

Questionnaire

Instruction: Please read each of the following statement carefully and pick from the response options one that is closest to your reaction to the statement.

The state of feeling healthy and happy during the work : (Well-being)								
No.	Questions	Strongly Disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	Strongly agree
1	I am engaged and interested in my daily activities.	☐	☐	☐	☐	☐	☐	☐
2	I lead a purposeful and meaningful life.	☐	☐	☐	☐	☐	☐	☐
3	My social relationships are supportive and rewarding.	☐	☐	☐	☐	☐	☐	☐
4	I actively contribute to the happiness and well-being of others.	☐	☐	☐	☐	☐	☐	☐
5	I am competent and capable in the activities that are important to me.	☐	☐	☐	☐	☐	☐	☐
6	I am a good person and live a good life.	☐	☐	☐	☐	☐	☐	☐
7	I am optimistic about my future.	☐	☐	☐	☐	☐	☐	☐
8	People respect me.	☐	☐	☐	☐	☐	☐	☐
For the relationship between work and life, my feeling is: (Work-life balance)								
No.	Questions	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree		
1	It is very easy for me to balance the demands of my work and my personal and family life.	☐	☐	☐	☐	☐		
2	I have sufficient time away from my job to maintain adequate work and personal/family life balance.	☐	☐	☐	☐	☐		
3	When I take a vacation, I am able to separate myself from work and enjoy myself.	☐	☐	☐	☐	☐		

4	All in all, I feel successful in balancing my work and personal/family life.	☐	☐	☐	☐	☐		
5	I often feel drained when I go home from work because of work pressures and problems. (reverse coding)	☐	☐	☐	☐	☐		
The feeling of information for me is: (Information overload)								
No.	Questions	Strongly Disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	Strongly agree
1	I am often distracted by the excessive amount of information available to me for business decision making.	☐	☐	☐	☐	☐	☐	☐
2	I find that I am overwhelmed by the amount of information I have to process on a daily basis.	☐	☐	☐	☐	☐	☐	☐
3	Usually, my problem is with too much information to synthesize instead of not having enough information to make decisions.	☐	☐	☐	☐	☐	☐	☐
The feeling of system feature for me is: (System overload)								
No.	Questions	Strongly Disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	Strongly agree
1	I am often distracted by software features that are included in applications I use for my job but are not necessary to perform my job duties.	☐	☐	☐	☐	☐	☐	☐
2	I am often less productive because of poor user interface design in software programs I use to support my daily business activities.	☐	☐	☐	☐	☐	☐	☐
3	I find that most software packages I use at work handle too many tasks poorly instead of too few tasks very well.	☐	☐	☐	☐	☐	☐	☐
4	Many software applications I use at work tend to try to be too helpful which makes performing my job even harder.	☐	☐	☐	☐	☐	☐	☐
5	The software packages I use for work are often more complex than the tasks I have to complete using these packages.	☐	☐	☐	☐	☐	☐	☐
The feeling of communication technology for me is: (Communication overload)								
No.	Questions	Strongly Disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	Strongly agree

4	I have the complete freedom of choice in how to approach the job.	☐	☐	☐	☐	☐	☐	☐
How much freedom do you have in controlling your working hours? (Flexible work designs – Control over work hours)								
1	I have a great deal of freedom to choose when I begin and end each workday or each workweek.	☐	☐	☐	☐	☐	☐	☐
2	I have a great deal of freedom to choose to do some of my work at home instead of my usual place of employment.	☐	☐	☐	☐	☐	☐	☐
3	I have a great deal of freedom to choose over the amount and timing of work I must do at home in order to meet my employment demands.	☐	☐	☐	☐	☐	☐	☐
4	I have a great deal of freedom to choose over when I take vacations or days off.	☐	☐	☐	☐	☐	☐	☐
5	I have a great deal of freedom to choose over when I can take a few hours off.	☐	☐	☐	☐	☐	☐	☐
What are the shared assumptions, beliefs and values in your company? (Work-family culture)								
No.	Questions	Strongly Disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	Strongly agree
1	In this organization employees can easily balance their work and family lives.	☐	☐	☐	☐	☐	☐	☐
2	In the event of a conflict, managers are understanding when employees have to put their family first.	☐	☐	☐	☐	☐	☐	☐
3	In this organization it is generally okay to talk about one's family at work.	☐	☐	☐	☐	☐	☐	☐
4	Higher management in this organization encourages supervisors to be sensitive to employees' family and personal concerns.	☐	☐	☐	☐	☐	☐	☐
5	In general, managers in this organization are quite accommodating of family-related needs.	☐	☐	☐	☐	☐	☐	☐
6	This organization encourages employees to set limits on where work stops and home life begins.	☐	☐	☐	☐	☐	☐	☐
7	Middle managers and executives in this organization are sympathetic toward employees' child care responsibilities.	☐	☐	☐	☐	☐	☐	☐
8	This organization is supportive of employees who want to switch to less demanding jobs for family reasons.	☐	☐	☐	☐	☐	☐	☐
9	Middle managers and executives in this organization are sympathetic toward employees' elder care responsibilities.	☐	☐	☐	☐	☐	☐	☐
10	In this organization, employees are encouraged to strike a balance between their work and family lives.	☐	☐	☐	☐	☐	☐	☐
11	Other types of family friendly practice in company _____.							

Does your company have these policies? (Company policy on technology usage)			
No		Yes	No
1	Employees are not allowed to connect to company's internet to send and receive mail after they leave the company.	☐	☐
2	If you login to the computer in the company, you will be reminded when you work overtime.	☐	☐
3	Employees' laptops are not allowed in the company.	☐	☐
4	Employees' personal mobile phones are not allowed in the company.		
5	Company's mobile phones or laptops are not allowed to be taken home. All of the work should only be completed within the company.	☐	☐
6	Company has programs and audit exercises to measure and monitor the inappropriate computer use behaviors and their negative consequences.	☐	☐
7	Company limits IT use after hours.	☐	☐
8	Company system will provide warning signs when improper or excessive use is detected.	☐	☐
9	Company has created awareness programs to educate employees on personal differences in responding to communications made through technology.	☐	☐
10	Company is prepared to take complex courses of action, which may include organizational, legal and medical, to deal with deviant use, stress and addiction related to technology.	☐	☐

Background of Participants

- Gender: ☐ Male ☐ Female
- Age: _____
- Education: ☐ High school level Diploma or below ☐ College level Degree ☐ Master's level Degree
☐ Doctoral Level Degree
- Marital status: ☐ Unmarried ☐ Married ☐ Divorced or widowed
- Number of Dependents: _____
- Tenure at current job: _____ Year
- Total work experience: _____ Year
- Position: ☐ Non-management level ☐ Management level (☐ supervisor ☐ manager ☐ executive)
- Type of Work (major duty): ☐ Office staff ☐ Field staff ☐ Both
- Percentage of time using 3C technology to do your job: _____ %
- Commuting time: _____ hours per day

12. On average, how many hours do you work overtime each week?

- ☐ Less than 5 hours. ☐ 5 to 10 hours ☐ 11 to 15 hours ☐ 16 to 20 hours ☐ 21 to 25 hours
☐ 26 to 30 hours ☐ More than 30 hours

13. On average, how many hours do you work at home each week?

- ☐ Less than 5 hours ☐ 5 to 10 hours ☐ 11 to 15 hours ☐ 16 to 20 hours ☐ 21 to 25 hours
☐ 26 to 30 hours ☐ More than 30 hours

14. What is the principal industry of your organization?

- ☐ Agriculture, Forestry, Fishing and Hunting
☐ Mining, Quarrying, and Oil and Gas Extraction
☐ Utilities
☐ Construction
☐ Manufacturing
☐ Wholesale Trade
☐ Retail Trade
☐ Transportation and Warehousing
☐ Information
☐ Finance and Insurance
☐ Real Estate and Rental and Leasing
☐ Professional, Scientific, and Technical Services
☐ Educational Services
☐ Health Care and Social Assistance
☐ Arts, Entertainment, and Recreation
☐ Accommodation and Food Services
☐ Public Administration
☐ Other Services (except Public Administration)