

# Work Design

*Learn more about the way job roles are designed and organized.*

# Overview List for Work Design

See pages below for more details of each scale

<b>Job Demands</b>	Rosin, H. M., & Korabik, K. (1991). Workplace variables, affective responses, and intention to leave among women managers. <i>Journal of Occupational Psychology</i> , 64(4), 317–330. DOI:10.1111/j.2044-8325.1991.tb00563.x	Coming soon
<b>Role Clarity</b>	Lyons, T. F. (1971). Role clarity, need for clarity, satisfaction, tension, and withdrawal. <i>Organizational Behavior and Human Performance</i> , 6(1), 99–110. DOI:10.1016/0030-5073(71)90007-9	Coming soon
<b>Role Stressors</b>	Bowling, N.A., Khazon, S., Alarcon, G.M., Blackmore, C.E., Bragg, C.B., Hoepf, M.R., Barelka, A., Kennedy, K., Wang, Q., & Li, H. (2017). Building better measures of role ambiguity and role conflict: The validation of new role stressor scales, <i>Work &amp; Stress</i> , 31(1), 1-23, DOI: 10.1080/02678373.2017.1292563	Coming soon

# Job Demands

## *About:*

This scale captures the extent to which individuals are able to manage and cope with in their work roles.

Number of questions in the scale:

6

## *Additional Note:*

***THIS SCALE IS IN THE PIPELINE TO BE ADDED SOON***

## *Reference:*

Rosin, H. M., & Korabik, K. (1991). Workplace variables, affective responses, and intention to leave among women managers. *Journal of Occupational Psychology*, *64*(4), 317–330. doi:10.1111/j.2044-8325.1991.tb00563.x

# Role Clarity

## *About:*

This scales captures the extent to which people have a clear understanding of the responsibilities of their job roles.

Number of questions in the scale:

8

## *Additional Note:*

***THIS SCALE IS IN THE PIPELINE TO BE ADDED SOON***

## *Reference:*

Lyons, T. F. (1971). Role clarity, need for clarity, satisfaction, tension, and withdrawal. *Organizational Behavior and Human Performance*, 6(1), 99–110. DOI:10.1016/0030-5073(71)90007-9

# Role Stressors - Conflict and Ambiguity

## *About:*

This scale captures the extent to which individuals experience uncertainty and confusion from their job roles.

Number of questions in the scale:  
12

## *Additional Note:*

***THIS SCALE IS IN THE PIPELINE TO BE ADDED SOON***

## *Reference:*

Bowling, N.A., Khazon, S., Alarcon, G.M., Blackmore, C.E., Bragg, C.B., Hoepf, M.R., Barelka, A., Kennedy, K., Wang, Q., & Li, H. (2017). Building better measures of role ambiguity and role conflict: The validation of new role stressor scales, *Work & Stress*, 31(1), 1-23. DOI: 10.1080/02678373.2017.1292563