The Revised 18-Item Organizational Dissent Scale
(Kassing, 2000)

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
2 = disagree
3 = agree some and disagree some
4 = agree
5 = strongly agree

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 criticize inefficiency in this organization in front of everyone.
4. I do not question management.
5. I'm hesitant to question workplace policies.
6. I join in when other employees complain about organizational changes.
7. I share my criticism of this organization openly.
8. I make certain everyone knows when I'm unhappy with work policies.
9. I don't tell my supervisor when I disagree with workplace decisions.
10. I bring my criticism about organizational changes that aren't working to my supervisor or someone in management.
11. I let other employees know how I feel about the way things are done around here.
12. I speak with my supervisor or someone in management when I question workplace decisions.
13. I do not criticize my organization in front of other employees.
14. I make suggestions to management or my supervisor about correcting inefficiency in my organization.
15. I do not express my disagreement to management.
16. I hardly ever complain to my coworkers about workplace problems.
17. I tell management when I believe employees are being treated unfairly.
18. I speak freely with my coworkers about troubling workplace issues.

Items 1, 4, 5, 9,10,12,14,15, and 17 comprise the Upward/Articulated dimension.
Items 2, 3, 6, 7, 8, 11, 13, 16, and 18 comprise the Lateral/Latent dimension.
Items 1, 4, 5, 9, 13, 15, and 16 are reverse coded.

Kassing, J. W. (2000). Investigating the relationship between superior-subordinate relationship quality and employee dissent. *Communication Research Reports, 17*, 58-69.