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Constructs	Measurement Items
Task Characteristics	The job allows me to make my own decisions about how to schedule my work
	The job allows me to decide on the order in which things are done on the job.
	The job allows me to plan how I do my work.
	The job gives me a chance to use my personal initiative or judgment in carrying out the work
	The job allows me to make a lot of decisions on my own
	The job provides me with significant autonomy in making decisions
	The job allows me to make decisions about what methods I use to complete my work
	The job gives me considerable opportunity for independence and freedom in how I do the work
	The job allows me to decide on my own how to go about doing my work.
	The job involves a great deal of task variety
	The job involves doing a number of different things
	The job requires the performance of a wide range of tasks.
	The job involves performing a variety of tasks.
	The results of my work are likely to significantly affect the lives of other people
	The job itself is very significant and important in the broader scheme of things
	The job has a large impact on people outside the organization.
	The work performed on the job has a significant impact on people outside the organization.
	The job involves completing a piece of work that has an obvious beginning and end.
	The job is arranged so that I can do an entire piece of work from beginning to end.
	The job provides me the chance to completely finish the pieces of work I begin
	The job allows me to complete work I start
	The work activities themselves provide direct and clear information about the effectiveness (e.g., quality and quantity) of my job performance
	The job itself provides feedback on my performance.
	The job itself provides me with information about my performance.
Perceived Organization Support	The organization values my contribution to its well-being.
	If the organization could hire someone to replace me at a lower salary it would do so.
	The organization fails to appreciate any extra effort from me
	The organization strongly considers my goals and values
	The organization would ignore any complaint from me