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APPENDIX A

Questionnaire used for the data collection

PERSONAL INFORMATION

Age:	
Gender:	
Weight:	
Height:	

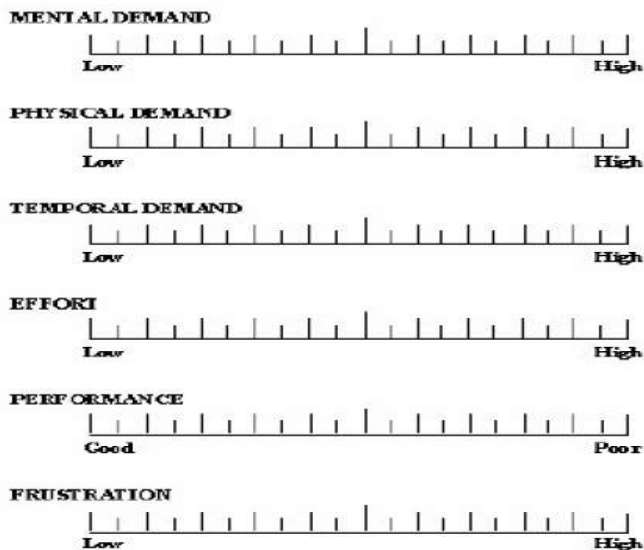
JOB PROFILE

For how many years have you been working for your current organization?	
For how many years have you been working on your current position?	
Monthly Income	

WORKLOAD

Please select the appropriate level associated with your daily work for each factor by marking one of the blocks.

Mental Demands	How much mental and perceptual activity was required (eg. thinking., deciding, calculating, remembering, looking, searching etc.)? Was the task easy or demanding, simplex or complex?
Physical Demands	How much physical activity was required (eg. Pushing, pulling, turning, controlling, activating)? Was the task easy or demanding, slow or brisk, slack or strenuous, restful or laborious?
Temporal Demands	How much time pressure did you feel due to the rate or pace at which the tasks or task elements occurred? Was the pace slow and leisurely or rapid and frantic?
Performance	How successful do you think you were in accomplishing the goals of the task set by the experimenter (or yourself)? How satisfied were you with your performance in accomplishing these goals?
Effort	How hard did you have to work (mentally and physically) to accomplish your level of performance?
Frustration	How insecure, discouraged, irritated, stressed and annoyed versus secure, gratified, content, relaxed and complacent did you feel during the task?



Select the factor that is more significant contributor to workload (mark the more significant factor out of two in each row)

Mental demand	Effort
Effort	Performance
Performance	Frustration
Effort	Physical demand
Temporal demand	Mental demand
Performance	Temporal demand
Frustration	Effort
Performance	Mental demand
Mental demand	Physical demand
Physical demand	Performance
Temporal demand	Frustration
Physical demand	Temporal demand
Physical demand	Frustration
Frustration	Mental demand
Temporal demand	Effort

JOB CONTROL

JC1	Can you decide on the order in which you do things at your work?	always	often	sometimes	seldom	never/ ever	hardly
JC2	Can you decide when to start a project/task?	always	often	sometimes	seldom	never/ ever	hardly
JC3	Can you control the amount of work assigned to you?	always	often	sometimes	seldom	never/ ever	hardly
JC4	Can you decide on the methods you use to complete the work?	always	often	sometimes	seldom	never/ ever	hardly
JC5	Can you choose who you work with?	always	often	sometimes	seldom	never/ ever	hardly
JC6	Can you leave your work for half an hour for private reasons without permission?	always	often	sometimes	seldom	never/ ever	hardly
JC7	Can you take more or fewer holidays if you want?	always	often	sometimes	seldom	never/ ever	hardly

JOB SATISFACTION

JS	Rate your Overall Satisfaction with your Job on a 1-10 scale (1 being the lowest and 10 being the highest).	
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SUPPORT AT WORKPLACE

SW1	How often do you get help and support in your work from your colleagues?	Always	Often	Sometimes	Seldom	Never/hardly ever
SW2	How often are your colleagues willing to listen to your work-related problems?	Always	Often	Sometimes	Seldom	Never/hardly ever
SW3	How often do you get help and support in your work from your immediate superior?	Always	Often	Sometimes	Seldom	Never/hardly ever

SUPPORT FROM FAMILY AND FRIENDS

SF1	I have someone in my family to talk to about things that are important to me.	Always	Often	Sometimes	Seldom	Never/hardly ever
SF2	I give and receive affection from family.	Always	Often	Sometimes	Seldom	Never/hardly ever
SF3	I have someone in my friends to talk to about things that are important to me.	Always	Often	Sometimes	Seldom	Never/hardly ever
SF4	I give and receive affection from friends.	Always	Often	Sometimes	Seldom	Never/hardly ever

LAPTOP, PHONE, AND SOCIAL MEDIA USE

a.	How many hours do you spend computer/laptop in a day?	
	How many hours related to office work?	
	How many hours related to other activities?	
b.	How much time do you spend on your phone in a day? (phone calls, video calls, messengers and other social media apps etc)	
	Phone calls	
	Facebook	
	Instagram	
	Youtube	
	Whatsapp	
	Others	

EXERCISE

a.	Do you work out for fitness and/or health?	Yes			No	
	If yes, then how frequent (for at least 30 min per day e.g., running, cycling, gym, swimming, sports, cardio etc.)?	Less than once/week	1-2 times/week	3 times/week	4 times/week	5 or more times/week

SUBSTANCE USAGE

a.	Your average tobacco usage (smoking/chewing) is	More than 10 times/day	5-10 times/day	2-4 times/day	Once in a day	Zero
b.	Your average alcohol intake is	More than 10 drinks/week	5-10 drinks/week	2-5 drinks/week	Occasionally (1 or 2 drinks/month)	Never
c.	Your average coffee/tea is	More than 10/day	7-10/day	3-6/day	1-2/day	zero

PSYCHOLOGICAL STRESS

1) Behavioural Stress						
Please consider each of the following statements and indicate how well the descriptions fit your situation during the past 4 weeks!						
BS1	I have not wanted to speak with anyone/have been withdrawn.	Correct	Almost correct	Somewhat correct	Only slightly Correct	Incorrect
BS2	I have not been able to stand dealing with other people.	Correct	Almost correct	Somewhat correct	Only slightly Correct	Incorrect
BS3	I have not had the time to relax or enjoy myself.	Correct	Almost correct	Somewhat correct	Only slightly Correct	Incorrect
BS4	I have found it difficult to be happy.	Correct	Almost correct	Somewhat correct	Only slightly Correct	Incorrect
BS5	I have lacked initiative.	Correct	Almost correct	Somewhat correct	Only slightly Correct	Incorrect
2) Somatic Stress						
How much of the time during the past 4 weeks have you -						
SS1	Had stomach ache or stomach problems?	Always	Often	Sometimes	Seldom	Never/hardly ever
SS2	Had a tight chest or chest pains?	Always	Often	Sometimes	Seldom	Never/hardly ever
SS3	Had palpitations?	Always	Often	Sometimes	Seldom	Never/hardly ever
SS4	Been short of breath?	Always	Often	Sometimes	Seldom	Never/hardly ever
SS5	Been dizzy?	Always	Often	Sometimes	Seldom	Never/hardly ever
SS6	Had tension in various muscles?	Always	Often	Sometimes	Seldom	Never/hardly ever
SS7	Had a tendency to sweat?	Always	Often	Sometimes	Seldom	Never/hardly ever
3) Cognitive Stress						
How much of the time during the past 4 weeks have you -						
CS1	Had problems concentrating?	Always	Often	Sometimes	Seldom	Never/hardly ever
CS2	Had difficulty in taking decisions?	Always	Often	Sometimes	Seldom	Never/hardly ever
CS3	Had difficulty with remembering?	Always	Often	Sometimes	Seldom	Never/hardly ever
CS4	Found it difficult to think clearly?	Always	Often	Sometimes	Seldom	Never/hardly ever

MUSCULOSKELETAL PAIN SYMPTOMS

<p>Have you had at any time during the last 12 months had trouble (ache, pain, discomfort, numbness) in: <i>(do not mark if it is because of any injury or accident)</i></p>	
	<p>If yes, then rate on a 10-point scale. 10 being unbearable pain and 0 as no pain</p>
<p>Neck <input type="checkbox"/> No <input type="checkbox"/> Yes</p>	
<p>Shoulders <input type="checkbox"/> No <input type="checkbox"/> Yes, right shoulder <input type="checkbox"/> Yes, left shoulder <input type="checkbox"/> Yes, both shoulders</p>	
<p>Elbows <input type="checkbox"/> No <input type="checkbox"/> Yes, right elbow <input type="checkbox"/> Yes, left elbow <input type="checkbox"/> Yes, both elbows</p>	
<p>Wrists/Hands <input type="checkbox"/> No <input type="checkbox"/> Yes, right wrist/hand <input type="checkbox"/> Yes, left wrist/hand <input type="checkbox"/> Yes, both wrists/hands</p>	
<p>Upper Back <input type="checkbox"/> No <input type="checkbox"/> Yes</p>	
<p>Lower Back <input type="checkbox"/> No <input type="checkbox"/> Yes</p>	
<p>One or Both Hips/Thighs <input type="checkbox"/> No <input type="checkbox"/> Yes</p>	
<p>One or Both Knees <input type="checkbox"/> No <input type="checkbox"/> Yes</p>	
<p>One or Both Ankles/Feet <input type="checkbox"/> No <input type="checkbox"/> Yes</p>	

WORK PERFORMANCE

Choose the most suitable option for you

WP1	In past 3 months I managed to plan my work so it was done on time	Never	Seldom	Sometimes	Often	Always
WP2	I have worked towards the end result of my work	Never	Seldom	Sometimes	Often	Always
WP3	I have trouble setting priorities in my work	Never	Seldom	Sometimes	Often	Always
WP4	I was able to separate main issues from side issues at work.	Never	Seldom	Sometimes	Often	Always
WP5	It took me longer to complete work tasks than intended.	Never	Seldom	Sometimes	Often	Always

APPENDIX B

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Mon, Aug 1, 2022 at 3:31
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LIST OF PUBLICATIONS

Singh, P., Bhardwaj, P., & Sharma, S. K. (2022). Association between job control and psychological health in middle-level managers. *Industrial Health*. DOI: <https://doi.org/10.2486/indhealth.2022-0071>

Singh, P., Bhardwaj, P., Sharma, S. K., & Mishra, V. (2022). Effect of Organizational Factors on Psychological Stress and Job Satisfaction. *Vision*, 09722629221106265. DOI: <https://doi.org/10.1177%2F09722629221106265>

Singh, P., Bhardwaj, P., Sharma, S. K., & Agrawal, A. K. (2022). Psychological Stress and Job Satisfaction in Middle Management Executives: A test of Job Demand Control Support Model. *International Journal of Human Factors and Ergonomics* (Accepted and in production).

Singh, P., Bhardwaj, P., Sharma, S. K., & Agrawal, A. K. (2022). Association Between Work-Related Musculoskeletal Disorders, Psychological Well-Being and Organisational Factors: A Job Demand Control Model Study. *Theoretical Issues in Ergonomics Science* (under review).

Singh, P., Bhardwaj, P., Sharma, S. K., & Agrawal, A. K. (2022). Effect of Screen Media Technologies on Physical and Psychological Well Being in Middle Aged Adults. *International Journal of Cyber Behavior, Psychology and Learning* (under review).