

Organizational Dissent Scale (Kassing, 1998)

This is a series of statements about how people express their concerns about work. Considering how you tend to express your concerns at work, indicate your degree of agreement with each statement by using the scale provided.

- | | |
|----------------------------------|--------------------|
| 1 = strongly disagree | 4 = agree |
| 2 = disagree | 5 = strongly agree |
| 3 = agree some and disagree some | |

1. I am hesitant to raise questions or contradictory opinions in my organization.
2. I complain about things in my organization with other employees.
3. I refuse to discuss work concerns at home.
4. I criticize inefficiency in this organization in front of everyone.
5. I do not question management.
6. I'm hesitant to question workplace policies.
7. I join in when other employees complain about organizational changes.
8. I make it a habit not to complain about work in front of my family.
9. I share my criticism of this organization openly.
10. I rarely voice my frustrations about workplace issues in front of my spouse/partner or nonwork friends.
11. I make certain everyone knows when I'm unhappy with work policies.
12. I don't tell my supervisor when I disagree with workplace decisions.
13. I bring my criticism about organizational changes that aren't working to my supervisor or someone in management.
14. I do not express my disagreement to management.
15. I let other employees know how I feel about the way things are done around here.
16. I speak with my supervisor or someone in management when I question workplace decisions.
17. I talk about my job concerns to people outside of work.
18. I do not criticize my organization in front of other employees.
19. I make suggestions to management or my supervisor about correcting inefficiency in my organization.
20. I discuss my concerns about workplace decisions with family and friends outside of work.
21. I hardly ever complain to my coworkers about workplace problems.
22. I tell management when I believe employees are being treated unfairly.
23. I speak freely with my coworkers about troubling workplace issues.
24. I talk with family and friends about workplace decisions that I am uncomfortable discussing at work.

Items 1, 5, 6, 12, 13, 14, 16, 19, and 22 = Upward/Articulated Dissent

Items 2, 4, 7, 9, 11, 15, 18, 21, and 23 = Lateral/Latent Dissent

Items 3, 8, 10, 17, 20, and 24 = Displaced Dissent

Items 1, 3, 5, 6, 8, 10, 12, 14, 18, and 21 are reverse coded items

Kassing, J. W. (1998). Development and validation of the Organizational Dissent Scale. *Management Communication Quarterly*, 12, 183-229.