工作解脱的主管支持量表(Bennett等,2016)

(Supervisor Support for Recovery Scale,SSRS)

简介

信度与效度

在开发工作解脱的主管支持量表（SSR）中，一开始采用了11项题的量表，其中9项由研究团队编制，另外2项来自现有量表(如Booth & Matthews, 2012; Major, Klein, & Ehradt, 2002 ). 为了评估SSR的信度和构念效度，我们通过亚马逊Mechanical Turk平台招募了具有主管职责的员工完成量表，并用1美元作为报酬。他们完成的量表除了最初的11项SSR量表，同时为了验证聚合效度（如家庭支持主管行为 [14项; Hammer, Kossek, Yragui, Bodner, & Hanson, 2009]; 遥测压力规范[2项; Barber & Santuzzi, 2015];员工公民组织行为[10 项; Spector, Bauer, & Fox, 2010]）和区分效度（如大五人格，每项特质两题；Gosling, Rentfrow, & Swann, 2003]）还同时让他们完成其他的量表。

量表

请您根据自己总体感受和体会（即通常情况下的感受，而非今天的感受），对下面6项描述进行评价和判断，并在最符合的数字上划○。评价和判断的标准如下：

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **非常不同意** | **比较不同意** | **中立** | **比较同意** | **非常同意** |
| 1 | 2 | 3 | 4 | 5 |
|  |
| 1 | I expect my subordinates to be willing to work around the clock, if necessary.  | **1** | **2** | **3** | **4** | **5** |
| 2 | My best employees are those who are willing to keep working during their personal time at home. | **1** | **2** | **3** | **4** | **5** |
| 3 | I expect employees to “go the extra mile,” even if that means working late at home.  | **1** | **2** | **3** | **4** | **5** |
| 4 | I communicate with subordinates during non-work time.  | **1** | **2** | **3** | **4** | **5** |
| 5 | The more productive employees work during non-work time.  | **1** | **2** | **3** | **4** | **5** |
| 6 | The ideal employee is someone who is available 24 hours a day.  | **1** | **2** | **3** | **4** | **5** |

计分方法

工作解脱的主管支持量表共6道题，都需反向计分，可以计算题目的总分或平均分。

量表出处

Bennett, A. A., Gabriel, A. S., Calderwood, C., Dahling, J. J., & Trougakos, J. P. (2016). Better together? examining profiles of employee recovery experiences. *Journal of Applied Psychology*. Vol. 101, No. 12, 1635–1654

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