APPENDIX-A

SELF IDENTITY SCALE

People have different feelings about their roles. Statements describing some such feeling are given below. Read each statement and indicate in the space against the corresponding number how often you have the feeling expressed in the statement in relation to your role in your organization use the numbers given below to indicate your own feelings.

Write,

1 if you **Never** or **Rarely** feel this way
2 if you **Occasionally** (a few times) feels this way.
3 if you **Frequently** feel this way.
4 if you **Always** feel this way.

--- 1. My role tends to interfere with my family life.
--- 2. I am afraid I am not learning enough in my present role for taking up higher responsibility.
--- 3. I am not able to satisfy the conflicting demands of various people over me.
--- 4. My role has recently been reduced in importance.
--- 5. My workload is too heavy.
--- 6. Other role occupants do not give enough attention and time to my role.
--- 7. I do not have adequate knowledge to handle the responsibilities in my role.
--- 8. I have to do things in my role that are against my better judgement.
--- 9. I am not clear on the scope and responsibilities of my role (job).
--- 10. Do not get information needed to carry out responsibilities assigned to me.
--- 11. I have various other interests (social, religious, etc.) which remain neglected because I do not get time to attend to these.
--- 12. I am too preoccupied with my present role responsibility.
--- 13. I am not able to satisfy the conflicting demands of the various peer level people and my juniors.
--- 14. The amount of work I have to do interferes with the quality I want to maintain.
--- 15. The amount of work I have to do interferes with the quality I want to maintain.
--- 16. There are not enough interactions between my role and other roles.
--- 17. I wish I had more skills to handle the responsibilities of my role.
--- 18. I am not able to use my training and expertise in my role.
--- 19. I do not know what the people I work with expect of me.
--- 20. I do not get enough resources to be effective in my role.
--- 21. My role does not allow me to have enough time with my family.
--- 22. I do not have time and opportunities to prepare myself for future
challenges of my role.

--- 23. I am not able to satisfy the demands of clients and others, since these are conflicting with one another.

--- 24. I would like to take more responsibility than I am handling at present.

--- 25. I have been given too much responsibility.

--- 26. I wish there were more consultation between my role and other roles.

--- 27. I have not had pertinent training for my role.

--- 28. The work I do in the organization is not related to my interests.

--- 29. Several aspects of my role are vague and nuclear.

--- 30. I do not have enough people to work with me in my role.

--- 31. My organizational responsibilities interfere with my extra organizational roles.

--- 32. There is very little scope for personal growth in my role.

--- 33. The expectations of my senior conflict with those of my juniors.

--- 34. I can do much more than what I have assigned.

--- 35. There is need to reduce some part of my role.

--- 36. My family and friends complain that I do not spend time with them due to heavy demands of my work role.

--- 37. I feel stagnant in my role.

--- 38. I am bothered with the contradictory expectations that different people have from my role.

--- 39. I wish I had been given more challenging tasks to do.

--- 40. I feel overburdened in my role.

--- 41. Even when I take initiative for discussion or help, there is not much response from other roles.

--- 42. I need more training and preparation to be effective in my role.

--- 43. I experience conflict between my values and what I have to do in my work role.

--- 44. I am not clear as to what are priorities in my role.

--- 45. I wish I had more financial resources for the work assigned to me.
Conceptual Framework

Self Identity

Value Preferences

Level of Aspiration

Personality characteristics

Professional

Non-Professional

Male

Female

Male

Female

T= Theoretical, A= Aesthetic, E= Economical, S= Social, P= Political, R= Religious
N= Neuroticism, E= Extraversion, O = Openness, A = Agreeableness, C= Conscientiousness
APPENDIX - E

PERSONAL DATA SHEET

Name…

Age- 18-25

Sex…

Caste…

Religion…

Rural/ urban…

Educational qualification…

Occupation of father…

Your occupation…

Place…

Date…
APPENDIX-D

NEO FIVE – FACTOR Inventory

Instructions

Write only where indicate in this booklet carefully read all of the instructions before beginning. This questionnaire contains 60 statements. Read each statement carefully. For each statement fill in the circle with the response that best represents your opinion. Make sure that your answer is in the correct box.

Fill in \( \text{SD} \) if you strongly disagree or the statement is definitely false.

Fill in \( \text{D} \) if you disagree or the statement is mostly false.

Fill in \( \text{N} \) if you are neutral on the statement, if you cannot decide, or if the statement is about equally true and false.

Fill in \( \text{A} \) if you agree or the statement is mostly true.

Fill in \( \text{SA} \) if you strongly agree or the statement is definitely true.

For example, if you strongly disagree or believe that a statement is false, you would fill in the \( \text{SD} \) for the statement.

<table>
<thead>
<tr>
<th>Example</th>
<th>SD</th>
<th>D</th>
<th>N</th>
<th>A</th>
<th>SA</th>
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Fill in only response for each statement. Respond to all of the statements, making sure that you fill in the correct response. DO NOT ERASE! If you need to change an answer, make an “X” through the incorrect response and then fill in the correct response.

Note that the responses are numbered in rows. Before responding to the statements, tune to the inside of the booklet and enter your name, age, gender, and today’s date.

1. I am not a worrier.
2. I like to have a lot of people around me,
3. I don't like to waste my time daydreaming.
4. I try to be courteous to everyone I meet.
5. I keep my belongings neat and clean.

6. I often feel inferior to others.
7. I laugh easily.
8. Once I find the right way to do something, I stick to it.

9. I often get into arguments with my family and co-workers.

10. I'm pretty good about pacing myself so as to get things done on time.

11. When I'm under a great deal of stress, sometimes I feel like I'm going to pieces.

12. I don't consider myself especially "light-hearted."

13. I am intrigued by the patterns I find in art and nature.

14. Some people think I'm selfish and egotistical.

15. I am not a very methodical person.

16. I rarely feel lonely or blue.

17. I really enjoy talking to people.

18. I believe letting students hear controversial speakers can only confuse and mislead them.

19. I would rather cooperate with others than compete with them.

20. I try to perform all the tasks assigned to me conscientiously.

21. I often feel tense and jittery.

22. I like to be where the action is.

23. Poetry has little or no effect on me.

24. I tend to be cynical and skeptical of others' intentions.

25. I have a clear set of goals and work toward them in an orderly fashion.

26. Sometimes I feel completely worthless.

27. I usually prefer to do things alone.

28. I often try new and foreign foods.

29. I believe that most people will take advantage of you if you let them.

30. I waste a lot of time before settling down to work.

31. I rarely feel fearful or anxious.

32. I often feel as if I'm bursting with energy.

33. I seldom notice the moods or feelings that different environments produce.

34. Most people I know like me.

35. I work hard to accomplish my goals.

36. I often get angry at the way people treat me.

37. I am a cheerful, high-spirited person.

38. I believe we should look to our religious authorities for decisions on moral issues.

39. Some people think of me as cold and calculating.

40. When I make a commitment, I can always be counted on to follow through.
41. Too often, when things go wrong, I get discouraged and feel like giving up.
42. I am not cheerful optimist.
43. Sometimes when I am reading poetry or looking at a work of art, I feel a chill or wave of excitement.
44. I'm hard-headed and tough-minded in my altitudes.
45. Sometimes I'm not as dependable or reliable as I should be.

46. I am seldom sad or de-pressed.
47. My life is fast-paced.
48. I have little interest in speculating on the nature of the universe or the human condition.
49. I generally try to be thoughtful and considerate.
50. I am a productive person who always gets the job done.

51. I often feel helpless and want someone else to solve my problems.
52. I am a very active person.
53. I have a lot of intellectual curiosity.
54. If I don't like people, I let them know it.
55. I never seem to be able to get organized.

56. At times I have been so ashamed I just wanted to hide.
57. I would rather go my own way than be a leader of others.
58. I often enjoy playing with theories or abstract ideas.
59. If necessary, I am willing to manipulate people to get what I want.
60. I strive for excellence in everything I do.
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<th>Expected Score</th>
<th>Predicted Score</th>
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APPENDIX-B
STUDY OF VALUES
PART 1

Instructions

Following some questions are given. Two possible answers are given below each question. You have to express your personal preference by proper numbers boxes provided in the right sided blank space.

1. If you agree with the answer ‘a’ and disagree with answer ‘b’, then in first box ‘a’, write the number 3 and in other box ‘b’ write 0.
2. Similarly if you agree with the answer ‘b’ and disagree with answer ‘a’ than in first box ‘a’ write 0 and in the second box ‘b’ write 3.
3. If you want to give more preference to statement ‘a’ than to ‘b’, than write 2 in first box ‘a’ and 1 in second box ‘b’ and of you if you want to give more preference to statement ‘b’ than to statement ‘a’, write 2 in the second box ‘b’ and 1 in first box ‘a’.

There is no restriction of time, but do not indulge in one question. Please answer all the question.

1. Study of which subject is important for fulfillment of the objects of humanity?
   (a) Science
   (b) Religion

2. What should be the object of scientific researchers?
   (a) Discover the truth
   (b) Fulfil practical object

3. Whose works you think important of the upliftment of society?
   (a) Swami Vivekanand
   (b) Mahatma Gandhi

4. Suppose you possess all the sources and abi
than what would you like to be?
(a) Politician  
(b) Businessman

5. What is your opinion regarding holy books like Ramayan, Gita, Kuran or Bible?
(a) These are stories and high level literature  
(b) These are store – houses of spiritual knowledge

6. To which work you give importance of the works of modern leaders?
(a) Fulfillment of economic goals  
(b) To impress other or strengthening your organization.

7. What impresses you in any gand ceremony?
(a) Strength, principle and importance of that society  
(b) Its great decoration and splendour

8. According to you which characteristic qualities are necessary and important in good persons?
(a) High ideals and devotion  
(b) Unselfishness and sympathy

9. Which subject you would like to teach if you have sufficient ability and you are made a teacher in a college?
(a) Poetry  
(b) Research subject

10. While reading daily newspaper you observe the following information simultaneously, which will you like to read first?
(a) Peaceful efforts of religious leaders  
(b) Wedding information of film actors.

11. While reading newspaper you look two informations simultaneously, what would you like to read first?
(a) information regarding decision of Supreme Court  
(b) information regarding new scientific invention

12. When you enter your religious places,
what thing of. that place impresses you most?
(a) There present spiritual feeling of prayer and meditation
(b) Architecture of that building

13. If you have sufficient time, in what will you utilise it?
(a) in improving your economic condition
(b) In doing social or public works

14. If you get an opportunity to see any new building then tell what would you like?
(a) Architecture of the building
(b) Scientific based construction of the building

15. Suppose you go in a public society which is very backward and you have all the means for the development of public society then what would you like to do?
(a) Establish a social welfare committee
(b) Establish industrial institutions to improve their economic condition

16. These days, what should be the objects of temples, churches or mosques?
(a) Publicity of liberal feelings
(b) Publicity of spiritual feelings only

17. Suppose you are sitting on a station waiting for a train and have to pass some time, then which magazine would you like more to read?
(a) Scientific and literary magazines
(b) Art and technical magazines

18. On which subject would you prefer to hear lecture?
(a) Comparative superiority of India and any foreign government
(b) Importance of religious beliefs and assumptions

19. What should be the object of education, according to you?
(a) To give completeness and practicability in worldly functions
(b) To educate for/social and national upliftment

20. Whose autobiography you would like to read?
(a) Rulers like Emperor Ashoka, Alexander, Akbar etc.
(b) Film actors

21. Is present India forward than medieval India in the fields of industry and science?
   (a) Yes
   (b) No

22. If you had to do service in any industrial institution and the salary is same, which post would you choose?
   (a) Adviser of workers
   (b) Administrator

23. Which book would you like to read out of the following?
   (a) History of development of Indian religions
   (b) History of development of Indian industries

24. How can material decline be stopped?
   (a) By making citizens aware of their duties
   (b) By making more and more aware of fundamental rulers of human behaviour

25. Suppose you possess a power by which you can raise the standard of living of people and can change the views of public then what would you like to do?
   (a) Change in the standard of living of the people
   (b) Change in views of the public

26. On which subject you would prefer to hear lecture?
   (a) Progress of social service of any part
   (b) Painting and technical progress

27. All facts are evident that the reason of present structure of world is:
   (a) Power of God
   (b) Natural rules are the principles

28. On which subject would you prefer to hear news on radio/TV?
   (a) Details of market price
   (b) Advertisement of films
29. What type of education would you like to give to your children?
   (a) Education of religion
   (b) Education of physical exercise

30. By which idea you are impressed more?
   (a) Musical life develops human viewpoint
   (b) Inequality is removed by giving clothes to untouchables.
Part II

In this part some questions or statements along with four possible answers are given in the following. Every answer has to be given marks according to its importance,
1. Answer by which you are impressed most, write no. 4 in the box given against that answer.
2. Answer by which you are impressed less in comparison to the first answer, write no. 3 in the box given against that answer, similarly write no. 2 if you are impressed even a little, and no.1, if you are not impressed at all.
3. You can give preference to any answer according to your will. You can leave the question it you feel unable to decide your preference. But remember that you have not to write no. 4, 3 or 2 etc. again on the same question.

1. What should be the object of a good government your opinion?
   (a) To end the social evils.
   (b) To develop business and industry.
   (c) To make policies, and principles according religion.
   (d) To have good relations with other nations.

2. A person looks after his business works with hard labour for whole of the week, according to you on which recreation he should spend his day of holiday ?
   (a) In increasing his knowledge by reading beautiful and good books.
   (b) In political programme.
   (c) In music, conference, cinema, drama etc.
   (d) In hearing religious preachings.

3. Suppose if you have a power by which you can bring in the educational development of the city then what would you like to do ?
   (a) To encourage the study of music and fine arts.
   (b) To encourage the study of social problems.
   (c) To concentrate more on practical subjects.
   (d) To encourage the practical aspect of different syllabuses.

4. Would you like such a friend of your sex who:
   (a) is clever, hard-working, practical and rich ?
   (b) thinks with religious view regarding conditions of his life ?
   (c) has ability of leadership and power of organisation ?
(d) has ability pertaining to Arts?

5. **If you live in a small city and your income is more than sufficient then how will you utilize it?**
   (a) For the progress of industrial and business production.
   (b) For the progress of local religious organisations.
   (c) For construction of children-gardens.
   (d) For social-welfare.

6. **If ever you do see a drama, then which scene you enjoy most?**
   (a) In the scenes related with the life of great persons.
   (b) In songs, dances and so related imaginary scenes.
   (c) In scenes related with human sorrow and happiness.
   (d) In scenes full of problems.

7. **Suppose you possess necessary abilities for the following businesses and their income is equal then tell which business you will choose?**
   (a) Teaching
   (b) Income Tax Officer
   (c) Religious preacher
   (d) Politician

8. **If you have sufficient time and money then will you utilize them?**
   (a) In collecting good idols and artistic things.
   (b) In opening schools for adults.
   (c) In trying to get a government post.
   (d) In transacting money by opening a business institution.

9. **On which subjects do you take interest in the evening discussions with your similar sex friend?**
   (a) Problem of unemployment.
   (b) Scientific development.
   (c) Literary discussion
   (d) Social upliftment

10. **If you have capabilities and other circumstances are also favourable then which work will you prefer to do from the following works during summer vacations?**
    (a) To write and publish the books.
    (b) To live at any hill place and enjoy the natural scenes.
(c) To take part in sports competition.
(d) To get training and experience regarding new business.

11. **Contributions of great persons are supposed to be of importance because:**
   (a) Feeling of universalism spreads by them.
   (b) Secrets are clarified and knowledge increases by them.
   (c) Feeling of social-welfare is in them.
   (d) They bring changes in religious thinking’s.

12. **How will you induce a person for raising moral standard?**
   (a) By religious beliefs.
   (b) By life history of great persons.
   (c) By social assumptions, customs and ideals.
   (d) By making him understand progress of international trade.

13. **From the following famous persons, whom do you like most?**
   (a) Jawaharla! Nehru
   (b) Swami Ramakrishna Paramhansa
   (c) Seth Birta
   (d) Rabindra Nath Tagore

14. **On what characteristics shall you emphasise while choosing your husband (if you are woman) or wife (if you are man)?**
   (a) Who takes active part in politics.
   (b) Who likes serving persons.
   (c) Who has mainly spiritual ambitions towards his/her life.
   (d) Who is conversant in artistic ability.

15. **After seeing any best film, what do you think about it?**
   (a) It is full of high national feelings.
   (b) Its music and direction are incomparable.
   (c) It is successful by economic view.
   (d) Its story is effective.