The following statements pertain to job values which employees consider to be important in varying degrees. Some consider a particular value to be very important in the job context and others as not important and accordingly each employee expects the presence of that value in a job situation in varying measure. Please read the following statements carefully and indicate the measure of your expectation of a job value in a work situation according to the importance you attach to it in the column (a) at an appropriate point on the given five point scale.

One expects a particular value to operate in a job-situation in a particular way but actually in the real experience the value may not operate according to one's expectations. So in the column (b) kindly indicate the measure of actual operation of a particular value in your job situation as you experience it by marking a circle at the appropriate point on the given five point scale.

The measure of expectation and the measure of actual operation as perceived by the employees are to be rated on a five point scale which looks like this:

Minimum 1 2 3 4 5 Maximum
Where
1 = little or none
2 = a little
3 = fairly moderate degree
4 = a great deal
5 = Maximum

Please encircle one of the numbers that represents the degree of your expectation of a particular value in column (a) or the operation of the value in the real situation as you experience it in column (b). For example if you feel 'a great deal' encircle (4) as in the above scale in the appropriate column. Please rate all statements.
In what measure do—

1. 1A/1a - you expect to use in your job the knowledge acquired in your school/college?
   1/1b - you actually use in your job the knowledge acquired in your school/college?

2. 2A/1a - you expect to do your job successfully?
   2A/1b - you successfully do the job?

3. 3A/1a - you expect fair financial reward for the skill you put in the job?
   3A/1b - you get fair financial reward for the skill you put in the job?

4. 4A/1a - you expect in your job scope for inspiring confidence?
   4A/1b - you find in your job scope for inspiring confidence?

5. 5A/1a - you expect your task to be demanding (difficult)?
   5A/1b - you find your task being demanding (difficult)?

6. 1/2a - you expect proper atmosphere in your job situation to develop the knowledge acquired in school/college?
   1/2b - you find proper atmosphere in your job situation to develop the knowledge acquired in school/college?

7. 2A/2a - you expect to fail in your job?
   2A/2b - you find yourself failing in the job?

8. 3A/2a - you expect fair financial reward for the job experience you have?
   3A/2b - you get fair financial reward for the job experience you have?

9. 4A/2a - you expect in your job scope for winning respect?
   4A/2b - you find in your job scope for winning respect?

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In what measure do—

10. 5A/2a - you expect your task to be routine and so easy?
    5A/2b - you find your task being routine and so easy?

11. 1/3a - you expect to unlearn (forget) all the knowledge you have learnt in your school/college?
    1/3b - you find yourself unlearning all the knowledge learnt in your school / college?

12. 2A/3a - you expect your job to be a medium to go up in the social scale?
    2A/3b - you find your job to be a medium to go up in the social scale?

13. 3A/3a - you expect fair financial reward for the job training you have?
    3A/3b - you get fair financial reward for the job training you have?

14. 4A/3a - you expect in job your integrity to be valued and respected?
    4A/3b - you find in your job your integrity being valued and respected?

15. 5A/3a - you expect your task to be challenging, involving decision making?
    5A/3b - you find your task to be challenging, involving decision making?

16. 1/4a - you expect the knowledge in school/college to be related to the job functioning?
    1/4b - you find that the knowledge acquired by you in school/college is related to the job functioning?

17. 2A/4a - you expect your job to be a stepping stone for career development?
    2A/4b - you find your job to be a stepping stone for career development?

18. 3A/4a - you expect fair financial reward for the efforts you put in the job?
    3A/4b - you get fair financial reward for the efforts you put in the job?

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In what measure do—

19. 4A/4a - you expect your supervisors to trust you?
4A/4b - you find your supervisors trusting you?

20. 5A/4a - you expect your task to be stimulating?
5A/4b - you find your task being stimulating?

21. 1/3a - you expect the knowledge acquired during the pre-job or inservice training to be more related to the job functioning than the knowledge acquired in school/college?
1/3b - you find that the knowledge acquired during pre-job or inservice training is more related to the job functioning than the knowledge acquired in school/college?

22. 2B/1a - you expect your supervisors to praise the good work done by you?
2B/1b - you find your supervisors praising the good work done by you?

23. 3A/5a - you expect fair financial reward for your age?
3A/5b - you get fair financial reward for your age?

24. 4A/5a - you expect your peers (colleagues) to trust you?
4A/5b - you find your peers (colleagues) trusting you?

25. 5A/5a - you expect your task to be complex?
5A/5b - you find your task being complex?

26. 1/6a - you expect the job-work to be mentally stretching and exacting?
1/6b - you find your job-work to be mentally stretching and exacting?

27. 2B/2a - you expect your supervisors not only to praise the good work done by you, but to reward you as well?
2B/2b - you find your supervisors not only praising your good work but rewarding; you as well?

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In what measure do—

28. 3A/6a - you expect fair financial reward for your seniority?
    3A/6b - you get fair financial reward for your seniority?

29. 4A/6a - you expect your subordinates to trust you?
    4A/6b - you find your subordinates trusting you?

30. 5A/6a - you expect to have discretion in your task?
    5A/6b - you find having discretion in your task?

31. 2B/3a - you expect your supervisors to note your good work?
    2B/3b - you find your supervisors noting your good work?

32. 3A/7a - you expect fair financial reward for the education you had?
    3A/7b - you get fair financial reward for the education you had?

33. 4B/1a - you expect in your job the scope for making friends?
    4B/1b - you find in your job the scope for making friends?

34. 5A/7a - you expect your task to be prescribed?
    5A/7b - you find your task being prescribed?

35. 2B/4a - you expect that your supervisors would criticise the inadequate work done by you?
    2B/4b - you find your supervisors criticising the inadequate work done by you?

36. 3A/8a - you expect fair financial reward for the loyalty you have towards the management?
    3A/1b - you get fair financial reward for the loyalty you have towards the management?

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In what measure do—

37. 4B/2a - you expect in your job the scope to build cordial relations ?
   4B/2b - you find in your job the scope to build cordial relations ?

38. 5B/1a - you expect the task that you perform to have variety ?
   5B/1b - you find the task you perform having variety ?

39. 2B/5a - you expect your supervisors to punish you, besides criticising you, for the inadequate work done ?
   2B/5b - you find your supervisors punishing you, besides criticising you, for the inadequate work done ?

40. 3A/9a - you expect fair financial reward for the present job performance ?
   3A/7b - you get fair financial reward for the present job performance ?

41. 4B/3a - you expect to be sympathised by your supervisors ?
   4B/3b - you find yourself being sympathised by your supervisors ?

42. 5C/1a - you expect your task to be interesting ?
   5C/1b - you find your task being interesting ?

43. 2B/6a - you expect your supervisors to criticise the good work done by you ?
   2B/6b - you find your supervisors criticising the good work done by you ?

44. 3A/10a - you expect fair financial reward for the past job performance ?
   3A/10b - you get fair financial reward for the past job performance ?

45. 4B/4a - you expect to be sympathised by your peers (colleagues) ?
   4B/4b - you find yourself being sympathised by your peers (colleagues) ?

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In what measure do—

46. 5D/1a - you expect your task targets (goals) to be specified? 1 2 3 4 5
   5D/1b - you find your task targets (goals) having been specified? 1 2 3 4 5

47. 2B/7a - you expect your supervisors to punish you for the good work done? 1 2 3 4 5
   2B/7b - you find your supervisors punishing you for the good work done? 1 2 3 4 5

48. 3A/11a - you expect fair financial reward for the level of the job done? 1 2 3 4 5
   3A/11b - you get fair financial reward for the level of the job done? 1 2 3 4 5

49. 4B/5a - you expect to be sympathised by your subordinates? 1 2 3 4 5
   4B/5b - you find yourself being sympathised by your subordinates? 1 2 3 4 5

50. 5E/1a - you expect your task to contain the feedback mechanism to inform you of your progress? 1 2 3 4 5
   5E/1b - you find your task containing the feedback mechanism informing you of your progress? 1 2 3 4 5

51. 2B/8a - you expect your supervisors to take credit for themselves for the hard and good work done by you? 1 2 3 4 5
   2B/8b - you find your supervisors taking credit for themselves for the hard and good work done by you? 1 2 3 4 5

52. 3A/12a - you expect fair financial reward for the difficulty of the job done? 1 2 3 4 5
   3A/12b - you get fair financial reward for the difficulty of the job done? 1 2 3 4 5

53. 4B/6a - you expect your organisation to be welfare-minded? 1 2 3 4 5
   4B/6b - you find your organisation being welfare-minded? 1 2 3 4 5

54. 5F/1a - you expect your task to have an identity with clearcut boundaries? 1 2 3 4 5
   5F/1b - you find your task having the identity with clearcut boundaries? 1 2 3 4 5

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In what measure do–

55. 2B/10a – you expect your supervisors to accept the good ideas suggested by you? 
   2B/10b – you find your supervisors accepting the good ideas suggested by you? 

56. 3A/13a – you expect fair financial reward for the time spent in the job? 
   3A/13b – you get fair financial reward for the time spent in the job? 

57. 4B/7a – you expect your organisation to be ruthless (unkind)? 
   4B/7b – you find your organisation to be ruthless (unkind)? 

58. 2C/1a – you expect to be allowed to work without others supervising over you? 
   2C/1b – you find yourself being allowed to work without others supervising over you? 

59. 3A/14a – you expect fair financial reward for the amount of responsibility shouldered? 
   3A/14b – you get fair financial reward for the amount of responsibility shouldered? 

60. 4B/8a – you expect your organisation to be flexible regarding values? 
   4B/8b – you find your organisation being flexible regarding values? 

61. 2C/2a – you expect yourself to be made responsible for the work you do in your job? 
   2C/2b – you find yourself made responsible for the work you do in your job? 

62. 3A/15a – you expect your pay to provide the desired economic status? 
   3A/15b – you find your pay providing the desired economic status 

63. 4B/9a – you expect communication among employees in your organisation? 
   4B/9b – you find communication among employees in your organisation? 

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In what measure do-

64. 2C/3a - you expect to be entrusted with supervisory responsibility?  
   2C/3b - you are entrusted with supervisory responsibility?  

65. 3A/16a - you expect your pay to provide the economic security?  
   3A/16b - you find your pay providing the economic security?  

66. 4B/10a - you expect the consultations to take place between officers and subordinates in your organisation?  
   4B/10b - you find the consultations taking place between officers and subordinates in your organisation?  

67. 2C/4a - you expect to be given responsibility?  
   2C/4b - you find responsibility being given to you?  

68. 3B/1a - you expect to maintain friendly relations with your supervisors?  
   3B/1b - you maintain friendly relations with your supervisors?  

69. 4B/11a - you expect social participation in your organisation?  
   4B/11b - you find social participation in your organisation?  

70. 2C/5a - you expect to be given new responsibilities without formal promotion?  
   2C/5b - you find new responsibilities being given to you without formal promotion?  

71. 3B/2a - you expect to learn from your supervisors?  
   3B/2b - you learn from your supervisors?  

72. 4B/12a - you expect an organisational environment which is impersonal based on performance?  
   4B/12b - you find an organisational environment which is impersonal based on performance?  

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In what measure do-

73. 2D/1a - you expect to get promotion as you anticipate? 1 2 3 4 5
   2D/1b - you find getting promotion as you anticipate? 1 2 3 4 5

74. 3B/3a - you expect your supervisors to support you before the bigger bosses in the management? 1 2 3 4 5
   3B/3b - you find your supervisors supporting you before the bigger bosses in the management? 1 2 3 4 5

75. 2D/2a - you hope to get unexpected promotion? 1 2 3 4 5
   2D/2b - you find getting unexpected promotion? 1 2 3 4 5

76. 3B/4a - you expect the honesty of your supervisors? 1 2 3 4 5
   3B/4b - you find the honesty of your supervisors? 1 2 3 4 5

77. 2D/3a - you expect to get demotion for unsatisfactory work? 1 2 3 4 5
   2D/3b - you find getting demotion for unsatisfactory work? 1 2 3 4 4

78. 3B/5a - you expect yourself to impose controls on your own work? 1 2 3 4 5
   3B/5b - you are allowed to impose controls on your own work? 1 2 3 4 5

79. 2D/4a - you expect to get demotion even for the satisfactory work? 1 2 3 4 5
   2D/4b - you find getting demotion even for the satisfactory work? 1 2 3 4 5

80. 3B/6a - you expect the work controls to be evolved both by you and your supervisors? 1 2 3 4 5
    3B/6b - you find the work controls being evolved by both you and your supervisors? 1 2 3 4 5

81. 2E/1a - you expect to have status commensurate with the work you do? 1 2 3 4 5
    2E/1b - you find status commensurate with the work you do? 1 2 3 4 5

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In what measure do—

82. 3B/7a - you expect the work controls to be imposed by your supervisors?
3B/7b - you find the work controls being imposed by your supervisors?

83. 2E/2a - you expect to enjoy the status carried by your job?
2E/2b - you find yourself enjoying the status carried by your job?

84. 3B/8a - you expect your supervisors to allow you to set your own work targets?
3B/8b - you find your supervisors allowing you to set your own work targets?

85. 2E/3a - you expect that it is not the qualifications but the efficient way one does the job, determines the status?
2E/3b - you find that it is not the qualifications but the efficient way one does the job determines the status?

86. 3B/9a - you expect in your job tightly structured rules and procedures (which reduce the margin of misunderstanding and errors between you and your supervisors)?
3B/9b - you find in your job tightly structured rules and procedures (which reduce the margin of misunderstanding and errors between you and your supervisors)?

87. 2E/4a - you expect the status of your job to go up with the qualifications?
2E/4b - you find the status of your job going up with the qualifications?

88. 3B/10a - you expect job security in the present position?
3B/10b - you find job security in the present position?

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