工作疲劳（Frone and Tidwell 2015）

（Work Fatigue Inventory, WFI ）

简介

工作疲劳是指在工作日期间以及工作日结束时感受到的极端疲劳和功能能力的减少。

Frone和Tidwell(2015)为了弥补现有工作疲劳量表的不足，开发了一个新的工作疲劳量表，量表包括三个维度，分别是身体工作疲劳，精神工作疲劳和情绪工作疲劳。

信度与效度

身体工作疲劳，精神工作疲劳和情绪工作疲劳的内部一致性系数分别为0.94，0.95和0.96。样本量为2477名工人的验证性因子分析也表明，三维度的工作疲劳量表具有较好的结构效度，拟合指数较为理想，χ*2*(114, n＝2477)＝687.54, p<0.001;CFI= 0.96;TLI= 0.95;RMSEA= 0.045;SRMR =0.03。

量表

根据自己的实际感受和体会，对下面13项描述进行评价和判断，在最符合的数字上划○。评价和判断的标准如下：

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Everyday | | At least once a week | At least once a month | Less than once a month | | Never | | | | |
| 1 | | 2 | 3 | 4 | | 5 | | | | |
| During the PAST 12 MONTHS, how often did you | | | | | | | | | | |
| 1 | feel physically exhausted at the end of the workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 2 | have difficulty engaging in physical activity at the end  of the workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 3 | feel physically worn out at the end of the workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 4 | want to physically shut down at the end of the  workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 5 | feel physically drained at the end of the workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 6 | want to avoid anything that took too much physical  energy at the end of the workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 7 | feel mentally exhausted at the end of the workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 8 | have difficulty thinking and concentrating at the end of  the workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 9 | feel mentally worn out at the end of the workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 10 | want to mentally shut down at the end of the workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 11 | feel mentally drained at the end of the workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 12 | want to avoid anything that took too much mental  energy at the end of the workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 13 | feel emotionally exhausted at the end of the workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 14 | have difficulty showing and dealing with emotions at  the end of the workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 15 | feel emotionally worn out at the end of the workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 16 | want to emotionally shut down at the end of the  workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 17 | feel emotionally drained at the end of the workday? | | | | **1** | | **2** | **3** | **4** | **5** |
| 18 | want to avoid anything that took too much emotional  energy at the end of the workday? | | | | **1** | | **2** | **3** | **4** | **5** |

计分方法

工作疲劳量表包括18道题，一共有3个分量表：身体疲劳量表，精神疲劳量表和情绪疲劳量表，可计算每个分量表所包括题目的总分或平均分。每个分量表包括的题目如下：

身体疲劳量表：共6道题，第1-6题；

精神疲劳量表：共6道题，第7-12题；

情绪疲劳量表：共6道题，第13-18题。

量表出处

Frone, M. R., & Tidwell, M. C. (2015). The meaning and measurement of work fatigue: development and evaluation of the three-dimensional work fatigue inventory (3d-WFI). Journal of Occupational Health Psychology, 20(3), 273-288.

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