Data Article

Data on work-related consequences of COVID-19 pandemic for employees across Europe

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A R T I C L E   I N F O

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A B S T R A C T

The COVID-19 pandemic influenced the work of employees across all continents. This article presents raw data that may be used to describe how the pandemic affected the work of employees in four European countries and how it influenced their job attitudes, feelings and work performance. In total, 726 respondents from Germany, the Czech Republic, Slovakia and Italy filled out an extensive online survey and provided information about changes in their workload, work difficulty, income, social contact, work from home, task performance and organizational commitment during the pandemic, and about the risk of being infected by COVID-19 during their workday. The employees also reported their actual work performance, organizational commitment, job satisfaction, intention to leave and irritation in the time of the pandemic. To reveal factors that might help employees cope with pandemic, the respondents filled out established questionnaires measuring servant leadership of their supervisor, perceived organizational support, social support provided by colleagues, their own occupational self-efficacy, resilience, job crafting and readiness for change. The data is unique as it was collected in a specific situation during the pandemic, when the work of employees was affected by security mea-
survives and lockdown introduced by governments in countries where they worked.

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| Specifications Table |
|---------------------|
| **Subject**          | Organizational Behavior and Human Resource Management |
| **Specific subject area** | Job attitudes, work performance, coping, well-being |
| **Type of data**     | Raw data (.sav, .csv, .xls), tables with descriptive statistics |
| **How data were acquired** | Data were gathered through an online survey in 4 countries. |
| **Data format**      | Raw, descriptive statistics |
| **Parameters for data collection** | Respondents were adults who were employed in Germany, the Czech Republic, Slovakia and Italy during the COVID-19 pandemic and worked in their organization for at least 5 months. |
| **Description of data collection** | The data were collected in May 2020 in Germany, the Czech Republic and Slovakia, and in May 2020 and June 2020 (until 4th of June) in Italy. The respondents participated in an online survey. |
| **Data source location** | Country: Germany, Czech Republic, Slovakia, Italy |
| **Data accessibility** | Repository name: Mendeley Data |
|                     | Data identification number: 10.17632/77dcsp2vcw.2 |
|                     | Direct URL to data: http://dx.doi.org/10.17632/77dcsp2vcw.2 |

**Value of the Data**

- Dataset enables analysing the work-related impact of COVID-19 pandemic on employees in 4 European countries.
- Researchers can use the dataset to analyze how employees perceived their work and their organization during the pandemic and which personal, organizational and socio-demographic factors helped employees cope with the pandemic.
- Researchers can use the dataset to test models of coping with extraordinary situations.
- The data is unique as it was collected in a specific situation during a pandemic, when the work of employees was affected by security measures and lockdown.
- The data is unique as it provides information about 15 important constructs from the area of human resource management and work psychology that were measured by established questionnaires in 4 different countries.

**1. Data description**

The COVID-19 pandemic plunged Europe into a crisis in the first half of 2020. To reduce the spread of the virus, governments have introduced lockdown and security measures. In the Czech Republic, the government declared a state of emergency on March 12th and introduced a number of new restrictions between March 14th and 30th (Ministry of Health of the Czech Republic, https://koronavirus.mzcr.cz/vyvoj-udalosti-v-case/). From April 14th, a plan for the gradual release of security measures was announced. The state of emergency was lifted on May 17th, but a number of measures lasted until the end of June or even longer (Government of the Czech Republic, https://www.vlada.cz/cz/epidemie-koronaviru/dulezite-informace/mimoradna-opatreni--co-aktualne-plati-180234/).

In Slovakia, the government declared a state of emergency on March 11th and lifted it on June 14th. During the first weeks of the state of emergency, the government introduced several restrictions. Starting on April 22nd, the first phase of the gradual release of security measures has begun. The eighth phase of release started on July 1st and even after this date some restrictions still applied (Government office of the Slovak Republic, https://korona.gov.sk).
In Germany, some federal states and their cities started to declare the state of disaster on March 16th. On March 22nd, the government and the federal states introduced restriction of contact and activities. On April 20th, the government presented a 10-point-plan for the national health system and a week later, on April 27th, the obligations to wear a mask or other safety devices began. Between April 30th and May 6th, the gradual easing of the restriction for public activities had begun. Due to new infections in some areas between the end of May and the beginning of June, the responsible federal states decided to reinstate restrictions on public activities (German Federal Ministry of Health, https://www.bundesgesundheitsministerium.de/coronavirus/chronik-coronavirus.html).

In Italy, the government declared the state of emergency on January 31st. The first public-activity restrictions (phase 1) were instated on February 23rd and since February 25th the government had been introducing new restrictions. On May 16th, the government launched the so-called phase 2 (May 18th – June 14th), restoring some commercial and public activities with the obligation of the use of safety devices. On June 11th, the government announced phase 3 (June 15th – July 14th) which still loosens – but does not remove – containment measures (Government office of the Italy, http://www.salute.gov.it/).

The lockdown and various security measures may have had serious consequences for employees. Some could not work or had to work from home and lose social (work) contact. Some employees lost part of their income due to the employer’s problems or because their employer had no work for them. For other employees, the work has become more demanding and difficult due to the need to comply with safety measures or due to an increase in the workload (e.g. paramedics). Some employees took a risk of being infected with COVID-19 during their workday (e.g. cashiers, bus drivers). However, the means to counter the worst effects differed considerably

| Country       | Valid N | Missing | Age | Number of children | Number of employers during career | Years in current organization | Workload (hours per week) |
|---------------|---------|---------|-----|--------------------|-----------------------------------|------------------------------|---------------------------|
| Germany       | 135     | 12      | 40.47 | 136                | 137                              | 137                          | 137                       |
| Czech Republic| 232     | 21      | 32.69 | 230                | 231                              | 229                          | 229                       |
| Slovakia      | 164     | 3       | 41.62 | 164                | 164                              | 163                          | 161                       |
| Italy         | 151     | 8       | 48.76 | 151                | 150                              | 150                          | 149                       |

Table 1: Characteristics of the sample (interval variables).
Table 2
Characteristics of the sample (nominal variables).

|                      | Germany            | Czech Rep.        | Slovakia        | Italy            |
|----------------------|--------------------|-------------------|-----------------|-----------------|
|                      | Freq. | %     | Freq. | %     | Freq. | %     | Freq. | %     |
| Country of origin    |       |       |       |       |       |       |       |       |
| Total                | 147   | 20.2  | 253   | 34.8  | 167   | 23.0  | 159   | 21.9  |
| Germany              | 133   | 90.5  | 0     | 0.0   | 0     | 0.0   | 0     | 0.0   |
| Czech Republic       | 0     | 0.0   | 203   | 80.2  | 7     | 4.2   | 0     | 0.0   |
| Slovakia             | 4     | 2.7   | 43    | 17.0  | 158   | 94.6  | 0     | 0.0   |
| Italy                | 0     | 0.0   | 0     | 0.0   | 0     | 0.0   | 157   | 98.7  |
| Others               | 10    | 6.8   | 7     | 2.8   | 2     | 1.2   | 2     | 1.3   |
| Gender               |        |       |       |       |       |       |       |       |
| Woman                | 101   | 68.7  | 150   | 59.3  | 88    | 52.7  | 113   | 71.1  |
| Man                  | 35    | 23.8  | 82    | 32.4  | 76    | 45.5  | 38    | 23.9  |
| Others               | 1     | 0.7   | 1     | 0.4   | 0     | 0.0   | 0     | 0.0   |
| Missing              | 10    | 6.8   | 20    | 7.9   | 3     | 1.8   | 8     | 5.0   |
| Elementary           | 0     | 0.0   | 2     | 0.8   | 0     | 0.0   | 11    | 6.9   |
| Education            |        |       |       |       |       |       |       |       |
| High school          | 45    | 30.6  | 50    | 19.8  | 30    | 18.0  | 57    | 35.8  |
| University           | 76    | 51.7  | 181   | 71.5  | 132   | 79.0  | 76    | 47.8  |
| Others               | 16    | 10.9  | 0     | 0.0   | 2     | 1.2   | 8     | 5.0   |
| Missing              | 10    | 6.8   | 20    | 7.9   | 3     | 1.8   | 7     | 4.4   |
| Sector               |        |       |       |       |       |       |       |       |
| Extraction of raw materials | 3 | 2.0  | 1     | 0.4   | 3     | 1.8   | 0     | 0.0   |
| Manufacturing        | 9     | 6.1   | 18    | 7.1   | 15    | 9.0   | 4     | 2.5   |
| Service to customers | 37    | 25.2  | 92    | 36.4  | 68    | 40.7  | 15    | 9.4   |
| Public sector        | 35    | 23.8  | 27    | 10.7  | 11    | 6.6   | 91    | 57.2  |
| Non-government non-profit | 3 | 2.0  | 7     | 2.8   | 6     | 3.6   | 1     | 0.6   |
| Healthcare           | 5     | 3.9   | 9     | 3.6   | 8     | 4.8   | 7     | 4.4   |
| Education            | 34    | 23.1  | 36    | 14.2  | 30    | 18.0  | 19    | 11.9  |
| Others               | 11    | 7.5   | 41    | 16.2  | 22    | 13.2  | 12    | 7.5   |
| Missing              | 10    | 6.8   | 22    | 8.7   | 4     | 2.4   | 10    | 6.3   |
| Leadership responsibility |        |       |       |       |       |       |       |       |
| No leadership responsbility | 106 | 72.1  | 170   | 67.2  | 102   | 61.1  | 97    | 61.0  |
| Leadership responsibility | 22 | 15.0  | 55    | 21.7  | 45    | 26.9  | 30    | 18.9  |
| Owner                | 8     | 5.4   | 4     | 1.6   | 9     | 5.4   | 19    | 11.9  |
| Others               | 11    | 7.5   | 22    | 8.7   | 4     | 2.4   | 9     | 5.7   |
| Full-time contract   |        |       |       |       |       |       |       |       |
| Full-time            | 75    | 51.0  | 180   | 71.1  | 133   | 79.6  | 127   | 79.9  |
| Part-time            | 58    | 39.5  | 44    | 17.4  | 27    | 16.2  | 23    | 14.5  |
| Others               | 4     | 2.7   | 7     | 2.8   | 1     | 0.6   | 150   | 94.3  |
| Permanent contract   |        |       |       |       |       |       |       |       |
| Permanent            | 95    | 64.6  | 161   | 63.6  | 148   | 88.6  | 133   | 83.6  |
| Non-permanent        | 41    | 27.9  | 69    | 27.3  | 12    | 7.2   | 15    | 9.4   |
| Others               | 1     | 0.7   | 1     | 0.4   | 3     | 1.8   | 2     | 1.3   |
| Missing              | 10    | 6.8   | 22    | 8.7   | 4     | 2.4   | 9     | 5.7   |
| White/blue collar    |        |       |       |       |       |       |       |       |
| Blue-collar          | 3     | 2.0   | 5     | 2.0   | 5     | 3.0   | 8     | 5.0   |
| White-collar         | 111   | 75.5  | 203   | 80.2  | 133   | 79.6  | 94    | 59.1  |
| Balanced             | 23    | 15.6  | 23    | 9.1   | 25    | 15.0  | 45    | 28.3  |
| Missing              | 10    | 6.8   | 22    | 8.7   | 4     | 2.4   | 12    | 7.5   |

across nations (e.g. short-time work, financial support). Our data describe the consequences of the pandemic and the security measures on the work conditions of employees in different European countries and the attitudes, perceived performance and resources of employees in the time of a pandemic. We also examined personal and organizational factors that could mitigate the potential negative impact of a pandemic situation.

The data were obtained in Germany, the Czech Republic, Slovakia and Italy during May 2020 and at the beginning of June 2020, when most security measures were still in place and employees had at least one month of experience with working under security measures.

In total, 1,372 respondents started our survey. We excluded some of them from the sample according to the pre-set conditions. 552 respondents did not answer 30% or more questions related to the research variables. Another 22 respondents were employed in their organization for less than 5 months and therefore could not assess the changes associated with the pandemic. 72 respondents did not work in Germany, the Czech Republic, Slovakia and Italy. There-
### Table 3
Work-related impact of pandemic.

|                | ΔWorkload | ΔWork difficulty | Income decrease | Risk of COVID-19 before pandemic | Social contact during pandemic | Home-office before pandemic | Home-office during pandemic |
|----------------|-----------|------------------|-----------------|----------------------------------|------------------------------|-----------------------------|-----------------------------|
| **Germany**    |           |                  |                 |                                  |                              |                             |                             |
| Valid          | 147       | 147              | 147             | 147                              | 147                          | 147                         | 147                         |
| Missing        | 0         | 0                | 0               | 0                                | 0                            | 0                           | 0                           |
| M              | 5.71      | 4.63             | .22             | 2.78                            | 5.57                         | 1.86                        | 1.36                        |
| SD             | 2.39      | 3.17             | .68             | 3.05                            | 3.77                         | 2.71                        | 2.12                        |
| Med            | 5         | 5                | 0               | 1                                | 5                            | 1                           | 0                           |
| Skew.          | −0.05     | −0.07            | 3.92            | .85                              | −0.15                        | 1.86                        | 2.17                        |
| Kurt.          | −0.38     | −1.25            | 19.00           | −0.52                            | −1.52                        | 2.62                        | 5.29                        |
| Min            | 0         | 0                | 0               | 0                                | 0                            | 0                           | 0                           |
| Max            | 10        | 10               | 5               | 10                               | 10                           | 10                          | 10                          |
| **Czech Republic** |       |                  |                 |                                  |                              |                             |                             |
| Valid          | 253       | 253              | 253             | 253                              | 253                          | 253                         | 253                         |
| Missing        | 0         | 0                | 0               | 0                                | 0                            | 0                           | 0                           |
| M              | 5.49      | 4.45             | 1.08            | 2.74                            | 7.57                         | 2.90                        | 1.55                        |
| SD             | 2.31      | 3.00             | 2.04            | 2.82                            | 3.27                         | 3.26                        | 2.17                        |
| Med            | 5         | 5                | 0               | 2                                | 10                           | 2                           | 1                           |
| Skew.          | .10       | .05              | 2.35            | .98                              | −1.09                        | 1.02                        | 1.81                        |
| Kurt.          | −0.56     | −1.01            | 5.33            | .01                              | −0.24                        | −0.27                       | 2.90                        |
| Min            | 0         | 0                | 0               | 0                                | 0                            | 0                           | 0                           |
| Max            | 10        | 10               | 10              | 10                               | 10                           | 10                          | 10                          |
| **Slovakia**   |           |                  |                 |                                  |                              |                             |                             |
| Valid          | 167       | 167              | 167             | 167                              | 167                          | 167                         | 167                         |
| Missing        | 0         | 0                | 0               | 0                                | 0                            | 0                           | 0                           |
| M              | 5.75      | 4.84             | 1.38            | 2.74                            | 6.96                         | 2.81                        | 1.66                        |
| SD             | 2.43      | 3.01             | 2.09            | 3.06                            | 3.53                         | 3.53                        | 2.28                        |
| Med            | 5         | 6                | 0               | 2                                | 8                            | 1                           | 1                           |
| Skew.          | −0.08     | −0.30            | 2.06            | .96                              | −0.79                        | 1.08                        | 2.03                        |
| Kurt.          | −0.46     | −1.14            | 4.74            | −0.21                            | −0.81                        | −0.29                       | 4.42                        |
| Min            | 0         | 0                | 0               | 0                                | 0                            | 0                           | 0                           |
| Max            | 10        | 10               | 10              | 10                               | 10                           | 10                          | 10                          |

(continued on next page)
| Table 3 (continued) |
|---------------------|
|                      | ΔWorkload | ΔWorkload difficulty | Income decrease | Risk of COVID-19 | Social contact before pandemic | Social contact during pandemic | Home-office before pandemic | Home-office during pandemic |
| Italy               |           |                     |                 |                 |                               |                               |                             |                            |
| Valid               | 159       | 159                 | 159             | 159             | 159                           | 159                           | 159                          | 159                         |
| Missing             | 0         | 0                   | 0               | 0               | 0                             | 0                             | 0                            | 0                           |
| M                   | 6.28      | 6.99                | 1.35            | 3.61            | 8.15                          | 2.04                          | .95                          | 7.46                        |
| SD                  | 2.34      | 2.94                | 2.49            | 3.28            | 2.61                          | 2.82                          | 2.24                         | 3.58                        |
| Med                 | 6         | 8                   | 0               | 3               | 10                            | 1                             | 0                            | 10                          |
| Skew.               | −0.11     | −1.14               | 2.38            | .47             | −1.34                         | 1.56                          | 2.79                         | −1.23                       |
| Kurt.               | −0.71     | .44                 | 5.18            | −0.90           | .86                           | 1.46                          | 7.37                         | .01                         |
| Min                 | 0         | 0                   | 0               | 0               | 0                             | 0                             | 0                            | 0                           |
| Max                 | 10        | 10                  | 10              | 10              | 10                            | 10                            | 10                           | 10                          |
| Full sample         |           |                     |                 |                 |                               |                               |                             |                            |
| Valid               | 726       | 726                 | 726             | 726             | 726                           | 726                           | 726                          | 726                         |
| Missing             | 0         | 0                   | 0               | 0               | 0                             | 0                             | 0                            | 0                           |
| M                   | 5.77      | 5.13                | 1.03            | 2.94            | 7.15                          | 2.48                          | 1.40                         | 7.09                        |
| SD                  | 2.38      | 3.18                | 2.02            | 3.04            | 3.42                          | 3.16                          | 2.21                         | 3.85                        |
| Med                 | 5         | 6                   | 0               | 2               | 9                             | 1                             | 0                            | 9                           |
| Skew.               | −0.02     | −0.24               | 2.62            | .82             | −0.86                         | 1.28                          | 2.10                         | −0.97                       |
| Kurt.               | −0.56     | −1.13               | 7.16            | −0.44           | −0.69                         | 38                            | 4.36                         | −0.72                       |
| Min                 | 0         | 0                   | 0               | 0               | 0                             | 0                             | 0                            | 0                           |
| Max                 | 10        | 10                  | 10              | 10              | 10                            | 10                            | 10                           | 10                          |
### Table 4

Attitudes, feelings and performance of employees.

|                | Job satisfaction | Intention to leave | Work intensification | Actual task performance | ΔTask performance | Actual org. commitment | ΔOrg. commitment | Irritation - cognitive | Irritation - affective |
|----------------|------------------|--------------------|----------------------|-------------------------|-------------------|------------------------|------------------|------------------------|------------------------|
| **Germany**    |                  |                    |                      |                         |                   |                        |                  |                        |                        |
| Valid          | 137              | 137                | 147                  | 147                     | 147               | 147                    | 147              | 147                    | 147                    |
| Missing        | 10               | 10                 | 0                    | 0                       | 0                 | 0                      | 0                | 0                      | 0                      |
| M              | 7.16             | 3.81               | 2.55                 | 3.58                    | 3.04              | 3.78                   | 3.04             | 2.73                   | 2.43                   |
| SD             | 1.93             | 3.64               | 1.08                 | .93                     | .86               | .88                    | .61              | 1.09                   | 1.07                   |
| Med            | 7                | 2                  | 2.50                 | 3.60                    | 3.00              | 4.00                   | 3.00             | 2.57                   | 2.43                   |
| Skew.          | −.096            | .54                | −.43                 | .03                     | −1.02             | .03                    | .42              | .48                     | .48                     |
| Kurt.          | .99              | −1.22              | −.42                 | −.57                    | 1.06              | 1.06                   | 3.42             | −.83                   | −.57                   |
| **Czech Republic** |            |                    |                      |                         |                   |                        |                  |                        |                        |
| Valid          | 231              | 230                | 253                  | 253                     | 253               | 252                    | 252              | 253                    | 253                    |
| Missing        | 22               | 23                 | 0                    | 0                       | 0                 | 1                      | 1                | 0                      | 0                      |
| M              | 7.19             | 4.95               | 2.41                 | 3.80                    | 3.10              | 3.57                   | 3.11             | 2.74                   | 2.44                   |
| SD             | 2.08             | 3.56               | 1.07                 | .88                     | .77               | .83                    | .70              | 1.03                   | 1.00                   |
| Med            | 8                | 5                  | 2.25                 | 4.00                    | 3.00              | 3.75                   | 3.00             | 2.67                   | 2.33                   |
| Skew.          | −.113            | .11                | −.58                 | −.81                    | .51               | −.81                   | .29              | .21                    | .37                     |
| Kurt.          | 1.05             | −1.40              | −.96                 | .06                     | .78               | 1.02                   | 1.99             | −.85                   | −.65                   |
| **Slovakia**   |                  |                    |                      |                         |                   |                        |                  |                        |                        |
| Valid          | 163              | 163                | 167                  | 167                     | 166               | 166                    | 166              | 167                    | 167                    |
| Missing        | 4                | 4                  | 0                    | 0                       | 1                 | 0                      | 1                | 0                      | 0                      |
| M              | 7.20             | 4.01               | 2.53                 | 4.04                    | 3.24              | 3.65                   | 3.12             | 2.78                   | 2.53                   |
| SD             | 2.33             | 3.38               | 1.21                 | .80                     | .77               | .87                    | .92              | 1.05                   | 1.07                   |
| Med            | 8                | 3                  | 2.50                 | 4.20                    | 3.00              | 4.00                   | 3.00             | 2.67                   | 2.33                   |
| Skew.          | −.119            | .46                | −.80                 | −.86                    | .36               | −.86                   | −.14             | .09                    | .34                     |
| Kurt.          | 1.44             | −1.15              | −.90                 | −.01                    | .49               | .76                    | .70              | −.95                   | −.92                   |
| Min            | 0                | 0                  | 1                    | 2                       | 1                 | 1                      | 1                | 1                      | 1                      |
| Max            | 10               | 10                 | 5                    | 5                       | 5                 | 5                      | 5                | 5                      | 5                      |
|                  | Job satisfaction | Intention to leave | Work intensification | Actual task performance | ΔTask performance | Actual org. commitment | ΔOrg. commitment | Irritation - cognitive | Irritation - affective |
|------------------|------------------|--------------------|----------------------|--------------------------|------------------|-----------------------|-------------------|------------------------|------------------------|
| **Italy**        |                  |                    |                      |                          |                  |                       |                   |                        |                        |
| Valid            | 150              | 148                | 159                  | 159                      | 159              | 158                   | 158               | 159                    | 159                    |
| Missing          | 9                | 11                 | 0                    | 0                        | 0                | 1                     | 1                 | 0                      | 1                      |
| M                | 7.60             | 2.73               | 2.62                 | 3.67                     | 3.20             | 4.32                  | 3.46              | 2.90                   | 2.32                   |
| SD               | 1.68             | 3.46               | 1.00                 | .93                      | .91              | .66                   | .78               | 1.00                   | 1.06                   |
| Med              | 8                | 1                  | 2.50                 | 3.80                     | 3.00             | 4.25                  | 3.00              | 3.00                   | 2.00                   |
| Skew.            | −1.06            | .97                | .32                  | −0.41                    | .14              | −1.57                 | .25               | −0.37                  | .42                    |
| Kurt.            | 1.98             | −0.54              | −0.67                | −0.40                    | −0.02            | 4.53                  | .80               | −0.58                  | −0.82                  |
| Min              | 1                | 0                  | 1                    | 1                        | 1                | 1                     | 1                 | 1                      | 1                      |
| Max              | 10               | 10                 | 5                    | 5                        | 5                | 5                     | 5                 | 5                      | 5                      |
| **Full sample**  |                  |                    |                      |                          |                  |                       |                   |                        |                        |
| Valid            | 681              | 678                | 726                  | 726                      | 725              | 724                   | 723               | 726                    | 725                    |
| Missing          | 45               | 48                 | 0                    | 0                        | 1                | 2                     | 3                 | 0                      | 1                      |
| M                | 7.28             | 4.01               | 2.51                 | 3.78                     | 3.14             | 3.79                  | 3.17              | 2.79                   | 2.43                   |
| SD               | 2.04             | 3.60               | 1.09                 | .90                      | .82              | .86                   | .77               | 1.04                   | 1.04                   |
| Med              | 8                | 3                  | 2.50                 | 4.00                     | 3.00             | 4.00                  | 3.00              | 2.67                   | 2.33                   |
| Skew.            | −1.16            | .43                | .34                  | −0.60                    | .26              | −0.92                 | .13               | .11                    | .39                    |
| Kurt.            | 1.49             | −1.27              | −0.75                | −0.24                    | .57              | .98                   | 1.49              | −0.88                  | −0.74                  |
| Min              | 0                | 0                  | 1                    | 1                        | 0                | 1                     | 1                 | 1                      | 1                      |
| Max              | 10               | 10                 | 5                    | 5                        | 5                | 5                     | 5                 | 5                      | 5                      |
fore, the presented dataset consists of responses of 726 people who were employed in Germany, the Czech Republic, Slovakia or Italy during the COVID-19 pandemic. The socio-demographic and job-related characteristics of the sample are described in Table 1 and Table 2.

Table 3 describes how the pandemic and lockdown affected the work of employees in each of the 4 countries. Table 4 describes the attitudes, feelings and perceived performance of employees in the time of the pandemic and also the perceived change in their performance and organizational commitment in comparison to the time before pandemic. Table 5 describes organization-related (servant leadership of the supervisor, perceived organizational support, social support from colleagues) and personal (resilience, occupational self-efficacy, job crafting - resources, job crafting - demands, readiness for change) factors.
Table 6
Items used to describe work-related consequences of COVID-19, job satisfaction and intention to leave.

| Variable label | Variable                  | Item                                                                 | Response scale                                                                 |
|----------------|---------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------------|
| CWorkl        | Change in workload        | How has actual pandemic situation changed your workload?              | 0 (I have much less work to do) - 10 (I have much more work to do)              |
| WDiffic       | Increased work difficulty | How much has the pandemic situation increased the difficulty of your work (eg because of the need to wear protective equipment, because of increased hygiene, because of the need to communicate online)? | 0 (not at all) - 10 (very much)                                                 |
| Income        | Decreased income          | How much has your monthly income decreased as a result of the pandemic situation and lockdown? | 0 (it is the same or higher) - 10 (I completely lost my income)               |
| COVrisk       | Risk of COVID-19          | How big is the risk being infected with COVID-19 during your work?    | 0 (no risk) - 10 (very high risk)                                               |
| SocPast       | Social contact before pandemic | How often have you personally met other people (colleagues, customers, suppliers) during the workday before the pandemic and lockdown? | 0 (not at all) - 10 (all the time)                                             |
| SocNow        | Social contact during pandemic | How often do you personally meet other people (colleagues, customers, suppliers) during the pandemic and lockdown? | 0 (not at all) - 10 (all the time)                                             |
| HOpast        | Home-office before pandemic | How often did you work from home before the pandemic and lockdown? | 0 (not at all) - 10 (all the time)                                             |
| HOnow         | Home-office during pandemic | How often do you work from home now in the time of the pandemic and lockdown? | 0 (not at all) - 10 (all the time)                                             |
| Satisf        | Job satisfaction          | Are you generally satisfied with your current job?                   | 0 (not at all) - 10 (very much)                                                 |
| IntLeave      | Intention to leave        | Do you want to leave your job and your organization in following 3 years? | 0 (certainly not) - 10 (certainly yes)                                           |

change) characteristics that might help employees cope with the pandemic situation and lockdown. The variables that were measured by scales with several items (see Table 7) were computed as a mean of all valid answers provided by each respondent. The McDonald’s omegas which indicate the internal consistency of the scales are presented in Table 7. Code book and all variables are available in the associated dataset (http://dx.doi.org/10.17632/77dscp2vcw.2) in raw form. The dataset enables describing and analysing the work-relates consequences of COVID-19 pandemic in various countries and examining the moderation effect of organizational and personal factors.

2. Design, materials and methods

We obtained the data via an online survey. The survey was promoted at social networks, in articles in online newspapers, by direct emails and in a university newsletter. We formulated new items to measure the impact of pandemic and lockdown on the work of employees and to measure job satisfaction and intention to leave (see Table 6). To measure organizational commitment, work performance, irritation, work intensification and various organizational and personal factors, we used established questionnaires (see Table 7). We modified the instructions and response scale (see Appendix) of Individual Work Performance Questionnaire and Klein’s unidimensional scale of commitment to be able to measure the change in task performance and
Table 7
List of questionnaires and internal consistency of each scale.

| Label | Variable                        | Source                                                                 | Number of items | Response scale | McDonald's $\omega$ |
|-------|---------------------------------|------------------------------------------------------------------------|------------------|-----------------|----------------------|
|       |                                 |                                                                        |                  |                 | GE        | CZ        | IT        |
| WIntens | Work intensification            | Intensified Job Demands Scale [10], modified instructions             | 4                | 1–5             | .842      | .822      | .728      |
| APerf  | Actual task performance         | Individual Work Performance Questionnaire, Task performance subscale   | 5                | 1–5             | .892      | .869      | .872      |
| CPerf  | Change in task performance      | Individual Work Performance Questionnaire, Task performance subscale,  | 5                | 1–5             | .914      | .894      | .912      |
|        |                                 | [11], modified instructions                                           |                  |                 |           |           |           |
| ACommit | Actual organizational commitment| Klein et al.'s Unidimensional Target-free Scale of Commitment (target = organization) [12] | 4                | 1–5             | .895      | .883      | .835      |
| CCommit | Change in organizational        | Klein et al.'s Unidimensional Target-free Scale of Commitment (target = organization) [12], modified instructions | 4                | 1–5             | .881      | .920      | .893      |
| IritC  | Irritation - cognitive          | Irritation Scale, Cognitive subscale [7]                             | 3                | 1–5             | .870      | .786      | .852      |
| IritA  | Irritation - affective          | Irritation Scale, Affective subscale [7]                             | 3                | 1–5             | .921      | .849      | .912      |
| Servant| Servant leadership              | Servant Leadership Questionnaire, SL-7 [13]                          | 7                | 1–7             | .876      | .811      | .872      |
| POS    | Perceived organizational        | Survey of Perceived Organizational Support – short 3 item version     | 3                | 1–5             | .830      | .860      | .880      |
|        | support                         | [14]                                                                   |                  |                 |           |           |           |
| Resil  | Resilience                      | Short version of the Connor-Davidson Resilience Scale CD-RISC-10 [15] | 10               | 1–5             | .840      | .867      | .896      |
| SocSup | Social support                  | Social Support Scale [16]                                             | 3                | 1–5             | .878      | .874      | .876      |
| OcSEff | Occupational self-efficacy      | Occupational Self-efficacy Scale – short [17]                       | 3                | 1–5             | .809      | .805      | .704      |
| JCraftR| Job crafting - resources        | Job Crafting Scale, Increasing job resources subscale [18]           | 3                | 1–5             | .805      | .775      | .768      |
| JCraftD| Job crafting - demands          | Job crafting scale, Hindering job demands subscale [18]              | 6                | 1–5             | .744      | .739      | .813      |
| ReadCh | Readiness for change            | Organizational Change Questionnaire [19]                             | 3                | 1–5             | .874      | .896      | .880      |

Note. McDonald’s omegas are provided for three language versions of questionnaires; German (GE): $N = 141$, Czech (CZ): $N = 366$; Italian (IT): $N = 158$; Slovak respondents filled out mostly the Czech version; 61 respondents filled out the English questionnaire.
organizational commitment during the pandemic. We also modified the instructions of Irritation scale and Work intensification scale to measure irritation and work intensification in time of the pandemic and lockdown (see Appendix).

The survey was available in English, German, Czech (for Czech and Slovak respondents) and Italian. We used official and published translations of each questionnaire if it was available. If there was no official translation, we did two to three independent translations from English and then a backtranslation to English to ensure the quality of the new language adaptation.

In the German survey, we used the original German scales (see Table 7) for measuring irritation, occupational self-efficacy, social support and work intensification. We also used official translations of Job Crafting Scale [1], Klein's Unidimensional Scale of Commitment (translated by Vitera, https://u.osu.edu/commitmentmeasure/k-u-t-commitment-measure/german/), Survey of Perceived Organizational Support (translated by Siebenaler & Fischer, https://doi.org/10.6102/zis277), Readiness for Change Scale (presented by Scheel at the 33rd Annual SIOP Conference, 2018) and Connor-Davidson Resilience Scale (translated by Krähenmann & Krausenick, www.connordavidson-resilience-scale.com). Scales for measuring work performance and servant leadership were newly translated by an author of this article and a class of Master students.

In the Czech survey (for Czech and Slovak respondents), we used published translation of Klein’s Unidimensional Scale of Commitment [2] and Servant Leadership Questionnaire [3], official unpublished translation of Connor-Davidson Resilience Scale (translated by Dostalova et al., www.connordavidson-resilience-scale.com) and existing unpublished translations of Individual Work Performance Questionnaire (psychometric characteristics available in [4]) and Survey of Perceived Organizational Support (translated by Stejdírová et al., https://is.muni.cz/th/gkk6r/Stejdirova_bakalarska_prace.pdf). Irritation Scale, Occupational Self-efficacy Scale, Social Support Scale, Intensified Job Demands Scale, Job Crafting Scale and Organizational Change Questionnaire were newly translated by authors of this article.

In the Italian survey, we used published translation of Work Performance Questionnaire [5], Klein’s Unidimensional Scale of Commitment [6], Irritation Scale [7], Survey of Perceived Organizational Support [8], subscale “Increasing job resources” from Job Crafting Scale [9] and the official translation of Connor-Davidson Resilience Scale (translated by Comoretto, www.connordavidson-resilience-scale.com). The Occupational Self-efficacy Scale, Servant Leadership Questionnaire, Social Support Scale, Intensified Job Demands Scale, Organizational Change Questionnaire and subscale “Hindering job demands” from Job Crafting Scale were newly translated by authors of this article.

Ethics statement

Informed consent was obtained from all respondents before they started the survey. They were informed that the survey was anonymous and that they could stop at any time.

Declaration of Competing Interest

The authors declare that they have no known competing financial interests or personal relationships which have, or could be perceived to have, influenced the work reported in this article.

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Supplementary materials

Supplementary material associated with this article can be found, in the online version, at doi:10.1016/j.dib.2020.106174.

Appendix – modified instructions and response scales

Modified instructions for Individual Work Performance Questionnaire for measuring change in task performance and for Klein’s unidimensional scale of commitment for measuring change in organizational commitment

Now use the same items to compare your performance and attitudes in the past month during the pandemic and lockdown to your performance and attitudes in 3 months before the pandemic situation and lockdown occurred.

The answer “significantly less often” / "much less" means that your performance/attitude is lower/weaker now than it was before the pandemic.

Now, in the time of pandemic and lockdown (in comparison to the situation before the pandemic and lockdown)...

Modified response scale for Individual Work Performance Questionnaire for measuring change in task performance

1 = significantly less often, 2 = slightly less often, 3 = similarly often, 4 = slightly more often, 5 = significantly more often

Modified response scale for Klein’s unidimensional scale of commitment for measuring change in organizational commitment

1 = much less, 2 = slightly less, 3 = similarly, 4 = slightly more, 5 = much more

Modified instructions for Irritation questionnaire

Please indicate how much you agree with the following statements.

In the past month, during the pandemic situation:

Modified instructions for Work intensification questionnaire

In the past month, during the pandemic and lockdown...

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