

## SECTION I

■ Please respond to the following questions

<i>LMX</i>	Strongly Disagree		Neutral		Strongly Agree	
1. My leader would be personally inclined to help me solve problems in my work.	1--	2--	3--	4--	5--	6-- 7--
2. I have enough confidence in my leader that I would defend and justify his or her decisions if he or she were not present to do so.	1--	2--	3--	4--	5--	6-- 7--
3. My working relationship with my supervisor is effective.	1--	2--	3--	4--	5--	6-- 7--
4. My supervisor considers my suggestions for change.	1--	2--	3--	4--	5--	6-- 7--
5. My supervisor and I are suited to each other.	1--	2--	3--	4--	5--	6-- 7--
6. My supervisor understands my problems and needs.	1--	2--	3--	4--	5--	6-- 7--
7. My supervisor recognizes my potential.	1--	2--	3--	4--	5--	6-- 7--
<i>TMX</i>						
1. I will help finish work that had been assigned to others.	1--	2--	3--	4--	5--	6-- 7--
2. I will make suggestions about better work methods to other team members.	1--	2--	3--	4--	5--	6-- 7--
3. I will switch job responsibilities to make things easier for other team members.	1--	2--	3--	4--	5--	6-- 7--
4. Other members of my team will help finish work that was assigned to me.	1--	2--	3--	4--	5--	6-- 7--
5. Other members of my team will make suggestions about better work methods to me.	1--	2--	3--	4--	5--	6-- 7--
6. Other members of my team will switch job responsibilities to make things easier for me.	1--	2--	3--	4--	5--	6-- 7--
<i>Self-efficacy</i>						
1. I could have handled a more challenging job than the one I will be doing.	1--	2--	3--	4--	5--	6-- 7--
2. My past experiences and accomplishments increase my confidence that I will be able to perform successfully in this organization.	1--	2--	3--	4--	5--	6-- 7--
3. I feel I am overqualified for the job.	1--	2--	3--	4--	5--	6-- 7--
4. I have confidence in my ability to solve problems.	1--	2--	3--	4--	5--	6-- 7--

(continued)

<b><i>Job satisfaction</i></b>	<b>Strongly Disagree</b>		<b>Neutral</b>		<b>Strongly Agree</b>	
1. In general, I like my job.	1--	2--	3--	4--	5--	6-- 7--
2. All in all, I am satisfied with my job.	1--	2--	3--	4--	5--	6-- 7--
3. In general, I don't like working at this company (reverse-scored).	1--	2--	3--	4--	5--	6-- 7--
<b><i>TQM involvement</i></b>						
1. This employee participates in the decision making process.	1--	2--	3--	4--	5--	6-- 7--
2. This employee participates in quality improvement activities.	1--	2--	3--	4--	5--	6-- 7--
3. This employee takes part in designing quality improvement activities.	1--	2--	3--	4--	5--	6-- 7--
4. This employee implements changes.	1--	2--	3--	4--	5--	6-- 7--
5. This employee takes initiatives.	1--	2--	3--	4--	5--	6-- 7--
6. This employee does not participate in quality improvement activities (reverse-scored).	1--	2--	3--	4--	5--	6-- 7--

## **SECTION II General Information**

1. Please select your gender. ☐ Female ☐ Male
2. Please indicate your age range.  
☐ under 20 years ☐ 20 to 30 years ☐ 30 to 4 years  
☐ 40 to 50 years ☐ 50 to 60 years ☐ 60 years or older
3. Please check your education level.  
☐ High school ☐ Bachelor ☐ Master
4. Please select your tenure in this company.  
☐ under 5 years ☐ 6 to 10 years ☐ 11 to 15 years  
☐ 16 to 20 years ☐ 21 years or older

Any comments:

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