Tool Information Page

Perceived Organizational Support Survey (POS)

Basic Information

The POS is an 8-item scale assessing employees' perceptions of the degree to which an organization values their contributions and cares about their well-being.

Transferability of measure across settings: Mostly transferable (8 of 8 items transferrable)

Citing Literature

Development article: Eisenberger R, Cummings J, Armeli S, Lynch P. Perceived organizational support, discretionary treatment, and job satisfaction. The Journal of Applied Psychology. 1997;82(5):812-820. doi.org/10.1037/0021-9010.82.5.812

Empirical use: Eby L, George K, Brown BL. Going tobacco-free: predictors of clinician reactions and outcomes of the NY State Office of Alcoholism and Substance Abuse Services tobacco-free regulation. Journal of Substance Abuse Treatment. 2013;44(3):280–287. doi:10.1016/j.jsat.2012.07.014

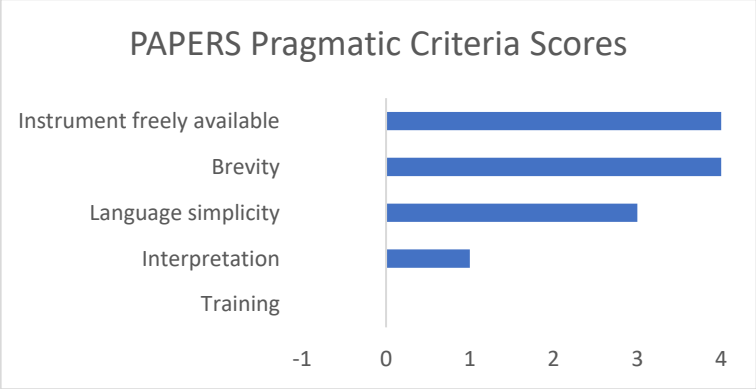
Policy Application in Reviewed Studies

Setting: Community
Topic: Tobacco
Country: United States

Constructs Measured

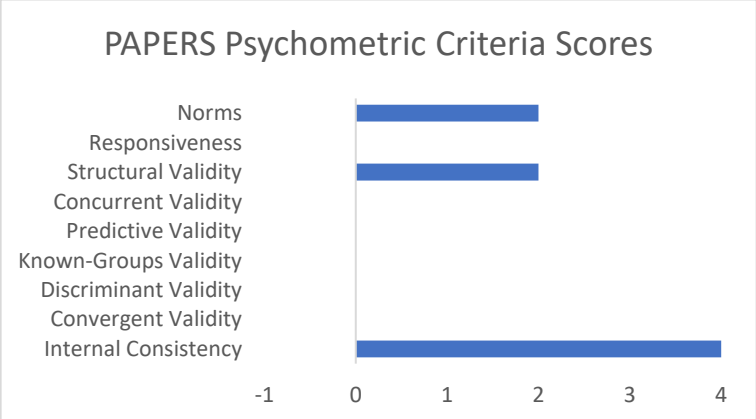
Implementation Outcomes: N/A
Implementation Determinants: Organizational culture and climate

PAPERS Ratings



Overall PAPERS Pragmatic Score: 12

Note: Blank pragmatic constructs indicate inadequate reporting to assign a non-zero score.



Overall PAPERS Psychometric Score: 8

Note: Blank psychometric constructs were not reported in included studies.