

Appendix –A

Research Instrument

Toxic Workplace Environment

1. My supervisor/co-worker/subordinate often try to be frank with me to share some dirty jokes with me.
2. My supervisor/co-worker/subordinate often appreciate my physical appearance.
3. My supervisor/co-worker/subordinate assign me the work, which is not of my competence level.
4. My supervisor/co-worker/subordinate often tried to talk about my personal and sexual life.
5. My supervisor/co-worker/subordinate did not answer my greeting when I greet him/her.
6. My supervisor/co-worker/subordinate tried to maintain distance from me at work.
7. My supervisor/co-worker/subordinate spoke rudely to me in public

Workplace Stress

1. I do not feel any interest or enjoyment in doing things.
2. I feel down, stressful and without hope while I am at work.
3. I feel very dizzy and sleepy most of the time.
4. My eating habit has changed these days some time I eat very less and sometimes eat too much.
5. I feel that I am exhausted and do not have energy in my body to do things.
6. I feel that I am a loser and cannot get any success in doing my work.
7. I often think about hurting myself, and I deserve to be dead.

Organizational Support

1. The organization attaches great importance to my work goals and values.
2. The organization always helps me whenever I am facing a bad time.
3. The organization respects and give importance to my opinions and suggestions.
4. The organization is flexible in my working hours if needed, whenever I guarantee to complete my tasks on time.
5. The organization provides me enough time to deal with my family matters.
6. The organization cares about my thoughts and feelings.
7. The organization tries to provide its employees with all the basic facilities to make life better.

Project Success

1. I do not feel any interest or enjoyment in doing things.
2. I completed my projects within the budget allocation.
3. I fulfill the customer's and stakeholders' demands and requirements with the high quality in the project.
4. I was able to achieve the satisfaction of my team members with overall project management and performance.
5. I was able to manage and satisfied all project stakeholders with the project deliverables/outcomes.
6. I was able to achieve end-user satisfaction with the project outcomes/ deliverables.
7. I was able to ensure the satisfaction of the suppliers involved in the projects.
8. I was able to achieve the project purposes of the project.
9. I was able to achieve Self-defined criteria of success in all my projects