ANNEXURE: IV

Items of Various Sub-Scales of Occupational Stress Index (OSI)

<table>
<thead>
<tr>
<th>Number</th>
<th>Sub-Scales (Occupational Stress)</th>
<th>Serial nos.of items in the schedules</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Role Overload</td>
<td>1, 13, 25, 36, 44, 46.</td>
</tr>
<tr>
<td>2.</td>
<td>Role Ambiguity</td>
<td>2, 14*, 26, 37</td>
</tr>
<tr>
<td>3.</td>
<td>Role Conflict</td>
<td>3, 15*, 27, 38*, 45</td>
</tr>
<tr>
<td>4.</td>
<td>Unreasonable group and political pressure</td>
<td>4, 16, 28, 39</td>
</tr>
<tr>
<td>5.</td>
<td>Responsibility for persons</td>
<td>5, 17, 29</td>
</tr>
<tr>
<td>6.</td>
<td>Under participation</td>
<td>6*, 18*, 30*, 40*</td>
</tr>
<tr>
<td>7.</td>
<td>Powerlessness</td>
<td>7*, 19*, 31*</td>
</tr>
<tr>
<td>8.</td>
<td>Poor peer relations</td>
<td>8*, 20*, 32*, 41</td>
</tr>
<tr>
<td>9.</td>
<td>Intrinsic impoverishment</td>
<td>9, 21*, 33*, 42</td>
</tr>
<tr>
<td>10.</td>
<td>Low status</td>
<td>10*, 22*, 34</td>
</tr>
<tr>
<td>11.</td>
<td>Strenuous working condition</td>
<td>12, 24, 35, 43*</td>
</tr>
<tr>
<td>12.</td>
<td>Unprofitability</td>
<td>11, 23</td>
</tr>
</tbody>
</table>

Source: Occupational Stress Index (OSI) manual developed by Srivastava and Singh, 1981.
ANNEXURE: V

Reliability and Validity of OSI.

Reliability: The reliability index (table below) ascertained by split half (odd-even) method and cronbach’s alpha – coefficient for the scale as a whole were found to be 0.935 and 0.90 respectively. The reliability indices of the 12 sub-scales were also computed on the split half method. The following table records the obtained indices.

Validity: The validity of the Occupational Stress Index (OSI) was determined by computing coefficient of correlation between the scales on the OSI and the various measures of job attitudes and job behaviour. The employees’ scores on the OSI. is likely to positively correlates with the scores on the measures of such work-manifest attitudinal and motivational and personality variables, which provide lowering or moderating the level of occupational stress. The coefficient of correlation between the scores on the OSI. and the measures of job involvement, work motivation, ego-strength and job satisfaction were found to be - .56(N=225), - .44 (N=200), -.40 (N=205) and -.51 (N=500) respectively. The correlation between the scores on the O.S.I. and the measure of job anxiety was found to be 0.59 (N=400).

Reliability Index of OSI

<table>
<thead>
<tr>
<th>Sr. no</th>
<th>Sub Scales</th>
<th>Reliability Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Role Overload</td>
<td>.684</td>
</tr>
<tr>
<td>2</td>
<td>Role ambiguity</td>
<td>.554</td>
</tr>
<tr>
<td>3</td>
<td>Role conflict</td>
<td>.696</td>
</tr>
<tr>
<td>4</td>
<td>Unreasonable Group &amp;</td>
<td>.454</td>
</tr>
<tr>
<td>Political Pressure</td>
<td></td>
<td></td>
</tr>
<tr>
<td>-----------------------------------</td>
<td>------</td>
<td></td>
</tr>
<tr>
<td>5 Responsibility for persons</td>
<td>.840</td>
<td></td>
</tr>
<tr>
<td>6 Underparticipation</td>
<td>.630</td>
<td></td>
</tr>
<tr>
<td>7 Powerlessness</td>
<td>.809</td>
<td></td>
</tr>
<tr>
<td>8 Poor Peer relations</td>
<td>.549</td>
<td></td>
</tr>
<tr>
<td>9 Intrinsic impoverishment</td>
<td>.556</td>
<td></td>
</tr>
<tr>
<td>10 Low status</td>
<td>.789</td>
<td></td>
</tr>
<tr>
<td>11 Strenuous working conditions</td>
<td>.733</td>
<td></td>
</tr>
<tr>
<td>12 Profitability</td>
<td>.767</td>
<td></td>
</tr>
</tbody>
</table>

Source: Occupational Stress Index (OSI) manual developed by Srivastava and Singh 1981.
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