Name	Description	Remarks
Supervisor Survey – Initial		
SampleCode	Unique sample code	**Data type:** Numeric
q1	Sex	**Data type:** Numeric **Acceptable values:** 1 = Male 2 = Female
q2	Marital status	**Data type:** Numeric **Acceptable values:** 1 = Single 2 = Married 3 = Widowed 4 = Separated 5 = Divorced
q3	Age	**Data type:** Numeric **Acceptable values:** Years
q4	Working full-time	**Data type:** Numeric **Acceptable values:** 0 = No 1 = Yes
q5	Numbers of household members living with you (Include yourself and domestic helper)	**Data type:** Numeric **Acceptable values:** Person(s)
q6_1	Household size: One-member household: Household monthly income less than HK$3,600	**Data type:** Numeric **Acceptable values:** 0 = No 1 = Yes
q6_2	Household size: Two-member household: Household monthly income less than HK$7,700	**Data type:** Numeric **Acceptable values:** 0 = No 1 = Yes

Name	Description	Remarks
q6_3	Household size: Three-member household: Household monthly income less than HK$11,500	**Data type:** Numeric **Acceptable values:** 　0 = No 　1 = Yes
q6_4	Household size: Four-member household: Household monthly income less than HK$14,300	**Data type:** Numeric **Acceptable values:** 　0 = No 　1 = Yes
q6_5	Household size: Five-member household: Household monthly income less than HK$14,800	**Data type:** Numeric **Acceptable values:** 　0 = No 　1 = Yes
q6_6	Household size: At least Six-member household: Household monthly income less than HK$15,800	**Data type:** Numeric **Acceptable values:** 　0 = No 　1 = Yes
q7_1	Numbers of parents in the household	**Data type:** Numeric **Acceptable values:** Person(s) 　0 = None
q7_2	Numbers of spouse in the household	**Data type:** Numeric **Acceptable values:** Person(s) 　0 = None
q7_3	Numbers of children in the household	**Data type:** Numeric **Acceptable values:** Person(s) 　0 = None
q7_4	Numbers of sibling in the household	**Data type:** Numeric **Acceptable values:** Person(s) 　0 = None
q7_5	Numbers of parent-in-law in the household	**Data type:** Numeric

Name	Description	Remarks
		Acceptable values: Person(s) 0 = None
q7_6	Numbers of grandchildren in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
q7_7	Numbers of son-in-law/ daughter-in-law in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
q7_8	Numbers of grandparents in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
q7_9	Numbers of other relatives in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
q7_10	Numbers of friends in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
q7_11	Numbers of others in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
q7_11a	List of the other members	**Data type:** Text
q8	Numbers of adult (aged 18 and above)	**Data type:** Numeric **Acceptable values:** Person(s)
q8_1	Numbers of children aged between 0 and 3	**Data type:** Numeric **Acceptable values:** Person(s)
q8_2	Numbers of children aged between 4 and 14	**Data type:** Numeric **Acceptable values:** Person(s)
q8_3	Numbers of older persons aged 65 and above	**Data type:** Numeric **Acceptable values:** Person(s)

Name	Description	Remarks
q8_4	Living with spouse	**Data type:** Numeric **Acceptable values:** 1 = Yes 2 = No
q8_5	Spouse works	**Data type:** Numeric **Acceptable values:** 1 = Yes 2 = No
q8_6	Taking care and living with aging parents	**Data type:** Numeric **Acceptable values:** 1 = Yes 2 = No
q9	Household monthly income	**Data type:** Numeric **Acceptable values:** 1 = < HK$ 20,000 2 = HK $ 20,000-$24,999 3 = HK $25,000-$29,999 4 = HK $30,000-$34,999 5 = HK $35,000-$39,999 6 = HK $40,000-$44,999 7 = HK $45,000 -$49,999 8 = HK $50,000-$54,999 9 = HK $55,000-$59,999 10 = HK $60,000-$65,999 11 = HK $65,000-$69,999 12 = >=HK $70,000 and above
q10	Education attainment	**Data type:** Numeric **Acceptable values:** 1 = Form 5 education or less

Name	Description	Remarks
		2 = Completed Form 6 or 7 3 = Polytechnic/Technical diploma 4 = Undergraduate degree (BSc, B.A, B.Eng) 5 = Postgraduate degree (MSc; MA; M.Eng; MBA)

q11	Occupation	**Data type:** Numeric
		Acceptable values:
		    1 = Managers and administrators
		    2 = Professionals
		    3 = Associate professionals
		    4 = Clerical support workers
		    5 = Service and sales workers
		    6 = Craft and related workers
		    7 = Plant and machine operators and assemblers
		    8 = Elementary workers
		    9 = others

q11_9a	List of the other occupations	**Data type:** Text

q12	Industry	**Data type:** Numeric
		Acceptable values:
		    1 = Manufacturing
		    2 = Construction
		    3 = Import/export, wholesale and retail trades
		    4 = Real estate, professional and business services
		    5 = Hospitality and tourism
		    6 = Information technology
		    7 = Financial and insurance activities

Name	Description	Remarks
		8 = Transportation, storage, postal and courier services 9 = Public administration, education, human health and social work 10 = others
q12_10a	List of the other industries	**Data type:** Text
q13	Title of occupation	**Data type:** Text and Numeric 2 = refuse to answer
q14a	Period of time in this position	**Data type:** Numeric **Acceptable values:** Year(s)
q14b	Period of time in this position	**Data type:** Numeric **Acceptable values:** Month(s)
q15	Average number of working hours per week	**Data type:** Numeric **Acceptable values:** Hour(s)
q16_1	Level of agreement "this subordinate adequately completes assigned duties"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
q16_2	Level of agreement "This subordinate fulfils responsibilities specified in job description"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral

Name	Description	Remarks
		5 = Agree slightly 6 = Agree 7 = Strongly agree

q16_3	Level of agreement "This subordinate performs tasks that are expected of him/her"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

q16_4	Level of agreement "This subordinate meets formal performance requirements of the jobs"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

q17_1	The frequency of behaviours when this subordinate accept added responsibility when you are absent	**Data type:** Numeric
		Acceptable values:
		    1 = Never
		    2 = Rarely
		    3 = Sometimes
		    4 = Often
		    5 = Always

Name	Description	Remarks
q17_2	The frequency of behaviours when this subordinate help you when you have a heavy work load	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
q17_3	The frequency of behaviours when this subordinate assist you with your work (when not asked)	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
q17_4	The frequency of behaviours when this subordinate take a personal interest in you	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
q17_5	The frequency of behaviours when this subordinate pass along work-related information to you	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always

Name	Description	Remarks

q18_6	The frequency of behaviours when this subordinate helps others who have been absent	**Data type:** Numeric
		Acceptable values:
		    1 = Never
		    2 = Rarely
		    3 = Sometimes
		    4 = Often
		    5 = Always

q18_7	The frequency of behaviours when this subordinate is willing to use his/her time to help others who have work-related problems	**Data type:** Numeric
		Acceptable values:
		    1 = Never
		    2 = Rarely
		    3 = Sometimes
		    4 = Often
		    5 = Always

q18_8	The frequency of behaviours when this subordinate adjusts his/her work schedule to accommodate other employees' requests for time off	**Data type:** Numeric
		Acceptable values:
		    1 = Never
		    2 = Rarely
		    3 = Sometimes
		    4 = Often
		    5 = Always

q18_9	The frequency of behaviours when this subordinate goes out of his/her way to make new employees feel welcome in the work group	**Data type:** Numeric
		Acceptable values:
		    1 = Never
		    2 = Rarely
		    3 = Sometimes
		    4 = Often
		    5 = Always

Name	Description	Remarks
q18_10	The frequency of behaviours when this subordinate shows genuine concern and courtesy toward co-workers, even under the most trying business or personal situations	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
q18_11	The frequency of behaviours when this subordinate gives up time to help others who have work or non-work problems	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
q18_12	The frequency of behaviours when this subordinate assists others with their duties	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
q18_13	The frequency of behaviours when this subordinate shares personal property with others to help their work	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always

Name	Description	Remarks

q19_14	The frequency of behaviours when this subordinate attends functions that are not required but that help the organisational image	**Data type:** Numeric
		Acceptable values:
		   1 = Never
		   2 = Rarely
		   3 = Sometimes
		   4 = Often
		   5 = Always

q19_15	The frequency of behaviours when this subordinate keeps up with developments in the organisation	**Data type:** Numeric
		Acceptable values:
		   1 = Never
		   2 = Rarely
		   3 = Sometimes
		   4 = Often
		   5 = Always

q19_16	The frequency of behaviours when this subordinate defends the organisation when other employees criticise it	**Data type:** Numeric
		Acceptable values:
		   1 = Never
		   2 = Rarely
		   3 = Sometimes
		   4 = Often
		   5 = Always

q19_17	The frequency of behaviours when this subordinate shows pride when representing the organisation in public	**Data type:** Numeric
		Acceptable values:
		   1 = Never
		   2 = Rarely
		   3 = Sometimes
		   4 = Often
		   5 = Always

Name	Description	Remarks

q19_18	The frequency of behaviours when this subordinate offers ideas to improve the functioning of the organisations	**Data type:** Numeric
		Acceptable values:
		    1 = Never
		    2 = Rarely
		    3 = Sometimes
		    4 = Often
		    5 = Always

q19_19	The frequency of behaviours when this subordinate expresses loyalty toward the organisation	**Data type:** Numeric
		Acceptable values:
		    1 = Never
		    2 = Rarely
		    3 = Sometimes
		    4 = Often
		    5 = Always

q19_20	The frequency of behaviours when this subordinate takes action to protect the organisation from potential problems	**Data type:** Numeric
		Acceptable values:
		    1 = Never
		    2 = Rarely
		    3 = Sometimes
		    4 = Often
		    5 = Always

q19_21	The frequency of behaviours when this subordinate demonstrates concern about the image of the organisation	**Data type:** Numeric
		Acceptable values:
		    1 = Never
		    2 = Rarely
		    3 = Sometimes
		    4 = Often
		    5 = Always

Name	Description	Remarks
Workers Survey – Initial		
SampleCode_A	Unique sample code	**Data type:** Numeric
q1_A	Sex	**Data type:** Numeric **Acceptable values:** 1 = Male 2 = Female
q2 _A	Marital status	**Data type:** Numeric **Acceptable values:** 1 = Single 2 = Married 3 = Widowed 4 = Separated 5 = Divorced
q3_A	Age	**Data type:** Numeric **Acceptable values:** Years
q4_A	Working full-time	**Data type:** Numeric **Acceptable values:** 0 = No 1 = Yes
q5_A	Numbers of household members living with you (Include yourself and domestic helper)	**Data type:** Numeric **Acceptable values:** Person(s)
q6_1_A	Household size: One-member household: Household monthly income less than HK$3,600	**Data type:** Numeric **Acceptable values:** 0 = No 1 = Yes
q6_2_A	Household size: Two-member household: Household monthly income less than HK$7,700	**Data type:** Numeric **Acceptable values:** 0 = No 1 = Yes

Name	Description	Remarks

q6_3_A	Household size: Three-member household: Household monthly income less than HK$11,500	**Data type:** Numeric
		Acceptable values:
		    0 = No
		    1 = Yes

q6_4_A	Household size: Four-member household: Household monthly income less than HK$14,300	**Data type:** Numeric
		Acceptable values:
		    0 = No
		    1 = Yes

q6_5_A	Household size: Five-member household: Household monthly income less than HK$14,800	**Data type:** Numeric
		Acceptable values:
		    0 = No
		    1 = Yes

q6_6_A	Household size: At least Six-member household: Household monthly income less than HK$15,800	**Data type:** Numeric
		Acceptable values:
		    0 = No
		    1 = Yes

q7_1_A	Numbers of parents in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
q7_2_A	Numbers of spouse in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
q7_3_A	Numbers of children in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
q7_4_A	Numbers of sibling in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
q7_5_A	Numbers of parent-in-law in the household	**Data type:** Numeric

Name	Description	Remarks
		Acceptable values: Person(s)
		0 = None
q7_6_A	Numbers of grandchildren in the household	**Data type:** Numeric
		Acceptable values: Person(s)
		0 = None
q7_7_A	Numbers of son-in-law/ daughter-in-law in the household	**Data type:** Numeric
		Acceptable values: Person(s)
		0 = None
q7_8_A	Numbers of grandparents in the household	**Data type:** Numeric
		Acceptable values: Person(s)
		0 = None
q7_9_A	Numbers of other relatives in the household	**Data type:** Numeric
		Acceptable values: Person(s)
		0 = None
q7_10_A	Numbers of friends in the household	**Data type:** Numeric
		Acceptable values: Person(s)
		0 = None
q7_11_A	Numbers of others in the household	**Data type:** Numeric
		Acceptable values: Person(s)
		0 = None
q7_11a_A	List of the other members	**Data type:** Text
q8_A	Numbers of adult (aged 18 and above)	**Data type:** Numeric
		Acceptable values: Person(s)
q8_1_A	Numbers of children aged between 0 and 3	**Data type:** Numeric
		Acceptable values: Person(s)
q8_2_A	Numbers of children aged between 4 and 14	**Data type:** Numeric
		Acceptable values: Person(s)
q8_3_A	Numbers of older persons aged 65 and above	**Data type:** Numeric
		Acceptable values: Person(s)

Name	Description	Remarks
q8_4_A	Living with spouse	**Data type:** Numeric **Acceptable values:** 1 = Yes 2 = No
q8_5_A	Spouse works	**Data type:** Numeric **Acceptable values:** 1 = Yes 2 = No
q8_6_A	Taking care and living with aging parents	**Data type:** Numeric **Acceptable values:** 1 = Yes 2 = No
q9_A	Household monthly income	**Data type:** Numeric **Acceptable values:** 1 = < HK$ 20,000 2 = HK $ 20,000-$24,999 3 = HK $25,000-$29,999 4 = HK $30,000-$34,999 5 = HK $35,000-$39,999 6 = HK $40,000-$44,999 7 = HK $45,000 -$49,999 8 = HK $50,000-$54,999 9 = HK $55,000-$59,999 10 = HK $60,000-$65,999
q10_A	Education attainment	**Data type:** Numeric **Acceptable values:** 1 = Form 5 education or less 2 = Completed Form 6 or 7 3 = Polytechnic/Technical diploma

Name	Description	Remarks
		4 = Undergraduate degree (BSc, B.A, B.Eng)
		5 = Postgraduate degree (MSc; MA; M.Eng; MBA)
q11_A	Occupation	**Data type:** Numeric **Acceptable values:** 1 = Managers and administrators 2 = Professionals 3 = Associate professionals 4 = Clerical support workers 5 = Service and sales workers 6 = Craft and related workers 7 = Plant and machine operators and assemblers 8 = Elementary workers 9 = others
q11_9a_A	List of the other occupations	**Data type:** Text
q12_A	Industry	**Data type:** Numeric **Acceptable values:** 1 = Manufacturing 2 = Construction 3 = Import/export, wholesale and retail trades 4 = Real estate, professional and business services 5 = Hospitality and tourism 6 = Information technology 7 = Financial and insurance activities 8 = Transportation, storage, postal and courier services

Name	Description	Remarks
		9 = Public administration, education, human health and social work 10 = others
q12_10a_A	List of the other industries	**Data type:** Text
q13_A	Title of occupation	**Data type:** Text and Numeric 2 = refuse to answer
q14a_A	Period of time in this position	**Data type:** Numeric **Acceptable values:** Year(s)
q14b_A	Period of time in this position	**Data type:** Numeric **Acceptable values:** Month(s)
q15a_A	Period of time working with your immediate supervisor	**Data type:** Numeric **Acceptable values:** Year(s)
q15b_A	Period of time working with your immediate supervisor	**Data type:** Numeric **Acceptable values:** Month(s)
q16_A	Average number of working hours per week	**Data type:** Numeric **Acceptable values:** Hour(s)
q17_1_A	Level of agreement "all in all I am satisfied with my job"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
q17_2_A	Level of agreement "in general, I don't like my job. (R)"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree

Name	Description	Remarks
		3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
q17_3_A	Level of agreement "in general, I like working here"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
q18_1_A	Level of agreement "I would be very happy to spend the rest of my career with this organization"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
q18_2_A	Level of agreement "I really feel as if this organization's problems are my own"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral

Name	Description	Remarks
		5 = Agree slightly 6 = Agree 7 = Strongly agree

q18_3_A	Level of agreement "I feel a strong sense of "belonging" to my organization"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

q18_4_A	Level of agreement "I feel "emotionally attached" to this organization"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

q18_5_A	Level of agreement "I feel like "part of the family" at my organization"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree

Name	Description	Remarks
		7 = Strongly agree
q18_6_A	Level of agreement "this organization has a great deal of personal meaning for me"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
q18_7_A	Level of agreement "I enjoy discussing about my organization with people outside it"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
q18_8_A	Level of agreement "I think that I could easily become as attached to another organization as I am to this one"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree

Name	Description	Remarks
q19_1_A	Level of agreement "barring unforeseen circumstances, I would remain in this organization indefinitely"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q19_2_A	Level of agreement "if I were completely free to choose, I would prefer to continue working in this organization"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q19_3_A	Level of agreement "I expect to continue working as long as possible in this organization"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q20_1_A	The frequency of time that at work, I feel that I am bursting with energy	**Data type:** Numeric **Acceptable values:** 1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often

Name	Description	Remarks
		7 = Always
q20_2_A	The frequency of time that at my job, I feel strong and vigorous	**Data type:** Numeric **Acceptable values:** 1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always
q20_3_A	The frequency of time that I am enthusiastic about my job	**Data type:** Numeric **Acceptable values:** 1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always
q20_4_A	The frequency of time that my job inspires me	**Data type:** Numeric **Acceptable values:** 1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always

Name	Description	Remarks
q20_5_A	The frequency of time that when I get up in the morning, I feel like going to work	**Data type:** Numeric **Acceptable values:** 1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always
q20_6_A	The frequency of time that I feel happy when I am working intensely	**Data type:** Numeric **Acceptable values:** 1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always
q20_7_A	The frequency of time that I am proud on the work that I do	**Data type:** Numeric **Acceptable values:** 1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always
q20_8_A	The frequency of time that I am immersed in my work	**Data type:** Numeric **Acceptable values:**

Name	Description	Remarks
		1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always
q20_9_A	The frequency of time that I get carried away when I am working	**Data type:** Numeric **Acceptable values:** 1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always
q21_1_A	Level of agreement "In most ways, my life is close to ideal"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q21_2_A	Level of agreement "the conditions of my life are excellent"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree

Name	Description	Remarks
		5 = Strongly agree

q21_3_A	Level of agreement "I am satisfied with my life"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q21_4_A	Level of agreement "so far, I have been achieved the important things I want in life"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q21_5_A	Level of agreement "if I could live my life over, I would change almost nothing"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q22_1_A	Level of agreement in last three month "thought of being absent from work"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

Name	Description	Remarks

q22_2_A	Level of agreement in last three month "chatted with co-workers about non-work issues"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q22_3_A	Level of agreement in last three month "left your work station/desk for unnecessary reasons"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q22_4_A	Level of agreement in last three month "daydreamed or allowed your thoughts to wander on the job"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q22_5_A	Level of agreement in last three month "spend work time on personal matters"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

Name	Description	Remarks

q22_6_A	Level of agreement in last three month "put less effort into the job than you should have"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q22_7_A	Level of agreement in last three month "thought of leaving your current/present job"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q22_8_A	Level of agreement in last three month "let others do your work"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q23a1_A	The implement of flexible working time	**Data type:** Numeric
		Acceptable values:
		    1 = Not available, I do not need it
		    2 = Not available, but I may use
		    3 = Available but never use
		    4 = Available and used before
		    5 = Available and use in the past year

Name	Description	Remarks
q23b1_A	The flexible working time enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a2_A	The implement of 5-day work week	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
q23b2_A	The 5-day work week enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a3_A	The implement of compressed work week: Allow employees to work fewer days provided they fulfil their total work hours per week	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
q23b3_A	The compressed work week enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a4_A	The implement of flexible shift	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it

Name	Description	Remarks
		2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
q23b4_A	The flexible shift enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a5_A	The implement of paternity leave	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
q23b5_A	The paternity leave enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a6_A	The implement of extended maternity leave	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
q23b6_A	The extended maternity leave enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can

Name	Description	Remarks
		2 = Cannot
q23a7_A	The implement of family leave	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
q23b7_A	The family leave enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a8_A	The implement of career break	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
q23b8_A	The career break enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a9_A	The implement of holiday account	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before

Name	Description	Remarks
		5 = Available and use in the past year
q23b9_A	The holiday account enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a10_A	The implement of part-time employment	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
q23b10_A	The part-time employment enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a11_A	The implement of job sharing	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
q23b11_A	The job sharing enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a12_A	The implement of payable overtime	**Data type:** Numeric **Acceptable values:**

Name	Description	Remarks
		1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
q23b12_A	The payable overtime enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a13_A	The implement of options to work remotely/at home	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
q23b13_A	The options to work remotely/at home enable you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a14_A	The implement of onsite crèche facilities/ child care	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year

Name	Description	Remarks
q23b14_A	The onsite crèche facilities/ child care enable(s) you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a15_A	The implement of other family support services (e.g. elderly care, nursery service for sick relative)	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
q23b15_A	The other family support services enable you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a16_A	The implement of work support services (e.g. employee counselling scheme, stress management scheme)	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
q23b16_A	The work support services enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a17_A	The implement of crisis support scheme	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it

Name	Description	Remarks
		2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
q23b17_A	The crisis support scheme enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a18_A	The implement of family activities organized by employers	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
q23b18_A	The family activities organized by employers enable you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
q23a19a_A	List of other activities	**Data type:** Type
q24_1_A	The number of choices I have over when you begin and end each workday or each workweek	**Data type:** Numeric **Acceptable values:** 1 = Very little 2 = Little 3 = Moderate amount 4 = Much 5 = Very much/ A great deal
q24_2_A	The number of choices I have over when you take vacations or days off	**Data type:** Numeric **Acceptable values:**

Name	Description	Remarks
		1 = Very little 2 = Little 3 = Moderate amount 4 = Much 5 = Very much/ A great deal
q24_3_A	The number of choices I have over the amount and timing of work I must do at home in order to meet my employment demands	**Data type:** Numeric **Acceptable values:** 1 = Very little 2 = Little 3 = Moderate amount 4 = Much 5 = Very much/ A great deal
q24_4_A	To what extent am I expected to limit the amount of the number of times I make or receive personal phone calls while I work	**Data type:** Numeric **Acceptable values:** 1 = Very little 2 = Little 3 = Moderate amount 4 = Much 5 = Very much/ A great deal
q24_5_A	The number of choices I have in arranging part-time employment	**Data type:** Numeric **Acceptable values:** 1 = Very little 2 = Little 3 = Moderate amount 4 = Much 5 = Very much/ A great deal
q24_6_A	To what extent can I choose to do some of my work at home instead of my usual place of employment	**Data type:** Numeric **Acceptable values:** 1 = Very little

Name	Description	Remarks
		2 = Little 3 = Moderate amount 4 = Much 5 = Very much/ A great deal
q24_7_A	The number of choices I have in making unanticipated child-care arrangements (e.g during unexpected job delays at work, bad weather conditions, etc)	**Data type:** Numeric **Acceptable values:** 1 = Very little 2 = Little 3 = Moderate amount 4 = Much 5 = Very much/ A great deal
q25_1_A	Level of agreement "my relationship with my organisation is strictly an economic one – I work and they pay me"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
q25_2_A	Level of agreement "I do not care what my organisation does for me in the long run, only what it does right now"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree

Name	Description	Remarks
q25_3_A	Level of agreement "I only want to do more for my organisation when I see that they will do more for me"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
q25_4_A	Level of agreement "I watch very carefully what I get from my organisation, relative to what I contribute"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
q25_5_A	Level of agreement "all I really expect from my organisation is that I be paid for my work effort"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
q25_6_A	Level of agreement "the most accurate way to describe my work situation is to say that I give a fair day's work for a fair day's pay"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree

Name	Description	Remarks
		4 = Slightly agree 5 = Quite agree 6 = Strongly agree

q25_7_A	Level of agreement "my relationship with my organisation is impersonal – I have little emotional involvement at work"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

q25_8_A	Level of agreement "I do what my organisation requires, simply because they pay me"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

q26_1_A	Level of agreement "my immediate supervisor and I have a two-way exchange relationship"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q26_2_A	Level of agreement "if I do something for my immediate supervisor, my immediate supervisor will eventually repay me"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree

Name	Description	Remarks
		2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q26_3_A	Level of agreement "my efforts are reciprocated by my immediate supervisor"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q26_4_A	Level of agreement "my relationship with my immediate supervisor is composed of comparable exchanges of giving and taking"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q26_5_A	Level of agreement "my relationship with my immediate supervisor is based on mutual trust"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q26_6_A	Level of agreement "I do not have to specify the exact conditions to know my immediate supervisor will return a favour"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree

Name	Description	Remarks
		3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q26_7_A	Level of agreement "if I shared my problems with my immediate supervisor, I know that my management would respond constructively and caringly"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q26_8_A	Level of agreement "I would have to say that my immediate supervisor and I have both made considerable emotional investments in our working relationship"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q27_1_A	Level of technical knowledge does the job I do require	**Data type:** Numeric **Acceptable values:** 1 = Very little 2 = Little 3 = To a small extent 4 = A moderate amount 5 = To a large extent 6 = Much 7 = A great deal
q27_2_A	To what extent does my job involve solving problems	**Data type:** Numeric **Acceptable values:** 1 = Very little

Name	Description	Remarks
		2 = Little
		3 = To a small extent
		4 = A moderate amount
		5 = To a large extent
		6 = Much
		7 = A great deal
q28_3_A	Level of complicated of the job I do	**Data type:** Numeric
		Acceptable values:
		1 = Not at all
		2 = Little
		3 = Slightly complicated
		4 = Moderately
		5 = Complicated
		6 = Quite complicated
		7 = Very complicated
q29_1_A	Level of agreement "my immediate supervisor makes me feel comfortable talking to him/her about difficulties between my work and non-work/family life"	**Data type:** Numeric
		Acceptable values:
		1 = Strongly disagree
		2 = Disagree
		3 = Neither agree nor disagree
		4 = Agree
		5 = Strongly agree
q29_2_A	Level of agreement "my immediate supervisor demonstrates effective behaviours in how to juggle or coordinate work and non-work/family issues"	**Data type:** Numeric
		Acceptable values:
		1 = Strongly disagree
		2 = Disagree
		3 = Neither agree nor disagree
		4 = Agree
		5 = Strongly agree

Name	Description	Remarks

q29_3_A	Level of agreement "my immediate supervisor works effectively with employees to creatively solve conflicts between work and non-work/family issues"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q29_4_A	Level of agreement "my immediate supervisor organizes work in my department/unit to jointly benefit employees and the company/organization"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q30_1_A	Level of agreement "my organization has many programs and policies designed to help employees balance work and family life"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

q30_2_A	Level of agreement "my organization makes an active effort to help employees when there is a conflict between work and family life"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral

Name	Description	Remarks
		5 = Agree slightly 6 = Agree 7 = Strongly agree
q30_3_A	Level of agreement "my organization puts money and effort into showing its support of employees and families"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
q30_4_A	Level of agreement "it is easy to find out about family support programs within my organization"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
q30_5_A	Level of agreement "my organization provides its employees with useful information they need to balance work and family"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree

Name	Description	Remarks
		7 = Strongly agree
q30_6_A	Level of agreement "my organization helps employees with families find the information they need to balance work and family"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
q30_7_A	Level of agreement "my organization is understanding when an employee has a conflict between work and family"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
q30_8_A	Level of agreement "in general, my organization is very supportive of its employees with families"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree

Name	Description	Remarks
q30_9_A	Level of agreement "employees really feel that the organization respects their desire to balance work and family demands"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
q31_10_A	Level of agreement "my involvement in family helps me to understand different viewpoints and this helps me be a better worker"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q31_11_A	Level of agreement "my involvement in family helps me to gain knowledge and this helps me be a better worker"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q31_12_A	Level of agreement "my involvement in family helps me to acquire skills and this helps me be a better worker"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree

Name	Description	Remarks
		5 = Strongly agree

q31_13_A	Level of agreement "my involvement in family put me in a good mood and this helps me be a better worker"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q31_14_A	Level of agreement "my involvement in family makes me feel happy and this helps me be a better worker"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q31_15_A	Level of agreement "my involvement in family makes me cheerful and this helps me be a better worker"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q31_16_A	Level of agreement "my involvement in family helps me feel personally fulfilled and this helps me be a better worker"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

Name	Description	Remarks

q31_17_A	Level of agreement "my involvement in family provides me with a sense of accomplishment and this helps me be a better worker"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q31_18_A	Level of agreement "my involvement in family provides me with a sense of success and this helps me be a better worker"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q32_19_A	Level of agreement "my involvement in work helps me to understand different viewpoints and this helps me be a better family member"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q32_20_A	Level of agreement "my involvement in work helps me to gain knowledge and this helps me be a better family member"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

Name	Description	Remarks

q32_21_A	Level of agreement "my involvement in work helps me to acquire skills and this helps me be a better family member"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q32_22_A	Level of agreement "my involvement in work put me in a good mood and this helps me be a better family member"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q32_23_A	Level of agreement "my involvement in work makes me feel happy and this helps me be a better family member"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

q32_24_A	Level of agreement "my involvement in work makes me cheerful and this helps me be a better family member"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

Name	Description	Remarks
q32_25_A	Level of agreement "my involvement in work helps me feel personally fulfilled and this helps me be a better family member"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q32_26_A	Level of agreement "my involvement in work provides me with a sense of accomplishment and this helps me be a better family member"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q32_27_A	Level of agreement "my involvement in work provides me with a sense of success and this helps me be a better family member"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
q33_1_A	Level of agreement "I prefer to keep work life at work"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree

Name	Description	Remarks

q33_2_A	Level of agreement "I don't like to have to think about work while I am at home"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

q33_3_A	Level of agreement "I don't like work issues creeping into my life at home"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

q33_4_A	Level of agreement "I like to be able to leave work behind when I go home"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

q34_1_A	Level of agreement "your domestic or family-related adequately completes expected duties at home"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree

Name	Description	Remarks
		4 = Slightly agree 5 = Quite agree 6 = Strongly agree
q34_2_A	Level of agreement "your domestic or family-related fulfils responsibilities expected of me as a family member"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
q34_3_A	Level of agreement "your domestic or family-related performs home-related tasks that are expected of me"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
q34_4_A	Level of agreement "your domestic or family-related meets expected performance requirements or duties at home"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree

Name	Description	Remarks

q34_5_A	Level of agreement "your domestic or family-related engages in activities that will directly affect my performance at home"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		6 = Strongly agree

q34_6_A	Level of agreement "your domestic or family-related neglects to perform essential duties at home"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

q35_1_A	Level of agreement "the demands of my work interfere with my home and family life"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

q35_2_A	Level of agreement "the amount of time my job takes up makes it difficult to fulfil family responsibilities"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree

Name	Description	Remarks
		3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
q35_3_A	Level of agreement "things I want to do at home do not get done because of the demands my job puts on me"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
q35_4_A	Level of agreement "my job produces strain that makes it difficult to fulfil family duties"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
q35_5_A	Level of agreement "due to work-related duties, I have to make changes to my plans for family activities"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral

Name	Description	Remarks
		5 = Agree slightly 6 = Agree 7 = Strongly agree

q35_6_A	Level of agreement "the demands of my family or spouse/partner interfere with work-related activities"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

q35_7_A	Level of agreement "I have to put off doing things at work because of demands on my time at home"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

q35_8_A	Level of agreement "things I want to do at work don't get done because of the demands of my family or spouse/partner"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree

Name	Description	Remarks
		7 = Strongly agree

q35_9_A	Level of agreement "my home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

q35_10_A	Level of agreement "Family-related strain interferes with my ability to perform job-related duties"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

q36_1_A	Level of satisfaction of the way I divide my time between work and personal or family life over the past four months	**Data type:** Numeric
		Acceptable values:
		    1 = Very dissatisfied
		    2 = Slightly dissatisfied
		    3 = Neutral
		    4 = Slightly satisfied
		    5 = Very satisfied

q36_2_A	Level of satisfaction of the way you divide your attention between work and home over the past four months	**Data type:** Numeric **Acceptable values:** 1 = Very dissatisfied

Name	Description	Remarks
		2 = Slightly dissatisfied 3 = Neutral 4 = Slightly satisfied 5 = Very satisfied
q36_3_A	Level of satisfaction of how well my work life and my personal or family life fit together over the past four months	**Data type:** Numeric **Acceptable values:** 1 = Very dissatisfied 2 = Slightly dissatisfied 3 = Neutral 4 = Slightly satisfied 5 = Very satisfied
q36_4_A	Level of satisfaction of my ability to balance the needs of my job with those of my personal or family life over the past four months	**Data type:** Numeric **Acceptable values:** 1 = Very dissatisfied 2 = Slightly dissatisfied 3 = Neutral 4 = Slightly satisfied 5 = Very satisfied
q36_5_A	Level of satisfaction of the opportunity I have to perform my job well and yet be able to perform home-related duties adequately over the past four months	**Data type:** Numeric **Acceptable values:** 1 = Very dissatisfied 2 = Slightly dissatisfied 3 = Neutral 4 = Slightly satisfied 5 = Very satisfied
q37_6_A	Level of agreement "I am able to negotiate and accomplish what is expected of me at work and in my family"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree slightly

Name	Description	Remarks
		3 = Neutral 4 = Agree slightly 5 = Strongly agree

q37_7_A	Level of agreement "I do a good job of meeting the role expectations of critical people in my work and family"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree slightly
		    3 = Neutral
		    4 = Agree slightly
		    5 = Strongly agree

q37_8_A	Level of agreement "people who are close to me would say that I do a good job of balancing work and
	family"
		Data type: Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree slightly
		    3 = Neutral
		    4 = Agree slightly
		    5 = Strongly agree

q37_9_A	Level of agreement "I am able to accomplish the expectations that my supervisors and my family have for me"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree slightly
		    3 = Neutral
		    4 = Agree slightly
		    5 = Strongly agree

q37_10_A	Level of agreement "my co-workers and members of my family would say that I am meeting their expectations"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree slightly
		    3 = Neutral

Name	Description	Remarks
		4 = Agree slightly 5 = Strongly agree

q37_11_A	Level of agreement "it is clear to me, based on feedback from co-workers and family members, that I am accomplishing both my work and family responsibilities"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree slightly
		    3 = Neutral
		    4 = Agree slightly
		    5 = Strongly agree

q38_1_A	Level of agreement "be able to devote enough attention to the things I find important in my work as well as my family life"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree or disagree
		    4 = Agree
		    5 = Strongly agree

q38_2_A	Level of agreement "succeed in effectively balancing the demands of my work and family life"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree or disagree
		    4 = Agree
		    5 = Strongly agree

q38_3_A	Level of agreement "succeed in fulfilling my responsibilities both at work and at home"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree or disagree
		    4 = Agree

Name	Description	Remarks
		5 = Strongly agree
q38_4_A	Level of agreement "arrange things in such a way that I will experience a high level of work-family balance"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree or disagree 4 = Agree 5 = Strongly agree
q38_5_A	Level of agreement "schedule my time in such a way that I will have enough time for my work as well as my family life"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree or disagree 4 = Agree 5 = Strongly agree
q38_6_A	Level of agreement "be able to manage unexpected events that momentarily disrupt my work-family balance (e.g. sick child, workload, family matters)"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree or disagree 4 = Agree 5 = Strongly agree
qT1_A	Level of agreement "it is inappropriate for a supervisor to ask subordinates about their personal life (such as where one plans to go for the next vacation)"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree

Name	Description	Remarks
		6 = Strongly agree
qT2_A	Level of agreement "I do my own thing without minding about my colleagues, when I am among them."	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
qT3_A	Level of agreement "one needs to return a favour if a colleague lends a helping hand."	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
qT4_A	Level of agreement "I have never loaned my money to any colleagues"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
qT5_A	Level of agreement "we ought to develop the character of independence among colleagues, so that they do not rely upon other co-workers' help in their work."	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree

Name	Description	Remarks
		3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
qT6_A	Level of agreement "one should express his/her attitude to colleagues and act accordingly."	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
qT7_A	Level of agreement "subordinates should obey the senior"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
qT8_A	Level of agreement "colleagues' assistance is indispensable to good performance at work."	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree

Name	Description	Remarks

qT9_A	Level of agreement "I would help if a colleague at work told me that he/she needed money to pay utility bills."	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

qT10_A	Level of agreement "in most cases, to cooperate with someone whose ability is lower than oneself is not as desirable as doing the thing on one's own."	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

qT11_A	Level of agreement "Too many cooks spoil the broth"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

Name	Description	Remarks
Supervisor Survey – Follow-up		
FU	Whether the respondent attended follow-up survey	**Data type:** Numeric **Acceptable values:** 0 = No 1 = Yes
FU_q1	Sex	**Data type:** Numeric **Acceptable values:** 1 = Male 2 = Female
FU_q2	Marital status	**Data type:** Numeric **Acceptable values:** 1 = Single 2 = Married 3 = Widowed 4 = Separated 5 = Divorced
FU_q3	Age	**Data type:** Numeric **Acceptable values:** Years
FU_q4	Working full-time	**Data type:** Numeric **Acceptable values:** 0 = No 1 = Yes
FU_q5	Numbers of household members living with you (Include yourself and domestic helper)	**Data type:** Numeric **Acceptable values:** Person(s)
FU_q6_1	Household size: One-member household: Household monthly income less than HK$3,600	**Data type:** Numeric **Acceptable values:** 0 = No 1 = Yes

Name	Description	Remarks

FU_q6_2	Household size: Two-member household: Household monthly income less than HK$7,700	**Data type:** Numeric
		Acceptable values:
		  0 = No
		  1 = Yes

FU_q6_3	Household size: Three-member household: Household monthly income less than HK$11,500	**Data type:** Numeric
		Acceptable values:
		  0 = No
		  1 = Yes

FU_q6_4	Household size: Four-member household: Household monthly income less than HK$14,300	**Data type:** Numeric
		Acceptable values:
		  0 = No
		  1 = Yes

FU_q6_5	Household size: Five-member household: Household monthly income less than HK$14,800	**Data type:** Numeric
		Acceptable values:
		  0 = No
		  1 = Yes

FU_q6_6	Household size: At least Six-member household: Household monthly income less than HK$15,800	**Data type:** Numeric
		Acceptable values:
		  0 = No
		  1 = Yes

FU_q7_1	Numbers of parents in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_2	Numbers of spouse in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_3	Numbers of children in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None

Name	Description	Remarks
FU_q7_4	Numbers of sibling in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_5	Numbers of parent-in-law in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_6	Numbers of grandchildren in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_7	Numbers of son-in-law/ daughter-in-law in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_8	Numbers of grandparents in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_9	Numbers of other relatives in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_10	Numbers of friends in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_11	Numbers of others in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_11a	List of the other members	**Data type:** Text
FU_q8	Numbers of adult (aged 18 and above)	**Data type:** Numeric **Acceptable values:** Person(s)
FU_q8_1	Numbers of children aged between 0 and 3	**Data type:** Numeric **Acceptable values:** Person(s)

Name	Description	Remarks
FU_q8_2	Numbers of children aged between 4 and 14	**Data type:** Numeric **Acceptable values:** Person(s)
FU_q8_3	Numbers of older persons aged 65 and above	**Data type:** Numeric **Acceptable values:** Person(s)

FU_q8_4	Living with spouse	**Data type:** Numeric
		Acceptable values:
		    1 = Yes
		    2 = No

FU_q8_5	Spouse works	**Data type:** Numeric
		Acceptable values:
		    1 = Yes
		    2 = No

FU_q8_6	Taking care and living with aging parents	**Data type:** Numeric
		Acceptable values:
		    1 = Yes
		    2 = No

FU_q9	Household monthly income	**Data type:** Numeric
		Acceptable values:
		    1 = < HK$ 20,000
		    2 = HK $ 20,000-$24,999
		    3 = HK $25,000-$29,999
		    4 = HK $30,000-$34,999
		    5 = HK $35,000-$39,999
		    6 = HK $40,000-$44,999
		    7 = HK $45,000 -$49,999
		    8 = HK $50,000-$54,999
		    9 = HK $55,000-$59,999
		    10 = HK $60,000-$65,999
		    11 = HK $65,000-$69,999

Name	Description	Remarks
		12 = >=HK $70,000 and above

FU_q10	Education attainment	**Data type:** Numeric
		Acceptable values:
		    1 = Form 5 education or less
		    2 = Completed Form 6 or 7
		    3 = Polytechnic/Technical diploma
		    4 = Undergraduate degree (BSc, B.A, B.Eng)
		    5 = Postgraduate degree (MSc; MA; M.Eng; MBA)

FU_q11	Occupation	**Data type:** Numeric
		Acceptable values:
		    1 = Managers and administrators
		    2 = Professionals
		    3 = Associate professionals
		    4 = Clerical support workers
		    5 = Service and sales workers
		    6 = Craft and related workers
		    7 = Plant and machine operators and assemblers
		    8 = Elementary workers
		    9 = others

FU_q11_9a	List of the other occupations	**Data type:** Text

FU_q12	Industry	**Data type:** Numeric
		Acceptable values:
		    1 = Manufacturing
		    2 = Construction
		    3 = Import/export, wholesale and retail trades
		    4 = Real estate, professional and business services

Name	Description	Remarks
		5 = Hospitality and tourism 6 = Information technology 7 = Financial and insurance activities 8 = Transportation, storage, postal and courier services 9 = Public administration, education, human health and social work 10 = others
FU_q12_10a	List of the other industries	**Data type:** Text
FU_q13	Title of occupation	**Data type:** Text and Numeric 2 = refuse to answer
FU_q14a	Period of time in this position	**Data type:** Numeric **Acceptable values:** Year(s)
FU_q14b	Period of time in this position	**Data type:** Numeric **Acceptable values:** Month(s)
FU_q15	Average number of working hours per week	**Data type:** Numeric **Acceptable values:** Hour(s)
FU_q16_1	Level of agreement "this subordinate adequately completes assigned duties"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q16_2	Level of agreement "This subordinate fulfils responsibilities specified in job description"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree

Name	Description	Remarks
		2 = Disagree
		3 = Disagree slightly
		4 = Neutral
		5 = Agree slightly
		6 = Agree
		7 = Strongly agree
FU_q16_3	Level of agreement "This subordinate performs tasks that are expected of him/her"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q16_4	Level of agreement "This subordinate meets formal performance requirements of the jobs"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q17_1	The frequency of behaviours when this subordinate accept added responsibility when you are absent	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes

Name	Description	Remarks
		4 = Often 5 = Always
FU_q17_2	The frequency of behaviours when this subordinate help you when you have a heavy work load	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
FU_q17_3	The frequency of behaviours when this subordinate assist you with your work (when not asked)	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
FU_q17_4	The frequency of behaviours when this subordinate take a personal interest in you	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
FU_q17_5	The frequency of behaviours when this subordinate pass along work-related information to you	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often

Name	Description	Remarks
		5 = Always
FU_q18_6	The frequency of behaviours when this subordinate helps others who have been absent	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
FU_q18_7	The frequency of behaviours when this subordinate is willing to use his/her time to help others who have work-related problems	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
FU_q18_8	The frequency of behaviours when this subordinate adjusts his/her work schedule to accommodate other employees' requests for time off	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
FU_q18_9	The frequency of behaviours when this subordinate goes out of his/her way to make new employees feel welcome in the work group	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always

Name	Description	Remarks
FU_q18_10	The frequency of behaviours when this subordinate shows genuine concern and courtesy toward co-workers, even under the most trying business or personal situations	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
FU_q18_11	The frequency of behaviours when this subordinate gives up time to help others who have work or non-work problems	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
FU_q18_12	The frequency of behaviours when this subordinate assists others with their duties	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
FU_q18_13	The frequency of behaviours when this subordinate shares personal property with others to help their work	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always

Name	Description	Remarks
FU_q19_14	The frequency of behaviours when this subordinate attends functions that are not required but that help the organisational image	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
FU_q19_15	The frequency of behaviours when this subordinate keeps up with developments in the organisation	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
FU_q19_16	The frequency of behaviours when this subordinate defends the organisation when other employees criticise it	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
FU_q19_17	The frequency of behaviours when this subordinate shows pride when representing the organisation in public	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always

Name	Description	Remarks
FU_q19_18	The frequency of behaviours when this subordinate offers ideas to improve the functioning of the organisations	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
FU_q19_19	The frequency of behaviours when this subordinate expresses loyalty toward the organisation	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
FU_q19_20	The frequency of behaviours when this subordinate takes action to protect the organisation from potential problems	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always
FU_q19_21	The frequency of behaviours when this subordinate demonstrates concern about the image of the organisation	**Data type:** Numeric **Acceptable values:** 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always

Name	Description	Remarks
Workers Survey – Follow-up		
FU_q1_A	Sex	**Data type:** Numeric **Acceptable values:** 1 = Male 2 = Female

FU_q2 _A	Marital status	**Data type:** Numeric
		Acceptable values:
		    1 = Single
		    2 = Married
		    3 = Widowed
		    4 = Separated
		    5 = Divorced

FU_q3_A	Age	**Data type:** Numeric **Acceptable values:** Years

FU_q4_A	Working full-time	**Data type:** Numeric
		Acceptable values:
		    0 = No
		    1 = Yes

FU_q5_A	Numbers of household members living with you (Include yourself and domestic helper)	**Data type:** Numeric **Acceptable values:** Person(s)

FU_q6_1_A	Household size: One-member household: Household monthly income less than HK$3,600	**Data type:** Numeric
		Acceptable values:
		    0 = No
		    1 = Yes

FU_q6_2_A	Household size: Two-member household: Household monthly income less than HK$7,700	**Data type:** Numeric
		Acceptable values:
		    0 = No
		    1 = Yes

Name	Description	Remarks

FU_q6_3_A	Household size: Three-member household: Household monthly income less than HK$11,500	**Data type:** Numeric
		Acceptable values:
		    0 = No
		    1 = Yes

FU_q6_4_A	Household size: Four-member household: Household monthly income less than HK$14,300	**Data type:** Numeric
		Acceptable values:
		    0 = No
		    1 = Yes

FU_q6_5_A	Household size: Five-member household: Household monthly income less than HK$14,800	**Data type:** Numeric
		Acceptable values:
		    0 = No
		    1 = Yes

FU_q6_6_A	Household size: At least Six-member household: Household monthly income less than HK$15,800	**Data type:** Numeric
		Acceptable values:
		    0 = No
		    1 = Yes

FU_q7_1_A	Numbers of parents in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_2_A	Numbers of spouse in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_3_A	Numbers of children in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_4_A	Numbers of sibling in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_5_A	Numbers of parent-in-law in the household	**Data type:** Numeric

Name	Description	Remarks
		Acceptable values: Person(s) 0 = None
FU_q7_6_A	Numbers of grandchildren in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_7_A	Numbers of son-in-law/ daughter-in-law in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_8_A	Numbers of grandparents in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_9_A	Numbers of other relatives in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_10_A	Numbers of friends in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_11_A	Numbers of others in the household	**Data type:** Numeric **Acceptable values:** Person(s) 0 = None
FU_q7_11a_A	List of the other members	**Data type:** Text
FU_q8_A	Numbers of adult (aged 18 and above)	**Data type:** Numeric **Acceptable values:** Person(s)
FU_q8_1_A	Numbers of children aged between 0 and 3	**Data type:** Numeric **Acceptable values:** Person(s)
FU_q8_2_A	Numbers of children aged between 4 and 14	**Data type:** Numeric **Acceptable values:** Person(s)
FU_q8_3_A	Numbers of older persons aged 65 and above	**Data type:** Numeric **Acceptable values:** Person(s)

Name	Description	Remarks
FU_q8_4_A	Living with spouse	**Data type:** Numeric **Acceptable values:** 1 = Yes 2 = No
FU_q8_5_A	Spouse works	**Data type:** Numeric **Acceptable values:** 1 = Yes 2 = No
FU_q8_6_A	Taking care and living with aging parents	**Data type:** Numeric **Acceptable values:** 1 = Yes 2 = No
FU_q9_A	Household monthly income	**Data type:** Numeric **Acceptable values:** 1 = < HK$ 20,000 2 = HK $ 20,000-$24,999 3 = HK $25,000-$29,999 4 = HK $30,000-$34,999 5 = HK $35,000-$39,999 6 = HK $40,000-$44,999 7 = HK $45,000 -$49,999 8 = HK $50,000-$54,999 9 = HK $55,000-$59,999 10 = HK $60,000-$65,999
FU_q10_A	Education attainment	**Data type:** Numeric **Acceptable values:** 1 = Form 5 education or less 2 = Completed Form 6 or 7 3 = Polytechnic/Technical diploma

Name	Description	Remarks
		4 = Undergraduate degree (BSc, B.A, B.Eng)
		5 = Postgraduate degree (MSc; MA; M.Eng; MBA)
FU_q11_A	Occupation	**Data type:** Numeric
		Acceptable values:
		1 = Managers and administrators
		2 = Professionals
		3 = Associate professionals
		4 = Clerical support workers
		5 = Service and sales workers
		6 = Craft and related workers
		7 = Plant and machine operators and assemblers
		8 = Elementary workers
		9 = others
FU_q11_9a_A	List of the other occupations	**Data type:** Text
FU_q12_A	Industry	**Data type:** Numeric
		Acceptable values:
		1 = Manufacturing
		2 = Construction
		3 = Import/export, wholesale and retail trades
		4 = Real estate, professional and business services
		5 = Hospitality and tourism
		6 = Information technology
		7 = Financial and insurance activities
		8 = Transportation, storage, postal and courier services

Name	Description	Remarks
		9 = Public administration, education, human health and social work 10 = others
FU_q12_10a_A	List of the other industries	**Data type:** Text
FU_q13_A	Title of occupation	**Data type:** Text and Numeric 2 = refuse to answer
FU_q14a_A	Period of time in this position	**Data type:** Numeric **Acceptable values:** Year(s)
FU_q14b_A	Period of time in this position	**Data type:** Numeric **Acceptable values:** Month(s)
FU_q15a_A	Period of time working with your immediate supervisor	**Data type:** Numeric **Acceptable values:** Year(s)
FU_q15b_A	Period of time working with your immediate supervisor	**Data type:** Numeric **Acceptable values:** Month(s)
FU_q16_A	Average number of working hours per week	**Data type:** Numeric **Acceptable values:** Hour(s)
FU_q17_1_A	Level of agreement "all in all I am satisfied with my job"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q17_2_A	Level of agreement "in general, I don't like my job. (R)"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree

Name	Description	Remarks
		3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q17_3_A	Level of agreement "in general, I like working here"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q18_1_A	Level of agreement "I would be very happy to spend the rest of my career with this organization"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q18_2_A	Level of agreement "I really feel as if this organization's problems are my own"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral

Name	Description	Remarks
		5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q18_3_A	Level of agreement "I feel a strong sense of "belonging" to my organization"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q18_4_A	Level of agreement "I feel "emotionally attached" to this organization"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q18_5_A	Level of agreement "I feel like "part of the family" at my organization"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree

Name	Description	Remarks
		7 = Strongly agree
FU_q18_6_A	Level of agreement "this organization has a great deal of personal meaning for me"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q18_7_A	Level of agreement "I enjoy discussing about my organization with people outside it"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q18_8_A	Level of agreement "I think that I could easily become as attached to another organization as I am to this one"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree

Name	Description	Remarks

FU_q19_1_A	Level of agreement "barring unforeseen circumstances, I would remain in this organization indefinitely"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q19_2_A	Level of agreement "if I were completely free to choose, I would prefer to continue working in this organization"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q19_3_A	Level of agreement "I expect to continue working as long as possible in this organization"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q20_1_A	The frequency of time that at work, I feel that I am bursting with energy	**Data type:** Numeric
		Acceptable values:
		    1 = Never
		    2= Almost never
		    3 = Rarely
		    4 = Sometimes
		    5 = Often
		    6 = Very often

Name	Description	Remarks
		7 = Always
FU_q20_2_A	The frequency of time that at my job, I feel strong and vigorous	**Data type:** Numeric **Acceptable values:** 1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always
FU_q20_3_A	The frequency of time that I am enthusiastic about my job	**Data type:** Numeric **Acceptable values:** 1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always
FU_q20_4_A	The frequency of time that my job inspires me	**Data type:** Numeric **Acceptable values:** 1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always

Name	Description	Remarks
FU_q20_5_A	The frequency of time that when I get up in the morning, I feel like going to work	**Data type:** Numeric **Acceptable values:** 1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always
FU_q20_6_A	The frequency of time that I feel happy when I am working intensely	**Data type:** Numeric **Acceptable values:** 1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always
FU_q20_7_A	The frequency of time that I am proud on the work that I do	**Data type:** Numeric **Acceptable values:** 1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always
FU_q20_8_A	The frequency of time that I am immersed in my work	**Data type:** Numeric **Acceptable values:**

Name	Description	Remarks
		1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always
FU_q20_9_A	The frequency of time that I get carried away when I am working	**Data type:** Numeric **Acceptable values:** 1 = Never 2= Almost never 3 = Rarely 4 = Sometimes 5 = Often 6 = Very often 7 = Always
FU_q21_1_A	Level of agreement "In most ways, my life is close to ideal"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q21_2_A	Level of agreement "the conditions of my life are excellent"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree

Name	Description	Remarks
		5 = Strongly agree
FU_q21_3_A	Level of agreement "I am satisfied with my life"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q21_4_A	Level of agreement "so far, I have been achieved the important things I want in life"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q21_5_A	Level of agreement "if I could live my life over, I would change almost nothing"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q22_1_A	Level of agreement in last three month "thought of being absent from work"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree

Name	Description	Remarks
FU_q22_2_A	Level of agreement in last three month "chatted with co-workers about non-work issues"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q22_3_A	Level of agreement in last three month "left your work station/desk for unnecessary reasons"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q22_4_A	Level of agreement in last three month "daydreamed or allowed your thoughts to wander on the job"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q22_5_A	Level of agreement in last three month "spend work time on personal matters"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree

Name	Description	Remarks
FU_q22_6_A	Level of agreement in last three month "put less effort into the job than you should have"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q22_7_A	Level of agreement in last three month "thought of leaving your current/present job"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q22_8_A	Level of agreement in last three month "let others do your work"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q23a1_A	The implement of flexible working time	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year

Name	Description	Remarks

FU_q23b1_A	The flexible working time enables you to have a better balance between work and family	**Data type:** Numeric
		Acceptable values:
		    1 = Can
		    2 = Cannot

FU_q23a2_A	The implement of 5-day work week	**Data type:** Numeric
		Acceptable values:
		    1 = Not available, I do not need it
		    2 = Not available, but I may use
		    3 = Available but never use
		    4 = Available and used before
		    5 = Available and use in the past year

FU_q23b2_A	The 5-day work week enables you to have a better balance between work and family	**Data type:** Numeric
		Acceptable values:
		    1 = Can
		    2 = Cannot

FU_q23a3_A	The implement of compressed work week: Allow employees to work fewer days provided they fulfil their total work hours per week	**Data type:** Numeric
		Acceptable values:
		    1 = Not available, I do not need it
		    2 = Not available, but I may use
		    3 = Available but never use
		    4 = Available and used before
		    5 = Available and use in the past year

FU_q23b3_A	The compressed work week enables you to have a better balance between work and family	**Data type:** Numeric
		Acceptable values:
		    1 = Can
		    2 = Cannot

FU_q23a4_A	The implement of flexible shift	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it

Name	Description	Remarks
		2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year

FU_q23b4_A	The flexible shift enables you to have a better balance between work and family	**Data type:** Numeric
		Acceptable values:
		    1 = Can
		    2 = Cannot

FU_q23a5_A	The implement of paternity leave	**Data type:** Numeric
		Acceptable values:
		    1 = Not available, I do not need it
		    2 = Not available, but I may use
		    3 = Available but never use
		    4 = Available and used before
		    5 = Available and use in the past year

FU_q23b5_A	The paternity leave enables you to have a better balance between work and family	**Data type:** Numeric
		Acceptable values:
		    1 = Can
		    2 = Cannot

FU_q23a6_A	The implement of extended maternity leave	**Data type:** Numeric
		Acceptable values:
		    1 = Not available, I do not need it
		    2 = Not available, but I may use
		    3 = Available but never use
		    4 = Available and used before
		    5 = Available and use in the past year

FU_q23b6_A	The extended maternity leave enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can

Name	Description	Remarks
		2 = Cannot

FU_q23a7_A	The implement of family leave	**Data type:** Numeric
		Acceptable values:
		    1 = Not available, I do not need it
		    2 = Not available, but I may use
		    3 = Available but never use
		    4 = Available and used before
		    5 = Available and use in the past year

FU_q23b7_A	The family leave enables you to have a better balance between work and family	**Data type:** Numeric
		Acceptable values:
		    1 = Can
		    2 = Cannot

FU_q23a8_A	The implement of career break	**Data type:** Numeric
		Acceptable values:
		    1 = Not available, I do not need it
		    2 = Not available, but I may use
		    3 = Available but never use
		    4 = Available and used before
		    5 = Available and use in the past year

FU_q23b8_A	The career break enables you to have a better balance between work and family	**Data type:** Numeric
		Acceptable values:
		    1 = Can
		    2 = Cannot

FU_q23a9_A	The implement of holiday account	**Data type:** Numeric
		Acceptable values:
		    1 = Not available, I do not need it
		    2 = Not available, but I may use
		    3 = Available but never use
		    4 = Available and used before

Name	Description	Remarks
		5 = Available and use in the past year
FU_q23b9_A	The holiday account enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
FU_q23a10_A	The implement of part-time employment	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
FU_q23b10_A	The part-time employment enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
FU_q23a11_A	The implement of job sharing	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
FU_q23b11_A	The job sharing enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
FU_q23a12_A	The implement of payable overtime	**Data type:** Numeric **Acceptable values:**

Name	Description	Remarks
		1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
FU_q23b12_A	The payable overtime enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
FU_q23a13_A	The implement of options to work remotely/at home	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
FU_q23b13_A	The options to work remotely/at home enable you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
FU_q23a14_A	The implement of onsite crèche facilities/ child care	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year

Name	Description	Remarks

FU_q23b14_A	The onsite crèche facilities/ child care enable(s) you to have a better balance between work and family	**Data type:** Numeric
		Acceptable values:
		    1 = Can
		    2 = Cannot

FU_q23a15_A	The implement of other family support services (e.g. elderly care, nursery service for sick relative)	**Data type:** Numeric
		Acceptable values:
		    1 = Not available, I do not need it
		    2 = Not available, but I may use
		    3 = Available but never use
		    4 = Available and used before
		    5 = Available and use in the past year

FU_q23b15_A	The other family support services enable you to have a better balance between work and family	**Data type:** Numeric
		Acceptable values:
		    1 = Can
		    2 = Cannot

FU_q23a16_A	The implement of work support services (e.g. employee counselling scheme, stress management scheme)	**Data type:** Numeric
		Acceptable values:
		    1 = Not available, I do not need it
		    2 = Not available, but I may use
		    3 = Available but never use
		    4 = Available and used before
		    5 = Available and use in the past year

FU_q23b16_A	The work support services enables you to have a better balance between work and family	**Data type:** Numeric
		Acceptable values:
		    1 = Can
		    2 = Cannot

FU_q23a17_A	The implement of crisis support scheme	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it

Name	Description	Remarks
		2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
FU_q23b17_A	The crisis support scheme enables you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
FU_q23a18_A	The implement of family activities organized by employers	**Data type:** Numeric **Acceptable values:** 1 = Not available, I do not need it 2 = Not available, but I may use 3 = Available but never use 4 = Available and used before 5 = Available and use in the past year
FU_q23b18_A	The family activities organized by employers enable you to have a better balance between work and family	**Data type:** Numeric **Acceptable values:** 1 = Can 2 = Cannot
FU_q23a19a_A	List of other activities	**Data type:** Type
FU_q24_1_A	The number of choices I have over when you begin and end each workday or each workweek	**Data type:** Numeric **Acceptable values:** 1 = Very little 2 = Little 3 = Moderate amount 4 = Much 5 = Very much/ A great deal
FU_q24_2_A	The number of choices I have over when you take vacations or days off	**Data type:** Numeric **Acceptable values:**

Name	Description	Remarks
		1 = Very little 2 = Little 3 = Moderate amount 4 = Much 5 = Very much/ A great deal

FU_q24_3_A	The number of choices I have over the amount and timing of work I must do at home in order to meet my employment demands	**Data type:** Numeric
		Acceptable values:
		  1 = Very little
		  2 = Little
		  3 = Moderate amount
		  4 = Much
		  5 = Very much/ A great deal

FU_q24_4_A	To what extent am I expected to limit the amount of the number of times I make or receive personal phone calls while I work	**Data type:** Numeric
		Acceptable values:
		  1 = Very little
		  2 = Little
		  3 = Moderate amount
		  4 = Much
		  5 = Very much/ A great deal

FU_q24_5_A	The number of choices I have in arranging part-time employment	**Data type:** Numeric
		Acceptable values:
		  1 = Very little
		  2 = Little
		  3 = Moderate amount
		  4 = Much
		  5 = Very much/ A great deal

FU_q24_6_A	To what extent can I choose to do some of my work at home instead of my usual place of employment	**Data type:** Numeric **Acceptable values:** 1 = Very little

Name	Description	Remarks
		2 = Little 3 = Moderate amount 4 = Much 5 = Very much/ A great deal
FU_q24_7_A	The number of choices I have in making unanticipated child-care arrangements (e.g during unexpected job delays at work, bad weather conditions, etc)	**Data type:** Numeric **Acceptable values:** 1 = Very little 2 = Little 3 = Moderate amount 4 = Much 5 = Very much/ A great deal
FU_q25_1_A	Level of agreement "my relationship with my organisation is strictly an economic one – I work and they pay me"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
FU_q25_2_A	Level of agreement "I do not care what my organisation does for me in the long run, only what it does right now"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree

Name	Description	Remarks

FU_q25_3_A	Level of agreement "I only want to do more for my organisation when I see that they will do more for me"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

FU_q25_4_A	Level of agreement "I watch very carefully what I get from my organisation, relative to what I contribute"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

FU_q25_5_A	Level of agreement "all I really expect from my organisation is that I be paid for my work effort"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

FU_q25_6_A	Level of agreement "the most accurate way to describe my work situation is to say that I give a fair day's work for a fair day's pay"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree

Name	Description	Remarks
		4 = Slightly agree 5 = Quite agree 6 = Strongly agree

FU_q25_7_A	Level of agreement "my relationship with my organisation is impersonal – I have little emotional involvement at work"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

FU_q25_8_A	Level of agreement "I do what my organisation requires, simply because they pay me"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

FU_q26_1_A	Level of agreement "my immediate supervisor and I have a two-way exchange relationship"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q26_2_A	Level of agreement "if I do something for my immediate supervisor, my immediate supervisor will eventually repay me"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree

Name	Description	Remarks
		2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q26_3_A	Level of agreement "my efforts are reciprocated by my immediate supervisor"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q26_4_A	Level of agreement "my relationship with my immediate supervisor is composed of comparable exchanges of giving and taking"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q26_5_A	Level of agreement "my relationship with my immediate supervisor is based on mutual trust"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q26_6_A	Level of agreement "I do not have to specify the exact conditions to know my immediate supervisor will return a favour"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree

Name	Description	Remarks
		3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree

FU_q26_7_A	Level of agreement "if I shared my problems with my immediate supervisor, I know that my management would respond constructively and caringly"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q26_8_A	Level of agreement "I would have to say that my immediate supervisor and I have both made considerable emotional investments in our working relationship"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q27_1_A	Level of technical knowledge does the job I do require	**Data type:** Numeric
		Acceptable values:
		    1 = Very little
		    2 = Little
		    3 = To a small extent
		    4 = A moderate amount
		    5 = To a large extent
		    6 = Much
		    7 = A great deal

FU_q27_2_A	To what extent does my job involve solving problems	**Data type:** Numeric **Acceptable values:** 1 = Very little

Name	Description	Remarks
		2 = Little 3 = To a small extent 4 = A moderate amount 5 = To a large extent 6 = Much 7 = A great deal
FU_q28_3_A	Level of complicated of the job I do	**Data type:** Numeric **Acceptable values:** 1 = Not at all 2 = Little 3 = Slightly complicated 4 = Moderately 5 = Complicated 6 = Quite complicated 7 = Very complicated
FU_q29_1_A	Level of agreement "my immediate supervisor makes me feel comfortable talking to him/her about difficulties between my work and non-work/family life"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q29_2_A	Level of agreement "my immediate supervisor demonstrates effective behaviours in how to juggle or coordinate work and non-work/family issues"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree

Name	Description	Remarks

FU_q29_3_A	Level of agreement "my immediate supervisor works effectively with employees to creatively solve conflicts between work and non-work/family issues"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q29_4_A	Level of agreement "my immediate supervisor organizes work in my department/unit to jointly benefit employees and the company/organization"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q30_1_A	Level of agreement "my organization has many programs and policies designed to help employees balance work and family life"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

FU_q30_2_A	Level of agreement "my organization makes an active effort to help employees when there is a conflict between work and family life"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral

Name	Description	Remarks
		5 = Agree slightly 6 = Agree 7 = Strongly agree

FU_q30_3_A	Level of agreement "my organization puts money and effort into showing its support of employees and families"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

FU_q30_4_A	Level of agreement "it is easy to find out about family support programs within my organization"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

FU_q30_5_A	Level of agreement "my organization provides its employees with useful information they need to balance work and family"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree

Name	Description	Remarks
		7 = Strongly agree
FU_q30_6_A	Level of agreement "my organization helps employees with families find the information they need to balance work and family"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q30_7_A	Level of agreement "my organization is understanding when an employee has a conflict between work and family"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q30_8_A	Level of agreement "in general, my organization is very supportive of its employees with families"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree

Name	Description	Remarks

FU_q30_9_A	Level of agreement "employees really feel that the organization respects their desire to balance work and family demands"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

FU_q31_10_A	Level of agreement "my involvement in family helps me to understand different viewpoints and this helps me be a better worker"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q31_11_A	Level of agreement "my involvement in family helps me to gain knowledge and this helps me be a better worker"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q31_12_A	Level of agreement "my involvement in family helps me to acquire skills and this helps me be a better worker"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree

Name	Description	Remarks
		5 = Strongly agree
FU_q31_13_A	Level of agreement "my involvement in family put me in a good mood and this helps me be a better worker"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q31_14_A	Level of agreement "my involvement in family makes me feel happy and this helps me be a better worker"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q31_15_A	Level of agreement "my involvement in family makes me cheerful and this helps me be a better worker"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q31_16_A	Level of agreement "my involvement in family helps me feel personally fulfilled and this helps me be a better worker"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree

Name	Description	Remarks

FU_q31_17_A	Level of agreement "my involvement in family provides me with a sense of accomplishment and this helps me be a better worker"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q31_18_A	Level of agreement "my involvement in family provides me with a sense of success and this helps me be a better worker"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q32_19_A	Level of agreement "my involvement in work helps me to understand different viewpoints and this helps me be a better family member"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q32_20_A	Level of agreement "my involvement in work helps me to gain knowledge and this helps me be a better family member"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

Name	Description	Remarks
FU_q32_21_A	Level of agreement "my involvement in work helps me to acquire skills and this helps me be a better family member"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q32_22_A	Level of agreement "my involvement in work put me in a good mood and this helps me be a better family member"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q32_23_A	Level of agreement "my involvement in work makes me feel happy and this helps me be a better family member"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree
FU_q32_24_A	Level of agreement "my involvement in work makes me cheerful and this helps me be a better family member"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree

Name	Description	Remarks

FU_q32_25_A	Level of agreement "my involvement in work helps me feel personally fulfilled and this helps me be a better family member"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q32_26_A	Level of agreement "my involvement in work provides me with a sense of accomplishment and this helps me be a better family member"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q32_27_A	Level of agreement "my involvement in work provides me with a sense of success and this helps me be a better family member"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree nor disagree
		    4 = Agree
		    5 = Strongly agree

FU_q33_1_A	Level of agreement "I prefer to keep work life at work"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

Name	Description	Remarks

FU_q33_2_A	Level of agreement "I don't like to have to think about work while I am at home"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

FU_q33_3_A	Level of agreement "I don't like work issues creeping into my life at home"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

FU_q33_4_A	Level of agreement "I like to be able to leave work behind when I go home"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree
		    6 = Strongly agree

FU_q34_1_A	Level of agreement "your domestic or family-related adequately completes expected duties at home"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree

Name	Description	Remarks
		4 = Slightly agree 5 = Quite agree 6 = Strongly agree

FU_q34_2_A	Level of agreement "your domestic or family-related fulfils responsibilities expected of me as a family member"	**Data type:** Numeric
		Acceptable values:
		  1 = Strongly disagree
		  2 = Quite disagree
		  3 = Slightly disagree
		  4 = Slightly agree
		  5 = Quite agree
		  6 = Strongly agree

FU_q34_3_A	Level of agreement "your domestic or family-related performs home-related tasks that are expected of me"	**Data type:** Numeric
		Acceptable values:
		  1 = Strongly disagree
		  2 = Quite disagree
		  3 = Slightly disagree
		  4 = Slightly agree
		  5 = Quite agree
		  6 = Strongly agree

FU_q34_4_A	Level of agreement "your domestic or family-related meets expected performance requirements or duties at home"	**Data type:** Numeric
		Acceptable values:
		  1 = Strongly disagree
		  2 = Quite disagree
		  3 = Slightly disagree
		  4 = Slightly agree
		  5 = Quite agree
		  6 = Strongly agree

Name	Description	Remarks
FU_q34_5_A	Level of agreement "your domestic or family-related engages in activities that will directly affect my performance at home"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
FU_q34_6_A	Level of agreement "your domestic or family-related neglects to perform essential duties at home"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
FU_q35_1_A	Level of agreement "the demands of my work interfere with my home and family life"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q35_2_A	Level of agreement "the amount of time my job takes up makes it difficult to fulfil family responsibilities"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree

Name	Description	Remarks
		3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree

FU_q35_3_A	Level of agreement "things I want to do at home do not get done because of the demands my job puts on me"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

FU_q35_4_A	Level of agreement "my job produces strain that makes it difficult to fulfil family duties"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

FU_q35_5_A	Level of agreement "due to work-related duties, I have to make changes to my plans for family activities"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral

Name	Description	Remarks
		5 = Agree slightly 6 = Agree 7 = Strongly agree

FU_q35_6_A	Level of agreement "the demands of my family or spouse/partner interfere with work-related activities"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

FU_q35_7_A	Level of agreement "I have to put off doing things at work because of demands on my time at home"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree
		    7 = Strongly agree

FU_q35_8_A	Level of agreement "things I want to do at work don't get done because of the demands of my family or spouse/partner"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Disagree slightly
		    4 = Neutral
		    5 = Agree slightly
		    6 = Agree

Name	Description	Remarks
		7 = Strongly agree
FU_q35_9_A	Level of agreement "my home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q35_10_A	Level of agreement "Family-related strain interferes with my ability to perform job-related duties"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Disagree slightly 4 = Neutral 5 = Agree slightly 6 = Agree 7 = Strongly agree
FU_q36_1_A	Level of satisfaction of the way I divide my time between work and personal or family life over the past four months	**Data type:** Numeric **Acceptable values:** 1 = Very dissatisfied 2 = Slightly dissatisfied 3 = Neutral 4 = Slightly satisfied 5 = Very satisfied
FU_q36_2_A	Level of satisfaction of the way you divide your attention between work and home over the past four months	**Data type:** Numeric **Acceptable values:** 1 = Very dissatisfied

Name	Description	Remarks
		2 = Slightly dissatisfied 3 = Neutral 4 = Slightly satisfied 5 = Very satisfied

FU_q36_3_A	Level of satisfaction of how well my work life and my personal or family life fit together over the past four months	**Data type:** Numeric
		Acceptable values:
		    1 = Very dissatisfied
		    2 = Slightly dissatisfied
		    3 = Neutral
		    4 = Slightly satisfied
		    5 = Very satisfied

FU_q36_4_A	Level of satisfaction of my ability to balance the needs of my job with those of my personal or family life over the past four months	**Data type:** Numeric
		Acceptable values:
		    1 = Very dissatisfied
		    2 = Slightly dissatisfied
		    3 = Neutral
		    4 = Slightly satisfied
		    5 = Very satisfied

FU_q36_5_A	Level of satisfaction of the opportunity I have to perform my job well and yet be able to perform home-related duties adequately over the past four months	**Data type:** Numeric
		Acceptable values:
		    1 = Very dissatisfied
		    2 = Slightly dissatisfied
		    3 = Neutral
		    4 = Slightly satisfied
		    5 = Very satisfied

FU_q37_6_A	Level of agreement "I am able to negotiate and accomplish what is expected of me at work and in my family"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree slightly

Name	Description	Remarks
		3 = Neutral 4 = Agree slightly 5 = Strongly agree

FU_q37_7_A	Level of agreement "I do a good job of meeting the role expectations of critical people in my work and family"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree slightly
		    3 = Neutral
		    4 = Agree slightly
		    5 = Strongly agree

FU_q37_8_A	Level of agreement "people who are close to me would say that I do a good job of balancing work and
	family"
		Data type: Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree slightly
		    3 = Neutral
		    4 = Agree slightly
		    5 = Strongly agree

FU_q37_9_A	Level of agreement "I am able to accomplish the expectations that my supervisors and my family have for me"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree slightly
		    3 = Neutral
		    4 = Agree slightly
		    5 = Strongly agree

FU_q37_10_A	Level of agreement "my co-workers and members of my family would say that I am meeting their expectations"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree slightly
		    3 = Neutral

Name	Description	Remarks
		4 = Agree slightly 5 = Strongly agree
FU_q37_11_A	Level of agreement "it is clear to me, based on feedback from co-workers and family members, that I am accomplishing both my work and family responsibilities"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree slightly 3 = Neutral 4 = Agree slightly 5 = Strongly agree
FU_q38_1_A	Level of agreement "be able to devote enough attention to the things I find important in my work as well as my family life"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree or disagree 4 = Agree 5 = Strongly agree
FU_q38_2_A	Level of agreement "succeed in effectively balancing the demands of my work and family life"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree or disagree 4 = Agree 5 = Strongly agree
FU_q38_3_A	Level of agreement "succeed in fulfilling my responsibilities both at work and at home"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Disagree 3 = Neither agree or disagree 4 = Agree

Name	Description	Remarks
		5 = Strongly agree

FU_q38_4_A	Level of agreement "arrange things in such a way that I will experience a high level of work-family balance"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree or disagree
		    4 = Agree
		    5 = Strongly agree

FU_q38_5_A	Level of agreement "schedule my time in such a way that I will have enough time for my work as well as my family life"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree or disagree
		    4 = Agree
		    5 = Strongly agree

FU_q38_6_A	Level of agreement "be able to manage unexpected events that momentarily disrupt my work-family balance (e.g. sick child, workload, family matters)"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Disagree
		    3 = Neither agree or disagree
		    4 = Agree
		    5 = Strongly agree

FU_qT1_A	Level of agreement "it is inappropriate for a supervisor to ask subordinates about their personal life (such as where one plans to go for the next vacation)"	**Data type:** Numeric
		Acceptable values:
		    1 = Strongly disagree
		    2 = Quite disagree
		    3 = Slightly disagree
		    4 = Slightly agree
		    5 = Quite agree

Name	Description	Remarks
		6 = Strongly agree
FU_qT2_A	Level of agreement "I do my own thing without minding about my colleagues, when I am among them."	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
FU_qT3_A	Level of agreement "one needs to return a favour if a colleague lends a helping hand."	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
FU_qT4_A	Level of agreement "I have never loaned my money to any colleagues"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
FU_qT5_A	Level of agreement "we ought to develop the character of independence among colleagues, so that they do not rely upon other co-workers' help in their work."	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree

Name	Description	Remarks
		3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
FU_qT6_A	Level of agreement "one should express his/her attitude to colleagues and act accordingly."	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
FU_qT7_A	Level of agreement "subordinates should obey the senior"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
FU_qT8_A	Level of agreement "colleagues' assistance is indispensable to good performance at work."	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree

Name	Description	Remarks
FU_qT9_A	Level of agreement "I would help if a colleague at work told me that he/she needed money to pay utility bills."	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
FU_qT10_A	Level of agreement "in most cases, to cooperate with someone whose ability is lower than oneself is not as desirable as doing the thing on one's own."	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree
FU_qT11_A	Level of agreement "Too many cooks spoil the broth"	**Data type:** Numeric **Acceptable values:** 1 = Strongly disagree 2 = Quite disagree 3 = Slightly disagree 4 = Slightly agree 5 = Quite agree 6 = Strongly agree

Special values: 1. 88888888 = Not applicable

2. 99999999 = Missing value