Loneliness Study - Online Appendix A: Scale Items

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For every variable in the section below, unless noted otherwise, employees were asked to rate the degree to which they agreed that each of the statement items reflected their feelings about their experience in their job and organization on a 5-point scale, where:

1 = "strongly disagree"
2= "disagree"
3= "neutral"
4= "agree"
5 = "strongly agree"

MAIN VARIABLES

Workplace Loneliness (Self-Report)

Adapted from UCLA Loneliness Scale (Russell et al., 1980).

1. I feel in tune with my coworkers. (r)
2. I lack companionship at my work.
3. There is no one I can turn to in this organization.
4. I do not feel alone in my organization. (r)
5. When I am with coworkers, I feel part of a group of friends. (r)
6. I have a lot in common with the coworkers around me. (r)
7. I am no longer close to anyone in this organization.
8. My interests and ideas are not shared by the coworkers around me.
9. I am an outgoing person. (r)
10. In this organization, there are people I feel close to. (r)
11. I feel left out in this organization.
12. My social relationships in this organization are superficial.
13. No one really knows me well in this organization.
14. I feel isolated from my coworkers.
15. In this organization, I can find companionship when I want it. (r)
16. There are people who really understand me in this workplace. (r)
17. I am unhappy being so withdrawn in my organization.
18. People in this organization are around me but not with me.
19. There are people I can talk to at my work. (r)
20. There are people I can turn to in this organization. (r)

Employee Approachability (Coworker-rated)

Adapted from Wiemann's (1977) Affiliation Scale.

1. This coworker can be easily approached by other employees when they need help with

their personal problems…
2. This coworker can be easily approached by other employees when they need help with their work-related problems.
3. This coworker is a likeable person.
4. This coworker is distant in his or her personal relations with other employees. (r)

Employee Affective Commitment to the Organization (Self-Report) (Allen and Meyer, 1990)

1. I really feel as if this organization's problems are my own.
2. I would be very happy to spend the rest of my career in this organization.
3. I do not feel a strong sense of belonging to my organization. (r)
4. I do not feel like "part of the family" at my organization. (r)
5. I do not feel emotionally attached to this organization. (r)
6. This organization has a great deal of personal meaning for me.

Job Performance (Supervisor-rated)

Items 4-7 are from Welbourne, Johnson, and Erez (1998) Team Member Role Performance Scale.

1. This employee satisfactorily completes assigned duties.
2. This employee is an effective performer.
3. This employee is a good individual contributor.
4. This employee works as part of a team or work group.
5. This employee makes sure his or her work group succeeds.
6. This employee responds to the needs of others in his or her work place.
7. This employee seeks information from others in the workplace.

Emotional Culture (Barsade & O'Neill, 2014).

Rated by work group members who were asked to describe how frequently *other* employees in their work group express the following emotions, on a 5-point scale where:

1 = "never"
2= "rarely"
3= "sometimes"
4= "often"
5 = "very often"

Culture of Companionate Love

1. Affection
2. Caring
3. Compassion
4. Tenderness

Culture of Anger

1. Irritation
2. Annoyance
3. Anger
4. Grumpiness
5. Frustration
6. Hostility

References - Online Appendix

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