

ID Number	A1-1996-0020-Eng
Title	Survey on Worker's Attitude towards Life and Work

**About <Quality of Life>**

- Q1) Over the past 5 years, how many times have you traveled abroad?
- (1) Never
  - (2) 1-2 times
  - (3) 3 or more times
- Q2) Among the following items, please circle (○) everything that you currently own.
- (1) House (including condominium)
  - (2) Automobile
  - (3) Computer
- Q3) Including bonuses, what is the amount of your average monthly income?
- (1) Below 500,000 won
  - (2) 500,000 won to less than 1,000,000 won
  - (3) 1,000,000 won to less than 2,000,000 won
  - (4) 2,000,000 won to less than 3,000,000 won
  - (5) 3,000,000 won or above
- Q4) If standard of living is divided into five steps, with a very well-off group at the top and a very poor group at the bottom, which of the following do you think you belong to?
- (1) Upper
  - (2) Upper middle
  - (3) Middle
  - (4) Lower middle
  - (5) Lower
- Q5) Which of the following do you think best describes your life? (Please circle (○) only one.)
- (1) For a better future, such as buying my own home, I currently live frugally.
  - (2) I enjoy the present because the future is uncertain.
  - (3) I tend to give equal weight to the present life as well as the future.

Q6) How satisfied are you with each of the following aspects of your life at this moment?  
(Please circle (○) one for each item)

Aspects of Life	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied
A) Housing				
B) Transportation				
C) Leisure				
D) Standard of living				
E) Health				

**About Quality of Workplace and Attitude toward Work**

Q7) Which of the following do you think is the most important in the workplace? (Please circle (○) only one.)

- (1) Monetary issues such as wage/salary
- (2) Personal relations (atmosphere) with supervisors and coworkers
- (3) Opportunities for personal development including promotion, career building, etc.
- (4) Social recognition and reputation
- (5) Job security

Q8) Considering our country's economic situations, how do you feel about your current wage level?

- (1) Very high
- (2) Somewhat high
- (3) About right
- (4) Somewhat low
- (5) Very low

Q9) How well do you think the opportunities to develop skills and expertise, such as job training and education, are provided at your company?

- (1) Very well provided
- (2) Well provided
- (3) Not well provided
- (4) Not provided at all

Q10) How worried are you about losing your current job?

- (1) Very worried
- (2) Somewhat worried
- (3) Not so worried
- (4) Not at all worried

- Q11) Rates of occupational accidents and work-related diseases for Korean workers are still high, compared to the rates for developed countries. Which of the following do you think is the biggest reason for that? (Please circle (○) only one.)
- (1) Workers' carelessness, or ignorance of safety guidelines
  - (2) Managers' and top executive officers' lack of interest and investment in occupational injuries
  - (3) Lack of systems or standards on industrial safety and health
- Q12) On average, how many hours does it take for you to commute to and from work each day?
- (1) Less than 30 minutes
  - (2) 30 minutes to less than 1 hour
  - (3) 1 hour to less than 2 hours
  - (4) 2 hours to less than 3 hours
  - (5) 3 hours to less than 4 hours
  - (6) 4 hours or more
- Q13) Do you cooperate with your co-workers in all aspects of work while feeling collegueship?
- (1) Yes, totally
  - (2) Yes, in general
  - (3) No, not very much
  - (4) No, not at all
- Q14) Do you maintain good relations with your superiors at work?
- (1) Yes, totally
  - (2) Yes, in general
  - (3) No, not very much
  - (4) No, not at all
- Q15) Do you think that promotion, advancement, and personnel changes are done reasonably in your workplace?
- (1) Yes, totally
  - (2) Yes, in general
  - (3) No, not very much
  - (4) No, not at all
- Q16) How do the grievances and suggestions you might have at work mainly get to the management? (Please circle (○) only one.)
- (1) Labor union or the labor-management council
  - (2) Small group activities such as team meetings
  - (3) Feedback and comments system such as a suggestion box
  - (4) Unofficial activities such as meeting with coworkers or superiors at or after work
  - (5) Directly talk to mid-level managers or top executives
  - (6) My grievances or suggestions do not get to the management at all

- Q17) How proud are you of the job you are currently doing?
- (1) Very proud of it
  - (2) Proud of it
  - (3) Not very proud of it
  - (4) Not at all proud of it
- Q18) When you look at our society as a whole, which of the following do you think is the biggest problem that makes it difficult to “enjoy one’s work”? (Please circle (○) only one.)
- (1) Systematic factors such as corruption/social injustice
  - (2) Gap between the rich and the poor
  - (3) High rates of inflation
  - (4) Lavish spending and pleasure seeking trends among some people
  - (5) Cursory attitude towards work prevalent among coworkers
  - (6) Other (Specify: \_\_\_\_\_)
- Q19) Based on your experience, what are the most important things to consider when choosing a job? Please choose two from the following and write the numbers in order of importance.
- First: \_\_\_\_\_                      Second: \_\_\_\_\_
- (1) Job security (Stable employment)
  - (2) Wage/salary level
  - (3) Social reputation or opportunities to serve the society
  - (4) Aptitude
  - (5) Work conditions such as work hours, paid vacation, etc.
  - (6) Opportunities to demonstrate creativity or to exert influence over others
  - (7) Potential to future development/growth
  - (8) Other (Specify: \_\_\_\_\_)
- Q20) What attitudes do you think your coworkers have when they perform their jobs?
- (1) They actively seeks new tasks to do
  - (2) They get their jobs done independently
  - (3) They only do what they are asked to do
  - (4) They are not willing to work, even on the tasks assigned to them
- Q21) Which of the following best describes your attitude toward work?
- (1) I do my best to be the best in my field.
  - (2) Although I work hard, I don’t have the ambition to be the best.
  - (3) All I have to do is just what they have asked me to do.
  - (4) I don’t feel I need to work hard, and I don’t have ambition to be the best.

- Q22) If the company you're working for is going bankrupt, what would you do?
- (1) If it helps the company, I would be willing to invest my assets.
  - (2) I will do whatever possible to help out the company, even if it means that I might not get paid for a couple of months.
  - (3) Although it is important to help out the company, I will find another place to work to earn a living.
  - (4) First of all, I will ask the company for solutions to wage and retirement payments.

Q23) If you have ever seriously thought about finding other employment while working for your job, what were the main reasons for that? Please choose two from the following and write the numbers in order of importance.

First: \_\_\_\_\_ Second: \_\_\_\_\_

- (1) Current workplace had no future potential.
- (2) Wage was too low.
- (3) Workplace environment was deteriorating.
- (4) I did not like the way I was treated.
- (5) The work did not fit me or I wanted to have broader experience.
- (6) I wanted to start my own business.
- (7) I got an offer from another company.
- (8) Company's work hours or work shift system conflicted in my schedule.
- (9) I have never thought about finding other employment.

Q24) Considering income and work hours only, which of the two jobs do you think is more desirable, even slightly?

- (1) A job with shorter work hours, but less income
- (2) A job with more income, but longer work hours

Q25) How satisfied are you with each of the following aspects about your current workplace?  
(Please circle (○) one for each aspect)

Aspects	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied
A) Wage/salary				
B) Work hours				
C) Vacation				
D) Opportunity for promotion				
E) Welfare facilities				
F) Workplace environment				
G) Overall				

## Evaluation of Labor-Management Relations

- Q26) Labor-management relations have been stabilized since 1990, and the number of radical labor disputes has been dramatically reduced as well. Which of the following factors do you think has played the most important role in the stabilization of labor-management relations so far? (Please circle (○) only one.)
- (1) Growing awareness of difficult economic conditions
  - (2) Government's firm responses on illegal labor disputes
  - (3) Workers' and labor unions' refraining from demanding what they want
  - (4) Employers' improved perception on labor-related problems and their efforts
  - (5) Public opinion critical of labor disputes
- Q27) Which of the following do you think is the biggest problem of labor-management relations in our country? (Please circle (○) only one.)
- (1) Distrust between labor and management
  - (2) External forces' intervention in labor issues
  - (3) Unrealistic labor laws and regulations
  - (4) Employers' lack of understanding and poor labor management practices
  - (5) Workers' and labor unions' unreasonable demands
- Q28) Which of the following do you think should be most importantly considered when negotiating wages and compensations? (Please circle (○) only one.)
- (1) Employer's ability to pay
  - (2) Workers' cost of living
  - (3) Wage level of similarly-sized companies in the same industry
  - (4) Workers' productivity
  - (5) The rate of consumer price inflation
  - (6) The Gross National Product (GNP) growth rate
- Q29) To build cooperative relations between labor and management, which of the following parties do you think plays the most important role? (Please circle (○) only one.)
- (1) Corporate top executives
  - (2) Rank and file workers
  - (3) Labor unions
  - (4) Government
- Q30) Recently in many workplaces, joint declarations on cooperation between labor and management have been produced. How much do you think the declarations on cooperation between labor and management have contributed to spreading a cooperative atmosphere?
- (1) Greatly contributed
  - (2) Somewhat contributed
  - (3) Not much contributed
  - (4) Have not contributed at all

- Q31) What kind of influence do you think corporations' efforts, such as management innovation for strengthening their competitiveness, will have on business growth?
- (1) Will have a very good influence
  - (2) Will have a somewhat good influence
  - (3) Will have a somewhat bad influence
  - (4) Will have a very bad influence
- Q32) Then, what kind of influence do you think corporations' efforts, such as management innovation for strengthening their competitiveness, will have on workers like you?
- (1) Will have very good influence
  - (2) Will have somewhat good influence
  - (3) Will have somewhat bad influence
  - (4) Will have very bad influence
- Q33) In order to achieve better pay and better working conditions for workers, what do you think labor-management relations should become?
- (1) Labor-management relations should become cooperative relations where both parties work cooperatively for the company's growth.
  - (2) Struggle against corporate executives is unavoidable because labor-management relations are inherently confrontational.
  - (3) Based on cooperative relations between labor and management, disputes should occur when there are conflicts of interest.
- Q34) Compared to the present, how do you expect labor-management relations in our country to be in 2-3 years from now?
- (1) Cooperative relations between labor and management will be settled in
  - (2) Conflicts and confrontations will be more intensified
  - (3) There will be no significant changes
- Q35) In a situation where a company achieves growth due to cooperation between labor and management, whom do you think will get the most of the gains? (Please circle (○) only one.)
- (1) Workers
  - (2) Employers
  - (3) Workers and employers

Q36) How do you think about activities of labor unions? (Please circle (○) each of the following.)

Ratings of Union Activities	Strongly agree	Agree	Disagree	Strongly disagree
A) They play an important role in improving working conditions and raising wages and compensations for workers				
B) Rather than increasing ordinary workers' gains, they are only interested in union stewards' own interest				
C) They speak up for workers and raise difficult issues to employers				
D) They are only interested in unreasonable demands and causing labor disputes				

Q37) What do you think the future labor union activities should focus on? (Please circle (○) each of the following)

Opinions of future labor union activities	Strongly agree	Agree	Disagree	Strongly disagree
A) Labor unions should focus on issues that will provide practical benefits for workers; such as wage and improving working conditions				
B) To bring about social reformation and make the society better for workers, labor unions should strengthen their political power and struggle				
C) Because labor unions are also responsible economic agents as well, labor and management should be in cooperation for national economic growth				
D) The scope of union activities should be expanded to social welfare and environmental issues				

Q38) What do you think about companies' top executives (CEOs or owners)? (Please circle (○) each one of the following.)

Opinions of companies' top executives (CEOs/owners)	Strongly agree	Agree	Disagree	Strongly disagree
A) They are concerned about raising wages and improving working conditions, and they have made their efforts to address these issues				
B) They do not listen to workers' demands and complaints				
C) They work hard to achieve their companies' growth in cooperation with workers				
D) Rather than working toward managing their companies better, they are only interested in fulfilling their greed by tricks such as real estate speculation				



### Supplementary Questions for Data Classification

SQ1) What is your sex?

- (1) Male
- (2) Female

SQ2) What is your age?

Age \_\_\_\_\_ (in years)

SQ3) What is the highest level of education that you have completed? (Please do not count dropout as education completed.)

- (1) Elementary school or below
- (2) Middle school (currently attending or graduated)
- (3) High school (currently attending or graduated)
- (4) College (currently attending or beyond)

SQ4) Are you married or not?

- (1) Married
- (2) Never married

SQ5) Which of the following best describes the work that you are currently doing?

(A) Manufacturing and technical occupations

- (1) Unskilled production workers
- (2) Technicians
- (3) First line supervisors of production workers (or foremen, team leaders, line leaders)
- (4) Drivers/vehicle operators
- (5) General employee
- (6) Other (Specify:\_\_\_\_\_)

(B) Office and clerical occupations

- (7) Rank and file employee
- (8) Assistant department managers or subsection chiefs
- (9) Department managers
- (10) Other (Specify:\_\_\_\_\_)

SQ6) How many years have you been employed?

- (1) Less than 1 year
- (2) 1 year - Less than 3 years
- (3) 3 years - Less than 5 years
- (4) 5 years - Less than 10 years
- (5) 10 years - Less than 20 years
- (6) 20 years or longer

SQ7) Then, how many years have been working at the current workplace?

- (1) Less than 1 year
- (2) 1 year - Less than 3 years
- (3) 3 years - Less than 5 years
- (4) 5 years - Less than 10 years
- (5) 10 years - Less than 20 years
- (6) 20 years or longer

SQ8) In what kind of business or industry is your company?

- (1) Agriculture/forestry/fishing
- (2) Mining
- (3) Manufacturing
- (4) Construction
- (5) Wholesale/retail trade
- (6) Transportation/storages
- (7) Finance/insurance/banking
- (8) Service
- (9) Other (Specify: \_\_\_\_\_ )

SQ9) In which region is your company located?

- (1) Seoul
- (2) Busan
- (3) Daegu
- (4) Incheon
- (5) Gwangju
- (6) Daejeon
- (7) Gyeonggi-do
- (8) Gangwon-do
- (9) Chungcheongbuk-do
- (10) Chungcheongnam-do
- (11) Jeollabuk-do
- (12) Jeollanam-do
- (13) Gyeongsangbuk-do
- (14) Gyeongsangnam-do

SQ10) Approximately how many full-time employees in total are there in your company?

Approximately \_\_\_\_\_ employees

SQ11) Is there a labor union in your workplace?

- (1) Yes
- (2) No