Appendix-A

JOB STRESS SCALE

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Items</th>
<th>Response</th>
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<tbody>
<tr>
<td>1.</td>
<td>There is ample opportunity to use initiative, experience, novelty on this job.</td>
<td>T F</td>
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<td>2.</td>
<td>Promotion policy is implemented without unusual delay.</td>
<td>T F</td>
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<td>3.</td>
<td>Overtime work is not distressing as it is occasional and recognised.</td>
<td>T F</td>
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<td>4.</td>
<td>The nature of job is exciting and I feel privileged doing it.</td>
<td>T F</td>
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<td>5.</td>
<td>Salary on this job is adequate.</td>
<td>T F</td>
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<td>6.</td>
<td>My immediate officer is reasonable, sympathetic and competent.</td>
<td>T F</td>
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<td>7.</td>
<td>The system of discipline in the department is humane and flexible.</td>
<td>T F</td>
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<td>8.</td>
<td>Constantly rising workload without suitable compensation is disheartening to me</td>
<td>T F</td>
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<td>9.</td>
<td>Rest breaks in this department are regular and provide opportunities to relax.</td>
<td>T F</td>
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<td>10.</td>
<td>Performance on the job is evaluated objectively.</td>
<td>T F</td>
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<td>11.</td>
<td>An employee has reasonable closeness and distance from his superiors.</td>
<td>T F</td>
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<td>12.</td>
<td>Upward-downward communication is easy to flow, is appreciated and recognized.</td>
<td>T F</td>
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<td>13.</td>
<td>Supervisors recognize the merit and worth of the subordinate.</td>
<td>T F</td>
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14. Unfortunately my limited job skills keep me locked up with the present job. If I had wider skills, I would have changed for a more prestigious job.

15. As an employee in this department I feel interestingly absorbed in my work and do not feel bored.

16. Co-workers in my department are reserved in their inter-personal behaviour and only formal relations exist.

17. If a staff member is unduly harassed he is left without support. Such an environment is depressing to me.

18. Within my job sphere I do not experience autonomy in working style and decision taking, and I fall in a dilemma.

19. External pressures and extraneous considerations weigh heavily on my mind in the process of discharging duties honestly.

20. The nature of my assignment does not suit my task orientation and that keeps me anxious all the time.

21. Too many things to do immediately is the characteristic of this job, otherwise consequences are grave. This block my head and I feel nervous.

22. The goals and means of carrying out the scheme of work and planned projects are not clear to me. To carry them out is not free from risk of penalty.
23. My responsibilities cross several sections of the department but I do not have power to coordinate and I feel frustrated.  
   T  F

24. Physical conditions under which I have to work are within the control of others, and my work efficiency and speed are hampered. How I can explain all the delays disturbs me emotionally.  
   T  F

25. My superiors oppose any innovative ideas and I am pleased to work in stereo typed conditions which impede my progress.  
   T  F

26. I get conflicting orders from organizational authorities and my immediate boss.  
   T  F

27. There are several bosses whom I must obey or else I hear indictments.  
   T  F

28. I have to do conflicting things which tear my conscience.  
   T  F

29. My work load has been so much increased that I fail to cope with it.  
   T  F

30. Every little items of work demand my major attention causing irritation before it is done to my satisfaction.  
   T  F

31. I hold meagre authority to perform major tasks and my colleagues do not fall in line.  
   T  F

32. I take decisions under influences that cause sense of guilt.  
   T  F

33. My duties are of repetitive nature leaving no chance for an innovation, thus I feel choked.  
   T  F
34. I do different things which have no bearing with one another and I feel a sense of jerk in giving appreciable output. T F

35. My family is large and income is short and the job leaves no time to attend to it. Sense of neglecting my family hovers my mind. T F

36. My spouse is unable to adjust with me. My mind is divided between the job and the home. T F

37. I am the only bread winner and the rest in the family are just dependents on me. My woes are shared by none. I feel just sunk amidst adverse economic conditions. T F

38. I have a sense of social support and security from friends, neighbours, relatives and superiors. T F

39. My job timings and overtime engagements leave no time to relax. T F

40. I always have conflicts with spouse whenever I am at home. T F

41. I am left with no time to discharge social obligations and participate in religious and cultural activities. T F

42. Very often I feel like leaving the job if I find an alternative living source. T F

43. I feel more often sickly than healthy during the year. T F

44. Physical surroundings of my workplace are peaceful and concentrated efforts for task performance and inter-personal communication is facilitated. T F