

Worker Survey: Psychosocial Risk Assessment Questionnaire



Please answer each statement based on your experiences at work over the past three months. All responses are confidential. For each item, select the option that best reflects your level of agreement or frequency.

Response Scale (for Likert items):

1 – Strongly Disagree | 2 – Disagree | 3 – Neutral | 4 – Agree
| 5 – Strongly Agree

Section A: Workload & Job Demands

1. I feel that the amount of work I am expected to complete is reasonable. (1 2 3 4 5)
2. I have sufficient time and resources to meet my job requirements. (1 2 3 4 5)
3. I often have to work at an intense pace without adequate breaks. (1 2 3 4 5)
4. My job makes conflicting demands on my time and attention. (1 2 3 4 5)
5. I frequently feel rushed or pressured to meet unrealistic deadlines. (1 2 3 4 5)

Section B: Control & Autonomy

6. I have control over how I organize my work tasks and schedule. (1 2 3 4 5)

- 7. I am able to make decisions that affect my day-to-day activities. (1 2 3 4 5)
- 8. I rarely feel micromanaged by my supervisor. (1 2 3 4 5)
- 9. I have opportunities to use my skills and abilities fully in my role. (1 2 3 4 5)
- 10. I feel empowered to suggest changes to improve how things get done. (1 2 3 4 5)

Section C: Support & Relationships

- 11. My immediate supervisor listens to and addresses my work-related concerns. (1 2 3 4 5)
- 12. I receive adequate emotional support from coworkers when work is stressful. (1 2 3 4 5)
- 13. Teamwork and cooperation are encouraged and practiced on my team. (1 2 3 4 5)
- 14. I feel comfortable reporting any bullying or harassment incidents. (1 2 3 4 5)
- 15. There is mutual respect among employees at all levels. (1 2 3 4 5)

Section D: Role Clarity & Expectations

- 16. My job duties and responsibilities are clearly defined. (1 2 3 4 5)
- 17. I understand how my work contributes to the organization's goals. (1 2 3 4 5)
- 18. I have received adequate training to perform my role effectively. (1 2 3 4 5)
- 19. I know to whom I should report if I have questions about my role. (1 2 3 4 5)
- 20. My performance objectives are realistic and achievable. (1 2 3 4 5)

Section E: Organizational Change & Job

Security

- 21. Recent changes in the organization have been communicated clearly. (1 2 3 4 5)
- 22. I worry about losing my job or being reassigned without notice. (1 2 3 4 5)
- 23. Management supports employees during times of change. (1 2 3 4 5)
- 24. I feel uncertain about the future direction of my department. (1 2 3 4 5)
- 25. My feedback on proposed changes is taken into account. (1 2 3 4 5)

Section F: Work–Life Balance

- 26. I am able to disconnect from work when I am not on duty. (1 2 3 4 5)
- 27. My work schedule allows me to meet personal or family responsibilities. (1 2 3 4 5)
- 28. I often feel mentally or physically exhausted after my workday. (1 2 3 4 5)
- 29. I have enough time off to recover between work shifts. (1 2 3 4 5)
- 30. I feel that work demands interfere with my personal life. (1 2 3 4 5)

Section G: Work Environment & Resources

- 31. I have access to the tools and equipment needed to do my job safely. (1 2 3 4 5)
- 32. My physical work environment (lighting, noise, temperature) is comfortable. (1 2 3 4 5)
- 33. I receive timely information about safety hazards and precautions. (1 2 3 4 5)
- 34. There are clear procedures for reporting safety concerns. (1 2 3 4 5)
- 35. I feel that management takes corrective actions promptly

when hazards are reported. (1 2 3 4 5)

Section H: Open-Ended Questions

36. What aspects of your job cause you the most stress or anxiety?

37. Can you describe any recent situation where you felt unsupported or overwhelmed?

38. What improvements would you suggest to reduce stressors in your work area?

39. Are there any barriers (e.g., lack of resources, unclear processes) that affect your well-being?

40. Please share any additional comments or concerns related to your mental health at work.