



QWL Questionnaire

Part A: Personal Profile

1. Age as of last birthday.
_____ years
2. Gender
___ 0. Male
___ 1. Female
3. Marital status
___ 0. Bachelor
___ 1. Married
4. Level of education
___ 1. Certificate
___ 2. Diploma
___ 3. Bachelor degree
5. Number of cars owned/leased
_____ cars
6. Job category
___ 1. Support
___ 2. Clerical
___ 3. Managerial
7. Tenure _____ years

Part B: Attitude towards Management

Please respond to each of the following attitude statement using the scale below:

<i>Scale:</i>	
1. Strongly disagree	4. Agree
2. Disagree	5. Strongly agree
3. Undecided	

1. Attitude statement 1	1	2	3	4	5
2. Attitude statement 2	1	2	3	4	5
3. Attitude statement 3	1	2	3	4	5
4. Attitude statement 4 (-ve)	1	2	3	4	5
5. Attitude statement 5	1	2	3	4	5

Part C: Job Stress

Please respond to each of the following job stress statement using the scale below:

<i>Scale:</i>	
1. Strongly disagree	4. Agree
2. Disagree	5. Strongly agree
3. Undecided	

1.	Job stress statement 1	1	2	3	4	5
2.	Job stress statement 2	1	2	3	4	5
3.	Job stress statement 3	1	2	3	4	5
4.	Job stress statement 4	1	2	3	4	5

Part D: Quality of Work Life

Please respond to each of the following quality of work life statement using the scale below:

<i>Scale:</i>	
1. Strongly disagree	4. Agree
2. Disagree	5. Strongly agree
3. Undecided	

1.	QWL Statement 1	1	2	3	4	5
2.	QWL Statement 2	1	2	3	4	5
3.	QWL Statement 3	1	2	3	4	5
4.	QWL Statement 4	1	2	3	4	5
5.	QWL Statement 5	1	2	3	4	5
6.	QWL Statement 6	1	2	3	4	5

Y Pre-Test QWL score:



Worksheet Set 1

Frequency Tables

Table 1: Frequency Distribution of Gender, Ethnic, Job category and Union Membership

Variables	Freq	Percent
Gender		
Female	_____	_____
Male	_____	_____
Ethnic		
Malay	_____	_____
Chinese	_____	_____
Indian	_____	_____
Job Status		
Temporary	_____	_____
Contract	_____	_____
Permanent	_____	_____
Union Membership		
No	_____	_____
Yes	_____	_____

Table 2: Frequency Distribution of Age, Years with Current Employer, Emotional Intelligence and Job Performance

Variables	Freq	Percent	Mean	SD
Age (years)				
≤ 30	_____	_____		
31 – 40	_____	_____		
41 – 50	_____	_____		
> 50	_____	_____		
Years with Current Employer				
≤ 10	_____	_____		
11 – 20	_____	_____		
21 – 30	_____	_____		
Emotional Intelligent				
Low (1 – 2.33)	_____	_____		
Moderate (2.34 – 3.66)	_____	_____		
High (3.67 – 5)	_____	_____		
Job performance				
Low (1 – 2.33)	_____	_____		
Moderate (2.34 – 3.66)	_____	_____		
High (3.67 – 5)	_____	_____		

T-Test Table

Table 3: Results of Independent Sample *t*-test

Variable	<i>n</i>	Mean	SD	<i>t</i>	<i>p</i>
Gender					
Male	_____	_____	_____		
Female	_____	_____	_____		
Union Membership					
No	_____	_____	_____		
Yes	_____	_____	_____		

ANOVA Table

Table 4: Results of Analysis of Variance

Variable	<i>n</i>	Mean	SD	<i>F</i>	<i>p</i>
Ethnic				_____	_____
Malay	_____	_____	_____		
Chinese	_____	_____	_____		
Indian	_____	_____	_____		
Job Status				_____	_____
Temporary	_____	_____	_____		
Contract	_____	_____	_____		
Permanent	_____	_____	_____		

Chi-Square Table

Table 5: Results of Chi-Square Analysis

Groups	Job Performance			χ^2	<i>p</i>
	Low	Moderate	High		
Gender					
Male					
Female					
Ethnic					
Malay					
Chinese					
Indian					
Job Status					
Temporary					
Contract					
Permanent					
Union Membership					
No					
Yes					

Correlation Table

Table 6: Spearman Rho Correlations

Variables	r_s	p
Age	_____	_____
Years with Current Employer	_____	_____
Emotional Intelligence	_____	_____

Table 7: Pearson Product-Moment Correlations

Variables	r	p
Age	_____	_____
Years with Current Employer	_____	_____
Emotional Intelligence	_____	_____

Regression Table

Table 8: Results of Simple Linear Regression

Variables	<i>b</i>	Beta	<i>t</i>	<i>p</i>
Constant	_____			
Emotional Intelligence	_____	_____	_____	_____

$F =$ _____ $R =$ _____
 $\text{sig-}F =$ _____ $R^2 =$ _____

Table 9: Results of Simple Linear Regression

Variables	<i>b</i>	Beta	<i>t</i>	<i>p</i>
Constant	_____			
Years with current employer	_____	_____	_____	_____

$F =$ _____ $R =$ _____
 $\text{sig-}F =$ _____ $R^2 =$ _____



Appendix E

Worksheet Set 2

Frequency Tables

Table 1: Frequency Distribution of Gender, Marital Status, Level of Education and Job category

Variables	Freq	Percent
Gender		
Male	_____	_____
Female	_____	_____
Marital status		
Bachelor	_____	_____
Married	_____	_____
Level of education		
Certificate	_____	_____
Diploma	_____	_____
Bachelor degree	_____	_____
Job category		
Support	_____	_____
Clerical	_____	_____
Managerial	_____	_____

Table 2: Frequency Distribution of Age, Number of Cars Owned and Tenure

Variables	Freq	Percent	Mean	SD
Age (years)			_____	_____
≤ 20	_____	_____		
21 – 30	_____	_____		
31 – 40	_____	_____		
> 40	_____	_____		
Number of cars owned			_____	_____
0	_____	_____		
1	_____	_____		
2	_____	_____		
3	_____	_____		
4	_____	_____		
Tenure (years)			_____	_____
1 – 5	_____	_____		
6 – 10	_____	_____		
11 – 15	_____	_____		

Table 3: Frequency Distribution of Attitude, Job Stress and Quality of Work Life Scores

Variables	Freq	Percent	Mean	SD
Attitude towards Management				
Low (1 – 2.33)	_____	_____	_____	_____
Moderate (2.34 – 3.66)	_____	_____	_____	_____
High (3.67 – 5)	_____	_____	_____	_____
Job stress				
Low (1 – 2.33)	_____	_____	_____	_____
Moderate (2.34 – 3.66)	_____	_____	_____	_____
High (3.67 – 5)	_____	_____	_____	_____
Quality of Work Life				
Low (1 – 2.33)	_____	_____	_____	_____
Moderate (2.34 – 3.66)	_____	_____	_____	_____
High (3.67 – 5)	_____	_____	_____	_____

Reliability Coefficient Table

Table 4: Reliability Coefficient of Study Instruments

Study Instruments	Number of items	Cronbach Alpha
Attitude towards Management	_____	_____
Job Stress	_____	_____
Quality of Work Life	_____	_____

T-Test Table

Table 5: Results of Paired Sample *t*-test

Group	Mean	SD	<i>t</i>	sig- <i>t</i>
Pre-test	_____	_____	_____	_____
Post-test	_____	_____		

Table 6: Results of Independent Sample *t*-test

Variables	<i>n</i>	Mean	SD	<i>t</i>	sig- <i>t</i>
Gender				_____	_____
Male	_____	_____	_____		
Female	_____	_____	_____		
Marital Status				_____	_____
Bachelor	_____	_____	_____		
Married	_____	_____	_____		

ANOVA Table

Table 7: Results of Analysis of Variance

Variable	<i>n</i>	Mean	SD	<i>F</i>	sig- <i>F</i>
Level of Education				_____	_____
Certificate	_____	_____	_____		
Diploma	_____	_____	_____		
Bachelor degree	_____	_____	_____		
Job category				_____	_____
Support	_____	_____	_____		
Clerical	_____	_____	_____		
Managerial	_____	_____	_____		

Chi-Square Table

Table 8: Results of Chi-Square Analysis

Independent Variables	Quality of Work Life			χ^2	sig- χ^2
	Low	Moderate	High		
Gender				_____	_____
Male	_____	_____	_____		
Female	_____	_____	_____		
Marital Status				_____	_____
Bachelor	_____	_____	_____		
Married	_____	_____	_____		
Level of Education				_____	_____
Certificate	_____	_____	_____		
Diploma	_____	_____	_____		
Bachelor degree	_____	_____	_____		
Job category				_____	_____
Support	_____	_____	_____		
Clerical	_____	_____	_____		
Managerial	_____	_____	_____		

Correlation Tables

Table 9: Spearman Rho Correlations

Variables	r_s	p
Age	_____	_____
Number of Cars Owned	_____	_____
Tenure	_____	_____
Attitude towards Management	_____	_____
Job Stress	_____	_____

Table 10: Pearson Product-Moment Correlations

Variables	r	p
Age	_____	_____
Number of Cars Owned	_____	_____
Tenure	_____	_____
Attitude towards Management	_____	_____
Job Stress	_____	_____

Regression Tables

Table 11: Results of Simple Linear Regression

Variables	<i>b</i>	Beta	<i>t</i>	<i>p</i>
Constant	_____			
Attitude towards management	_____	_____	_____	_____

$F =$ _____ $R =$ _____
 $\text{Sig-}F =$ _____ $R^2 =$ _____

Table 12: Results of Simple Linear Regression

Variables	<i>b</i>	Beta	<i>t</i>	<i>p</i>
Constant	_____			
Job Stress	_____	_____	_____	_____

$F =$ _____ $R =$ _____
 $\text{Sig-}F =$ _____ $R^2 =$ _____