

Ireland
ISSP 1989 – Work Orientations I
Questionnaire

We have been commissioned to carry out a study of people's feelings and opinions about a variety of important issues. The study is being conducted in a number of other countries and the objective is to see how people's values and opinions vary across the different countries. The interview will take about an hour to complete and I would be very grateful if you could spare me this much time. All the information that you give will be treated in the strictest confidence and only aggregated results will be published. We very much hope that you will be able to co-operate since we are interviewing only a sample of the population and your views will represent those of many people we will not be able to interview.

Interviewer's Name: _____

Area Code

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Resp. Code

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Inter. No.

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B

We would now like to ask you some questions about your attitudes and preferences in regard to work.

16. Suppose you could change the way you spend your time, spending more time on some things and less time on others.

Which of the things on the following list would you like to spend more time on, which would you like to spend less time on and which would you like to spend the same amount of time on as now?

PLEASE TICK ONE BOX ON EACH LINE

	Much more time	A bit more time	Same time as now	A bit less time	Much less time	Can't choose/ Doesn't apply	
a. Time in a paid job?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	S16.1
b. Time doing household work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	S16.2
c. Time with your family?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	S16.3
d. Time with your friends?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	S16.4
e. Time in leisure activities?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	S16.5
f. Time to relax?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	S16.6

17. Please tick one box for each statement below to show how much you agree or disagree with it, thinking of work in general.

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither Agree nor disagree	Disagree	Strongly Disagree	Can't choose	
a. A job is just a way of earning money - no more.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	S17.1
b. I would enjoy having a paid job even if I did not need the money.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	S17.2
c. Work is a person's most important activity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	S17.3

Please continue ...

18. Are you the person responsible for doing the general domestic duties - like cleaning, cooking, washing and so on - in your household?

PLEASE TICK ONE BOX ONLY

(✓)

Yes, I am **mainly** responsible

☐ 1

Yes, I am **equally** responsible with someone else

☐ 2

No, someone else is **mainly** responsible

☐ 3

19. Think of two people doing the same kind of work. What do you personally think should be important in deciding how much to pay them?

Looking at the things below, please write '1' in the box next to the thing you think should be most important.

Then write '2' next to the thing you think should be next most important. And '3' next to the thing you think should be third most important. Leave the other boxes blank.

Write 1,2 and 3
in **THREE** boxes:
leave the other
boxes blank

In deciding on pay for two people doing the same
kind of work how important should be ...

... how long the employee has been with the firm?

☐

... how well the employee does the job?

☐

... the experience of the employee in doing the work?

☐

... the standard rate - giving both employees the same pay?

☐

... the age of the employee?

☐

... the sex of the employee?

☐

... the employee's family responsibilities?

☐

... the employee's education and formal qualifications?

☐

OR TICK:

Can't choose

☐ 4

Please continue ...

20. How much do you agree or disagree with these two statements?

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose	
a. There will always be conflict between management and workers because they are really on opposite sides.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S20.1
b. Workers need strong trade unions to protect their interests.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S20.2

21. From the following list, please tick one box for each item to show how important you personally think it is in a job.

PLEASE TICK ONE BOX ON EACH LINE

	Very important	Important	Neither important nor unimportant	Not important	Not important at all	Can't choose	
How important is ...							
a. ... job security?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S21.1
b. ... high income?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S21.2
c. ... good opportunities for advancement?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S21.3
d. ... a job that leaves a lot of leisure time?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S21.4
e. ... an interesting job?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S21.5
f. ... a job that allows someone to work independently?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S21.6
g. ... a job that allows someone to help other people?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S21.7
h. ... a job that is useful to society?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S21.8
i. ... a job with flexible working hours?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S21.9

Please continue ...

22. Suppose you were unemployed and couldn't find a job. Which of the following problems do you think would be the worst?

Please write '1' in the box next to the worst thing.
Then write '2' beside the next worst thing.
And '3' beside the third worst thing.
Leave the other boxes blank.

Write 1, 2 and 3
in THREE boxes:
leave the other
boxes blank

Lack of contact with people at work ☐

Not enough money ☐

Loss of self-confidence ☐

Loss of respect from friends and acquaintances ☐

Family tensions ☐

Loss of job experience ☐

Not knowing how to fill one's time ☐

OR TICK:

Can't choose ☐

23. Suppose you were working and could choose between different kinds of jobs.
Which of the following would you personally choose?

PLEASE TICK ONE BOX ONLY

I would choose ...

a.

... being an employee ☐

... being self-employed ☐

Can't choose ☐

PLEASE TICK ONE BOX ONLY

I would choose ...

b.

... working in a small firm ☐

... working in a large firm ☐

Can't choose ☐

Please continue ...

23. (cont'd)

And which of the following would you personally choose?

PLEASE TICK ONE BOX ONLY

I would choose ...

- c. ... working in a manufacturing industry ☐ ^(✓)₁
- ... working in an office, in sales or in service ☐ ₂
- Can't choose ☐ ₈

S23.3

PLEASE TICK ONE BOX ONLY

I would choose ...

- d. ... working in a private business ☐ ^(✓)₁
- ... working for the government or civil service ☐ ₂
- Can't choose ☐ ₈

S23.4

24. On the whole, do you think it should be or should not be the government's responsibility to ...

PLEASE TICK ONE BOX ON EACH LINE

- | | Definitely
should
be | Probably
should
be | Probably
should
not be | Definitely
should
not be | Can't
choose |
|--|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. ... provide a job for everyone who wants one? | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₈ |
| b. ... provide a decent standard of living for the unemployed? | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₈ |

S24.1

S24.2

25. Do you usually work 10 hours or more a week for pay in your (main) job?

PLEASE TICK ONE BOX ONLY

- Yes, I usually work 10 hours or more a week in my (main) job ☐ ^(✓)₁ → GO TO Q.28, PAGE 22
- No, I usually work less than 10 hours a week in my (main) job ☐ ₂ } PLEASE ANSWER Q.26, PAGE 21
- No, I don't work for pay at the moment ☐ ₃ }

S25.1

Please continue ...

26. Would you like to have a paid job now?

PLEASE TICK ONE BOX ONLY

- Yes, I would like a full-time job now (30 hours or more per week) ☒ 1
- Yes, I would like a part-time job now (10-29 hours per week) ☐ 2
- Yes, I would like a job with less than 10 hours a week now ☐ 3
- No, I would not like to have a paid job now ☐ 4 → GO TO Q.37 PAGE 27
- PLEASE ANSWER Q.27 BELOW

S26.

27. If you were looking actively, how easy or difficult do you think it would be for you to find an acceptable job?

PLEASE TICK ONE BOX ONLY

- Very easy ☒ 1
- Fairly easy ☐ 2
- Neither easy nor difficult ☐ 3
- Fairly difficult ☐ 4
- Very difficult ☐ 5
- Can't choose ☐ 6
- PLEASE GO TO Q.37 PAGE 27

S27.

Please continue ...

B

PLEASE ANSWER Q.28 - Q.36
ABOUT YOUR MAIN JOB.

28. Which of the following statements best describes your feelings about your job?

PLEASE TICK ONE BOX ONLY

In my job ...

... I only work as hard as I have to

(✓)
☒ 1

... I work hard, but not so that it interferes with the rest of my life

☐ 2

... I make a point of doing the best work I can, even if it sometimes does interfere with the rest of my life

☐ 3

Can't choose

☐ 4

S28.1

29. Think of the number of hours you work, and the money you earn in your main job, including any regular overtime.

If you had only one of these three choices which of the following would you prefer?

PLEASE TICK ONE BOX ONLY

Work longer hours and earn more money

(✓)
☒ 1

Work the same number of hours and earn the same money

☐ 2

Work fewer hours and earn less money

☐ 3

Can't choose

☐ 4

S29.1

Please continue ...

30. Think of two people doing the same kind of work in your place of work. What do you personally think is important in deciding how much to pay them?

Looking at the things below, please write '1' in the box next to the thing you think is most important at your place of work.

Then write '2' next to the thing you think is next most important. And '3' next to the thing you think is third most important. Leave the other boxes blank.

Write 1, 2 and 3
in THREE boxes.
leave the other
boxes blank

At your workplace, in deciding on pay for two people doing the same kind of work, how important is

... how long the employee has been with the firm? ☐

S30

... how well the employee does the job? ☐

S30

... the experience of the employee in doing the work? ☐

S3

... the standard rate - giving both employees the same pay? ☐

S30

... the age of the employee? ☐

S3

... the sex of the employee? ☐

S3

... the employee's family responsibilities? ☐

S3

... the employer's education and formal qualifications? ☐

S3

OR TICK:

Can't choose ☐

S3

Please continue ...

31. For each of these statements about your (main) job, please tick one box to show how much you agree or disagree that it applies to your job.

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose	
a. My job is secure	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S31.1
b. My income is high	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S31.2
c. My opportunities for advancement are high	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S31.3
d. My job leaves a lot of leisure time	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S31.4
e. My job is interesting	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S31.5
f. I can work independently	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S31.6
g. In my job I can help other people	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S31.7
h. My job is useful to society	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S31.8
i. My job has flexible working hours	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S31.9

Please continue ...

32. Now some more questions about your working conditions.

Please tick one box for **each** item below to show
how often it applies to your work.

PLEASE TICK ONE BOX ON EACH LINE

	Always	Often	Sometimes	Hardly ever	Never	Can't choose	
How often ...							
a. ... do you come home from work exhausted?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S
b. ... do you have to do hard physical work?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S
c. ... do you find your work stressful?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S
d. ... are you bored at work?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S
e. ... do you work in dangerous conditions?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S
f. ... do you work in unhealthy conditions?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S
g. ... do you work in physically unpleasant conditions?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	S

33. And which of the following statements about
your work is **most** true?

PLEASE TICK ONE BOX ONLY

My job allows me to design or plan most of my daily work	<input type="checkbox"/> (✓)	S3
My job allows me to design or plan parts of my daily work	<input type="checkbox"/> 2	
My job does not really allow me to design or plan my daily work	<input type="checkbox"/> 3	

Please continue ...

34. If you lost your job for any reason, and were looking actively for another one, how easy or difficult do you think it would be for you to find an acceptable job?

PLEASE TICK ONE BOX ONLY

	(✓)
Very easy	<input type="checkbox"/> 1
Fairly easy	<input type="checkbox"/> 2
Neither easy nor difficult	<input type="checkbox"/> 3
Fairly difficult	<input type="checkbox"/> 4
Very difficult	<input type="checkbox"/> 5
Can't choose	<input type="checkbox"/> 6

S34.1

35. In general, how would you describe relations at your workplace ...

PLEASE TICK ONE BOX ON EACH LINE

	Very good	Quite good	Neither good nor bad	Quite bad	Very bad	Can't choose
a. ... between management and employees?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. ... between workmates/colleagues?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

S35.1

S35.2

36. How satisfied are you in your (main) job?

PLEASE TICK ONE BOX ONLY

	(✓)
Completely satisfied	<input type="checkbox"/> 1
Very satisfied	<input type="checkbox"/> 2
Fairly satisfied	<input type="checkbox"/> 3
Neither satisfied nor dissatisfied	<input type="checkbox"/> 4
Fairly dissatisfied	<input type="checkbox"/> 5
Very dissatisfied	<input type="checkbox"/> 6
Completely dissatisfied	<input type="checkbox"/> 7
Can't choose	<input type="checkbox"/> 8

S36.1