6.10. Annexure

Questionnaire

Sir/Madam,

I, Suresh Babu C. working as Research Scholar of Acharya Nagarjuna University, Nagarjuna Nagar, Andhra Pradesh, working on my Research Programme. I would be thankful if you could spare some time to answer the following questions which is meant for academic purpose and it will be confidential. Thank You.

Section- I (For System Engineer to Team lead) (Junior telecom officers all grades)

1. Name: (Optional)

2. Family Status: Married / Unmarried (Please "√" wherever necessary)

3. Gender: Male / Female
   a) Experience: ...................... yrs


5. Scale for Communication:
   i) I am briefed about activities while assigning new projects/ assignments.
      a) Strongly Disagree b) Disagree c) Neither disagree nor Agree d) Agree e) Strongly Agree
   
   ii) I am getting Information clearly about targets to be achieved.
      a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree
   
   iii) The Organisation has got proper system to communicate with every employee.
      a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree
   
   iv) Communication has considered very important among employees.
      b) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

6. Scale for Cultural factor:
   i) The culture of the organisation is Co-operative and Friendly.
      a) Yes □ b) No □ c) Can’t say □
   
   ii) I feel good about my Organisation’s Culture.
      a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree
   
   iii) The Cultural networks are an important factor in every organisation.
      a) Yes □ b) No □ c) Can’t say □

7. Scale for Mission factor:
   i) In general Practices, how effective are the company informing practices regarding
      
      a) Company strategies (Both Short tem and Long term)
      Not at all effective/ineffective sometimes/unsure/sometimes effective/ completely effective
b) Company Mission
Not at all effective/ineffective sometimes/unsure/sometimes effective/completely effective

c) Organisational Practices
Not at all effective/ineffective sometimes/unsure/sometimes effective/completely effective

d) Operating performance
Not at all effective/ineffective sometimes/unsure/sometimes effective/completely effective

e) Practical experiences.
Not at all effective/ineffective sometimes/unsure/sometimes effective/completely effective

f) Customer satisfaction
Not at all effective/ineffective sometimes/unsure/sometimes effective/completely effective

g) Productivity of the organisation
Not at all effective/ineffective sometimes/unsure/sometimes effective/completely effective

h) Quality standards
Not at all effective/ineffective sometimes/unsure/sometimes effective/completely effective

i) Market shares
Not at all effective/ineffective sometimes/unsure/sometimes effective/completely effective

j) Competition strategies
Not at all effective/ineffective sometimes/unsure/sometimes effective/completely effective

h) Information on Benchmarking
Not at all effective/ineffective sometimes/unsure/sometimes effective/completely effective

i) Leadership styles
Not at all effective/ineffective sometimes/unsure/sometimes effective/completely effective

j) Planning perspective
Not at all effective/ineffective sometimes/unsure/sometimes effective/completely effective

k) There is long-term purpose and direction to our work.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

l) Our strategy leads other organisations to change the way they complete in the industry
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

m) There is a clear direction that gives meaning and direction to our work.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

n) Our organisation consist clear strategies for future.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree
o) Our strategic direction is unclear to me.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

8. Scale for Goals and Objectives:
i) There is widespread agreement about goals.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

ii) Leaders set goals that are ambitious but realistic.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii) The leadership has "gone on record" about the objectives we are trying to meet.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv) We continuously track our progress against our stated goals.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

v) People understand what needs to be done for us to succeed in the long run.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

9. Scale for Vision Factor:
i) We have shared vision of what the organisation will be like in the future.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

ii) Leaders have a long term viewpoint.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii) Short-term thinking often compromises our long term-vision.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv) Our vision creates excitement and motivation for our employees.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

v) We are able to meet short-term demands without compromising our long-term mission.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

10. Scale for Innovation factor:
Subject: Flexibility
a) Procedures and services are re-invented from time to time to better serve customers.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

Subject: Adaptability
b) Environmental Scanning is a continuous process here to cope up with Competitor strategies.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

Subject: Being Innovative
c) Creative ideas are appreciated and accepted here.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree
Subject: Freedom of action  

d) Employees are allowed to make adjustments in work to improve on efficiencies.  
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

Subject: Taking advantage of Opportunities  
e) Ours is an organisation that sieges every situation to its advantage.  
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

Subject: Being competitive  
f) We are encouraged to set and achieve higher targets every time.  
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

Subject: Tolerance of failure  
g) Temporary setbacks are also viewed as learning experiences.  
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

Subject: Being Aggressive  
h) Our organisation is most of the times the first to introduce new services.  
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

Subject: Taking initiative  
i) We are rewarded as individuals and as a group for being one step ahead  
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

Subject: High Expectations  
j) We know that excellence is expected from us every time and in all situations.  
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

Section-II (For System Engineer to Team lead) (Junior telecom officers all grades)

11) Scale: Problem Solving  

Subject: Processes  
i). Processes and sub-systems in the organisation are monitored to track deviations and problem areas.  
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

Subject: Environment  
i) Environmental scanning and data gathering is a regular and continuous process is here.  
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

Subject: Alternative course of action  
iii) Every alternate course of action is deliberated and probed for its viability, utility and its consequence.  
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv) A profusion of alternatives are generated every time to confront a problem.  
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree
v) Action plans are developed; works are assigned and coordinated to achieve results within time frame.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

vi) There is always a periodic critique and fact-finding to bridge the gap between set standards and actual performance.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

12. Scale: On-the-job-training
Subject: Training Methods

i) Every new project, on-the-job training methods are perfectly planned and yield more inputs.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

Subject: Freedom of Action

ii) There must be an option for every Employee in choosing the projects/assignments.
a) Yes □ b) No □ c) can’t say □

13. Scale: Skills Set

i) We are provided excellent mentoring in problem solving.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

ii) We are provided appropriate guidance.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii) The organisation consists of leaders to lead in the ambiguous
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv) The Leadership styles are reviewed continuously.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

14. Scale: Competencies

i) Grievances are solved immediately.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

ii) We are successful at using our knowledge to coordinate with other service providers too.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii) Experiential data is treated as precious, stored and retrieved efficiently, shared to enable better.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv) Knowledge is measured in all activities here to protect competencies.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

v) Appreciating the employees is absent in the organisation.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree
15. Scale: Sub-Systems
i). The sub-systems are having complete reliability for decision-making.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

ii). The Sub-systems are consistent and worthy.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii). The Sub-systems are totally strategic.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv). The present sub-systems requires a change.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

v). The Complexity must be reviewed in each stage.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

16. Scale - Work Systems
i). I feel better the quantity of the work given under normal conditions helps to improve more in my job.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

ii). While assigning the work, planning has given importance.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii). Skills and abilities are improved through experiences.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv). Employees skills and capabilities should be improved more, to perform well.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

v). Transparency is absent in our organisation.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

17. Scale - Training
i) Training of employees is appropriate.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

ii). Much priority given in the key areas training.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii). Individual problems are solved excellently.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv). Complete knowledge is required on the Sub-systems.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

18. Scale: Influence
i) The organisation influenced by some factors to get effectiveness.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree
ii) Transparency is absent in our organisation.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii) Our organisation has got excellent plan of actions.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv) Responsibilities should be given priority.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

Section-III (For system engineer to Team lead) (Junior telecom officers all grades)

19. Scale: Developing systems
i) There is no chance for developing skills.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

ii) There is exploration of abilities.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii) Continuous improvement of career is absent.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv) There are avenues to show capabilities.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

v) There is acceptance and appreciation of others view of point.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

vi) Developing the employees is most concerned.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

vii) There is initiation for new tasks among employees.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

20. Scale: Problem Solving
i) In the organisation there does dependency exist?
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

ii) The problematic areas are monitored effectively by sub-systems.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii) Gathering of Data is a regular process.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv) Every alternative courses of action is deliberated and probed for its viability, utility and its consequence.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree
v) Alternatives are generated every time to give proper solution.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

vi) Stakeholders to a decision are partnered, issues deliberated based on data before arriving at a consensual decision.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

vii) There is possibility for fact finding to fill the gaps between set standards and actual components.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

21. Scale: Growth
i) The individuals has got opportunity to grow on the situational basis.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

22 Scale: Open communication
i) The Open-communication is not effective.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

ii) Instructions and information is ambiguous here.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii) All issues confronted openly always.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv) There is possibility for grouping the activities.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

v) The feedback is solicited and is viewed as precious information.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

vi) Confrontations are meaningful in organisational context.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

23. Scale: Strategic Direction and Intent.
i) There is long-term purpose and direction to our work.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

ii) Our strategy leads other organisations to change the way they compete in the industry.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii) There is clear mission that gives meaning and direction to our work.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv) There is clear strategy for the future.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

v) Our strategic direction is unclear for me.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree
Subject: Controlling
vi). Individual Control is required in every aspect.
   a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

vii). Evaluating and selecting among alternative courses of actions is required to all.
   a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

viii). Coaching, counseling and resolving the personnel problems are essential to achieve targets.
   a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

24. Scale: Acquisition of Knowledge
i) Co-operation with in the organisation is formidable.
   a) Yes □ b) No □ c) can't say □

ii) The leadership is in touch with all employees.
   a) Yes □ b) No □ c) can't say □

iii) The organisation encourages its employees to join formal or informal nets made up by people from outside of the organisation.
   a) Yes □ b) No □ c) can't say □

iv) The employees can attend outside workshops and symposiums.
   a) Yes □ b) No □ c) can't say □

v) There is consolidated and resourceful Research and Development policy.
   a) Yes □ b) No □ c) can't say □

vi) New ideas and approaches on work performance are experimented continuously
   a) Yes □ b) No □ c) can't say □

vii) Organisational systems and procedures support innovation.
   a) Yes □ b) No □ c) can't say □

25. Scale: Trust
i) The organisational leadership is honest.
   a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

ii) People in the organisation can count on each other to keep their word.
   a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii) The communications from the company, could consider as fair
   a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

26. Scale: Employee Empowerment
i) Most employees are highly involved in their work.
   a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree
ii) Decisions are usually made at the level where the best information is available.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii) Information is widely shared so that everyone can get the information he/she needs when it’s needed.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv) Everyone believes that he/she can have positive impact on their job life.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

v) Business planning is on-going and involves everyone in the process to some degree
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

27. Scale: Team Orientation
i) Co-operation across different parts of the organisation is actively encouraged.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

ii) People work like they are a part of team.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii) Teamwork is used to get work done, rather than the hierarchy
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv) Teams are our primary building blocks.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

v) Work is organized so that each person can see the relationship
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

28. Scale: Capability Development
i) Authority is delegated so that people can act on their own.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

ii) The capability of an individual is consistently improving.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iii) There is continuous investment on skills of employees.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

iv) The capabilities of people are viewed as an important source of competitive advantage.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree

v) Problems are often arising because we do not have the skills necessary to do the job.
a) Strongly disagree b) disagree c) Neither disagree nor agree d) Agree e) Strongly Agree
## Section IV-29.

Kindly read each statement below and indicate, in column P to what extent this statement is true of your organisation. Then for Column D. Indicate how much of each statement is desirable for your organisation.

**Use the following key for filling under column P:**

- 5 — If the statement present your organisation very well.
- 4 -- If it’s fairly true of your organisation
- 3 — If you are not sure whether it is true or not.
- 2 - If it present very little of your organisation.
- 1 - If it is not true.

**Use the following key for filling under column D:**

- 5 - If you think this is very highly desirable.
- 4 - If you think this is highly desirable
- 3 -- If you are not sure whether this is desirable.
- 2 - If you think this is not desirable for your organisation.
- 1 -- If you think this is very undesirable.

<table>
<thead>
<tr>
<th>P</th>
<th>D</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Most members of this organisation feel helpless in relation to vital matters.</td>
<td></td>
</tr>
<tr>
<td>2) People feel free to have and express opinions and ideas that are different from their bosses.</td>
<td></td>
</tr>
<tr>
<td>3) Rules are applied uniformly here, without any consideration to special circumstances in special cases.</td>
<td></td>
</tr>
<tr>
<td>4) In this organisation every department/team is concerned only about itself.</td>
<td></td>
</tr>
<tr>
<td>5) This organisation can be described as a fire-fighting organisation dealing with issues as they emerge.</td>
<td></td>
</tr>
<tr>
<td>6) Great value is given here to good relationships and loyalty to the organisation.</td>
<td></td>
</tr>
<tr>
<td>7) Attempts are made here to solve conflict without loss of face by a party involved in the conflict.</td>
<td></td>
</tr>
<tr>
<td>8) People feel comfortable in groups of their own affinity.</td>
<td></td>
</tr>
<tr>
<td>9) Managers generally spend more time on their jobs, even at the cost of personal needs.</td>
<td></td>
</tr>
<tr>
<td>10) Competitiveness and smartness are highly valued here.</td>
<td></td>
</tr>
<tr>
<td>11) Seniors exercise their authority in most matters and is accepted by subordinates.</td>
<td></td>
</tr>
<tr>
<td>12) Employees opine that they can influence important issues here.</td>
<td></td>
</tr>
<tr>
<td>13) All issues are worked meticulously, including implementation, and deviations are not entertained.</td>
<td></td>
</tr>
<tr>
<td>14) Although rules are clear, they are applied depending on the case.</td>
<td></td>
</tr>
<tr>
<td>15) People care for the total organisation and not merely of their own teams.</td>
<td></td>
</tr>
<tr>
<td>16) Long-term planning and working for the future is given top priority here.</td>
<td></td>
</tr>
<tr>
<td>17) Maintaining harmony is highly valued here.</td>
<td></td>
</tr>
<tr>
<td>18) Confrontation and open communications are avoided at the work place.</td>
<td></td>
</tr>
<tr>
<td>19) Leaders here mentor and nurture those who belong to them.</td>
<td></td>
</tr>
<tr>
<td>20) Managers care a great deal about their personal time and do not like business to intrude on it.</td>
<td></td>
</tr>
<tr>
<td>21) Importance is given to compassion and caring.</td>
<td></td>
</tr>
<tr>
<td>22) Hierarchical relationships are seen as necessary for running the organisation.</td>
<td></td>
</tr>
<tr>
<td>23) There is general feeling of indifference among employees as they cannot influence critical matters.</td>
<td></td>
</tr>
<tr>
<td>24) Different ways of solving problems are encouraged here.</td>
<td></td>
</tr>
<tr>
<td>25) Decisions are clear-cut and objective, and context doesn’t influence them.</td>
<td></td>
</tr>
<tr>
<td>26) Everyone here is mainly concerned about his or her own affairs.</td>
<td></td>
</tr>
<tr>
<td>27) People do not have time to think of future needs; they are too busy completing their assigned tasks.</td>
<td></td>
</tr>
<tr>
<td>28) People here are more individualistic; they complete assigned tasks for they expect to be compensated.</td>
<td></td>
</tr>
<tr>
<td>29) Pleasant behavior is preferred to telling unpleasant truth.</td>
<td></td>
</tr>
<tr>
<td>30) People here are treated according to their work assignments and not on any other basis.</td>
<td></td>
</tr>
<tr>
<td>31) Work responsibility here is given more importance than the demands of the family.</td>
<td></td>
</tr>
<tr>
<td>32) Helping and nurturing subordinates are common here.</td>
<td></td>
</tr>
<tr>
<td>33) Achievement and competence are more important than hierarchical status.</td>
<td></td>
</tr>
</tbody>
</table>
30. Any Suggestions