APPENDIX - V
PROFESSIONALISM SCALE (FIRST DRAFT)

Name ____________________________ Age ____________________________ Sex ____________________________
Govt./Private ____________________________
Experience above / below 5 years ____________________________
Class ____________________________ Subject ____________________________

Instructions: The following statements are meant to assess your Professionalism. Please mark the responses depending upon what you actually believe about your ability with a tick, on one of the five options provided as

Key:
Never : 1. N
Occasionally : 2. O
Sometimes : 3. S
Usually : 4. U
Always : 5. A

PROFESSIONAL SATISFACTION

1. I perform tasks in accordance with my training. □ □ □ □ □
2. I feel competent in my work. □ □ □ □ □
3. I am adequately paid for my services. □ □ □ □ □
4. I enjoy the status that this job provides me. □ □ □ □ □
5. I am satisfied with salary and other monetary benefits of this job. □ □ □ □ □
6. I have no trouble in handling classroom discipline. □ □ □ □ □
7. I am able to cover the course in time. □ □ □ □ □
8. I feel my job fits my skills and interests. □ □ □ □ □
9. I do not mind evaluating students work. □ □ □ □ □
10. I am able to work in a team with others. □ □ □ □ □
11. I feel this job is the best thing that could happen to me. □ □ □ □ □
12. I find the working environment highly politicized. □ □ □ □ □
13. The working conditions are satisfactory in this institution. □ □ □ □ □
14. I get incentives for undertaking research work. □ □ □ □ □
15. I get recognition for writing and publishing my educational papers and articles. □ □ □ □ □
16. I feel I could perform better in some other institution. □ □ □ □ □
17. I feel accomplished as a teacher. □ □ □ □ □
18. I am able to come upto the expectations of my supervisors. □ □ □ □ □ □
19. I find evaluating students answer books very tiresome. □ □ □ □ □ □
20. I feel I learn something useful everyday as a teacher. □ □ □ □ □ □
21. Teaching provides me with good stimulus to keep active mentally, physically and socially. □ □ □ □ □ □
22. My work is not affected by the politics in the institution. □ □ □ □ □ □
23. I am able to perform satisfactorily inspite of oppositions & back biting. □ □ □ □ □ □
24. I am satisfied from being able to do my work. □ □ □ □ □ □

**PROFESSIONAL COMMITMENT**

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<tr>
<td>25.</td>
<td>I plan for my lectures in advance.</td>
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<td>26.</td>
<td>I keep specific objectives for each topic.</td>
<td>□</td>
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<td>27.</td>
<td>I am able to synthesize, organize conceptualize information / knowledge</td>
<td>□</td>
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<td>28.</td>
<td>I am thorough with the content I have to teach.</td>
<td>□</td>
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<td>29.</td>
<td>I teach according to the level of the students understanding.</td>
<td>□</td>
<td>□</td>
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<td>30.</td>
<td>I periodically evaluate student's progress.</td>
<td>□</td>
<td>□</td>
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<tr>
<td>31.</td>
<td>I provide remedial teaching when required.</td>
<td>□</td>
<td>□</td>
<td>□</td>
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<tr>
<td>32.</td>
<td>I provide feed back to the students about their progress.</td>
<td>□</td>
<td>□</td>
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<tr>
<td>33.</td>
<td>I periodically evaluate my progress.</td>
<td>□</td>
<td>□</td>
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<tr>
<td>34.</td>
<td>I take accountability for my actions and decisions.</td>
<td>□</td>
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<td>35.</td>
<td>I maintain professional contact atleast with my colleagues.</td>
<td>□</td>
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<tr>
<td>36.</td>
<td>I network with people of different professions to enhance my knowledge.</td>
<td>□</td>
<td>□</td>
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<tr>
<td>37.</td>
<td>I seek parents cooperation for benefit of my students</td>
<td>□</td>
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<td>38.</td>
<td>I communicate my view and suggestions clearly to others at the right platform.</td>
<td>□</td>
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<td>39.</td>
<td>I am able to perform administrative and supervisory activities.</td>
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</table>
40. I am able to prepare annual reports.
41. I am punctual and organized (in my work).
42. I feel sense of responsibility for my work.
43. I motivate my students for learning.
44. I provide reinforcements to my students when required.

PROFESSIONAL INVOLVEMENT

45. I invite my students for discussion outside class hours.
46. I make constant efforts to acquire new knowledge.
47. I actively contribute my opinions and suggestions in scholarly / professional meetings / societies.
48. I conduct tests periodically to evaluate my teaching.
49. I give educational / vocational guidance to my students when required.
50. I create practical ideas in connection with my work.
51. I link and correlate my subject with other subjects.
52. I spend at least some time in reading research journals.
53. I participate in teacher union meetings.
54. I utilize opportunities to develop my personal and professional capacities.
55. I have desire to make original contribution in my field of work.
56. I am ambitious of raising the status of my profession by my personal efforts.
57. I contribute research papers and articles to research journals.
58. I subscribe to Educational and Research Journals.
59. I communicate clearly my viewpoints on educational and social issues.
60. I make the use of grants in order to take up research.
61. I make use of travel grants for visits to educational Institutions within/outside the country.

PROFESSIONAL ATTITUDE

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<tr>
<td>62</td>
<td>I enjoy social status as a teacher.</td>
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<tr>
<td>63</td>
<td>I am confident of my teaching skills and abilities.</td>
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<tr>
<td>64</td>
<td>Teaching job involves specific problems which I find insurmountable.</td>
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<tr>
<td>65</td>
<td>I am accepted as an empowered individual in society because I am a teacher.</td>
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<td>66</td>
<td>I find it difficult to adjust to the changes in the work environment of my educational institution.</td>
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<td>67</td>
<td>I feel a deep sense of duty towards my work.</td>
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<td>68</td>
<td>Teaching as a career does not satisfy me.</td>
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<tr>
<td>69</td>
<td>I believe that hard work is necessary to gain recognition in this profession.</td>
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<td>70</td>
<td>I feel that working as a teacher is a waste of my abilities.</td>
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<td>71</td>
<td>Teaching provides me with fulfillment.</td>
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<td>72</td>
<td>I am impulsive in my work.</td>
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<td>73</td>
<td>I make meaningful contribution that is appreciated and recognized.</td>
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<td>74</td>
<td>I adapt to the professional demands that emerge in work.</td>
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<td>75</td>
<td>The scope for professional development is very narrow, slow and time consuming.</td>
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<td>76</td>
<td>The work of a teacher is very monotonous and boring / repetitive.</td>
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<td>77</td>
<td>I am thoughtful and prudent in my reactions to work situations.</td>
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<td>78</td>
<td>I can convince others to follow my suggestions and ideas.</td>
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<td>79</td>
<td>I am unable to cope with multiple roles a teacher has to perform.</td>
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<td>80</td>
<td>I find numerous opportunities to grow professionally in this job.</td>
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<tr>
<td>81</td>
<td>I take initiatives to improve upon my work.</td>
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82. I take my tasks to completion. □ □ □ □ □ □
83. My work and efforts are not recognized or appreciated. □ □ □ □ □ □
84. I work honestly and diligently. □ □ □ □ □ □
85. I get satisfaction from being able to do my work well. □ □ □ □ □ □
86. I adjust to the changes in my environment. □ □ □ □ □ □
87. I feel I do not have any opportunities for developing professionally in this job. □ □ □ □ □ □
88. I cannot convince others to follow my suggestions and ideas. □ □ □ □ □ □
89. I have confidence in my decisions and subsequent course of actions. □ □ □ □ □ □
90. I have difficulty in coping with work. □ □ □ □ □ □
91. Teaching work leaves me frustrated and drained of energy. □ □ □ □ □ □
92. One need not be a dedicated teacher but can still rise professionally through personal contact at right places. □ □ □ □ □ □
93. I plan ahead for efficiency and effectiveness in teaching. □ □ □ □ □ □
94. The job status of teacher is considered equivalent to an underpaid worker. □ □ □ □ □ □
95. A teacher has to be an exemplary person. □ □ □ □ □ □
96. I would have enjoyed better status in other jobs than teacher. □ □ □ □ □ □
97. A teacher's job is not looked upon highly in the society. □ □ □ □ □ □
98. A teacher is no longer a revered figure in the society. □ □ □ □ □ □
PROFESSIONALISM SCALE [SECOND DRAFT]

Name: ____________________ Age: ____________ Sex: ____________

Educational Qualification: Graduation ______ PG _______
Diploma ______ Ph.D ______ Any Other ______

Professional Training: Pre Service Training: Specify _______
Inservice Training: Specify _______
Others: __________________
4. Workshop 5. Training Program
Govt./Private ______ Experience above/below 5 years _______
Class ______ Subject ______

Instructions: The following statements are meant to assess your Professionalism. Please mark the responses depending upon what you actually believe about your ability on one of the 5 options provided as:


A.1 I get satisfaction from being able to do my work well. □ □ □ □ □ □
B.2 I teach according to the level of students understanding. □ □ □ □ □ □
C.3 I am unable to create practical ideas in connection with my work. □ □ □ □ □ □
D.4 Teaching job involves specific problems which I find insurmountable. □ □ □ □ □ □
A.5 I perform tasks in accordance with my training. □ □ □ □ □ □
B.6 I don't plan for my lectures in advance. □ □ □ □ □ □
C.7 I invite students for discussion outside class hours. □ □ □ □ □ □
D.8 I am confident of my teaching skills and abilities. □ □ □ □ □ □
A.9 I have problems in handling classroom discipline. □ □ □ □ □ □
B.10 I don't keep specific objectives for each topic. □ □ □ □ □ □
C.11 I make constant efforts to acquire new knowledge. □ □ □ □ □ □
D.12 I feel a deep sense of duty towards my work. □ □ □ □ □ □
A.13 I am competent in my work. □ □ □ □ □ □
B.14 I evaluate my progress periodically. □ □ □ □ □ □
C.15 I actively contribute my opinions and suggestions in professional meetings and societies. □ □ □ □ □ □
D.16 I feel that working as a teacher is a waste of my abilities. □ □ □ □ □ □
A 17 I get incentives for undertaking research work.
B 18 I am not ready to perform administrative and supervisory activities.
C 19 I find it difficult to correlate my subject with other subjects.
D 20 A Teacher has to be an exemplary person.
A 21 I enjoy the social status that this job provides me.
B 22 I am able to synthesize, organize conceptualize information / knowledge.
C 23 I am unable to find time to read research journals.
D 24 I am impulsive in my work.
A 25 I am satisfied with salary and other monetary benefits of this job.
B 26 I am reluctant to prepare annual reports.
C 27 I conduct tests periodically to evaluate my teaching.
D 28 The work of a teacher is very monotonous and repetitive.
A 29 Teaching as a career does not satisfy me.
B 30 I am accountable for my actions and decisions.
C 31 I am not ambitious of raising the status of my profession by personal efforts.
D 32 I adapt to the professional demands that emerge in work.
A 33 The scope of professional development is very narrow, slow and time consuming.
B 34 I periodically evaluate my students progress
C 35 I am unable to communicate my views clearly on educational and social issues.
D 36 I am thoughtful and prudent in my reactions to work situations.
A 37 My work efforts are not recognized or appreciated.
B 38 I provide remedial teaching when ever required.
C 39 I don't find it necessary to participate in teacher union meetings.
D 40 I take initiatives to improve upon my work.
A 41 I am unable to perform satisfactorily due to opposition and backbiting.
B 42 I motivate my students for learning
C 43 I am unable to make use of Travel grants for visits to educational institution within / outside country.
D 44 I have confidence in my decisions & subsequent courses of action.
A 45 I feel that my job does not fit my skills & interests.
B 46 I maintain professional contact (at least) with my colleagues.
I subscribe to Educational and Research journals.

I am unable to cope up with the multiple roles a teacher has to perform.

I get recognition from publication of my research papers and articles.

I don't hesitate to seek cooperation of parents for the benefit of students.

I give educational & vocational guidance to my students when required.

I believe hardwork is necessary to gain recognition in this profession.

I find working environment highly politicized.

I find it difficult to communicate my strongly felt views on the right platform.

I have a desire to make original contribution in my field of work.

I am respected as an individual in society because I am a teacher.

I feel this job is the best thing that could happen to me.

I network with people of different professions to enhance my knowledge.

I contribute my research papers to research journals.

I feel I cannot convince others to follow my views and ideas.

I am unable to cover the course in time.

I think remedial teaching is of no use as students are responsible for themselves.

I am unable to utilize opportunities to develop my professional capacities.

I make meaningful contribution in work which gets appreciated & recognized.

I find evaluating students work tiresome.

I provide feedback to the students about their progress.

I am unable to make use of grants in order to take up research.

I find numerous opportunities to grow professionally in this job.

The working conditions are satisfactory in this institution.

I am unorganized in my work.

Teaching work leaves me frustrated and drained of energy.

I don't feel accomplished as a teacher.

Providing reinforcements to students is not necessary.
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<tbody>
<tr>
<td>B</td>
<td>74</td>
<td>I take my tasks to completion.</td>
<td></td>
<td></td>
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<tr>
<td>C</td>
<td>75</td>
<td>Teaching provides me with fulfilling experience.</td>
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<tr>
<td>D</td>
<td>76</td>
<td>Any one can get promotion through personal contacts in this profession.</td>
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<tr>
<td>A</td>
<td>77</td>
<td>I learn something useful everyday as a teacher.</td>
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<tr>
<td>B</td>
<td>78</td>
<td>I have difficulty in coping with my work load.</td>
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<tr>
<td>C</td>
<td>79</td>
<td>Teaching provides me with good stimulation to keep myself active mentally, physically and socially.</td>
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<tr>
<td>D</td>
<td>80</td>
<td>A teachers job is not looked upon highly in the society</td>
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<tr>
<td>A</td>
<td>81</td>
<td>I am satisfied with my work performance.</td>
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<tr>
<td>C</td>
<td>82</td>
<td>I prefer modern approach in teaching.</td>
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<td>D</td>
<td>83</td>
<td>I plan ahead for efficiency and effectiveness in teaching.</td>
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<td>C</td>
<td>84</td>
<td>I encourage my students to attend seminars &amp; lecturers to widen their horizons</td>
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<tr>
<td>D</td>
<td>85</td>
<td>The job status of teacher is considered equivalent to an underpaid worker.</td>
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<td>C</td>
<td>86</td>
<td>I try to make my students aware of latest development in my subject.</td>
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<td>D</td>
<td>87</td>
<td>I would have enjoyed better status in other jobs than teacher.</td>
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<td>C</td>
<td>88</td>
<td>I use audio visual aids in teaching.</td>
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<td>D</td>
<td>89</td>
<td>A teacher is no longer a revered figure in the society</td>
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Name ________________ Age ________________ Sex ________________

Educational Qualification: Graduation ___________ PG _______
                         Diploma _____ Ph.D _____ AnyOther ______

Professional Training: Pre Service Training: Specify ________________
                        Inservice Training: Specify ________________

Others:
4. Workshop  5. Training Program

Govt. /Private _______ Experience (years/months) ____________

Class ________________ Subject ________________

Instructions: The following statements are meant to assess your professionalism. Please mark the responses depending upon what you actually believe about your ability on one of the 5 options provided as:

Key:
Never: 1. N
Occasionally: 2. O
Sometimes: 3. S
Usually: 4. U
Always: 5. A

A 1. I get satisfaction from being able to do my work well. □ □ □ □ □
D 2. Teaching job involves specific problems which I find insurmountable. □ □ □ □ □
C 3. I discourage students to interact with me outside class hours. □ □ □ □ □
D 4. I have difficulty in applying modern techniques to teaching □ □ □ □ □
A 5. I have problems in handling classroom discipline. □ □ □ □ □
B 6. I don’t keep specific objectives for each topic. □ □ □ □ □
D 7. I feel a deep sense of duty towards my work. □ □ □ □ □
A 8. I am competent in my work. □ □ □ □ □
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<tr>
<td>B 9. I adopt different strategies for teaching.</td>
<td>□ □ □ □ □</td>
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<td>C 10. I feel it's no use in making any suggestions in staff meetings</td>
<td>□ □ □ □ □</td>
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<tr>
<td>A 11. I enjoy undertaking research work.</td>
<td>□ □ □ □ □</td>
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<td>B 12. I am not ready to perform administrative and supervisory activities.</td>
<td>□ □ □ □ □</td>
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<td>C 13. I find it difficult to correlate my subject with other subjects.</td>
<td>□ □ □ □ □</td>
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<tr>
<td>A 14. I enjoy the social status that this job provides me.</td>
<td>□ □ □ □ □</td>
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<td>B 15. I am unable to conceptualize new ideas.</td>
<td>□ □ □ □ □</td>
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<td>C 16. I am unable to find time to read research journals.</td>
<td>□ □ □ □ □</td>
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<td>A 17. I am satisfied with salary and other monetary benefits of this job.</td>
<td>□ □ □ □ □</td>
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<td>B 18. I am reluctant to prepare annual reports.</td>
<td>□ □ □ □ □</td>
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<td>C 19. I conduct tests periodically to evaluate my teaching.</td>
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<td>D 20. The work of a teacher is very monotonous and repetitive.</td>
<td>□ □ □ □ □</td>
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<td>A 21. Teaching as a career does not satisfy me.</td>
<td>□ □ □ □ □</td>
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<td>B 22. I take accountability for my decisions.</td>
<td>□ □ □ □ □</td>
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<td>D 23. I adapt to the professional demands that emerge in work.</td>
<td>□ □ □ □ □</td>
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<td>C 24. I am unable to speak freely about social problems.</td>
<td>□ □ □ □ □</td>
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<tr>
<td>A 25. My work efforts are not recognized or appreciated.</td>
<td>□ □ □ □ □</td>
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<tr>
<td>B 26. I provide remedial teaching when ever required.</td>
<td>□ □ □ □ □</td>
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<td>C 27. I don't find it necessary to participate in teacher union meetings.</td>
<td>□ □ □ □ □</td>
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<td>D 28. I take initiatives to improve upon my work.</td>
<td>□ □ □ □ □</td>
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<td>A 29. I am unable to perform satisfactorily due to opposition and backbiting.</td>
<td>□ □ □ □ □</td>
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<tr>
<td>B 30. I provide extra references for learning to my students.</td>
<td>□ □ □ □ □</td>
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<tr>
<td>D 31. I have confidence in my decisions &amp; subsequent courses of action.</td>
<td>□ □ □ □ □</td>
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<tr>
<td>A 32. I feel that my job does not fit my skills &amp; interests.</td>
<td>□ □ □ □ □</td>
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</table>
B 33. I maintain professional contact (at least) with my colleagues. 

C 34. I subscribe to Educational and Research journals.

D 35. I am unable to cope up with the multiple roles a teacher has to perform.

A 36. I get recognition from publication of my research papers and articles.

B 37. I don’t hesitate to seek cooperation of parents for the benefit of students.

C 38. I give educational & vocational guidance to my students when required.

D 39. I believe hard work is necessary to gain recognition in this profession.

A 40. I find working environment highly politicized.

B 41. I find it difficulty to communicate my strongly felt views on the right platform.

B 42. Interactions with people of different professions enhances my knowledge.

D 43. I feel I cannot convince others to follow my views and ideas.

B 44. I think remedial teaching is of no use as students are responsible for themselves.

C 45. I am unable to utilize opportunities to develop my professional capacities.

D 46. I make meaningful contribution in work which gets appreciated & recognized.

A 47. I find evaluating students work tiresome.

B 48. I spend time after classes to solve individual difficulties of students.

C 49. I am unable to make use of grants in order to take up research.
D 50. I find numerous opportunities to grow professionally in this job.  □ □ □ □
A 51. The working conditions are commendable in this institution.  □ □ □ □
B 52. I am unorganized in my work.  □ □ □ □
C 53. Teaching work leaves me frustrated and drained of energy.  □ □ □ □
D 54. I don't feel accomplished as a teacher.  □ □ □ □
A 55. Providing reinforcements to students is not necessary.  □ □ □ □
D 56. Any one can get promotion through personal contacts in this profession.  □ □ □ □
A 57. I learn something useful everyday as a teacher.  □ □ □ □
B 58. I am unable to complete my teaching work load.  □ □ □ □
C 59. Teaching provides me with good stimulation to keep myself active mentally, physically and socially.  □ □ □ □
C 60. I prefer modern approach in teaching.  □ □ □ □
D 61. I plan ahead for efficiency and effectiveness in teaching.  □ □ □ □
C 62. I encourage my students to attend seminars & lecturers to widen their horizons.  □ □ □ □
C 63. I try to make my students aware of latest development in my subject.  □ □ □ □
D 64. A teacher is no longer a revered figure in the society.  □ □ □ □