agree = 5 . . . Strongly Disagree = 1

Variables

Response

1. **Self-awareness** = $\left[\frac{\text{Response to Item 6} + \text{Response to Item 8} + \text{Response to Item (15)} + \text{Response to Item 17} + \text{Response to Item 18} + \text{Response to Item 20} + \text{Response to Item 26}}{7} \right] \div 7 = \text{_____}$

Item No. 6 8 (15) 17 18 20 26

Response

2. **Understanding** = $\left[\frac{\text{Response to Item 2} + \text{Response to Item 7} + \text{Response to Item 10} + \text{Response to Item (11)} + \text{Response to Item 13} + \text{Response to Item 23} + \text{Response to Item 27}}{7} \right] \div 7 = \text{_____}$

Item No. 2 7 10 (11) 13 23 27

3. **Regulation** = $\left[\frac{\text{Response to Item 5} + \text{Response to Item 9} + \text{Response to Item 19} + \text{Response to Item 21} + \text{Response to Item 22} + \text{Response to Item 24} + \text{Response to Item (25)}}{7} \right] \div 7 = \text{_____}$

Item No. 5 9 19 21 22 24 (25)

Response
Response

4. **Using emotions** = $\left[\frac{\text{Response to Item 1} + \text{Response to Item (3)} + \text{Response to Item 4} + \text{Response to Item 12} + \text{Response to Item 14} + \text{Response to Item 16} + \text{Response to Item 28}}{7} \right] \div 7 = \text{_____}$

Item No. 1 (3) 4 12 14 16 28

Note: **Regulation** = Regulation of emotions in self and others, **Understanding** = Understanding others' emotions, **Using emotions** = Using emotions for productive purposes

What did you learn from this assessment? Explain _____

Student's Name (print last name) _____

Social Intelligence Test–Self

Strictly Confidential

Please indicate by checking the appropriate box the extent to which you Agree/Disagree with each of the following statements.

	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Agree</i>	<i>Strongly Agree</i>
1. I am aware of what is happening in our organization.	☐	☐	☐	☐
2. I am aware of why it is happening in our organization.	☐	☐	☐	☐
3. I am aware of what will happen to our organization next.	☐	☐	☐	☐
4. I know how to build and maintain positive relations with others.	☐	☐	☐	☐
5. I am aware of how to improve our organization's quality of the products and services.	☐	☐	☐	☐
6. I am unable to sense when others say one thing but mean another.	☐	☐	☐	☐
7. I can sense when others try to say things through nonverbal messages (body language, gestures, etc.).	☐	☐	☐	☐
8. I am unable to sense when others disguise their true feelings.	☐	☐	☐	☐
9. I know what to say.	☐	☐	☐	☐
10. I know when to say it.	☐	☐	☐	☐
11. I know how to say it.	☐	☐	☐	☐
12. I communicate my views in a clear and convincing way.	☐	☐	☐	☐
13. I select strategies (decisions) depending on the needs of various situations.	☐	☐	☐	☐
14. I am unaware of the external events that could affect our organization's success.	☐	☐	☐	☐
15. I make decisions that will help our organization, no matter what has happened.	☐	☐	☐	☐
16. I make inappropriate decisions to deal with delicate situations	☐	☐	☐	☐
17. I make inappropriate decisions to deal with tough situations.	☐	☐	☐	☐
18. I make inappropriate decisions to deal with crisis situations.	☐	☐	☐	☐
19. I am aware of the events that affect our organization's success.	☐	☐	☐	☐
20. I can make an unpopular decision if it is justified to deal with a special situation.	☐	☐	☐	☐
21. I am articulate in explaining the policies/procedures of our organization.	☐	☐	☐	☐
22. I do not listen well to understand the views of others.	☐	☐	☐	☐
23. I can sense if others are feeling uncomfortable.	☐	☐	☐	☐
24. I can sense what others are thinking.	☐	☐	☐	☐
25. I can sense what others might want to talk about.	☐	☐	☐	☐
26. I know how to define correctly the problems of our organization.	☐	☐	☐	☐
27. I make decisions at the right time.	☐	☐	☐	☐
28. I am able to sense how others are feeling around me.	☐	☐	☐	☐

Scoring Key

Social Intelligence Test-Self

Compute the means for each of the following variables measured by the SIT. This can be done by adding your responses to the questionnaire items for each variable and dividing the total by its number of items. For example, the subscale Situational Awareness must be computed by adding your responses to the items numbering 1, 2, 3, 5, 14, 19, and 26 and then dividing the total by 7. The scales for the items in parentheses must be reversed before computing the subscales. This can be done by changing the value of 5 to 1, 4 to 2, 2 to 4, and 1 to 5 at the time of computing the subscales.

Rating Scale: Strongly Agree = 5 . . . Strongly Disagree = 1

Variables

Response

1. **Situational awareness** = $\left[\frac{\text{Response}}{\text{Item No.}} \begin{array}{ccccccc} & 1 & 2 & 3 & 5 & (14) & 19 & 26 \end{array} \right] \div 7 = \underline{\hspace{2cm}}$

Response

2. **Situational response** = $\left[\frac{\text{Response}}{\text{Item No.}} \begin{array}{ccccccc} & 13 & 15 & (16) & (17) & (18) & 20 & 27 \end{array} \right] \div 7 = \underline{\hspace{2cm}}$

Response

3. **Social skills** = $\left[\frac{\text{Response}}{\text{Item No.}} \begin{array}{ccccccc} & 4 & 9 & 10 & 11 & 12 & 21 & (22) \end{array} \right] \div 7 = \underline{\hspace{2cm}}$

Response

4. **Cognitive empathy** = $\left[\frac{\text{Response}}{\text{Item No.}} \begin{array}{ccccccc} & (6) & 7 & (8) & 23 & 24 & 25 & 28 \end{array} \right] \div 7 = \underline{\hspace{2cm}}$

What did you learn from this assessment? Explain _____

Opinion Survey I

Strictly Confidential

Following is a series of statements about personal preferences and behaviors. Please indicate how frequently you engage in each behavior on the following scale.

Scale: 1 = Never, 2 = Rarely, 3 = Sometimes 4 = Often, 5 = Always

- _____ 01. Joining together different elements can lead to good ideas.
- _____ 02. Combining multiple ideas can lead to effective solutions.
- _____ 03. Looking at a problem from a different angle can lead to a solution.
- _____ 04. Thinking about more than one idea at the same time can lead to a new understanding.
- _____ 05. If I get stuck on a problem, I look for details that I normally would not notice.
- _____ 06. I try to act out potential solutions to explore their effectiveness.
- _____ 07. Becoming physically involved in my work leads me to good solutions.
- _____ 08. If I get stuck on a problem, I visualize what the solution might look like.
- _____ 09. While working on something, I often pay attention to my senses.
- _____ 10. Imagining potential solutions to a problem leads to new insights.
- _____ 11. While working on something, I try to fully immerse myself in the experience.
- _____ 12. When I am intensely working, I don't like to stop.
- _____ 13. I can completely lose track of time if I am intensely working.
- _____ 14. While working on something I enjoy, the work feels automatic and effortless.
- _____ 15. If am intensely working, I am fully aware of "the big picture."
- _____ 16. If I get stuck on a problem, I try to apply previous solutions to the new situation.
- _____ 17. Incorporating previous solutions in new ways leads to good ideas.
- _____ 18. If I get stuck on a problem, I make connections between my current problem and a related situation.
- _____ 19. If I get stuck on a problem, I look for clues in my surroundings.
- _____ 20. While working on a problem, I try to imagine all aspects of the solution.
- _____ 21. While working on something, I try to generate as many ideas as possible.
- _____ 22. If I get stuck on a problem, I try to take a different perspective of the situation.
- _____ 23. I get good ideas while doing something routine, like driving or taking a shower.
- _____ 24. If I get stuck on a problem, I ask others to help generate potential solutions.
- _____ 25. In the initial stages of solving a problem, I try to hold off on evaluating my ideas.
- _____ 26. When I get stuck on a problem, a solution just comes to me when I set it aside.
- _____ 27. I get solutions to problems through my dreams.
- _____ 28. I get solutions to problems when my mind is relaxed.

Opinion Survey - II
Strictly Confidential

Following is a series of statements about personal preferences and behaviors. Please indicate your agreement/disagreement with each statement on the following scale.

Scale: Strongly Agree = 5 Agree = 4 Neutral = 3 Disagree = 2 Strongly Disagree = 1

- _____ 01. I have always been an active thinker – I have lots of ideas.
- _____ 02. I would rate myself highly in being able to come up with ideas.
- _____ 03. I like to play around with ideas for the fun of it.
- _____ 04. I am good at combining ideas in ways that others have not tried.
- _____ 05. I have ideas about new inventions or about how to improve things.
- _____ 06. I think about ideas more often than most people.
- _____ 07. I have many wild ideas.
- _____ 08. I often find that one of my ideas has led me to other ideas, and I end up with an idea and do not know where it came from.
- _____ 09. I come up with an idea or solution other people have never thought of.
- _____ 10. My ideas are often considered "impractical" or even "wild."
- _____ 11. am able to think up answers to problems that haven't already been figured out.
- _____ 12. It is important to be able to think of bizarre and wild possibilities.
- _____ 13. I often get excited by my own new ideas.
- _____ 14. Sometimes I get so interested in a new idea that I forget about other things that I should be doing.
- _____ 15. I come up with a lot of ideas or solutions to problems.
- _____ 16. I am able to think about things intensely for many hours.
- _____ 17. I would take a college course which was based on original ideas.
- _____ 18. Friends ask me to help them think of ideas and solutions.
- _____ 19. I try to exercise my mind by thinking things through.
- _____ 20. I often have trouble sleeping at night, because so many ideas keep popping into my head.
- _____ 21. I enjoy having flexibility in the things I do and room to make up my own mind.
- _____ 22. When writing papers or talking to people, I often have trouble staying with one topic because I think of so many things to write or say.
- _____ 23. Some people might think me scatterbrained or absentminded because I think about a variety of things at once.

Strictly Confidential

Name: _____

Organizational Learning

II. Please indicate by checking the appropriate box the extent to which you Agree/Disagree with each of the following statements about your organization.

In Our Organization	Strongly Agree		Strongly Disagree	
01. Members are encouraged to learn better ways of doing their work.	☐	☐	☐	☐
02. Supervisors generally provide opportunities for learning.	☐	☐	☐	☐
03. Members are encouraged to transfer their individual learning to their groups.	☐	☐	☐	☐
04. Members are encouraged to explain their learning so that others can understand them better.	☐	☐	☐	☐
05. Members openly discuss their mistakes so that they can learn from others.	☐	☐	☐	☐
06. Members take responsibility for their own mistakes and do not blame others for the problems.	☐	☐	☐	☐
07. Members generally preserve their ideas for change in websites, manuals, and reports for future access and use.	☐	☐	☐	☐
08. Members use the information preserved for the diagnosis and problem formulation.	☐	☐	☐	☐
09. Collective learning enables the members to engage in the process of detection and correction of errors.	☐	☐	☐	☐
10. There are processes for transferring what is learned by individuals to groups.	☐	☐	☐	☐
11. There are processes for preserving and accessing knowledge acquired by the collective.	☐	☐	☐	☐
12. Learning involves cognitive and behavioral changes outside the existing mind-set.	☐	☐	☐	☐
13. Members use problem solving approach for conflict management to deal with strategic issues	☐	☐	☐	☐
14. Members generally are not punished for their honest mistakes, but rather, those mistakes are considered opportunities for individual and group learning.	☐	☐	☐	☐
15. Rewards are provided for learning and transferring knowledge to the collective.	☐	☐	☐	☐
16. In our organization leaders constantly emphasize the benefits of learning.....	☐	☐	☐	☐
17. Our organization provides rewards to encourage "innovative ideas" for improving products/services..	☐	☐	☐	☐
18. Individuals and groups are encouraged to learn through experimentation and risk taking	☐	☐	☐	☐
19. Leaders emphasize the need for collective's actions to be consistent with the organization's values	☐	☐	☐	☐
20. Leaders in our organization encourage learning at the individual, team, and organizational levels.	☐	☐	☐	☐

Strongly Agree = 5 . . . Strongly Disagree = 1

Your Total Score _____

What did you learn from this measure? _____

Turnover Intention (TI)

Strictly Confidential

In this section, we would like to find out the extent to which you prefer to continue working in your present organization. Please indicate, by circling a number on the scale provided, the extent to which each of the following statements describes your opinion.

	<i>Strongly Agree</i>			<i>Strongly Disagree</i>
1. It is likely that I will actively look for a new job in the next year.	☐	☐	☐	☐
2. I often think about quitting.	☐	☐	☐	☐
3. It would take very little change in my present circumstances to cause me to leave this organization.	☐	☐	☐	☐
4. There is not too much to be gained by sticking with this organization indefinitely.	☐	☐	☐	☐
5. If I was completely free to choose, I would prefer to continue working in this organization.	☐	☐	☐	☐

Scoring Key

Turnover Intention (TI)

Compute the mean for the Propensity to Leave a Job variable by adding your responses to the questionnaire items and dividing the total by the number of items that is 5. The scale for item No. 5 must be reversed before computing the mean. This can be done by changing the value of 5 to 1, 4 to 2, 2 to 4, and 1 to 5 at the time of computing the index.

Rating scale: Strongly Agree = 5 . . . Strongly Disagree = 1

Variable

Response

$$1. \text{ Turnover Intention} = \left[\frac{\text{Item No.}}{1} + \frac{\text{Item No.}}{2} + \frac{\text{Item No.}}{3} + \frac{\text{Item No.}}{4} + \frac{\text{Item No.}}{5} \right] \div 5 = \text{_____}$$