APPENDIX—A
RESEARCH TOOL

A Study of the Influence of Organisational Climate and Personality Characteristics on the Job Satisfaction of College Teachers of Tamil Nadu.

Please furnish the following information

Tick (√) the applicable one

Sex : Male/Female
Teaching experience : Below 10 years
                      Above 10 years.
Status of the College : Government - Private
                      Aided - Private Unaided

PART—A

There are three possible answers to each statement. Place a tick mark (√) against any of the alternatives that would be most nearly true for you.

1. The infrastructural facilities of our college are
   (a) satisfactory
   (b) just adequate
   (c) inadequate

2. The technical gadgets for any work in my job are
   (a) adequate
   (b) few
   (c) not at all
3. Library facilities are
   (a) adequate
   (b) moderately adequate
   (c) least

4. My emoluments are
   (a) satisfactory
   (b) moderately satisfactory
   (c) least satisfactory

5. The college offers opportunities for professional advancement
   (a) plenty of
   (b) moderate
   (c) least

6. The college recognises and appreciates the good work of teachers
   (a) very much
   (b) occasionally
   (c) not at all

7. The college provides for in service education programmes
   (a) satisfactorily
   (b) minimally
   (c) not at all

8. I am satisfied with departmental rules and regulations that govern my position in the college
   (a) yes
   (b) to some extent
   (c) not at all
9. I am encouraged to participate in decision making
   (a) very freely
   (b) occasionally
   (c) never

10. I have the freedom to express my ideas and opinions
    (a) freely
    (b) cautiously
    (c) not at all

11. I have job security
    (a) to the fullest extent
    (b) to some extent
    (c) not at all

12. I receive help from the administrators in my job
    (a) to the most extent
    (b) to some extent
    (c) to the least extent

13. The workload I have in my job is
    (a) most adequate
    (b) adequate
    (c) not adequate

14. Management considers staff problems sympathetically
    (a) mostly
    (b) sometimes
    (c) never
15. My principal is partial in dealing with the staff
   (a) yes
   (b) at times
   (c) impartial

16. Our Principal extends needful cooperation
   (a) always
   (b) mostly
   (c) rarely

17. College climate encourages academic interaction
   (a) mostly
   (b) moderately
   (c) not at all

18. Following teachers code of conduct in our college is
   (a) satisfactory
   (b) moderately satisfactory
   (c) least satisfactory

19. The opportunity to exercise leadership in my job is
   (a) more
   (b) moderate
   (c) least

20. Co-curricular activities conducted in our college elevate the spirits
   (a) mostly
   (b) occasionally
   (c) very rarely
21. Only those who fail to enter other fields of work become teachers
    (a) true
    (b) may be
    (c) not at all

22. I feel proud in preparing teachers for the schools
    (a) very much
    (b) to some extent
    (c) not at all

23. I feel that political affiliations of teachers are harmful professionally
    (a) very true
    (b) maybe
    (c) not really

24. I find a gap between the theory and practice of teacher education
    (a) yes
    (b) to some extent
    (c) not at all

25. Given a choice I will recommend taking up my profession to my children
    (a) whole heartedly
    (b) with reservations
    (c) not at all

26. I enjoy my job as a college teacher
    (a) heartily
    (b) to some extent
    (c) not at all
27. My job is challenging as a college teacher
   (a) to a great extent
   (b) to some extent
   (c) not at all

28. In my job there are no chances to promotion
   (a) yes
   (c) only to some extent
   (c) no.

29. I enjoy class room teaching
   (a) very much
   (b) moderately
   (c) not at all

30. I prepare and present teaching aids in my class
   (a) mostly
   (b) occasionally
   (c) rarely

31. My involvement in my work is
   (a) to the most extent
   (b) to some extent
   (c) to the least extent

32. The sense of belonging I have in. my job is
   (a) to the most extent
   (b) to moderate extent
   (c) to the least extent
33. I feel my abilities are being used in my profession
   (a) reasonably
   (b) only to some extent
   (c) to the least extent

34. I am implementing new methods
   (a) mostly
   (b) moderately
   (c) not at all

35. I am temperamentally fit for teaching
   (a) to the most extent
   (b) to moderate extent
   (c) to the least extent

36. My preparation for teaching in my subject is
   (a) satisfactory
   (b) moderately satisfactory
   (c) least satisfactory

37. I am engaged in extra reading
   (a) mostly
   (b) sometimes
   (c) very rarely

38. Giving extra guidance to academically backward students is.
   (a) satisfactory
   (b) moderately satisfactory
   (c) least satisfactory
39. Students are a good source of happiness to me
    (a) mostly
    (b) rarely
    (a) never

40. I provide opportunities for students to think independently
    (a) mostly
    (b) occasionally
    (c) very rarely

41. Guiding students to develop teaching skills is.
    (a) satisfactory
    (b.) moderately satisfactory
    (c) least satisfactory

42. I enjoy the respect of my students
    (a) always
    (b) mostly
    (c) sometimes

43. I get students appreciation of my work
    (a) mostly
    (b) sometimes
    (c) very rarely

44. I evaluate my performance through the achievement of my students
    (a) always
    (b) occasionally
    (c) never
45. I am dissatisfied with the poor quality of students that come to our college
   (a) mostly
   (b) sometimes
   (c) very rarely

46. My colleagues seek constructive advice from me
   (a) very freely
   (b) occasionally
   (c) not at all

47. I have cordial relations with my colleagues
   (a) very much
   (b) to some extent
   (c) indifferent

48. My job requires me to participate in community activities
   (a) liberally
   (b) moderately
   (c) seldom

49. The esteem community gives to college teachers is
   (a) satisfactory
   (b) moderately satisfactory
   (c) negligible

50. Community looks up to teacher educators for guidance.
   (a) mostly
   (b) sometimes
   (c) never
PART—B

1. In discharging my duties the college management is
   (a) extremely supportive
   (b) moderately supportive
   (c) not at all supportive

2. The college management encourages professional development of the faculty
   (a) always
   (b) occasionally
   (c) never

3. The college management takes care of the welfare of the teachers
   (a) very satisfactory
   (b) satisfactorily
   (c) unsatisfactorily

4. The college management plays a helpful role in the personal and family lives of the teachers
   (a) mostly
   (b) occasionally
   (c) never

5. The relationship between the college employee- employer is
   (a) sound
   (b) normal
   (c) intolerable

6. The management provides infrastructural facilities for good teaching
   (a) in full
   (b) just required
   (c) very meager
7. I like to continue working under the same management
   (a) yes
   (b) not sure
   (c) not at all

8. The management involves me in decision making in college administration
   (a) all the time
   (b) occasionally
   (c) never

9. The management upholds my individual dignity and freedom as a teacher
   (a) sincerely
   (b) fairly
   (c) not at all

10. The management strives to achieve the aims of educational administration
    (a) consciously
    (b) fairly
    (c) indifferently

11. The principal of our college encourages teachers
    (a) very much
    (b) moderately
    (c) not at all

12. The principal acts authoritatively
    (a) always
    (b) frequently
    (c) seldom
13. The principal displays democratic leadership
   (a) always
   (b) frequently
   (c) seldom

14. The principal openly discusses all academic matters in staff meeting
   (a) always
   (b) occasionally
   (c) seldom

15. The principal supervises classroom instruction
   (a) regularly
   (b) sporadically
   (c) never

16. The principal maintains discipline and order among students
   (a) to the most extent
   (b) to some extent
   (c) to the least extent

17. The principal promotes faculty development programmes
   (a) consciously
   (b) indifferently
   (c) never

18. The principal ensures conducive college climate for effective teaching
   (a) very thoroughly
   (b) fairly
   (c) not at all
19. The principal ensures of latest library resources for teacher enlightenment
   (a) very effective
   (b) to some extend
   (c) not at all

20. The principal has a positive personal relationship with the teachers
   (a) very intensive
   (b) moderate
   (c) negligible

21. Teacher colleagues share their intellectual achievements with one another
   (a) very much
   (b) meager
   (c) not at all

22. Teacher colleagues share their intellectual achievements with one another
   (a) very liberally
   (b) minimally
   (c) not at all

23. Teacher colleagues share with one another when the workload is heavy
   (a) very often
   (b) often
   (c) seldom
24. Teacher colleagues keep confidential matters secretive
   (a) sincerely
   (b) sparingly
   (c) not at all

25. Teacher educators are proud of their college.
   (a) very much:
   (b) a little
   (c) not at all

26. Teacher educators prepare prospective teachers conscientiously
   (a) very much
   (b) meager
   (c) not at all

27. Teacher educators translate educational research into classroom practices
   (a) very effectively
   (b) moderately
   (c) not at all

28. Teacher educators prepare thoroughly for classroom demonstrations
   (a) sincerely
   (b) moderately
   (c) not at all

29. College teachers make use of development potential in the college
   (a) sincerely
   (b) moderately
   (c) not at all
30. Teacher educators realise the aims of college teachers
   (a) consciously
   (b) to some extent
   (c) never

   **PART - C**

1. My decisions are governed more by my
   (a) feelings
   (b) feelings and reason
   (c) reason

2. In my personal life I strive to reach the goals I have set for myself
   (a) most of the time
   (b) sometimes
   (c) rarely

3. I depend upon extensive reading to acquire knowledge in my instructional field
   (a) all the time
   (b) occasionally
   (c) never

4. I enjoy doing the work that demands high proficiency
   (a) yes
   (b) occasionally
   (c) not at all

5. I am a strict person insisting on doing things accurately
   (a) yes
   (b) not certain
   (c) never
6. I am apprehensive about the students understanding of my instruction
   (a) all the time
   (b) now and then
   (c) never

7. I feel restless when others ideas are imposed on me
   (a) frequently
   (b) now and then
   (c) never

8. My personal habits come in the way of my professional duties
   (a) very often
   (b) now and then
   (c) never

9. In discharging my responsibilities, I
   (a) plan ahead
   (b) plan on the spot
   (c) indifferent

10. I feel embarrassed if I am the focus of attention in a social group
   (a) mostly
   (b) moderately
   (c) not at all

11. I feel dejected when I am criticised adversely in the public
   (a) mostly
   (b) occasionally
   (c) not at all
12. I have a strong personality of my own
   (a) yes
   (b) uncertain
   (c) no

13. When I am emotionally upset I will not display the same in public
   (a) true
   (b) uncertain
   (c) false

14. When I am really angry, I speak out boldly
   (a) yes
   (b) not sure
   (c) never

15. I talk about my feelings.
   (a) whenever I feel
   (b) only before right people
   (c) I don’t express

16. In critical and problematic situations
   (a) I turn alert and active
   (b) I want to escape
   (c) I get quickly upset

17. When I am a leader I command the respect of the followers
   (a) totally
   (b) partially
   (c) not at all
18. I am uncomfortable when I work on a project requiring immediate results
   (a) true
   (b) In between
   (c) false

19. I would like to involve myself in social concerns
   (a) frequently
   (b) occasionally
   (c) never

20. In group tasks I would rather
   (a) improvise and innovate
   (b) follow instructions
   (c) remain passive

21. Teacher Education programmes promote citizenship
   (a) Effectively
   (b) Moderately
   (c) Meagerly

22. I prefer to work with polite and courteous people instead of rude and impolite
   (a) very particular
   (b) particular
   (c) not at all

23. Use diplomacy and persuasion to get people moving
   (a) very effectively
   (b) moderately
   (c) not at all
24. If an argument occurs among my colleagues
   (a) I work for its logical conclusion
   (b) I participate
   (c) I am indifferent

25. I find people around treating me less reasonably than I deserve
   (a) most of the time
   (b) now and then
   (c) not at all

26. I like to go my own way instead of being restrained by traditions and rules
   (a) mostly
   (b) occasionally
   (c) not at all

27. When bossy people try to push me around I just do
   (a) the opposite of what they say
   (b) as they say
   (c) as suitable of the context

28. About the people saying bad about me at my back
   (a) I analyse myself
   (b) I am afraid of them
   (c) I ignore them

29. While criticising others I do so
   (a) objectively
   (b) without much thought
   (c) biased

30. I remain humble in the presence of my senior colleagues
   (a) yes
   (b) not really
   (c) not at all