

JOPI (Jop Perception Inventory)

translated version based on Berretta et al., 2023

Introduction

We aim with this study to capture the factors of your work as [replace with occupational field], which foster your well-being, motivation, and professional identity. These insights are important for understanding good working conditions and designing technical support systems, especially artificial intelligence (AI).

The following questionnaire helps to characterize your work and thus identify strengths and opportunities for improvement. On the following pages, you will find various statements about your work. These statements concern how you perceive your job.

Section 1: Relevant Job Characteristics

Partially adapted from the Work Design Questionnaire (Morgeson & Humphrey, 2006) and aligned with SMART criteria (Parker & Knight, 2024).

Instruction: Please indicate to what extent each statement applies to you personally.

Items

+ / – = positively or negatively poled items

Subscales:

KB	= Cognitive Demands	(S)
TG	= Technology Use	(M)
AT	= Autonomy	(A)
SA	= Social Aspects	(R)
PB	= Psychological Strain	(T)

Nr.	Item	+/-	Subscales
1	In my job, I have a lot of freedom in planning and carrying out my tasks.	+	AT
2	I can make many decisions independently at work.	+	AT
3	How I accomplish my work tasks is up to me.	+	AT
4	My job allows me to apply a wide variety of skills.	+	KB
5	I carry out many different tasks that challenge me in different ways.	+	KB
6	I need to process a large amount of information simultaneously at work.	+	KB
7	Using technology is part of my work.	+	TG
8	I am not dependent on using technology at work.	-	TG
9	I work under high time pressure.	+	PB
10	My work is emotionally demanding.	+	PB
11	I have to manage a large workload.	+	PB
12	My work allows me to build new friendships.	+	SA
13	Exchange with my (team) colleagues is an essential part of my daily work.	+	SA

14	In case of professional challenges, I receive support from supervisors or colleagues.	+	SA
15	My work gives me the opportunity to meet other people.	+	SA

6-point Likert scale (Strongly disagree – Strongly agree)

Section 2: Job Identity

Motives for Career Choice

Instruction

Instruction: Which of the following factors were important for you in your career choice? Please rank the order of the possible reasons according to importance. The most important reason should be placed at the top, the least important at the bottom.

Nr.	Item
1	Opportunity to earn a high salary
2	Number of working hours per week
3	Career advancement opportunities
4	Working with people
5	Helping people
6	Variety in work
7	Opportunity to take responsibility
8	Self-fulfillment
9	Interest in work content
10	Expectations of other people
11	Family tradition
12	Work-life balance / compatibility with family

Response format: Ranking task (most important on top, least important at the bottom).

Commitment (Utrecht-Management of Identity Scale; Crocetti et al. 2010)

Instruction

The following concerns the personal relevance of your work in your life. Please indicate for each statement the extent to which it applies to you personally.

Items

+ / – = positively or negatively poled items

Subscales:

CM = Commitment

EX = Exploration

ÜCM = Reconsideration of Commitment

Nr.	Item	+/-	Subscales
1	My work gives me security in life.	+	CM
2	My work gives me self-confidence.	+	CM
3	My work makes me feel self-assured.	+	CM
4	My work provides security for the future.	+	CM
5	My work allows me to look optimistically into the future.	+	CM
6	I try to learn a lot about my work.	+	EX
7	I often think about my work.	+	EX

8	I make an effort to continuously learn new things about my work.	+	EX
9	I often try to find out what others think about my work.	+	EX
10	I often talk to others about my work.	+	EX
11	I often think that it would be better to do another job.	-	ÜCM
12	I often think another job would make my life more interesting.	-	ÜCM
13	I am actually looking for a new job in another occupation.	-	ÜCM

Response scale: 6-point Likert scale (Strongly disagree – Strongly agree)

Role-Based Identity Scale (Welbourne, 2012)

Instruction

Please indicate how important the following aspects are for you.

Items

+ / – = positively or negatively poled items

Subscales:

- KI = Career identity
- UI = Entrepreneurial identity
- TI = Team identity
- AI = Workplace identity
- OI = Organizational identity

Nr.	Item	+/-	Subscales
1	Reading journals or books related to my work	+	KI
2	Having time to reflect on my career	+	KI
3	Doing things that really help my career	+	KI
4	Participating in opportunities to talk with others in my field	+	KI
5	Trying out new ideas and approaches to problem solving	+	UI
6	Changing the way work is done	+	UI
7	Working on complex problems	+	UI
8	Changing things to make them better	+	UI
9	Working with the people I currently work with	+	TI
10	Spending time with the members of my workgroup	+	TI
11	Being in a position where I can work with my team members	+	TI
12	Staying with my current workgroup	+	TI
13	Talking to friends about my work	+	AI
14	Telling my family about my work	+	AI
15	Remaining in my current workplace	+	AI
16	Continuing in my current occupation	+	AI
17	Being part of the organization	+	OI
18	Working for the organization	+	OI
19	Being proud of the organization	+	OI
20	Being loyal to the organization	+	OI

Response scale: 6-point Likert scale (Not important at all – Very important)

Task-based job identity ($\alpha = .81$)

Instruction

The following section concerns identifying the work activities that are particularly important to you in your everyday professional life. Please answer as honestly and openly as possible.

Items

+ / – = positively or negatively poled items

Subscales:

- K = creative tasks ($\alpha = .9$)
- HA = challenging tasks ($\alpha = .84$)
- PA = prosocial tasks ($\alpha = .82$)
- ABG = societal contributing tasks ($\alpha = .9$)
- ASS = status related tasks ($\alpha = .86$)
- PHA = physical tasks ($\alpha = .87$)

Nr.	Item	+/-	Subscales
1	I prefer creative tasks most in my everyday professional work.	+	K
2	Being creative is very important to me in my work tasks.	+	K
3	I prefer work tasks that challenge me.	+	HA
4	I enjoy working on tasks in which I must solve complex problems.	+	HA
5	I prefer work tasks that involve interacting with people.	+	PA
6	Coming into contact with people through my work tasks is particularly important to me.	+	PA
7	Work tasks in which I support other people give me the most enjoyment.	+	PA
8	It is particularly important to me to help other people through my work tasks.	+	PA
9	I prefer work tasks that contribute to society.	+	ABG
10	It is particularly important to me to make a positive contribution to society through my work tasks.	+	ABG
11	It is particularly important to me that my work tasks help to reduce injustices in society.	+	ABG
12	I hardly think about the extent to which carrying out my work tasks contributes to justice in society.	-	ABG
13	I prefer work tasks that bring me a lot of prestige among others.	+	ASS
14	I especially enjoy working on tasks that one can show off to others.	+	ASS
15	The more prestige a work task brings me among other people the better.	+	ASS

16	I prefer physical tasks in my everyday professional work.	+	PHA
17	I particularly like work tasks that require physical effort.	+	PHA
18	I prefer manual tasks in my everyday work.	+	PHA

Response scale: 6-point Likert scale (Strongly disagree – Strongly agree)

Section 3: Perceptions of the Workplace

Job Satisfaction (Job Diagnostic Survey; Hackman & Oldham, 1974)

Instruction

Please indicate how satisfied you are with the following aspects of your work.

Items

+ / – = positively or negatively poled items

Subscales:

AZ = general satisfaction

SZ = specific satisfaction

Nr.	Item	+/-	Subscales
1	In general, I am very satisfied with my job.	+	AZ
2	I often think about quitting my job.	-	AZ
3	Overall, I am satisfied with the type of work I do.	+	AZ
4	I am satisfied with the job security.	+	SZ
5	I am satisfied with the opportunities to develop personally through my work.	+	SZ
6	I am satisfied with the extent to which I am fairly rewarded for what I contribute to my employer.	+	SZ
7	I am satisfied with the future prospects in my company.	+	SZ
8	I am satisfied with the extent to which my job challenges me personally.	+	SZ

Response scale – Items 1&2: 6-point Likert scale (Strongly disagree – Strongly agree)

Response scale – Items 3-8: 6-point Likert scale (Not at all satisfied – Fully satisfied)

Work Engagement (Utrecht Work Engagement Scale; Schaufeli et al. 2006)

Instruction

The following section concerns how you feel at work. Please indicate how often or how rarely your work elicits the following emotions.

Items

+ / – = positively or negatively poled items

Nr.	Item	+/-
1	At my job, I feel bursting with energy.	+
2	At work, I feel fit and strong.	+
3	I am enthusiastic about my job.	+
4	My job inspires me.	+
5	When I get up in the morning, I look forward to going to work.	+
6	I feel happy when I am working intensely.	+
7	I am proud of the work that I do.	+

8	I am completely immersed in my work.	+
9	I get carried away when I am working.	+

Response scale: 6-point Likert scale (Never – Almost always)

Flow-Experience (Flow-Frequency Scale; Bartzik, Aust & Peifer, 2021)

Instruction

How often did you experience the following during the past two weeks...

Items

+ / – = positively or negatively poled items

Nr.	Item	+/-
1	... you felt joy during your activity.	+
2	... you were completely absorbed in an activity.	+
3	... you were challenged to just the right degree.	+
4	... you were able to enjoy your activity.	+
5	... you were able to use your skills optimally.	+
6	... the demands seemed perfectly tailored to you.	+
7	... your activity felt good.	+
8	... you were able to concentrate effortlessly.	+
9	... you did not think about anything else during your activity.	+
10	... all of the above experiences occurred at the same time.	+

Response scale: 6-point Likert scale (Never – Almost always)

Self-Efficacy (General Self-Efficacy Short Scale; Bierlein et al. 2012)

Instruction

The following section concerns your assessment of how well you can cope with difficult situations. Please indicate for each statement the extent to which it applies to you personally.

Items

+ / – = positively or negatively poled items

Nr.	Item	+/-
1	In difficult situations at work, I can rely on my abilities.	+
2	I can usually manage most problems at work on my own.	+
3	Even difficult and complex tasks at work I can usually solve well.	+

Response scale: 6-point Likert scale (Strongly disagree – Strongly agree).

Well-Being (WHO, 1998)

Instruction

The following statements concern your wellbeing over the past two weeks. For each statement, please select the option that best describes how you felt during the past two weeks.

Items

+ / - = positively or negatively poled items

Nr.	Item	+/-
1	Over the last two weeks, I felt cheerful and in good spirits.	+
2	Over the last two weeks, I felt calm and relaxed.	+
3	Over the last two weeks, I felt active and vigorous.	+
4	Over the last two weeks, I woke up feeling fresh and rested.	+
5	Over the last two weeks, my daily life was filled with things that interest me.	+

Response scale: 6-point Likert scale (At no time – All the time)

Section 4: Evaluation of the AI System

Attitudes towards AI (adapted from Ajzen & Fischbein, 1980)

Instruction

Please answer all of the following statements. The statements refer to the potential support in your daily work provided by the AI system [replace with system name].

I perceive the support provided by [AI system name] as...

Items

+ / – = positively or negatively poled items

Nr.	Item
1	...Bad – Good
2	...Unwise – Wise
3	...Disadvantageous – Advantageous
4	...Harmful – Useful
5	...Negative – Positive

Response format: 6-point Likert scale

1. Very X
2. X
3. Rather X
4. Rather Y
5. Y
6. Very Y

where X and Y represent the poles of the scale, e.g., X = Bad, Y = Good

Human-AI Teaming ($\alpha = .9$)

Instruction

How do you evaluate the following statements regarding your collaboration with the AI system [replace with system name]?

Items

+ / – = positively or negatively poled items

Nr.	Item	+/-
1	Working with the AI system relieves me of tasks I like less.	+
2	Working with the AI system allows us to achieve more together than either alone.	+
3	The AI system takes over important tasks I otherwise would not have time for.	+
4	When working with the AI system, we complement each other ideally.	+
5	When working with the AI system, everyone can contribute their strengths.	+

6	The collaboration with the AI system allows me to fully concentrate on the important aspects of my work.	+
7	The AI system takes over tasks I actually enjoy and would rather do myself.	-
8	Working with the AI system leaves me only with residual tasks that bore me.	-
9	Working with the AI system makes me question whether I want to continue in this job.	-
10	I feel like I am part of a real team with the AI system.	+
11	Collaboration with the AI system allows me to develop more creative solutions.	+
12	Collaboration with the AI system inspires me.	+
13	In collaboration with the AI system, I feel like being in a real team.	+

Response scale: 5-point Likert scale (Strongly disagree – Strongly agree)

Task-Technology-Fit ($\alpha = .91$)

Instruction

How do you evaluate the following statements regarding your collaboration with the AI system [replace with system name]?

Items

+ / – = positively or negatively poled items

Nr.	Item	+/-
1	The developers of this AI system clearly considered how to support my tasks.	+
2	It is evident that someone who understands my work was involved in developing this AI system.	+
3	It is evident that someone who knows my workflows was involved in developing this AI system.	+
4	The AI system fits very well with the tasks I perform.	+
5	Collaboration with the AI system is an enrichment for my work.	+

Response scale: 5-point Likert scale (Strongly disagree – Strongly agree)

Well-Being in Collaboration with the AI System ($\alpha = .89$)

Instruction

How do you evaluate the following statements regarding your collaboration with the AI system [replace with system name]?

Items

+ / – = positively or negatively poled items

Nr.	Item	+/-
1	I feel comfortable working with the AI system.	+

- | | | |
|---|--|---|
| 2 | I can imagine that working with such an AI system will be enjoyable in the long run. | + |
| 3 | I can well imagine that working with such an AI system will benefit me in the long term. | + |
-

Response scale: 5-point Likert scale (Strongly disagree – Strongly agree)

References

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