

Appendix I: Items of the effort/reward and control scales

Dimension	Item
Effort	My job is physically demanding. I am under constant time pressure due to a heavy workload.
Reward	I receive adequate support in difficult situations. I receive the recognition I deserve for my work. Considering all my efforts and achievements, my [salary is/earnings are] adequate. My [job promotion prospects/prospects for job advancement] are poor. My job security is poor.
Low control	I have very little freedom to decide how I do my work. I have an opportunity to develop new skills.
