

Appendix

Appendix A

Questionnaire
Do you think there is a good working environment regarding your psychological condition?
Does the company take care of the employees working the night shift?
Does working in the organization give you a feeling of security and improve your productivity?
Are the goals and tasks are clearly defined for increasing productivity?
Which factor motivates you the most?
Do you think your organization provides you with enough psychological satisfaction?
Does the top management involve employees in the management decisions for their satisfaction?
Does the job security is good enough emotionally?
Do you have access to stress management or stress reduction programs at your current workplace?
Does your job regularly require you to perform repetitive or forceful hand movements or involve awkward postures?
Please rate the overall physical effort at the job you usually do.
How fair is what you earn on your job compared to others doing the same work you do?
Do you feel in any way discriminated against on your job because of your race or ethnic origin?
What is the psychological state after COVID in the company or at work?

What is the psychological state after COVID in the company or at work?			
		Frequency	Percent
Missing	System	40	100.0

Can We Measure Quality of Life at Work?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	13	32.5	38.2	38.2
	No	7	17.5	20.6	58.8
	To some extent	14	35.0	41.2	100.0
	Total	34	85.0	100.0	
Missing	System	6	15.0		
Total		40	100.0		

Does the workload affect the psychological condition?					
		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	Yes	21	52.5	61.8	61.8
	No	13	32.5	38.2	100.0
	Total	34	85.0	100.0	
Missing	System	6	15.0		
Total		40	100.0		

Results of Questionnaire

	N	Mean	Median	Mode	Std. Dev	Min.	Max	Percentiles			
	Valid	Missing							25	50	75
QoL 1	0	41	2.0924	3.09	3.23	0.704	1.00	4.0	2.00	1.00	2.00
QoL 2	34	6	2.0294	2.0000	3.00	0.8040	1.00	3.0	1.00	2.00	3.0
QoL 3	34	4	1.3824	1.0000	1.00	0.7932	1.00	2.0	1.00	1.00	2.0
QoL 4	32	8	2.8125	3.0000	2.00	1.254	1.00	5.0	2.00	3.00	4.0
QoL 5	34	4	2.1765	2.0000	2.00	0.8966	1.00	4.0	2.00	2.00	2.2
QoL 6	34	7	1.3235	1.0000	1.00	0.3748	1.00	2.0	1.00	1.00	2.0

QoL 7	34	4	1.4706	1.0000	1.0 0	0.4066	1.0 0	2.0	1.0 0	1.00	2.0
QoL 8	34	8	1.5000	1.0000	1.0 0	1.627	1.0 0	1.1	1.0 0	1.00	1.2
QoL 9	34	5	2.2647	1.5000	1.0 0	1.743	1.0 0	5.0	1.0 0	1.50	4.0
QoL 10	34	7	1.5588	2.0000	2.0 0	0.6039	1.0 0	2.0	1.0 0	2.00	2.0
QoL 11	34	5	1.5588	2.0000	2.0 0	0.6039	1.0 0	2.0	1.0 0	2.00	2.0
QoL 12	34	8	1.7059	2.0000	2.0 0	0.7755	1.0 0	3.0	1.0 0	2.00	2.0
QoL 13	34	5	1.5294	2.0000	2.0 0	0.8066	1.0 0	2.0	1.0 0	2.00	2.0
QoL 15	34	7	1.5294	2.0000	2.0 0	0.9066	1.0 0	2.0	1.0 0	2.00	2.0
QoL 16	26	12	2.7692	3.0000	3.0 0	1.410	1.0 0	5.0	2.0 0	3.00	3.0
QoL 17	34	16	2.1471	2.0000	2.0 0	0.6439	1.0 0	3.0	2.0 0	2.00	3.0
QoL 18	34	14	1.5588	2.0000	2.0 0	0.9039	1.0 0	2.0	1.0 0	2.00	2.0

HR departments' follow-up is disturbed after Covid resolved their difficulties					
		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	agree	40	15.0	18.8	18.8
	disagree	18	22.5	28.1	46.9
	No negatively worded	31	17.5	21.9	68.8
	neutral	10	12.5	15.6	84.4
	5.00	5	12.5	15.6	100.0
	Total	32	80.0	100.0	
Missing	System	8	20.0		
Total		40	100.0		

Do you think there is a good working environment regarding your psychological condition?					
		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	Always	5	12.5	14.7	14.7

	Often	21	52.5	61.8	76.5
	Rarely	5	12.5	14.7	91.2
	Never	3	7.5	8.8	100.0
	Total	34	85.0	100.0	
Missing	System	6	15.0		
Total		40	100.0		

Does the company take care of the employees working the night shift?					
		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	Yes	23	57.5	67.6	67.6
	No	11	27.5	32.4	100.0
	Total	34	85.0	100.0	
Missing	System	6	15.0		
Total		40	100.0		

Does working in the organization give you a feeling of security and improve your productivity?					
		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	Yes	18	45.0	52.9	52.9
	No	16	40.0	47.1	100.0
	Total	34	85.0	100.0	
Missing	System	6	15.0		
Total		40	100.0		

Do the goals and tasks are clearly defined for increasing productivity?					
		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	Yes	26	65.0	76.5	76.5
	No	7	17.5	20.6	97.1
	11.00	1	2.5	2.9	100.0
	Total	34	85.0	100.0	
Missing	System	6	15.0		
Total		40	100.0		

Which factor motivates you the most?					
		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	Salary Increase	17	42.5	50.0	50.0
	Promotion	5	12.5	14.7	64.7
	Leave	3	7.5	8.8	73.5
	Motivational Talk	4	10.0	11.8	85.3
	Reward	5	12.5	14.7	100.0
	Total	34	85.0	100.0	
Missin g	System	6	15.0		
Total		40	100.0		

Do you think your organization provides you with enough psychological satisfaction?					
		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	Yes	15	37.5	44.1	44.1

	No	19	47.5	55.9	100.0
	Total	34	85.0	100.0	
Missing	System	6	15.0		
Total		40	100.0		

Does the top management involve employees in the management decisions for their satisfaction?					
		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	Yes	15	37.5	44.1	44.1
	No	19	47.5	55.9	100.0
	Total	34	85.0	100.0	
Missing	System	6	15.0		
Total		40	100.0		

Does the job security is good enough emotionally?					
		Frequenc y	Percent	Valid Percent	Cumulative Percent

Valid	very true	14	35.0	41.2	41.2
	somewhat true	16	40.0	47.1	88.2
	not very true	4	10.0	11.8	100.0
	Total	34	85.0	100.0	
Missing	System	6	15.0		
Total		40	100.0		

Do you have access to stress management or stress reduction programs at your current workplace?					
		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	Yes	16	40.0	47.1	47.1
	No	18	45.0	52.9	100.0
	Total	34	85.0	100.0	
Missing	System	6	15.0		
Total		40	100.0		

Does your job regularly require you to perform repetitive or forceful hand movements or involve awkward postures?

		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	Yes	16	40.0	47.1	47.1
	No	18	45.0	52.9	100.0
	Total	34	85.0	100.0	
Missing	System	6	15.0		
Total		40	100.0		

Please rate the overall physical effort at the job you usually do.

		Frequency	Percent t	Valid Percent	Cumulative Percent
Valid	Hard	4	10.0	15.4	15.4
	Very Hard	6	15.0	23.1	38.5
	Somewhat Hard	12	30.0	46.2	84.6
	Very Light	4	10.0	15.4	100.0
	Total	26	65.0	100.0	

Missing	System	14	35.0		
Total		40	100.0		

How fair is what you earn on your job compared to others doing the same work you do?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Much less than you deserve	7	17.5	20.6	20.6
	somewhat less than you deserve	15	37.5	44.1	64.7
	about as much as you deserve	12	30.0	35.3	100.0
	Total	34	85.0	100.0	
Missing	System	6	15.0		
Total		40	100.0		

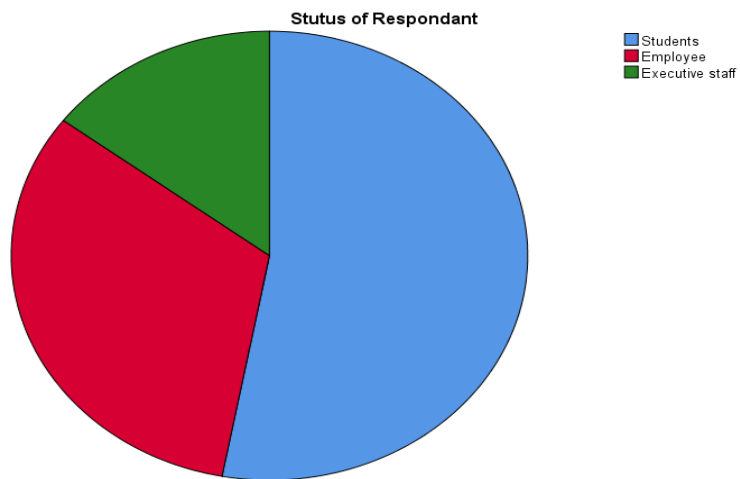
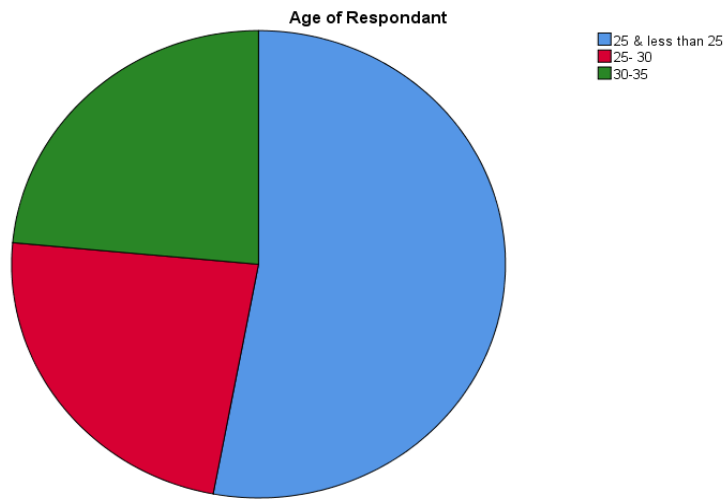
Do you feel in any way discriminated against on your job because of your race or ethnic origin?

		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	Yes	15	37.5	44.1	44.1
	No	19	47.5	55.9	100.0
	Total	34	85.0	100.0	
Missing	System	6	15.0		
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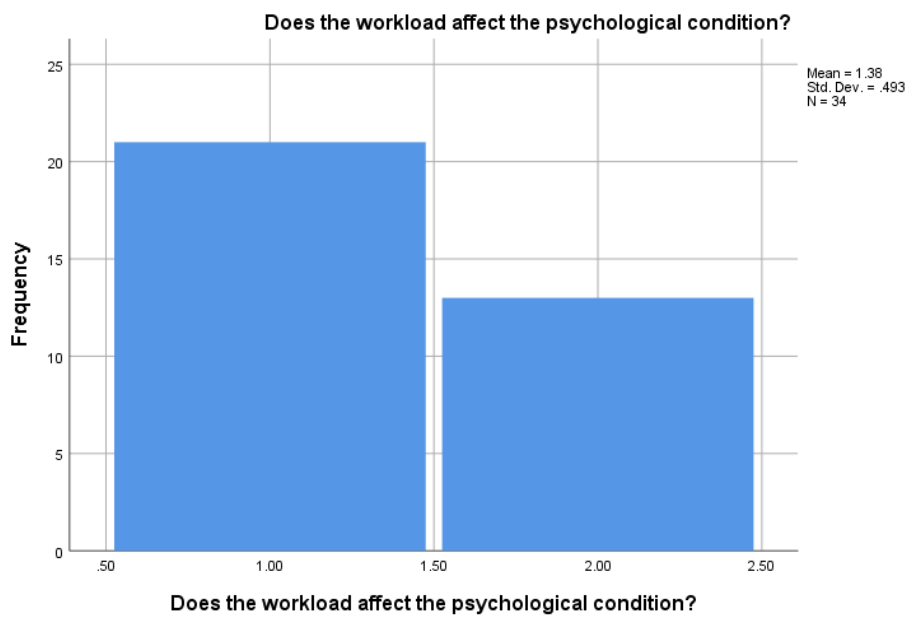
What is the psychological state after COVID in the company or at work?

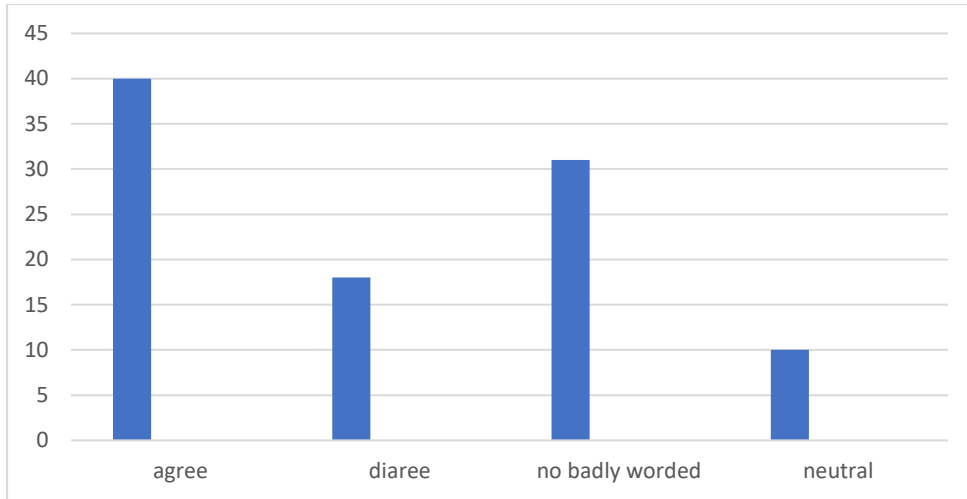
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Appendix B

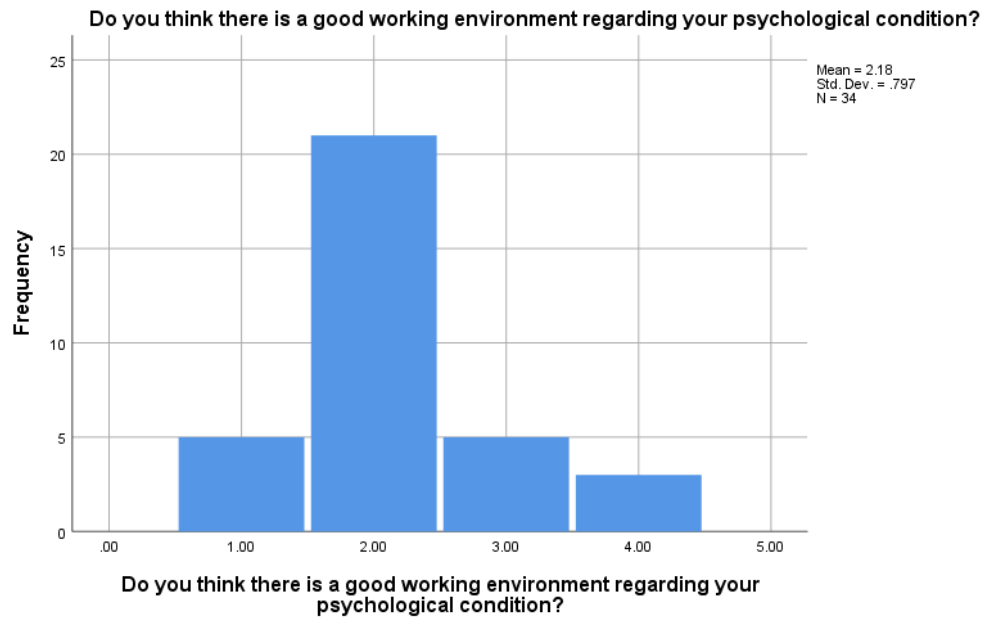


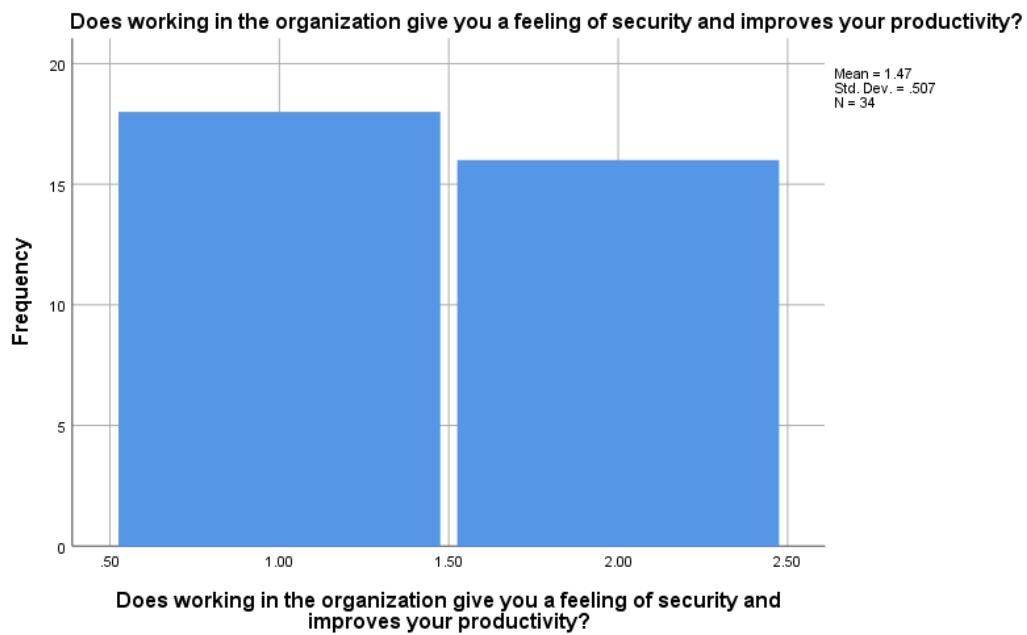
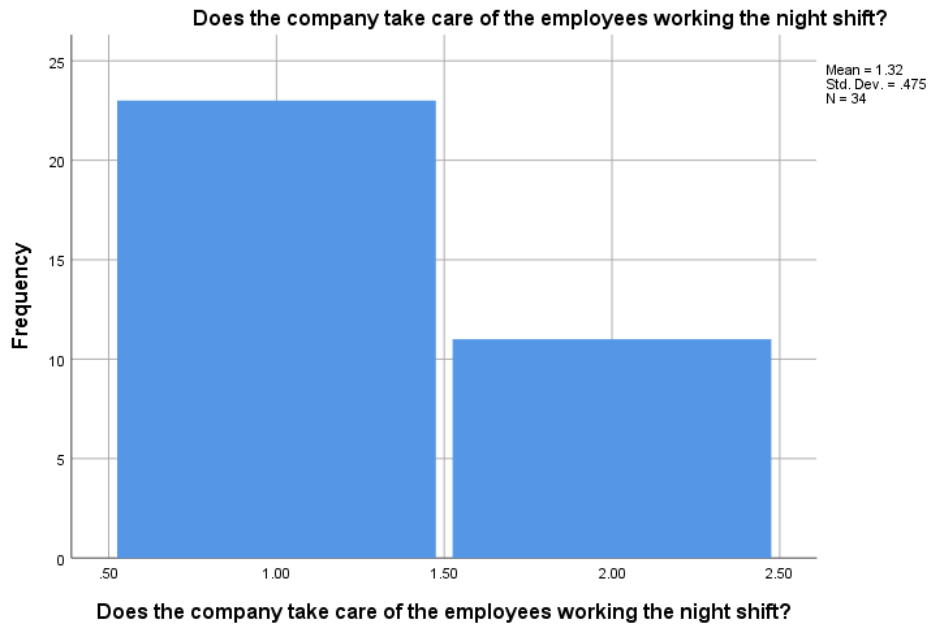
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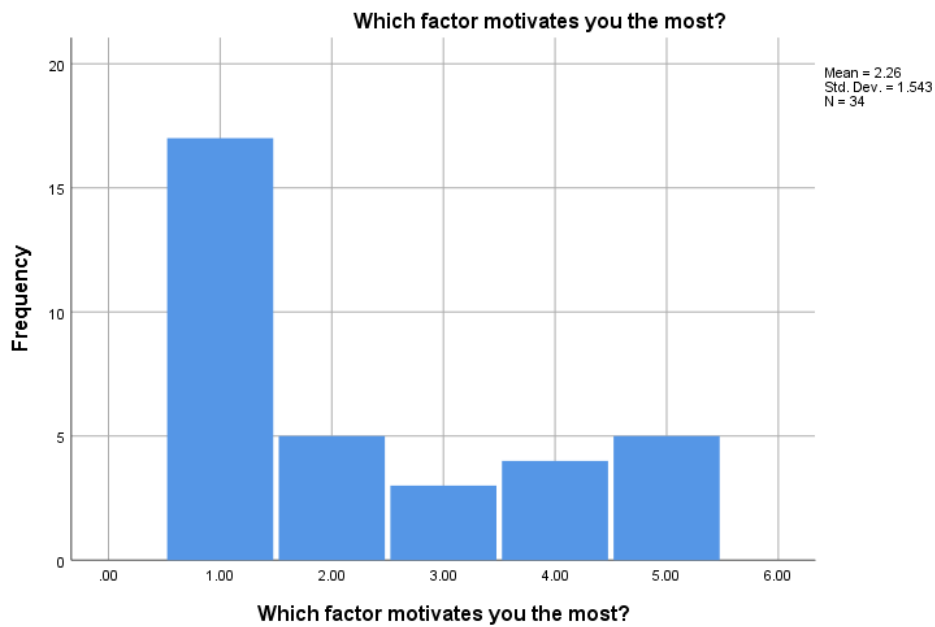
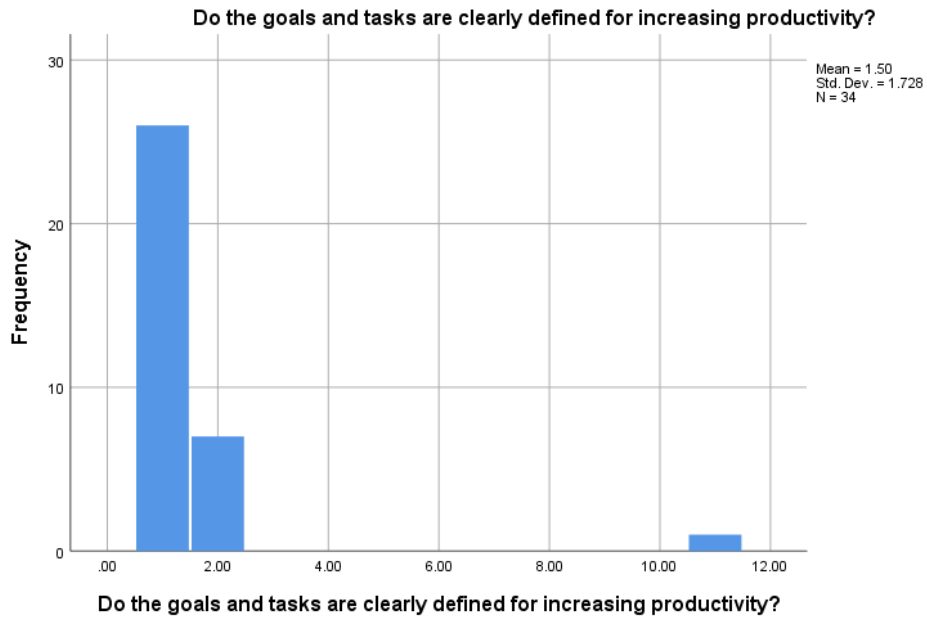


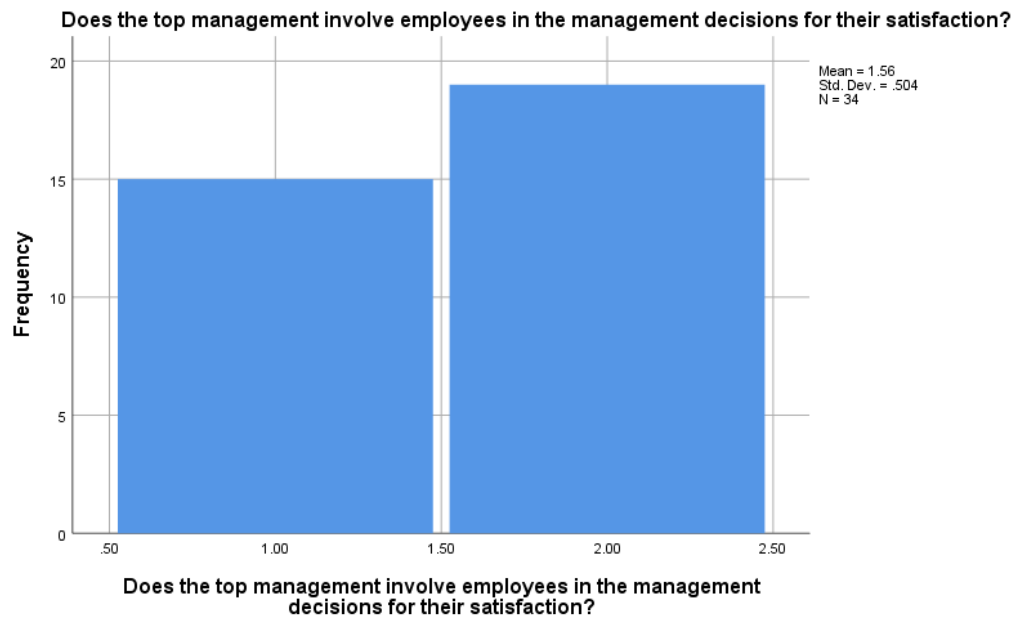
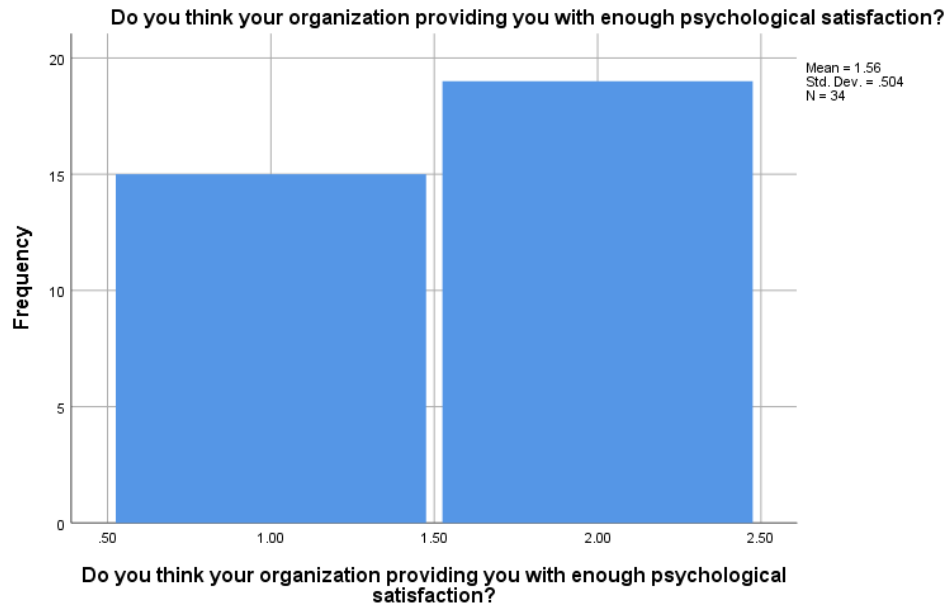


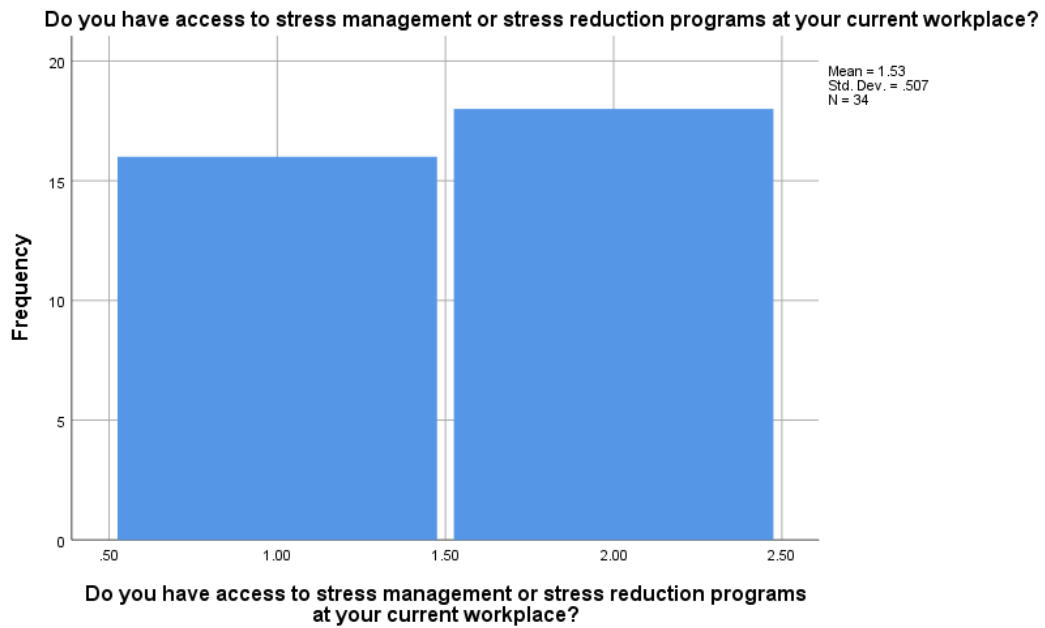
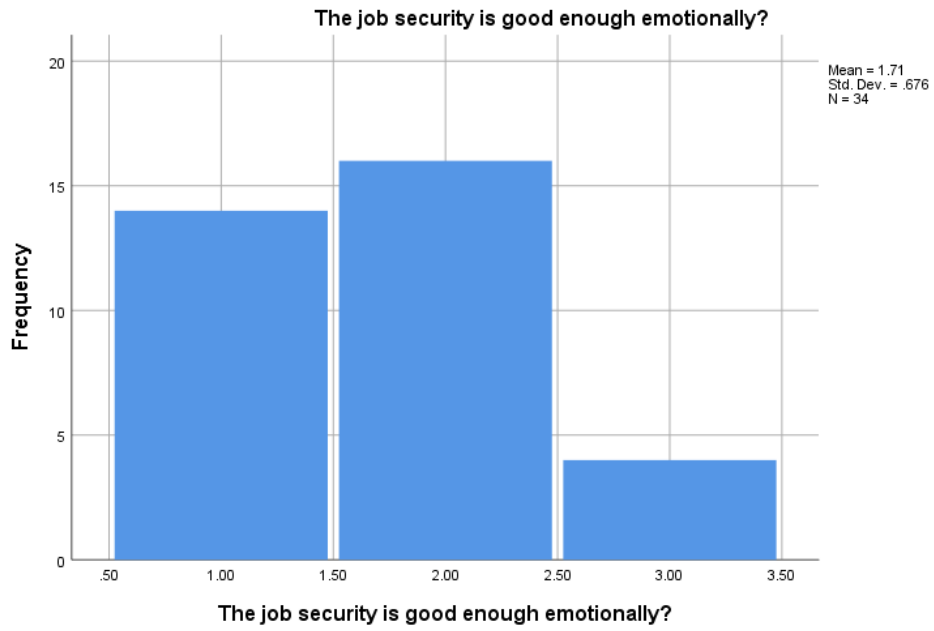
HR departments' that follow-up is disturbed after Covid resolving their difficulties



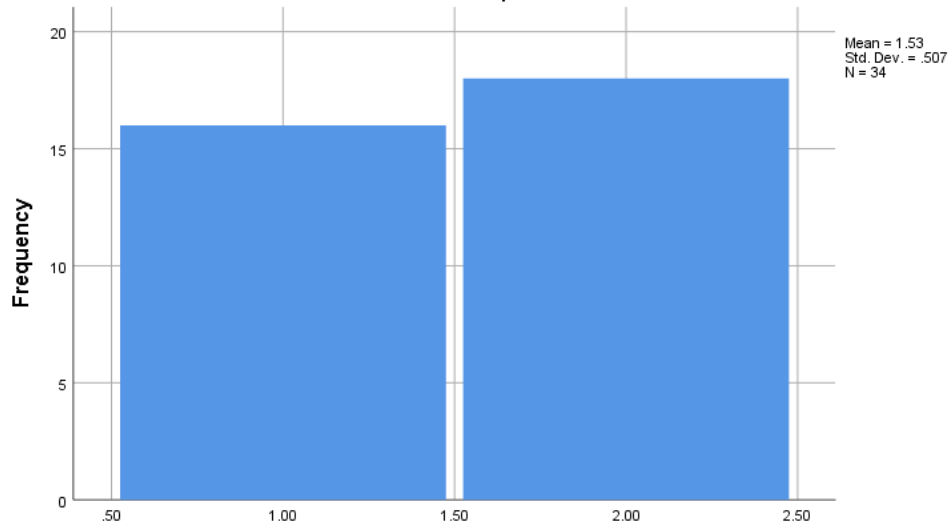






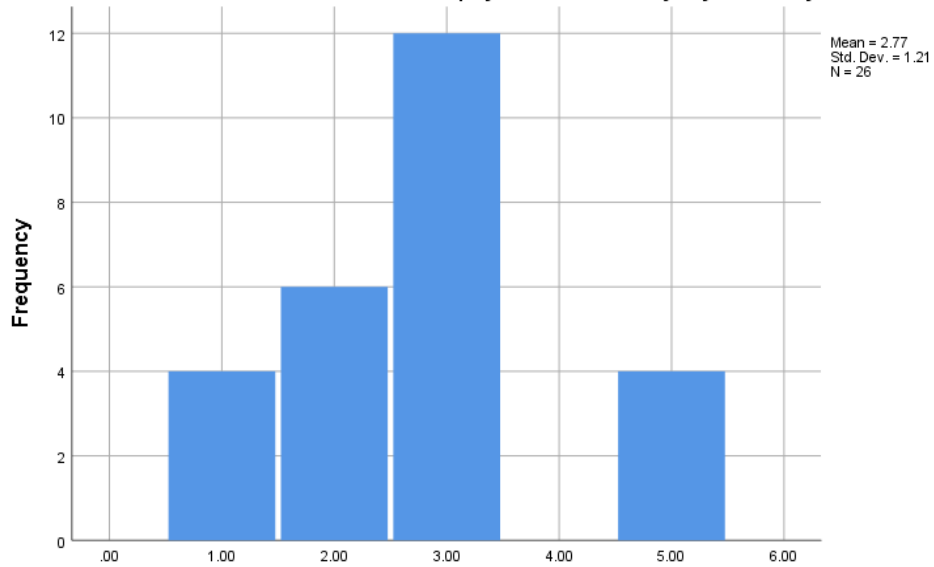


Does your job regularly require you to perform repetitive or forceful hand movements or involve awkward postures?



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Please rate the overall physical effort at the job you usually do.



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