Appendix-V

(Job Satisfaction Scale)

How you feel about your job

Everybody, who works, has certain feelings about his job. In this questionnaire, Thirty four items are listed here depicting the feelings related to certain aspects of one's job. You are requested to record the extent to which you are affected by those different aspects of your job by making use of the scale provided below. For instance, if what is depicted in a particular item is true in your case, encircle. Agree (A), or if it is not true in your case, encircle 'disagree' (D). In the event of you not being able to decide either way (Agree or disagree), encircle, Not sure (NS). In case any particular item is not applicable in your case, encircle (N.A.).

Please do not leave any question unmarked.

The Rating Scale : A means Agree D means Disagree NS means Not sure NA means not applicable

1. Satisfied with opportunities for promotion in your department A D NS NA
2. Finding yourself at a disadvantage due to the lack for required technical information to carry out your duties A D NS NA
3. Feeling that you could have worked better in a different department A D NS NA
4. Feeling that you have too heavy a work load that you can not possibly finish during an ordinary working day A D NS NA
5. Feeling that you have to do things on the Job that are against your better judgement A D NS NA
6. The fact that you are confused about the role you have to play in carrying out your work A D NS NA
7. Feeling that your boss does not care for your suggestions

8. Feeling that you have security in your occupational position

9. Feeling that more facilities should be provided for working effectively in occupations to which you belong.

10. Feeling that the pay for the type of job you do is lower compared with no pay for similar jobs in other departments

11. Feeling that you are not liked and accepted by the people or co-workers you work with

12. The fact that you have too little work to do that you get bored with the job

13. The fact that superior officer appreciates the hard work you put in

14. Feeling that you have little opportunity to use your abilities in this Department

15. The fact that you find it difficult to convince people to adopt improved techniques in the concerned field

16. Feeling that the whole management development programme in your office is a wasteful expenditure

17. Feeling that you are not fully qualified to handle your job.

18. The fact that your superior officer encourages you to offer suggestions for improvement in your department

19. The fact that you can not get required administrative information to carry out your job functions

20. Each day of work appears as though it will never end
21. Feeling that your progress on the job is not what it should be or could be
22. Feeling that your job gives you a chance to do things that you could do best
23. Feeling that you have a clear idea of the expectation of your superior officer regarding your work performance
24. The fact that pressures from political parties affect the efficiency of your work
25. The fact that your department is given only a secondary consideration by Top Management
26. Feeling that you would be happy to continue in the present job for a longer period
27. Feeling that your present job is not suitable for persons like you
28. Feeling that your job counts for very little in your department
29. Feeling that you should have got a better job for your qualifications
30. Feeling that you have enough opportunity for independent thought and action in your job
31. Feeling that you should change your present job
32. The fact that you have too little authority to carry out the responsibilities assigned to you
33. The fact that you are free to talk to some one superior to you in your department whenever you have a field problem
34. Feeling that you have good chance to get ahead in life and to become fairly well-off