Appendices
Appendix-I

JOB SATISFACTION SCALE

You are requested to read each statement carefully and rate them on a 5-point rating scale ranging on a continuum of 'strongly agree' to 'strongly disagree' in the manner given below:

GIVE A SCORE OF '5' IF YOU STRONGLY AGREE
GIVE A SCORE OF '4' IF YOU AGREE
GIVE A SCORE OF '3' IF YOU ARE UNDECIDED
GIVE A SCORE OF '2' IF YOU DISAGREE
GIVE A SCORE OF '1' IF YOU FEEL STRONGLY DISAGREE

01. I enjoy my job

02. I don't mind to stay beyond duty hours.

03. My job is a burden on me.

04. I cheerfully go to work.

05. My job provides me opportunities to learn new things.

06. Inspite of making all efforts I do not get recognition from my work.

07. My subordinates co-operate reluctantly.

08. There is little chance of getting promotion

09. Salary structure is not satisfactory.

10. I am secure in my job.

11. Physical working conditions are good.

12. My social relations with colleagues are satisfactory.

13. My job has recognition and prestige in the society.
14. I am committed to make use of my ability and skills in doing my job ( )

15. I take personal interest in those who are under my care. ( )

16. I am satisfied with present job for the time being. ( )

17. I think my job is monotonous and does not allow self-realization ( )

18. My job lacks facilities to excel ( )

19. I am not sure to continue deriving satisfaction from my present job ( )

20. Facilities provided by the organisation are below the requirements of the job. ( )

21. My job provides me opportunity to express myself completely. ( )

22. I make greater effort to perform better on my job. ( )
Appendix-II

HOSPITAL CLIMATE SCALE

Dear Respondent,

This questionnaire contains 29 items, you are required to read each statement carefully and make personal assessment to what extent each statement is related to your perception about the hospital in which you are working. You are required to rate each item on a 5-point scale in the manner as stated below:

- Give "5" point if you feel strongly agree
- Give "4" point if you feel agree
- Give "3" point if you feel undecided
- Give "2" point if you feel disagree
- Give "1" point if you feel strongly disagree

01. In this hospital a special care is taken that work gets top priority

02. In this hospital it is believed that most of the interpersonal troubles start because people try to be over friendly and informal on the job.

03. People here, generally believe that it is the human warmth and feelings for each other that makes an organisation prosper.

04. In this hospital it is believed that subordinates keep a sense of responsibility under the guidance and care of a good superior.

05. Officers in the hospital generally believe that the subordinates will listen to them only when they have enough power and prestige.
06. Here subordinates are helped and cared by their superiors, as much as they need.

07. In this hospital, subordinates who are efficient and hard working are appreciated.

08. The general impression is that even the indisciplined worked can improve by friendly support and persuasion.

09. Human nature is such that the more you share ideas, the more worth living life becomes.

10. In this hospital, whenever there is a problem related to the job; people try to look calm and cheerful.

11. Officers here always keep track of the progress of the work.

12. Superiors in this hospital help their subordinates in their career planning.

13. In this hospital it is believed that persons at the top are in the best position to make major decisions.

14. Here, people maintain fair but impersonal relationship in the group.

15. In this hospital people are friend type, caring and receptive.

16. People in authority have to see to it that their subordinates work to their capacity.

17. In this hospital, people appreciate those subordinates who are loyal and grateful.

18. Superiors in this hospital always seek their subordinates opinion and abide by them.

19. In this hospital, the subordinates who are quite free in dealing with their superiors are appreciated.

20. In this hospital, subordinates are helped to grow up and assume greater responsibility.
21. In this hospital, we always follow standard rules and regulations in organisational matters.

22. In this hospital, all necessary information are provided to subordinates and they are allowed to find out their solution jointly.

23. We believe that human nature is such that there will always be conflict and friction in any organisation.

24. In this hospital, whenever one faces a problem on the job, he can gather the relevant person and try to work out through them an agreed solution.

25. People here are allowed to do almost as they please.

26. The employees are constantly being checked for rule violations.

27. There is no rules manual

28. There is a complete written description for your jobs.

29. We are to follow strict operating procedures at all times.
Appendix-III

PERSONAL EFFICACY SCALE

Dear Respondent,

I humbly request you to go through each statement of the questionnaire carefully and you are required to give your response on a 5-point rating scale, ranging from strongly agree to strongly disagree in the manner as stated below:

Give "5" point if you feel strongly agree
Give "4" point if you feel agree
Give "3" point if you feel undecided
Give "2" point if you feel disagree
Give "1" point if you feel strongly disagree

01. I do the most risky work
02. I fix the more difficult goal in my work.
03. I like to persist in any work for a long time
04. I always involve myself in the work
05. I get success in my work due to my own abilities.
06. I fail due to lack of my efforts.
07. Others expect that I will be successful
08. I accept that I am responsible for my failure
09. I accept that lack of self-confidence is the cause of my failure.
10. I accept that lack of expectation and aspiration is the cause of my failure
11. I have the capability to perform my job properly
12. I have the ability to do my work without supervision. ( )
13. I have the ability to do the different kinds of job. ( )
14. I do not depend on others for my own work. ( )
15. I have the ability to plan my work in proper way ( )
16. I have the ability to initiate new work. ( )
17. I do not feel burdened in my work. ( )
18. I like to do extra works. ( )
19. Usually my work is not completed. ( )
20. I feel boredom in my work ( )
21. Generally my speed of work is fast. ( )
22. Lack of money is the cause of my failure ( )
23. Physical fatigue reduces my working capacity. ( )
24. Social cooperation helps me in getting success. ( )
25. When I do not get proper salary in matching to my ability then my work is affected. ( )
26. I succeed when I get opportunity to success efficiently ( )
27. Monotony and lack of freedom are responsible for my failures in the work. ( )
28. Knowledge about the instruments and rules of the hospital helps in getting success. ( )
BIOGRAPHICAL INFORMATION BLANK

(1) Age: ............................................................
(2) Sex: ............................................................
(3) Religion: ......................................................
(4) Qualification: ..............................................
(5) Designation: ............................................... 
(6) Marital status: ..............................................
(7) Experience: ................................................
(8) Family Structure: ...........................................