APPENDIXES
APPENDIX - A

OCCUPATIONAL STRESS INDEX FOR NURSES

Initial ............... Religion ......................
Age ...... Monthly Income ......................
Qualification ........... Name of the ward ...........
Length of experience ...... No. of Beds ............
Married / Single ........... Name of the Hospital ...........

INSTRUCTION:

The questionnaire consists of some statements that employees say or feel about various components and conditions of their job. You are required to select and mark any one of the following five responses to indicate the extent to which you agree or disagree with each statement to describe the nature and conditions of your profession and also your own experience and feelings about profession. Give your responses frankly. Your responses will be kept strictly confidential. Kindly answer all the questions.
1. I have to do a lot of work in this job.

2. The available information relating to my job role and its outcomes are vague and insufficient.

3. My different doctors and superiors often give contradictory instructions regarding my work.

4. Sometimes it becomes complied problems for me to make adjustment between political or group pressures and formal rules and instructions.

5. The responsibility for the efficiency of many nurses is thrust upon me.
<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Undecided</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>6. Most of my suggestions are headed and implemented here.</td>
<td>Strongly Disagree</td>
<td>Undecided</td>
<td>Agree</td>
<td>Strongly agree.</td>
</tr>
<tr>
<td>7. My decisions and instruction concerning distribution of assignments among employees are properly followed.</td>
<td>Strongly Disagree</td>
<td>Undecided</td>
<td>Agree</td>
<td>Strongly agree.</td>
</tr>
<tr>
<td>8. I have to work with persons whom I like.</td>
<td>Strongly Disagree</td>
<td>Undecided</td>
<td>Agree</td>
<td>Strongly agree.</td>
</tr>
<tr>
<td>9. My assignments are of monotonous nature.</td>
<td>Strongly Disagree</td>
<td>Undecided</td>
<td>Agree</td>
<td>Strongly agree.</td>
</tr>
<tr>
<td>11. I get less salary in comparison to the quantum of my work.</td>
<td>Strongly Disagree</td>
<td>Undecided</td>
<td>Agree</td>
<td>Strongly agree.</td>
</tr>
<tr>
<td>12. I do my work under tense circumstances.</td>
<td>Strongly Disagree</td>
<td>Undecided</td>
<td>Agree</td>
<td>Strongly agree.</td>
</tr>
</tbody>
</table>
13. Owing to excessive work load I have to manage with insufficient number of employees and resources.

14. The objectives of my work-role are quite clear and adequately planned.

15. Superiors and other fellow nurses do not interfere with my ward and working methods.

16. I have to do some work unwillingly owing to certain group or political pressures.

17. I am responsible for the future of number of nurses.
18. My co-operation is Strongly Disagree Undecided Agree Strongly agree. frequently sought in solving the administrative or hospital problems at higher level.

19. My suggestions regarding the training programmes of the nurses are given due significance. Strongly Disagree Undecided Agree Strongly agree.

20. Some of my colleagues and subordinates try to defame and malign me as unsuccessful. Strongly Disagree Undecided Agree Strongly agree.

21. I get ample opportunity to utilize my abilities and experience independently. Strongly Disagree Undecided Agree Strongly agree.

22. This profession has enhanced my social status. Strongly Disagree Undecided Agree Strongly agree.
23. I am seldom rewarded for my hard work and efficient performance.

24. Some of my assignments are quite risky and complicated.

25. I have to dispose off my work hurriedly owing to excessive work load.

26. I am unable to perform my duties smoothly owing to uncertainty & ambiguity of the scope of my jurisdiction and authorities.

27. I am not provided with clear instructions and sufficient facilities regarding the new assignments trusted to me.
28. In order to maintain group conformity sometimes I have to do work more than the usual.

29. I bear the great responsibility for the progress and prosperity of this hospital.

30. My opinions are sought in framing important policies of this hospital.

31. Our interest and opinion are duly considered in making appointments for important posts.

32. My colleagues do cooperate with me voluntarily in solving administrative and hospital problems.
33. I get ample opportunity to develop my aptitude and proficiency properly.

34. My higher authorities do not give due significance to my post and work.

35. I often feel that this job has made my life cumbersome.

36. Being too busy with hospital work, I am not able to devote sufficient time to my domestic and personal problems.

37. It is not clear that what type of work and behaviour my higher authorities and colleagues expect from me.
38. Nurses attach due importance to the official instructions and formal working procedures.

39. I am compelled to violate the formal nursing code and ethics owing to group or political pressures.

40. My opinion is sought in changing or modifying the working system, instruments and conditions.

41. There exists sufficient mutual cooperation and team spirit among the nurses of this hospital / nursing home.
42. My suggestions and co-operation are not sought in solving even those problems for which I am quite competent. Strongly Disagree Undecided Agree Strongly agree.

43. Working conditions are satisfactory here from the point of view of our welfare and convenience. Strongly Disagree Undecided Agree Strongly agree.

44. I have to do such work as ought to be done by others. Strongly Disagree Undecided Agree Strongly agree.

45. It becomes difficult to implement all of a sudden the new dealing procedures and policies in place of those already in practice. Strongly Disagree Undecided Agree Strongly agree.
I am unable to carry out my nursing procedures to my satisfaction on account of excessive load of work and lack of time.