

The Workplace Exploitation Scale (Wex-5)

| Item no. | Item | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|----------|----------------------------------------------------------------------------|----------------|-------|----------------------------|----------|-------------------|
| Wex-1 | I am forced to work in unhealthy working conditions. | | | | | |
| Wex-2 | I do not feel safe in my work environment. | | | | | |
| Wex-3 | My job has certain health risks which my organisation does not care about. | | | | | |
| Wex-4 | I am often physically harassed by my boss or other colleagues. | | | | | |
| Wex-5 | I am often forced to carry out my boss's personal duties. | | | | | |

Scoring

Responses

Strongly agree: 4

Agree: 3

Neither agree nor disagree: 2

Disagree: 1

Strongly disagree: 0

Minimum score: 0 and **Maximum score:** 20, with higher scores indicating higher levels of workplace exploitation.

Levels of workplace exploitation

0-5: Low

6-10: Mild

11-15: Moderate

16-20: High

No Permission required to use this scale for research purposes. Please cite this article: Krishnan, S. R. G., Gupta, S., Pereira, N. G., Sethuramalingam, V., Potter, A., Butola, S., Das, N. J., & Sathia, S. (2025). A scale to measure workplace exploitation (Wex-5). Journal of Workplace Behavioral Health, 0(0), 1–19. <https://doi.org/10.1080/15555240.2025.2539155>