



**Verfügbare Konstrukte in der gemeinsamen Datenerhebung**

| Konstrukt                                    | Quelle  | Items |
|--|---|-------|
| <u>Arbeitseinstellungen</u>                  |   |       |
| Arbeitszufriedenheit                         | Judge, T. A., Locke, E. A., Durham, C. C., & Kluger, A. N. (1998). Dispositional effects on job and life satisfaction: The role of core evaluations. <i>Journal of Applied Psychology</i> , 83 (1), 17-34. <a href="https://doi.org/10.1037/0021-9010.83.1.17">https://doi.org/10.1037/0021-9010.83.1.17</a>                                  | 5     |
| Organisationales Commitment                  | Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. <i>Human Resource Management Review</i> , 1 (1), 61-89.  | 3     |
| Kündigungsabsichten                          | Adams, G. A., & Beehr, T. A. (1998). Turnover and retirement: A comparison of their similarities and differences. <i>Personnel Psychology</i> , 51 (3), 643-665. <a href="https://doi.org/10.1111/j.1744-6570.1998.tb00255.x">https://doi.org/10.1111/j.1744-6570.1998.tb00255.x</a>  | 3     |
| Identifikation mit der Organisation          | Postmes, T., Haslam, S. A., & Jans, L. (2013). A single-item measure of social identification: Reliability, validity, and utility. <i>British Journal of Social Psychology</i> , 52 (4), 597-617.   | 2     |
| Psychologische Reichhaltigkeit der Arbeit    | Oishi, S., Choi, H., Buttrick, N., Heintzelman, S. J., Kushlev, K., Westgate, E. C., . . . Besser, L. L. (2019). The psychologically rich life questionnaire. <i>Journal of Research in Personality</i> , 81, 257-270. <a href="https://doi.org/10.1016/j.jrp.2019.06.010">https://doi.org/10.1016/j.jrp.2019.06.010</a>                      | 12    |
| Bedeutsamkeit der Arbeit                     | Steger, M. F., Dik, B. J., & Duffy, R. D. (2012). Measuring meaningful work: The work and meaning inventory (WAMI). <i>Journal of Career Assessment</i> , 20 (3), 322-337. <a href="https://doi.org/10.1177/1069072711436160">https://doi.org/10.1177/1069072711436160</a>  | 10    |
| <u>Arbeitsverhalten</u>                      |   |       |
| Umweltfreundliches Verhalten am Arbeitsplatz | Robertson, J. L., & Barling, J. (2017). Toward a new measure of organizational environmental citizenship behavior. <i>Journal of Business Research</i> , 75, 57-66. <a href="https://doi.org/10.1016/j.jbusres.2017.02.007">https://doi.org/10.1016/j.jbusres.2017.02.007</a>   | 10    |
| Arbeitsengagement                            | Rich, B. L., LePine, J. A., & Crawford, E. A. (2010). Job engagement: Antecedents and effects on job performance. <i>Academy of Management Journal</i> , 53 (3), 617-635. <a href="https://doi.org/10.5465/AMJ.2010.51468988">https://doi.org/10.5465/AMJ.2010.51468988</a>   | 9     |
| Kontraproduktives Arbeitsverhalten           | Spector, P. E., Bauer, J. A., & Fox, S. (2010). Measurement artifacts in the assessment of counterproductive work behavior and organizational citizenship behavior: Do we know what we think we know? <i>Journal of Applied Psychology</i> , 95 (4), 781-790. <a href="https://doi.org/10.1037/a0019477">https://doi.org/10.1037/a0019477</a> | 10    |
| Organizational Citizenship Behavior          | Lee, K., & Allen, N. J. (2002). Organizational citizenship behavior and workplace deviance: The role of affect and cognitions. <i>Journal of Applied Psychology</i> , 87 (1), 131-142. <a href="https://doi.org/10.1037/0021-9010.87.1.131">https://doi.org/10.1037/0021-9010.87.1.131</a>  | 16    |
| Technology-assisted supplemental work        | Derks, D., & Bakker, A. B. (2014). Smartphone use, work-home interference, and burnout: A diary study on the role of recovery. <i>Applied Psychology</i> , 63 (3), 411-440. <a href="https://doi.org/10.1111/j.1464-0597.2012.00530.x">https://doi.org/10.1111/j.1464-0597.2012.00530.x</a>   | 4     |
| <u>Gesundheit und Wohlbefinden</u>           |   |       |
| Affektives Wohlbefinden                      | Kessler, E.-M., & Staudinger, U. M. (2009). Affective experience in adulthood and old age: The role of affective arousal and perceived affect regulation. <i>Psychology and Aging</i> , 24 (2), 349-362. <a href="https://doi.org/10.1037/a0015352">https://doi.org/10.1037/a0015352</a>  | 16    |
| Fatigue                                      | Frone, M. R., & Tidwell, M. C. O. (2015). The meaning and measurement of work fatigue: Development and evaluation of the three-dimensional work fatigue inventory (3D-WFI). <i>Journal of Occupational Health Psychology</i> , 20 (3), 273-288. <a href="https://doi.org/10.1037/a0038700">https://doi.org/10.1037/a0038700</a>               | 9     |
| Schlafqualität                               | Buyssse, D. J., Reynolds III, C. F., Monk, T. H., Berman, S. R., & Kupfer, D. J. (1989). The Pittsburgh Sleep Quality Index: a new instrument for psychiatric practice and research. <i>Psychiatry Research</i> , 28 (2), 193-213.  | 1     |
| Körperliche/mentale Gesundheit               | Ware, J. E., Kosinski, M., & Keller, S. D. (1996). A 12-Item Short-Form Health Survey: Construction of Scales and Preliminary Tests of Reliability and Validity. <i>Medical Care</i> , 34 (3), 220-233. <a href="http://www.jstor.org/stable/3766749">http://www.jstor.org/stable/3766749</a>   | 12    |

## Arbeitsbezogene Gedanken

|   |  |   |
|---|--|---|
| Affektives Grübeln                        | Cropley, M., Michalianou, G., Pravettoni, G., & Millward, L. J. (2012). The relation of post-work ruminative thinking with eating behaviour. <i>Stress and Health, 28</i> (1), 23–30. <a href="https://doi.org/10.1002/smi.1397">https://doi.org/10.1002/smi.1397</a>  | 5 |
| Problemlösendes Nachdenken                | Cropley, M., Michalianou, G., Pravettoni, G., & Millward, L. J. (2012). The relation of post-work ruminative thinking with eating behaviour. <i>Stress and Health, 28</i> (1), 23–30. <a href="https://doi.org/10.1002/smi.1397">https://doi.org/10.1002/smi.1397</a>  | 5 |
| Abschalten von der Arbeit nach Feierabend | Sonnentag, S., & Fritz, C. (2007). The Recovery Experience Questionnaire: Development and validation of a measure for assessing recuperation and unwinding from work. <i>Journal of Occupational Health Psychology, 12</i> (3), 204–221. <a href="https://doi.org/10.1037/1076-8998.12.3.204">https://doi.org/10.1037/1076-8998.12.3.204</a> | 4 |

## Arbeitsplatzmerkmale

|                                 |   |   |
|---------------------------------|---|---|
| Autonomie                       | Morgeson, F. P., & Humphrey, S. E. (2006). The Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. <i>Journal of Applied Psychology, 91</i> (6), 1321–1339. <a href="https://doi.org/10.1037/0021-9010.91.6.1321">https://doi.org/10.1037/0021-9010.91.6.1321</a> | 9 |
| Aufgabenvielfalt                | Morgeson, F. P., & Humphrey, S. E. (2006). The Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. <i>Journal of Applied Psychology, 91</i> (6), 1321–1339. <a href="https://doi.org/10.1037/0021-9010.91.6.1321">https://doi.org/10.1037/0021-9010.91.6.1321</a> | 4 |
| Wichtigkeit der Aufgabe         | Morgeson, F. P., & Humphrey, S. E. (2006). The Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. <i>Journal of Applied Psychology, 91</i> (6), 1321–1339. <a href="https://doi.org/10.1037/0021-9010.91.6.1321">https://doi.org/10.1037/0021-9010.91.6.1321</a> | 4 |
| Ganzeitlichkeit der Aufgabe     | Morgeson, F. P., & Humphrey, S. E. (2006). The Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. <i>Journal of Applied Psychology, 91</i> (6), 1321–1339. <a href="https://doi.org/10.1037/0021-9010.91.6.1321">https://doi.org/10.1037/0021-9010.91.6.1321</a> | 4 |
| Rückmeldung durch die Tätigkeit | Morgeson, F. P., & Humphrey, S. E. (2006). The Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. <i>Journal of Applied Psychology, 91</i> (6), 1321–1339. <a href="https://doi.org/10.1037/0021-9010.91.6.1321">https://doi.org/10.1037/0021-9010.91.6.1321</a> | 3 |

## Persönlichkeitsmerkmale

|   |  |    |
|---|--|----|
| Big Five  | Rammstedt, B., & John, O. P. (2005). Kurzversion des Big Five Inventory (BFI-K) [Short version of the Big Five Inventory (BFI-K)]. <i>Diagnostica, 51</i> (4), 195-206. <a href="https://doi.org/10.1026/0012-1924.51.4.195">https://doi.org/10.1026/0012-1924.51.4.195</a>  | 21 |
| Werte (biospheric, hedonic, egoistic, altruistic) | De Groot, J. I., & Steg, L. (2008). Value orientations to explain beliefs related to environmental significant behavior: How to measure egoistic, altruistic, and biospheric value orientations. <i>Environment and Behavior, 40</i> (3), 330-354. <a href="https://doi.org/10.1177/0013916506297831">https://doi.org/10.1177/0013916506297831</a> | 16 |
| Politische Orientierung                           | /  | 1  |

## Gendergerechte Sprache

|   |   |   |
|---|---|---|
| Verwendung gendergerechte Sprache privat          | / | 4 |
| Verwendung gendergerechte Sprache beruflich       | / | 4 |
| Umgang mit gendergerechter Sprache im Unternehmen | / | 8 |
| Wissen und Motive zu gendergerechter Sprache      | / | 5 |
| Meinung zu gendergerechter Sprache                | / | 6 |

## Kontrollvariablen

|                               |   |   |
|-------------------------------|---|---|
| Alter                         | / | 1 |
| Geschlecht                    | / | 1 |
| Ausbildung                    | / | 1 |
| Einkommen (persönl./Haushalt) | / | 3 |
| Nationalität                  | / | 1 |
| Migrationshintergrund         | / | 1 |
| Beschäftigungszeit            | / | 3 |

|   |   |   |
|---|---|---|
| Tätigkeitsbeschreibung                  | / | 1 |
| Branche                                 | / | 1 |
| Führungsverantwortung                   | / | 1 |
| Position in organisationaler Hierarchie | / | 1 |
| Vertrag befristet/unbefristet           | / | 1 |
| Vereinbarte/reale Wochenarbeitszeit     | / | 2 |