

Job Stress Survey Score Report

by

Charles D. Spielberger, PhD and Peter R. Vagg, PhD

Employee Information

Name:	Sample Client
Gender:	Female
Age:	29
ID#:	123-45-6789
Test Date:	08/07/1999
Norms Used:	Clerical females
Organization/Group:	Kane Data Management Co.
Job Title:	Data Entry Clerk
Prepared for:	Examiner

Use of this score report requires a complete understanding of the *Job Stress Survey* (JSS) and its interpretation and applications as presented in the JSS manual. This report contains raw and standardized scores from the JSS and does not provide interpretation of the scores. Users should refer to the JSS Professional Manual for procedures and guidelines for the interpretation of this score report and psychometric characteristics of the JSS.

Use of the JSS Score Report

The summary information presented in this report is based on the individual's responses to the JSS. The *T* scores for each of the JSS scales are standardized scores that have a mean of 50 and a standard deviation of 10. Percentiles indicate the percentage of individuals in the norm sample who fall below a given raw score. The JSS is scaled so that higher *T* scores and percentiles indicate greater levels of stress. **The *T* scores and percentiles are based on the occupational group listed in the Information section and on the respondent's gender.** The following steps are recommended for interpreting JSS scores.

Steps in the Interpretive Process

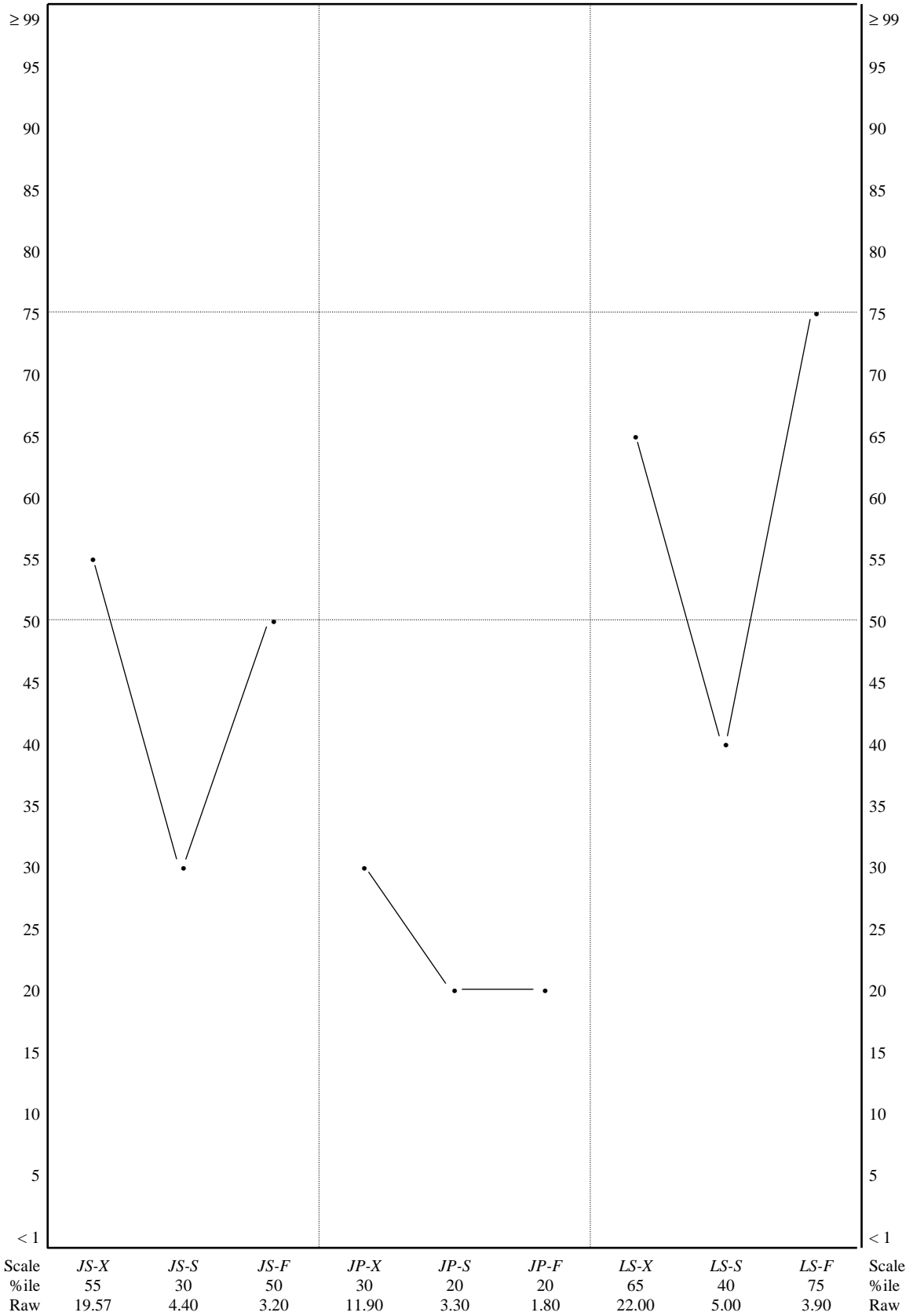
1. Check report for general accuracy.
2. Examination of Job Stress Index (JS-X), Severity (JS-S), and Frequency (JS-F) scale scores.
3. Examination of Job Pressure Index (JP-X), Severity (JP-S), and Frequency (JP-F) subscale scores.
4. Examination of Lack of Organizational Support Index (LS-X), Severity (LS-S), and Frequency (LS-F) subscale scores.
5. Examination of Item Index scores.

JSS Score Summary Table

JSS scales and subscales	Raw score	T score	Percentile
Job Stress scales			
Job Stress Index (<i>JS-X</i>)	19.57	50	55
Job Stress Severity (<i>JS-S</i>)	4.40	46	30
Job Stress Frequency (<i>JS-F</i>)	3.20	49	50
Job Pressure subscales			
Job Pressure Index (<i>JP-X</i>)	11.90	43	30
Job Pressure Severity (<i>JP-S</i>)	3.30	40	20
Job Pressure Frequency (<i>JP-F</i>)	1.80	40	20
Lack of Organizational Support subscales			
Lack of Support Index (<i>LS-X</i>)	22.00	52	65
Lack of Support Severity (<i>LS-S</i>)	5.00	48	40
Lack of Support Frequency (<i>LS-F</i>)	3.90	54	75

Note. Asterisk (*) denotes a scale with too many unanswered items to be considered valid.

Profile of JSS Scores



Item Ratings and Item Index Summary Table

Item	Text	Severity Rating	Frequency Rating	Item Index
	1. [Item text removed from this report]	5	5	25
	2.	7	8	56 †
LS	3.	8	6	48 †
JP	4.	1	0	0
LS	5.	8	4	32
LS	6.	4	2	8
JP	7.	2	0	0
LS	8.	7	6	42 †
JP	9.	2	0	0
LS	10.	7	4	28
JP	11.	1	0	0
	12.	1	1	1
LS	13.	2	2	4
LS	14.	3	3	9
	15.	7	5	35
JP	16.	1	1	1
	17.	2	2	4
LS	18.	2	4	8
	19.	9	8	72 †
	20.	7	4	28
LS	21.	2	3	6
	22.	1	1	1
JP	23.	2	0	0
JP	24.	3	0	0
JP	25.	6	6	36
JP	26.	8	5	40
JP	27.	7	6	42 †
	28.	6	3	18
LS	29.	7	5	35
	30.	4	2	8

† This Item Index score is among the five highest index scores. Check the Severity and Frequency ratings for this item to determine the extent to which the perceived severity and/or frequency of occurrence of the stressor event contributed to the elevated Item Index score.