

Table 2 Means scores for the Persian version of the job content questionnaire scales (39 items)

Scale	Mean (SD) scores	Min–Max scores	Min–Max attainable score
Decision latitude (<i>n</i> = 9)	64.2 (7.3)	44–80	24–96
Skill discretion (<i>n</i> = 6)	33.7 (5.0)	16–48	12–48
Decision authority (<i>n</i> = 3)	30.5 (4.3)	20–40	12–48
Psychological job demands (<i>n</i> = 9)	12.3 (2.9)	5–19	–6–21
Social support (<i>n</i> = 8)	21.7 (4.1)	10–30	8–48
Supervisor support (<i>n</i> = 4)	10.6 (2.9)	4–16	4–32
Coworker support (<i>n</i> = 4)	11.2 (2.0)	4–15	4–16
Physical exertion (<i>n</i> = 3)	9.8 (1.6)	6–12	3–12
Physical isometric loads (<i>n</i> = 2)	6.3 (1.3)	4–8	2–8
Total physical hazards (<i>n</i> = 8)	9.0 (4.2)	0–16	0–16
Hazardous conditions (<i>n</i> = 5)	5.3 (2.7)	0–10	0–10
Toxic exposures (<i>n</i> = 3)	3.7 (1.7)	0–6	0–6

SD = standard deviation; *n* = number of items.