

Measuring Organizational Solidarity

Sources:

Koster, F. & Sanders, K. (2006). Organisational citizens or reciprocal relationships? An empirical comparison. *Personnel Review*, 35(5), 519-537.

Koster, F. (2005). *For the time being: accounting for inconclusive findings concerning the effects of temporary employment relationships on solidary behavior of employees*. Veenendaal: Universal Press.

Lambooi, M., Sanders, K., Koster, F., Emmerik, I.J.H., Raub, W., Flache A. & Wittek, R.P.M. (2003). Survey Solidarity at Work. Solidarity at Work Working Paper.

Instructions: Please indicate to what extent you agree with the following statements.

The items are rated on a 7-point scale (1=strongly disagree; 7 = strongly agree).

Solidarity toward supervisor

1. I help my supervisor to finish tasks
2. I am willing to help my supervisor when things go wrong unexpectedly
3. I apologize to my co-supervisor when I made a mistake
4. I try to divide the pleasant and unpleasant tasks equally between myself and my supervisor
5. I live up to agreements with my supervisor

Solidarity from supervisor

1. My supervisor helps me to finish tasks
2. My supervisor is willing to help me when things go wrong unexpectedly
3. My supervisor apologizes to me when they have made a mistake
4. My supervisor divides the pleasant and unpleasant tasks equally between them and me
5. My supervisor lives up to agreements with me

Solidarity toward co-workers

1. I help my co-workers to finish tasks
2. I am willing to help my co-workers when things go wrong unexpectedly
3. I apologize to my co-workers when I made a mistake
4. I try to divide the pleasant and unpleasant tasks equally between myself and my co-workers
5. I live up to agreements with my co-workers

Solidarity from co-workers

1. My co-workers help me to finish tasks
2. My co-workers are willing to help me when things go wrong unexpectedly
3. My co-workers apologize to me when they have made a mistake
4. My co-workers divide the pleasant and unpleasant tasks equally between them and me
5. My co-workers live up to agreements with me