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<p><b>Task Characteristics</b> <i>Autonomy</i></p> <p><i>Work Scheduling Autonomy</i></p> <ol style="list-style-type: none"> <li>1. The job allows me to make my own decisions about how to schedule my work.a</li> <li>2. The job allows me to decide on the order in which things are done on the job.</li> <li>3. The job allows me to plan how I do my work.</li> </ol> <p><i>Decision-Making Autonomy</i></p> <ol style="list-style-type: none"> <li>1. The job gives me a chance to use my personal initiative or judgment in carrying out the work.c</li> <li>2. The job allows me to make a lot of decisions on my own.d</li> <li>3. The job provides me with significant autonomy in making decisions.</li> </ol> <p><i>Work Methods Autonomy</i></p> <ol style="list-style-type: none"> <li>1. The job allows me to make decisions about what methods I use to complete my work.a</li> <li>2. The job gives me considerable opportunity for independence and freedom in how I do the work.c</li> <li>3. The job allows me to decide on my own how to go about doing my work.</li> </ol> <p><i>Task Variety</i></p> <ol style="list-style-type: none"> <li>1. The job involves a great deal of task variety.</li> <li>2. The job involves doing a number of different things.f</li> <li>3. The job requires the performance of a wide range of tasks.</li> <li>4. The job involves performing a variety of tasks.</li> </ol> <p><i>Task Significance</i></p> <ol style="list-style-type: none"> <li>1. The results of my work are likely to significantly affect the lives of other people.b</li> <li>2. The job itself is very significant and important in the broader scheme of things.b</li> <li>3. The job has a large impact on people outside the organization.</li> <li>4. The work performed on the job has a significant impact on people outside the organization.</li> </ol>	<p><b>Karakter tugas</b> <i>Mandiri</i></p> <p><i>Mandiri membuat jadwal kerja</i></p> <ol style="list-style-type: none"> <li>1. Pekerjaan tersebut memberi keleluasaan untuk saya membuat keputusan mengenai jadwal kerja</li> <li>2. Pekerjaan tersebut memberi keleluasaan untuk saya membuat urutan penyelesaian pekerjaan.</li> <li>3. Pekerjaan tersebut memberi keleluasaan untuk saya merencanakan pengerjaan.</li> </ol> <p><i>Mandiri membuat keputusan</i></p> <ol style="list-style-type: none"> <li>1. Pekerjaan tersebut memberi kesempatan untuk saya menggunakan inisiatif dan penilaian saya pribadi dalam pengerjaannya.</li> <li>2. Pekerjaan tersebut memberi keleluasaan untuk saya membuat banyak keputusan sendiri.</li> <li>3. Pekerjaan tersebut memberi keleluasaan penuh sehingga saya bisa secara mandiri mengambil keputusan.</li> </ol> <p><i>Metode kerja mandiri</i></p> <ol style="list-style-type: none"> <li>1. Pekerjaan tersebut memberi keleluasaan untuk saya membuat keputusan mengenai metode yang saya gunakan dalam penyelesaiannya.</li> <li>2. Pekerjaan tersebut memberi kesempatan yang cukup untuk kemandirian dan kebebasan dalam pengerjaannya.</li> <li>3. Pekerjaan tersebut memberi keleluasaan untuk saya memutuskan sendiri bagaimana mengerjakan pekerjaan tersebut.</li> </ol> <p><i>Keberagaman dalam tugas</i></p> <ol style="list-style-type: none"> <li>1. Pekerjaan tersebut memiliki rupa-rupa tugas.</li> <li>2. Pekerjaan tersebut ditujukan untuk mengerjakan banyak hal yang berbeda</li> <li>3. Pekerjaan tersebut mengharuskan pengerjaan dalam rupa-rupa tugas.</li> <li>4. Pekerjaan tersebut melibatkan pengerjaan berbagai macam pekerjaan.</li> </ol> <p><i>Tingkat kepentingan Tugas</i></p>	<p>The characteristics of the Work <i>Autonomy</i></p> <p>The autonomy of the schedule work</p> <ol style="list-style-type: none"> <li>1. This job allows me to make my decisions personally in the matter schedule the work</li> <li>2. This job allows me to decide what work that is carried out in this work.</li> <li>3. This job allows me to plan how I will do my work</li> </ol> <p>The autonomy of the decision maker</p> <ol style="list-style-type: none"> <li>1. This job give me the opportunity to use the initiative or my personal opinion in resolve the task</li> <li>2. This job allow me to make many decisions by myself</li> <li>3. This job give me the autonomy that is significant in the making of decisions</li> </ol> <p>The autonomy of the work method</p> <ol style="list-style-type: none"> <li>1. This job allows me to make decisions concerning whether methods that are used by me to complete the work</li> <li>2. This job give me the opportunity that many to un independence and the freedom in how I do this work</li> <li>3. This job allows me to break to myself how I do my work</li> </ol> <p>The kind of task</p> <ol style="list-style-type: none"> <li>1. This job includes many kind of task</li> <li>2. This job includes the execution of several difference matters</li> <li>3. This job requires the performance from various tasks</li> <li>4. This job includes the completing of various task</li> </ol> <p>The meaning task</p> <ol style="list-style-type: none"> <li>1. Results of my work of having the influence that is significant for the life of the other person</li> <li>2. This job personally meant so much and very important in the matter that more wide</li> <li>3. This job has the impact that was big to the person outside organization</li> <li>4. The job that is produced in this work of having the impact that was significant to the person outside from the organization</li> </ol>

<p><i>Task Identity</i></p> <ol style="list-style-type: none"> <li>1. The job involves completing a piece of work that has an obvious beginning and end.b</li> <li>2. The job is arranged so that I can do an entire piece of work from beginning to end.b</li> <li>3. The job provides me the chance to completely finish the pieces of work I begin.b</li> <li>4. The job allows me to complete work I start.f</li> </ol> <p><i>Feedback From Job</i></p> <ol style="list-style-type: none"> <li>1. The work activities themselves provide direct and clear information about the effectiveness (e.g., quality and quantity) of my job performance.b</li> <li>2. The job itself provides feedback on my performance.</li> <li>3. The job itself provides me with information about my performance.</li> </ol> <p>Knowledge Characteristics</p> <p><i>Job Complexity</i></p> <ol style="list-style-type: none"> <li>1. The job requires that I only do one task or activity at a time (reverse scored).a</li> <li>2. The tasks on the job are simple and uncomplicated (reverse scored).</li> <li>3. The job comprises relatively uncomplicated tasks (reverse scored).</li> <li>4. The job involves performing relatively simple tasks (reverse scored).</li> </ol> <p><i>Information Processing</i></p> <ol style="list-style-type: none"> <li>1. The job requires me to monitor a great deal of information.</li> <li>2. The job requires that I engage in a large amount of thinking.</li> <li>3. The job requires me to keep track of more than one thing at a time.</li> <li>4. The job requires me to analyze a lot of information.</li> </ol> <p><i>Problem Solving</i></p> <ol style="list-style-type: none"> <li>1. The job involves solving problems that have no obvious correct answer.g</li> <li>2. The job requires me to be creative.</li> <li>3. The job often involves dealing with problems that I have not met before.g</li> <li>4. The job requires unique ideas or solutions to problems.</li> </ol> <p><i>Skill Variety</i></p> <ol style="list-style-type: none"> <li>1. The job requires a variety of skills.a</li> <li>2. The job requires me to utilize a variety of different skills in order to complete the work.</li> <li>3. The job requires me to use a number of complex or high-level skills.b</li> </ol>	<ol style="list-style-type: none"> <li>5. Hasil dari pekerjaan saya akan sangat mempengaruhi kehidupan orang lain</li> <li>6. Pekerjaan itu sendiri sangat berarti dan penting jika dibandingkan dengan hal-hal yang lain.</li> <li>7. Pekerjaan tersebut memiliki dampak yang besar pada orang-orang di luar organisasi</li> <li>8. <i>Pengerjaan tugas tersebut akan memiliki dampak yang besar bagi orang-orang di luar organisasi.</i></li> </ol> <p><i>Identifikasi Tugas</i></p> <ol style="list-style-type: none"> <li>9. Tugas tersebut menyertakan suatu pekerjaan yang memiliki awal dan akhir yang jelas</li> <li>10. Pekerjaan tersebut diatur sedemikian rupa sehingga sehingga saya bisa menyelesaikan pekerjaan secara tuntas dari awal sampai akhir.</li> <li>11. Pekerjaan tersebut memberikan saya kesempatan untuk menyelesaikan bagian pekerjaan yang telah saya mulai.</li> <li>12. Pekerjaan tersebut membuat saya dapat menyelesaikan pekerjaan yang telah saya awali.</li> </ol> <p><i>Masukan dari pekerjaan</i></p> <ol style="list-style-type: none"> <li>13. Aktifitas-aktifitas yang dilakukan dalam pekerjaan itu sendiri menyertakan informasi yang bersifat langsung dan jelas mengenai keefektifan kinerja saya (misalnya: secara kualitas maupun kuantitas)</li> <li>14. pekerjaan tersebut memberikan masukan untuk kinerja saya</li> <li>15. Pekerjaan itu sendiri memberikan informasi mengenai kinerja saya.</li> </ol> <p>Karakteristik pengetahuan</p> <p><i>Kerumitan Pekerjaan</i></p> <ol style="list-style-type: none"> <li>16. Pekerjaan tersebut membuat saya hanya melakukan satu tugas atau kegiatan dalam satu periode</li> <li>17. Tugas pada pekerjaan tersebut sederhana dan tidak rumit</li> <li>18. Pekerjaan tersebut termasuk juga tugas-tugas yang belum terselesaikan</li> <li>19. Pekerjaan melibatkan pengerjaan tugas yang relative sederhana</li> </ol>	<p>The identity of task</p> <ol style="list-style-type: none"> <li>1. This job including the resolution of the work part that has clear first and last</li> <li>2. This job is designed so as I could do all part of the work from the beginning through to the last</li> <li>3. This job give the opportunity for me to complete all the work part that I begin</li> <li>4. This job allows me to complete the work that I begin</li> </ol> <p>Feedback of work</p> <ol style="list-style-type: none"> <li>1. The activity of the work personally gave the directive and information that were clear about the effectiveness (for example the quality and the quantity) from the achievement of my work</li> <li>2. The job personally give feedback in the my performance</li> <li>3. The job personally give information about my performance</li> </ol> <p>Characteristically knowledge</p> <p>The diversity of the job</p> <ol style="list-style-type: none"> <li>1. This job requires that I only do one task or one activity to one time</li> <li>2. The job in this work is simple and not complicated</li> <li>3. This job reduces relative the task that not complicated</li> <li>4. This job includes the relatively simple task resolution</li> </ol> <p>Process information</p> <ol style="list-style-type: none"> <li>1. This job requires to monitor many information</li> <li>2. This job requires that I united many thinks</li> <li>3. This job requires guarded one or more, in same time</li> <li>4. This job requires to analyze various information</li> </ol> <p>Problem solving</p> <ol style="list-style-type: none"> <li>76. This job includes problems solving that not have clear it answers</li> <li>77. This job requires me to be creative</li> <li>78. This job often maka agreement to the problems that I've never meet before</li> <li>79. This job requires me the unique ideas or problems solving</li> </ol> <p>Skill variety</p> <ol style="list-style-type: none"> <li>1. This job requires variety of skill</li> </ol>
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<p>4. The job requires the use of a number of skills.</p> <p><i>Specialization</i></p> <ol style="list-style-type: none"> <li>The job is highly specialized in terms of purpose, tasks, or activities.a</li> <li>The tools, procedures, materials, and so forth used on this job are highly specialized in terms of purpose.a</li> <li>The job requires very specialized knowledge and skills.</li> <li>The job requires a depth of knowledge and expertise.</li> </ol> <p>Social Characteristics</p> <p><i>Social Support</i></p> <ol style="list-style-type: none"> <li>I have the opportunity to develop close friendships in my job.f</li> <li>I have the chance in my job to get to know other people.f</li> <li>I have the opportunity to meet with others in my work.f</li> <li>My supervisor is concerned about the welfare of the people that work for him/her.d</li> <li>People I work with take a personal interest in me.d</li> <li>People I work with are friendly.d</li> </ol> <p><i>Interdependence</i></p> <p><i>Initiated Interdependence</i></p> <ol style="list-style-type: none"> <li>The job requires me to accomplish my job before others complete their job.</li> <li>Other jobs depend directly on my job.e</li> <li>Unless my job gets done, other jobs cannot be completed.e</li> </ol> <p><i>Received Interdependence</i></p> <ol style="list-style-type: none"> <li>The job activities are greatly affected by the work of other people.e</li> <li>The job depends on the work of many different people for its completion.e</li> <li>My job cannot be done unless others do their work.e</li> </ol> <p><i>Interaction Outside Organization</i></p> <ol style="list-style-type: none"> <li>The job requires spending a great deal of time with people outside my organization.</li> <li>The job involves interaction with people who are not members of my organization.</li> <li>On the job, I frequently communicate with people who do not work for the same organization as I do.</li> <li>The job involves a great deal of interaction with people outside my organization.</li> </ol>	<p><i>Pengolahan Informasi</i></p> <ol style="list-style-type: none"> <li>pekerjaan tersebut mewajibkan saya untuk melihat banyak informasi.</li> <li>Pekerjaan tersebut mengharuskan saya banyak berfikir.</li> <li>Pekerjaan tersebut mewajibkan saya untuk mencatat banyak hal pada saat yang sama.</li> <li><i>Pekerjaan mewajibkan saya untuk menganalisa informasi.</i></li> </ol> <p><i>Penyelesaian masalah</i></p> <ol style="list-style-type: none"> <li>Pekerjaan melibatkan aktivitas penyelesaian masalah, dimana tidak ada jawaban yang nyata-nyata benar.</li> <li>Pekerjaan tersebut mengharuskan saya untk kreatif.</li> <li>Seringkali pekerjaan akan menyebabkan saya terlibat dengan persoalan yang saya belum pernah hadapi sebelumnya.</li> <li><i>Pekerjaan membutuhkan ide-ide unik dalam penyelesaiannya</i></li> </ol> <p><i>Keragaman keahlian</i></p> <ol style="list-style-type: none"> <li>Pekerjaan membutuhkan beragam keahlian</li> <li>Pekerjaan mengharuskan saya untuk memiliki beragam keahlian untuk dapat menyelesaikan pekerjaan.</li> <li>Pekerjaan mengharuskan saya untuk memiliki banyak keahlian yang kompleks ataupun dalam level yang tinggi.</li> <li>Pekerjaan membutuhkan banyak keahlian.</li> </ol> <p><i>Spesialisasi</i></p> <ol style="list-style-type: none"> <li>Pekerjaan dipilah secara terperinci dalam tujuan, tugas maupun aktifitas.</li> <li>Alat-alat, prosedur, bahan dan hal lain yang digunakan dalam pekerjaan ini telah melalui proses pemilahan/spesialisai yang ketat dalam penggunaannya.</li> <li>Pekerjaan membutuhkan pengetahuan dan keahlian tertentu.</li> <li>Pekerjaan membutuhkan pengetahuan dan keahlian yang mendalam</li> </ol>	<ol style="list-style-type: none"> <li>This job requires me to use variety of skill to finish the task</li> <li>This job requires me to use many comlex or high skill level</li> <li>This job requires me to use some of skill</li> </ol> <p><i>Specialization</i></p> <ol style="list-style-type: none"> <li>This job are very specialized in term of goal, task and activities</li> <li>The equipment, procedures, tools and the other things in this ob are very specialized in term of objectives</li> <li>This job requires specialized of knowledge and skill</li> <li>This job requires in depth of knowledge and expertise</li> </ol> <p>Social chracteristics</p> <p>Social support</p> <ol style="list-style-type: none"> <li>I have opportunities to develop close relationship on my job</li> <li>I have chance on my job to know other people</li> <li>I have opportunities to meet the other people on my job</li> <li>My supervisor concern to people walfare work for him</li> <li>People who work with me take personal interest on me</li> <li>People who work with me is very friendly</li> </ol> <p><i>Interdependency</i></p> <p><i>Interdependency support</i></p> <ol style="list-style-type: none"> <li>This job requires me to finished my work before the other do</li> <li>The other job dependent directly to my job</li> <li>If my job has not finished, the other job can not be finished</li> </ol> <p><i>Receive dependency</i></p> <ol style="list-style-type: none"> <li>This job activities are influenced much by other people's job</li> <li>This job dependent to other people different work in term of finishing</li> <li>My job can not be finished, if other people don't do their work</li> </ol> <p><i>External organization relationship</i></p> <ol style="list-style-type: none"> <li>This job requires any time opportunities with other people outside this organization</li> <li>This job includes relation with people who are not the member of this organization</li> <li>At work, I often communicate with other people who are not work to the same organization such as me</li> </ol>
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<p><i>Feedback From Others</i></p> <ol style="list-style-type: none"> <li>I receive a great deal of information from my manager and coworkers about my job performance.f</li> <li>Other people in the organization, such as managers and coworkers, provide information about the effectiveness (e.g., quality and quantity) of my job performance.a</li> <li>I receive feedback on my performance from other people in my organization (such as my manager or coworkers).</li> </ol> <p>Work Context</p> <p><i>Ergonomics</i></p> <ol style="list-style-type: none"> <li>The seating arrangements on the job are adequate (e.g., ample opportunities to sit, comfortable chairs, good postural support).a</li> <li>The work place allows for all size differences between people in terms of clearance, reach, eye height, leg room, etc.a</li> <li>The job involves excessive reaching (reverse scored).</li> </ol> <p><i>Physical Demands</i></p> <ol style="list-style-type: none"> <li>The job requires a great deal of muscular endurance.a</li> <li>The job requires a great deal of muscular strength.a</li> <li>The job requires a lot of physical effort.d</li> </ol> <p><i>Work Conditions</i></p> <ol style="list-style-type: none"> <li>The work place is free from excessive noise.</li> <li>The climate at the work place is comfortable in terms of temperature and humidity.</li> <li>The job has a low risk of accident.</li> <li>The job takes place in an environment free from health hazards (e.g., chemicals, fumes, etc.).</li> <li>The job occurs in a clean environment.</li> </ol> <p><i>Equipment Use</i></p> <ol style="list-style-type: none"> <li>The job involves the use of a variety of different equipment.</li> <li>The job involves the use of complex equipment or technology.</li> <li>A lot of time was required to learn the equipment used on the job.</li> </ol>	<p>Karakteristik social</p> <p><i>Dukungan sosial</i></p> <ol style="list-style-type: none"> <li>Saya memiliki kesempatan untuk mengembangkan persahabatan yang akrab dalam pekerjaan.</li> <li>Saya memiliki kesempatan mengenal orang lain dalam pekerjaan.</li> <li>Saya memiliki kesempatan untuk bertemu dengan orang lain dalam pekerjaan.</li> <li>Bos/pengawas saya peduli akan kesejahteraan bawahannya.</li> <li>Rekan sekerja akan mengambil keuntungan dari saya.</li> <li>Rekan sekerja sangat ramah.</li> </ol> <p><i>Ketergantungan</i></p> <p><i>Ketergantungan orang/pihak lain pada saya.</i></p> <ol style="list-style-type: none"> <li>Pekerjaan mengharuskan saya menyelesaikan saya menyelesaikan pekerjaan sebelum orang lain menyelesaikannya.</li> <li>Pekerjaan orang lain memiliki ketergantungan secara langsung dengan pekerjaan saya</li> <li><i>Hanya jika pekerjaan saya selesai, barulah pekerjaan orang lain dapat selesai.</i></li> </ol> <p><i>Ketergantungan pada orang lain.</i></p> <ol style="list-style-type: none"> <li>Aktifitas pekerjaan benar-benar berdampak pada pekerjaan orang lain.</li> <li>Penyelesaian pekerjaan bergantung pada banyak orang.</li> <li><i>Pekerjaan saya tidak dapat dilakukan, kecuali orang lain melakukan pekerjaan mereka.</i></li> </ol> <p><i>Interaksi diluar organisasi</i></p> <ol style="list-style-type: none"> <li>Pekerjaan mengharuskan saya menghabiskan banyak waktu dengan orang-orang diluar organisasi.</li> <li>Pekerjaan melibatkan interaksi dengan orang-orang yang bukan anggota organisasi.</li> <li>Dalam pekerjaan, saya seringkali berkomunikasi dengan orang-orang yang bekerja pada organisasi yang berbeda.</li> <li><i>Pekerjaan melibatkan banyak interaksi dengan orang-orang diluar</i></li> </ol>	<ol style="list-style-type: none"> <li>This job includes many interction with people outside my organization</li> </ol> <p>Feedback from other</p> <ol style="list-style-type: none"> <li>I receive much information from my manager and my peer on my job performance</li> <li>Other people in this organozation such as manager, peer, give me effectivities information (suca as quality and quntity) of my work performance</li> <li>I receive feedback on my performance from the other people in organization (such as manager and my peers)</li> </ol> <p>Work content</p> <p><i>Ergonomics</i></p> <ol style="list-style-type: none"> <li>The seating arrangement on my work have adequate (such as seat mple, confortable seat, support to body)</li> <li>My work location can be use to any of people size in order to clean, reach, views, legs movement, etc</li> <li>This job includes excess of reach</li> </ol> <p><i>Physical need</i></p> <ol style="list-style-type: none"> <li>This job requires big muscular endurance</li> <li>This job requires big of muscle strength</li> <li>This job requires any physical supports</li> </ol> <p><i>Work condition</i></p> <ol style="list-style-type: none"> <li>Work area free from excesive noice</li> <li>Situation on workplace is comfotable in terms temperature and humidity</li> <li>This job has a low accident risk</li> <li>This job need location on environment that free from healthy desease (such as chemical, fumes, etc)</li> <li>This job applies on clean environment</li> </ol> <p><i>Tool used</i></p> <ol style="list-style-type: none"> <li>This job includes using of variety of different tools</li> <li>This job includes using of complex of tools and technology</li> <li>Much time need to learn the tools used at work</li> </ol>
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<p><i>Taken or adapted from</i>  a Champion &amp; McClelland (1991)  b Hackman &amp; Oldham (1980)  c Idaszak &amp; Drasgow (1987)  d Karasek et al. (1998)  e Kiggundu (1983)  f Sims, Szilagyi, &amp; Keller (1976)  g Wall, Jackson, &amp; Mullarkey (1995)</p>	<p>organisasi.</p> <p><i>Masukan dari orang lain</i>  52. Saya menerima banyak informasi dari manajer dan rekan kerja mengenai kinerja saya.  53. Orang lain dalam organisasi, seperti manajer dan rekan kerja menyediakan informasi mengenai efektifitas kinerja saya.  54. Saya menerima banyak masukan mengenai kinerja saya dari orang lain dalam organisasi (sperti manajer dan rekan kerja)</p> <p><i>Ergonomics</i>  55. Pengaturan tempat duduk memuaskan (misalkan: cukup untuk memenuhi kebutuhan akan tempat duduk, kursi nyaman, cukup mendukung postur tubuh)  56. Tempat kerja yang sesuai untuk berabgai macam orang dengan berbagai karateristik fisik dalam hal ruang gerak, jangkauan, jarak pandang, tinggi kaki kursi dan lain sebagainya  57. Pekerjaan mebutuhkan penjangkauan secara berlebihan (nilai skor berbanding terbalik)</p> <p><i>Kondisi fisik yang diperlukan</i>  58. Pekerjaan memerlukan banyak kontraksi otot-otot  59. Pekerjaan membutuhkan banyak kekuatan fisik.  60. <i>Pekerjaan membutuhkan banyak aktifitas fisik.</i></p> <p><i>Kondisi kerja</i>  61. Tempat kerja bebas dari suara-suara yang menggagu  62. Iklim kerja nyaman, dalam hal temperature dan kelembapan</p>	<p><i>Taken or adapted from</i>  a Champion &amp; McClelland (1991)  b Hackman &amp; Oldham (1980)  c Idaszak &amp; Drasgow (1987)  d Karasek et al. (1998)  e Kiggundu (1983)  f Sims, Szilagyi, &amp; Keller (1976)  g Wall, Jackson, &amp; Mullarkey (1995)</p>
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	<p>63. Pekerjaan memiliki resiko kecelakaan yang kecil. 64. Pekerjaan berlokasi di lingkungan yang bebas dari hal-hal yang membahayakan kesehatan (misalkan bahan-bahan kimia, gas beracun) 65. Pekerjaan menghasilkan lingkungan yang bersih.</p> <p><i>Perlengkapan yang digunakan</i></p> <p>66. Pekerjaan melibatkan beragam perlengkapan yang berbeda. 67. Pekerjaan mengguakan perlengkapan yang yang komplek atau berteknologi tinggi. 68. Banyak waktu yang dihabiskan untuk mempelajari perlengkapan yang digunakan dalam pekerjaan.</p> <p><i>Diambil dan disadur dari</i></p> <p>69. a Champion &amp; McClelland (1991) 70. b Hackman &amp; Oldham (1980) 71. c Idaszak &amp; Drasgow (1987) 72. d Karasek et al. (1998) 73. e Kiggundu (1983) 74. f Sims, Szilagyi, &amp; Keller (1976) 75. g Wall, Jackson, &amp; Mullarkey (1995)</p>	
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