Appendix-C
Adjustment Scale
Teacher Adjustment Inventory (MTAI)
By : Dr. S. K. Mangal, Rohtak.

INSTRUCTIONS

What type of a person are you? Are you satisfied with yourself your environment and profession? For knowing all this you will have to answer the questions given in this booklet. It is fully assured that your answer will remain a secret and you would not be subjected to any embracement or disadvantage on account of your answers. Please be careful about the following things while answering:

1. No answer is right or wrong. Your answer simply tells about you. Therefore, respond freely and frankly as you feel for yourself.
2. Please do not write anything in this booklet. For responding you are given a separate answer sheet. Where the order of the questions is the same with three alternatives - Yes, Nor or ?
3. In your answer sheet for your answers you have to put a circle around one of the three alternatives, Yes, No or ?
4. Please do not leave any question unanswered.
5. You have to put a circle around ? Only when you are sure that you cannot answer the concerned question is Yes or N Form.
6. Although no time limit is drawn. You are requested to finish your work at your earliest.
7. If you have any doubt, please ask.

Now start:
PART 1

1. Do you feel insecure due to growing indiscipline in your school?
2. Do you often feel perturbed while teaching your class due to noisy environment of other classes?
3. Do you feel perturbed or get excited on account of the dis-obedience of your students?
4. Do you think that existing system of Education is defective and you are sticking to it against your will?
5. Do you feel difficulty in maintaining discipline on account of large number of students in your class.
6. Do you often feel headache on account of the indiscipline prevalent among your students?
7. Do you sometimes get so much excited with the spoiled environment of your school that you start thinking of leaving it?
8. Is your school situated at such a place which makes its environment quite noisy?
9. Doesn't your school building provide adequate security from heat, cold or rain?
10. Do you feel that the surroundings of your school are not airy, healthy and attractive?
11. Do you feel shy in showing your school to the outsiders?
12. Do you feel difficulty in your teaching due to the non-availability or improper maintenance of the black boards?
13. Do you feel that there is no proper place in the school for you to sit in vacant periods or to correct the written work of the students?
14. Do you think that there is no adequate provision of the audiovisual material in your school?
15. Are you dissatisfied with the non-existence or improper functioning of your school library and laboratory?
16. Do you often wish to improve the environment of your school or leave it to join some other school?
17. Do you think that there are no proper playing ground or facilities in your school?
18. Do you feel lack of a good auditorium in your school?
19. Do you think yourself incompetent in teaching portions of the syllabi of your classes?
20. Do you think that the curriculum contains irrelevant material?
21. Do you think that the curriculum is too lengthy to be covered in the specified time?
22. Do you think that you can fulfil your responsibilities properly after replacing the existing curriculum with some appropriate one?
23. Do you think that the local needs and conditions are not being considered in framing the curriculum?
24. Do you feel inconvenience in your teaching on account of the errors found in the subject text books?
25. Do you sometimes get angry over the low standard of the text books?
26. Are you not satisfied with the standard of the text books prepared by the Board of Education?
27. Do you suspect a number of irregularities in prescribing the text books by the Board of Education?
28. Do you think that your subject has not been given due importance in the school time table?
29. Are you perturbed over not getting the desired classes or subject for your teaching?
30. Do you remain perturbed over taking the vacant periods of other teachers?
31. Do you feel that injustice has been done to you in this time table?
32. Do you think that the existing system of examination does not help in the proper evaluation of your students?
33. Do you remain perturbed on account of your anxiety for maintaining good pass percentage?
34. Do you feel unhappy for not paying proper attention to the all round development of your students, because of the examination system?
35. Do you feel uneasy and unhappy on account of the use of unfair means in the examination?
36. Do you become unhappy over the excessive carelessness shown by examiners in examining the answer books?
37. Do you think that so many irregularities are committed by the board in conducting the examination and declaring the results?
38. Do you sometimes become very sad or perturbed over the irregularities committed by the fellow teachers, supervisors or centre Superintendents?
39. Do you remain much worried about your future?
40. Do you often think of taking revenge on the society or changing it?
41. Do you think that men/women are usually selfish and unreliable?
42. Do you feel unhappy by thinking yourself responsible for improper behaviour and weaknesses of your students?
43. Do you feel that it is impossible for our country to get developed and become prosperous?

44. Do you think yourself quite bold in facing all the odds in realizing your values and ideals?

PART 2

45. Do you often get tired?
46. Do you feel too little hungry?
47. Do you usually take medicines?
48. Do you think that your weight is very less?
49. Do you feel difficulty in sleep even in the absence of any noise?
50. Do you find yourself tired after getting up in the morning?
51. Do you soon catch cold and cough from other?
52. Do you often feel headache?
53. Do you usually take sound sleep?
54. Do you often complain of constipation?
55. Do you often fall victim to cold or feel much difficulty in getting rid of it?
56. Does your breathing increase as a result of walking, running or doing physical work?
57. Are you free from anxiety about health?
58. Have you ever suffered from a disease which still affects you.
59. Do you often have temperature?
60. Do you feel too lethargic to do any work?
61. Do you easily digest the food?
62. Do you fall victim to infectious disease like Malaria, influenza, etc.?
63. Do you usually have sore-throat?
64. Do you often complain of stomach-ache or gas trouble?
65. Does your mind go somewhere else while engaged in some task?
66. Do you think that you are losing your memory?
67. Do you feel mentally tired?
68. Do you often feel hesitation in taking initiative for solving a problem with your own attempts?
69. Do you feel headache while concentrating on some serious problem?
70. Do you think that your language development is not adequate?
71. Do you often feel hesitation in taking decision about your programmes or future?
72. Do you usually depend upon the guidance or help from others in solving your problems?
73. Do you think that your sense organs are not quite capable of doing their work?
74. Do you think that your mind is not so much fertile and effective as it should have seen?
75. Do you like to take part in intellectual seminars or discourse?
76. Are you able to take timely decisions inspite of many contradictory desires?
77. Do you think that you are a mental patient or likely to become?
78. Do you like the company of books or nature in place of friends?
79. After enjoying the company of the friends for a while do you like to be left alone?
80. Do you often feel jealous of others?
81. Is your shyness an obstacle in your progress?
82. Do you become restless to note that you and your work is being watched by others?
83. Do you easily make friendship or acquaintance with others?
84. Do you think that it is a tedious job for you to speak before your colleagues or in an assembly?
85. Do you think that it is not proper to trust anybody in this world?
86. Do you try to avoid contact with people by pretending your ignorance of their presence?
87. Do you take responsibility of getting people acquainted with one another in some gathering or auspicious occasion?
88. Do you enjoy entertainment programmes or gathering in a fair?
89. Do you feel nervous in coming out of the programmes of a function or assembly?
90. Are you considered to be the life of the picnic parties or conferences?
91. Do you prefer working alone to working with others?
92. Do you try to get acquainted or come closer with invited distinguished guest or guests in a function or conference?
93. Do you easily get sympathy or help from others?
94. Do you often try to take leadership in some social work?
95. Do you not like even to talk to the people having differences with you in opinion and attitudes?

PART 3

96. Do you realize that the head of the institution does not like you or feels jealous of you?
97. Do you have differences or opposition over so many things with your head of the institution?
98. Do you think that the head of the institution behaves in a partial and jealous way?
99. Does the head of your institution try to take himself the credit of the work done by you?
100. Do you feel that the head of your institution lacks in understanding and sympathy for you?
101. Do you feel that you can place your full confidence in your head of the institution?
102. Does the head of your institution appreciate you properly for your good work?
103. Does the head of your institution try to help you after knowing about your difficulties and troubles?
104. Does the head of your institution usually call your explanation for minor mistakes?
105. Do you think that head of your institution does not assign you, work according to your interests, abilities and attitudes?
106. Do you think that the head of your institution believes in harassing and flattery?
107. Do you think you would work more efficiently or get mental peace under some other head of the institution?
108. Do you always have to snub your students?
109. Do you think that your students pay little attention to what you say or teach in the class?
110. Do you think that you are getting proper respect from your students?

111. Do you think that the behaviour of your students with you is appreciable?

112. Do you realize that your students hesitate to open their hearts or come closer to you?

113. Do your students sometimes behave in such a way that makes you quite perturbed?

114. Do you often get much excited in the class?

115. Do you think that you are not given proper respect by the parents of your students or society?

116. Do you feel that the parents of your students trust their wards more than you?

117. Do the parents or guardians of your students usually take guidance from you about their wards?

118. Do you try to develop intimacy or win the confidence of the people by taking part in the community festivals and gatherings?

119. Do you see the parents or guardians of your students for acquainting them with academic progress and behaviour of their wards?

120. Do you hate or neglect the members of the community by taking them as illiterate or worthless?

121. Do the members of the community or society have reservation in coming closer to you by taking you too much different from them?

122. Do you think that the members of the community of Society unnecessarily criticise your dress, habits and character?

123. Do you try to show sympathy with the parents or guardians of the students and help them at the hour of need?
124. Do you try to listen properly and pay respect to the parents or guardians at the time of their visits to your institution?
125. Do you think that the officials of Education department/Managing committee unnecessarily keep over vigilance on your activities?
126. Do you think that authorities try to do justice with you after listening you properly?
127. Do you think that the attitude of the authorities is usually partial and biased?
128. Do the authorities try to harass you by putting baseless allegations?
129. Are you compelled for rendering illegal help to the students in examination by the authorities?
130. Do you think that you do not get justice from the school board in the appointment of examiners?
131. Do you think that the departmental rules or policies of the Managing committee are not justified?
132. Do you think that you would have worked more efficiently under some other sympathetic authorities than the present one?
133. Do you wish to be transferred or getting some new appointment on account of the improper behaviour of the authorities?
134. Do you have serious complaint against the authorities regarding your transfer?

OR

Do you think proper to serve the same place without getting any transfer opportunity?
135. Do you think that no body cares for you at your home?
136. Do the members of your family have grudge against your friends and colleagues?
137. Are you satisfied in your present family set up (Single or joint family)?
138. Do you like to remain with your friends on a holiday instead of performing family duties or enjoying holiday with the members of your family?
139. Do you like to take your meals at some hotel or restaurant instead of your home?
140. Do the members of your family give co-operation and affection to you?
141. Do you feel handicapped in leading a social life at your will due to your present place of living?
142. Do you have differences with the members of your family on the choice of your profession?
143. Do you often have contradictory feelings of love and disgust for the members of your family?
144. Are there frequent quarrels and disharmony in your family?
145. Does any member of your family compel you to do undesirable work against your will?
146. Do the members of your family try to understand your wishes and feelings?
147. Do you sometimes think to leave your home and family and go somewhere else?
148. Does your home environment provide you enough opportunities for the development of your personality?
149. Do you think that it would have been better for you to have your residence somewhere else?

150. Do you feel hesitation in talking to the members of the other sex?

151. (For males) Do you often have wet dreams? If yes, are you worried about your health on account of this?

OR

(For females) Are you perturbed on account of your menses irregularities?

152. Do you think it to be a sin to have desire for sex?

(The questions ahead from 153 to 162 are meant exclusively for married persons)

153. Do you think that you have committed a blunder by getting married?

154. Would you like to marry your partner again if you are given an opportunity for re-marriage?

155. Do you think that you differ a lot from your life partner in terms of interests, attitudes and temperament?

156. Do you think that you fail to satisfy life partner sexually?

157. Do you think that your life partner has full faith in you?

158. Do you think that you do not get adequate sex pleasure from your life partner?

159. Do you think that your life companion does not care much about you as he/she should otherwise do?

160. Are the parents of your life partner poisoning your marital harmony?

161. Do you usually have differences with your life partner over the activities, behaviour and future of your children?

162. Do you think that your life partner neglects you on account of his/her interest in children or in somebody else?
153. (a) Do you have strong feelings to get married on account of being tired of loneliness?
154 (a) Are you getting late for marriage or already have become so on account of some obstacles in your path?
155. (a) Do you think that people raise doubt about your character on account of your being unmarried?
156. (a) Do you feel bored for being frequently advised by people to get married?
157. (a) Do you often dreamed to have enjoyment with life partner after getting married?
158. (a) Do you blame luck for remaining unmarried on account of not getting a partner of your choice?
159. (a) Is any person blackmailing or pressurising you unnecessarily for marrying him/her?
160. (a) Are you in a fix to get married or remain unmarried?
161. (a) Do you feel happy to see the agony of the married persons?
162. (a) Do you feel that people take unusual interest in you or show apathy on account of your being unmarried?
(For all teachers irrespective of sex)
163. Do you remain engaged in/useless gossips and criticism in your leisure time?
164. Do you feel that you are not properly utilizing your leisure time?
165. Do you enjoy the facilities in your school to utilize your leisure time?
166. Do you face unnecessary anxieties, frustrations and inferiority in your leisure time?

167. Is your daily routine so set that you do not suffer from the leisure time problems?

PART 5

168. Is your family life getting polluted and disturbed on account of your poverty?

169. Does your expenditure exceed your income?

170. Are you entangled in liabilities on account of your limited income?

171. Are you considered a poor person from economic grade?

172. Are you always worried about your economic responsibilities on account of your limited income?

173. Do you think that other people are earning more than you inspite of their inferior abilities and less education?

174. Do you feel that you are not providing essential facilities and comforts to the members of your family on account of your limited resources?

175. Do you remain worried over your inability to provide some member of your family proper medical care due to lack of finances?

176. Do you feel that your earning is in tune with the amount of labour you put in your profession?

177. Do you think that you are incapable of taking your spouse/parents or the children for outing due to lack of finances?

178. Do you think that other professions are better than yours from financial angles?

179. Would you like now to shift to some other profession?
180. Do you feel that your life has become dull on account of your being a teacher?
181. Do you think that teaching profession provides you more opportunities than other profession for serving the society or nation?
182. Does your present profession provide you adequate opportunities for the self expression and development of your personality?
183. Are you always worried about the uncertainty and insecurity hanging on your present profession?
184. Do you think that your present status in your institution or department is too inferior?
185. Do you feel that you will have to lead very ordinary life in this profession?
186. Do you think that society is exercising too much restrictions on your behaviour or character on account of your being a teacher?
187. Do you think that you do not get full respect in this profession by being treated as a poor teacher?
188. Do you sometimes feel that you are not quite fit for this profession?
189. Do you think that your profession may help you in serving your varying interest?
190. Do you think that your present profession provides you very limited opportunities for your promotion?
191. Do you have to make flattery of your officers for the promotion or increment in this profession?
192. Do you think that in your profession you may lead a happy and comfortable life free from anxieties and troubles?
193. Are you not very hopeful of your future in your present profession?
194. Do you think that you have to spend a lot of time in your teaching profession?
195. Do you sometimes lose your temper on account of the excessive work load?
196. Do you get enough time for entertainment and recreation in your profession?
197. Do you feel that you are supposed to work as a slave?
198. Do you think that your work is being unnecessarily criticized after a close scrutiny?
199. Do you get disappointment on account of feeling too much hurdles in your profession?
200. Do you feel that teaching work is responsible for the deterioration in your health or it may affect adversely your health in future?
201. Do you get bored easily from your profession or feel physical or mental fatigue very soon?
202. Do you think that you do not get enough time for your domestic engagements in this profession?

PART 6

203. Do you have differences with your colleagues over so many things?
204. Don't you like at all the habits and characteristics of some of your colleagues?
205. Do you not like the company or even talking to some of your colleagues?
206. Do you think that some of your colleagues are working against you?
207. Do your colleagues understand you well and have co-operation and sympathetic attitude for you?
208. Do you usually get in trouble on account of the habits like ill speaking, jealousy and flattery of your colleagues?

209. Do you think that your colleagues are getting more salary and facilities inspite of their being less qualified and intelligent than you?

210. Do you have allergy with those fellow teachers who try to show them as more capable and important than others?

211. Do you sometimes feel that you are working among bad companions?

212. Do you often have quarrels with your colleagues?

213. Do you feel unhappy over the superstitions and evils present in your religion?

214. Do you think that it would have been better for you to be a follower of some other religion?

215. Do you think that your progress is being hampered by the traditions and ritual of your religion?

216. Do you have inner conflict over what is moral and what is immoral?

217. Do you feel yourself guilty for not always speaking truth?

218. Do you think that you are not properly fulfilling your duties towards your country and society?

219. Have you to participate sometimes in the immoral activities against your will?

220. Do you become perturbed over the immoral activities of your colleagues and authorities?

221. Do you become too sad over the slackness in the character of your students?
222. Do you become unhappy over the immorality like black marketing and bribery prevalent in the society?

223. Do you think that your will-power is too strong?

PART 8

224. Are you perturbed for thinking yourself inferior to others?

225. Do you become so much lost that you even forget what were you doing or thinking?

226. Do you think yourself a man of poor soul?

227. Do you think your life is a burden or it seems useless for you to live in this world?

228. Do you often lose your temper?

229. Do you sometimes become happy and sad at times without any reason?

230. Do you often speak out such things for which you have to repent afterwards?

231. Do you often get hurt?

232. Do you remain unhappy by repenting over your mistakes?

233. Do you remain perturbed with the fear of the coming misfortunes?

234. Do you often remain busy in making castle in the air?

235. Do you think that you are not getting adequate success because of your ill luck?

236. Do you want to settle issues with the person instantly who speaks ill of you?

237. Do you get excited or become sad after having differences with other in some conversations or discourse?

238. Do you sometimes become nervous in front of the high dignitaries and officials?
239. Do you get frightened in remaining alone or going to unknown places?
240. Are you afraid of death?
241. Do you hate or have allergy with so many things?
242. Do you remain perturbed for long on being insulted by somebody else?
243. Do your interests and desires get changed quite soon?
244. Do you get frightened on remaining alone in the dark?
245. Are you afraid of falling from a height or getting drowned?
246. Do you get frightened with the thunder storm and lightening of the cloud?
247. Do you remain uneasy due to your desire of taking revenge on others?
248. Are you never satisfied with your work and remain worried for its further improvement?
249. Do you feel hesitation in taking some independent decisions or starting some new work on account of the fear of getting unsuccessful or being criticized by your opponents?
250. Do you often lose your patience and nerves due to repeated failures?
251. Do you think that other people or circumstances are more responsible for your mistakes and bad habits?
252. Do you often find yourself perturbed?
253. Do you think that there is none in this world to show genuine sympathy for you?