Appendix
Instructions:

People have different feelings about their roles. Statements describing some such feelings are given in the attached list. Please read each statement and indicate below how often you have the feeling expressed in the statement in relation to your role in your organization. Use the number given below to indicate your feelings.

Write 0 if you never or scarcely feel that way.
1 if you occasionally (a few times) feel that way
2 if you some times feel that way
3 if you frequently feel that way
4 if you very frequently or always feel that way

STATEMENTS

1. My role tends to interfere with my family work.
2. I am afraid I am not learning enough in my present role for taking up higher responsibilities.
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 responsibility in my role.
8. I have to do things in my role that are against my better judgements.
9. I am not clear on the scope and responsibilities of my role.
10. I do not get information needed to carry out responsibility assigned to me.
11. My role does not allow me to have enough time with my family.
12. I am too preoccupied with present role responsibilities to be able to prepare for taking higher responsibilities.
13. I am not able to satisfy the conflicting demands of various peer level people and my juniors.
14. Many functions of what should be a part of my role have been assigned to some other role.
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. I have various other interests (social religious etc.) who remain neglected because I do not get time to attend to these.
22. I do not have time and opportunity to prepare myself for future challenge of my role. 
23. I am not able to satisfy the demands of students and others since these are conflicting 
   with one another. 
24. I would like to take more responsibilities 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 responsibilities I have are not related to my interest. 
29. Several aspects of my role are vague and unclear. 
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 seriously conflict with those of my friends. 
34. I can do much more than what I have been assigned. 
35. There is a need to reduce some parts of my role. 
36. There is no evidence of involvement of several roles (including my role) in joint problem 
   of solving or collaborating in planning action. 
37. I wish I had prepared well for my role. 
38. If I had full freedom to define my role, I would be doing something different from what I 
   do now. 
39. My role has not been defined clearly and in details. 
40. I am rather worried that I lack the necessary facilities needed in my role. 
41. My family and friends complain that I do not spend time with them due to heavy demand 
   of my work role. 
42. I feel stagnant in my role. 
43. I am bothered with the contradictory expectations different people have from my role. 
44. I wish I had been given more challenging tasks to do. 
45. I feel overburdened in my role. 
46. Even when I take initiative for discussions or help there is not much response from 
   other roles. 
47. I feel inadequate for my present work role. 
48. I experience conflict between my values and what I have to do in my role. 
49. I am not clear as to what are the priorities in my role. 
50. I wish I had more financial or other resources for the work assigned to me.
**M. B. I.**

**INSTRUCTIONS:**

These are 22 statements given below. Please read each statement carefully. For every statement you have to give your response by writing the number, anyone of the given response categories on 7 point scale showing how much you feel about it. For example, if you feel that response “moderate” is applicable to you, put (4) in the space provided for it. If “very strong” is applicable for you, put (7). If never is applicable to you, write zero (0).

<table>
<thead>
<tr>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Never)</td>
<td>(Very mild)</td>
<td>(Mild)</td>
<td>(Somewhat moderate)</td>
<td>(Moderate)</td>
<td>(Somewhat strong)</td>
<td>(Strong)</td>
<td>(Very strong)</td>
</tr>
</tbody>
</table>

**STATEMENTS**

1. I feel emotionally drained from my work. ( )
2. I feel used up at the end of the workday. ( )
3. I feel fatigued when I get up in morning and to face another day on the job. ( )
4. Working with people all day is really a strain for me. ( )
5. I feel burned out from my work. ( )
6. I feel frustrated by my job. ( )
7. I feel I am working too hard on my job. ( )
8. Working directly with people puts too much stress on me. ( )
9. I feel like I am at the end of my rope. ( )
10. I feel I treat some students, as if they were impersonal “objects”. ( )
11. I have become more callous toward people, since I took this job. ( )
12. I worry that this job is hardening me emotionally. ( )
13. I don’t really care what happened to some recipients. ( )
14. I feel student blame me for some of their problems. ( )
15. I can easily understand how my students feel about things. ( )
16. I deal very effectively with the problem of my students. ( )
17. I feel I am positively influencing other people’s lives through my job. ( )
18. I feel very energetic. ( )
19. I can easily create a relaxed atmosphere with my student. ( )
20. I feel exhilarated after working closely with my students. ( )
21. I have accomplished many worthwhile things in this job. ( )
22. In my work, I deal with emotional problem, Very calmly. ( )

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Job-Involvement Scale

You are requested to read carefully each statement and rate them from 1 to 5, as you did earlier, in other words:

- If you totally find yourself in agreement with the statement then you put (5) in the bracket.
- If you agree put (4) in the bracket.
- If undecided put (3) in the bracket.
- If you disagree put (2) in the bracket.
- If you find yourself total disagreement then put (1) in the bracket.

STATEMENTS

1. I will stay overtime to finish a job even if I am not paid for it. ( )
2. You can measure a person pretty well by how good a job he/she does. ( )
3. The major satisfaction in my life comes from my job. ( )
4. For me, time at work really fly by. ( )
5. I usually show up for work a little early to get things ready. ( )
6. The most important things that happen to me involve my work. ( )
7. Sometimes I lie awake at night thinking ahead to the next day’s work. ( )
8. I am really perfectionist about my work. ( )
9. I feel depressed when I fail at something connected with my job. ( )
10. I have other activities more important than my work. ( )
11. I live, eat and breathe my job. ( )
12. I would probably keep working even if I did not need the money. ( )
13. Quite often I feel like staying home from work instead of coming in. ( )
14. To me, my work is only a small part of who I am. ( )
15. I am very much involve personally in my work. ( )
16. I avoid taking on extra duties and responsibilities in my work. ( )
17. I used to be more ambitious about my work than I am now. ( )
18. Most things in life are more important than work. ( )
19. I used to care more about my work, but now other things are more important to me. ( )
20. Sometimes I would like to kick myself for the mistake I make in my work. ( )
Hardiness - Scale

Instructions: -

The items below consist of attitudes with which you may or may not agree. As you will see, many of the items are worded very strongly. This is so you can decide the DEGREE to which you agree or disagree. Please indicate your reaction to each item according to the following scheme:

0 = Not at all true.
1 = A little true.
2 = Quite true.
3 = Completely true.

Please read the items carefully. Be sure to answer all on the basis of the way you feel now. Don’t spend too much time on any one item.

STATEMENTS

1. I wonder why I work at all. ( )
2. Most of life is wasted in meaningless activity. ( )
3. If you have to work, you might as well choose a career where you deal with matters of life and death. ( )
4. I find it difficult to imagine enthusiasm concerning work. ( )
5. I find it hard to believe people who actually feel that the work they perform is of value to society. ( )
6. The human’s fabled ability to think is not really such an advantage. ( )
7. The attempt to know yourself is a waste of effort. ( )
8. I am really interested in the possibility of expanding my consciousness through drug. ( )
9. Life is empty and has no meaning in it for me. ( )
10. I long for a simple life in which body needs are the most important things and decisions don’t have to be made. ( )
11. The most exciting thing for me is my own fantasies. ( )
12. One who does one’s best should expect to receive complete economic support from one’s society. ( )
13. There are no conditions, which justify endangering the health, food, and shelter of one’s family or of one’s self. ( )
14. Pensions large enough to provide for dignified living are the right of all when age or illness prevents one from working. ( )
15. Politicians control our lives. ( )
16. Most of my activities are determined by what society demands. ( )
17. The bosses manipulate those who work for a living. ( )
18. No matter how hard you work, you never really seem to reach your goals. ( )
19. No matter how hard I try, my efforts will accomplish nothing. ( )
20. I tend to start in on a new task without spending much time thinking about the best way to proceed. ( )

21. My work is carefully planned and organized before it is begun. ( )

22. I like to be with people who are unpredictable. ( )

23. It upsets to go into a situation without knowing what I can expect from it. ( )

24. Before I ask a question, I figure out exactly what I know already and what it is I need to find out. ( )

25. I very seldom make detailed plans. ( )

Further instructions: Please indicate which of the two statements provided in each item listed below BETTER represents your attitude.

26. a. In the long run, people get the respect they deserve in this world.
    b. Unfortunately, an individual’s work often passes unrecognized no matter how hard he tries.

27. a. The idea that most teachers are unfair to students is nonsense.
    b. Most students don’t realize the extent to which their grades are influenced by accidental happenings.

28. a. Without the right breaks one can not be an effective leader.
    b. Capable people who fail to become leaders have not taken advantage of their opportunities.

29. a. Becoming a success is a matter of hard work; luck has little or nothing to do with it.
    b. Getting a good job depends mainly on being in the right place at the right time.

30. a. In my case getting what I want has little or nothing to do with luck.
    b. Many times we might just as well decide what to do by flipping a coin.

31. a. Who gets to be the boss often depends on whom was lucky enough to in the right place first.
    b. Getting people to do the right thing depends upon ability; luck has little to do with it.

32. a. Most people don’t realize the extent to which their lives are controlled by accidental happenings.
    b. There is no such thing as “luck”.

33. a. With enough effort we can wipe out political corruption.
    b. It is difficult for people to have control over things politicians do in office.

34. a. Many times I feel that I have little influence over the things that happen to me.
    b. It is impossible for me to believe that chance or luck plays an important role in my life.

35. a. What happens to me is my own doing.
    b. Sometimes I feel that I don’t have enough control over the direction my life is taking.

36. a. Most of the time I can’t understand why politicians behave the way they do.
    b. In the long run the people are responsible for bad government on a national as well as on a local Basis.
PLEASE FURNISH THE FOLLOWING INFORMATION

1. Name: .................................................................
2. Age: .................................................................
3. Sex: .................................................................
4. Religion: ...........................................................
5. Designation: ......................................................
6. Length of experience: .......................................... 
7. Department / Faculty: .......................................... 
8. Number Of Dependent: ......................................... 
9. General Health: ...................................................

( ONCE AGAIN THANKS FOR YOUR COOPERATION )