

Philip L. Rice Occupational Stress questionnaire

This questionnaire has 57 items that give us information about job stress. This questionnaire was translated and standardized by Hatami. This questionnaire includes three subscales of interpersonal relationships, physical status (physical conditions), and job interests (interest in work). The initial sentences of the questionnaire were compiled to measure the problems in interpersonal relationships and job satisfaction or dissatisfaction. After that, the physical conditions that cause daily fatigue have been addressed, and the third part of the questionnaire is also dedicated to job interests. This test has no time limit, but most subjects complete it within 30 minutes.

The following sentences express your job conditions, work environment, and personal feelings that you may face at work. Please read each sentence carefully and mark the best answer that describes your situation with a (×) sign. Thank you for your cooperation.

1. Never: Not at all in your working conditions or feeling.
2. Rarely: conditions with the desired feeling exist 25% of the time.
3. Sometimes: the desired condition or feeling exists 50% of the time.
4. Often: the desired condition or feeling is present 75% of the time.
5. Most of the time: the desired condition or feeling is almost there in practice.

Scoring method

This test's scoring is on a 5-option Likert scale (1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, and 5 = Most of the time). The final grading is done using the answer sheet key, and the job stress score is obtained from the total scores.

® = reverse scoring (for example, calculate a score of 1 as 5 and vice versa)

Validity and reliability of occupational stress questionnaire

Hatami (1377) tested this questionnaire for a sample of 275 school teachers. The reliability rate calculated using Cronbach's alpha was 89%, the validity rate for the whole questionnaire was 921%, and the three subscales of interpersonal relationships, physical condition, and job interests were mentioned as 89%, 88%, and 88%, respectively. Also, Hatami (1377) conducted this questionnaire on 30 female employees referred to the radio and television counseling clinic, and according to the results obtained from this implementation, the occupational stress of female employees was higher than the norm of Rice (1992).

"The normal limit of the external sample of occupational stress" Philip L. Rice (1992).

	Low job stress	Normal job stress	High job stress
Interpersonal relationships	39-46	51-57	62-75
Physical status (physical conditions)	35-44	48-55	58-67
Job interests (interest in work)	13-17	21-28	23-27
Total	91-111	117-134	141-167

* Rice PL. Stress and Health .third ed. Taflinger M, McGlasson TA, Mackres J, Western RJ, edit ors. Moorhead State University: Brooks/Cole publishing;1999.

Questionnaire

Subscale	Row	Questions	Never	Rarely	Sometimes	Often	Most of the time
Interpersonal relationships	1	Personnel is responsible for the welfare and support of weak or ineffective employees. ®					
	2	My job description is not well defined. ®					
	3	I am not sure about what is expected of me. ®					
	4	I am not sure about the expectations they will have from me in the future. ®					
	5	I cannot seem to please my superiors. ®					
	6	I seem to be able to speak to my superiors.					
	7	In my opinion, the superiors are not enough, but I have to take orders from them. ®					
	8	Superiors seem to care about me as a person.					
	9	I feel trust, respect, and friendship between me and my superiors.					
	10	It seems that there is tension between the employees of the executive department and the employees of the administrative department. ®					
	11	I have independence in performing my duties.					
	12	I feel that I can shape my own career destiny.					
	13	There are many bosses in my work area. ®					
	14	It seems that my boss has resigned. ®					
	15	My superiors give me feedback on the quality of my work.					
	16	My superiors do not appreciate my abilities. ®					
	17	There is little prospect of personal or professional growth in this job. ®					
	18	The level of participation in planning and decision-making at my workplace is satisfactory.					
	19	I feel that my education is more than what I do. ®					
	20	I think my education is perfect for my job.					
	21	I am afraid of being fired. ®					
	22	In-service training is not enough for my job. ®					
	23	Most of my colleagues do not pay attention to me and do not have a friendly relationship with me. ®					
	24	I feel uncomfortable while going to work. ®					
	25	I do not have time for my personal affairs. ®					
	26	There is obvious sex, race, and age discrimination in the workplace. ®					

Physical status (physical conditions)	27	My physical work environment is crowded, noisy, and boring. ®
	28	Physical expectations are not reasonable. ®
	29	My workload is never-ending. ®
	30	My work seems to be composed mostly of emergency situations. ®
	31	There is no time for breaks, coffee, or lunch. ®
	32	The work speed is too high. ®
	33	The deadlines given to do things are permanent and unreasonable. ®
	34	Job requirements are beyond my capacity. ®
	35	At the end of the day, I am really physically tired. ®
	36	I do not even enjoy my free time because of work fatigue. ®
	37	I must do some of the work at home to avoid falling behind. ®
	38	I have been entrusted with the responsibility of many people. ®
	39	The number of personnel responsible for welfare affairs is small. ®
	40	The personnel responsible for welfare affairs are not efficient. ®
	41	I am not sure about what they expect from me. ®
	42	I am not sure what they expect from me in the future. ®
	43	I leave the workplace very tired. ®
	44	There is little prospect of personal or professional development for me. ®
	45	At work, there is little contact between my colleagues and me. ®
	46	In-service training is insufficient in my job. ®
Job interests (interest in work)	47	The behavior of most of my colleagues is not friendly and they do not care about me as a person. ®
	48	I feel uncomfortable while going to work. ®
	49	The complexity of my job is enough to entertain me.
	50	My job is very exciting.
	51	My job is so varied that I do not get bored.
	52	I seem to have lost interest in my work. ®
	53	I think I can shape my career destiny.
	54	I leave the workplace very tired. ®
	55	I would have continued my work even if I had no financial need.
	56	I am badly trapped in this job. ®
	57	If I had a chance to choose, I would choose this job again.