Eysenck’s personality Questionnaire (EPQ)
(Modified at Nimhans Banglore)

PERSONALITY QUESTIONNAIRE

Please answer each question by putting a circle around the "yes" or the "No" following the question.

(1) Do you have many different hobbies? Yes/No
(2) Do you stop to give much thought before doing anything? Yes/No
(3) Does your mood often go up and down? Yes/No
(4) Are you a talkative person? Yes/No
(5) Do you ever feel "just miserable" from no reason? Yes/No
(6) Are you rather lively (joy, jolly and full of energy)? Yes/No
(7) Do you often worry about things you should not have done or said? Yes/No
(8) If you say you will do something, do you always keep your promise no matter how inconvenient it might be? Yes/No
(9) Are you an irritable person? Yes/No
(10) Have you ever blamed someone for doing something you knew was really your fault? Yes/No
(11) Do you enjoy meeting new people? Yes/No
(12) Do you feel easily hurt? Yes/No
(13) Do you tend keep in the background on social occasions? Yes/No
(14) Would you take drug which may have strange or dangerous effect? Yes/No
(15) Do you often feel fed up? Yes/No
(16) Are you often troubled about feelings of quite Yes/No
(17) Do you enjoy hurting people you love Yes/No
(18) Do you sometimes talk about things you know nothing about? Yes/No
(19) Do you prefer reading more than meeting people? Yes/No
(20) Would you call yourself a nervous person? Yes/No
(21) Are you worrier? Yes/No
(22) Do you always say sorry when you have been rude? Yes/No
(23) Would you consider yourself an easy going person who takes life and thing as they come? Yes/No
(24) Do good manners and cleanliness mater much to you? Yes/NO
(25) Do you worry about awful things that might happen? Yes/No
(26) Do you usually take the lead in making new friends. Yes/No
(27) Can you easily understand the way people feel when they tell you their troubles? Yes/No
(28) Do you call yourself tense or highly string? Yes/No
(29) Do you throw waste paper of the floor where there is no paper basket? Yes/No
(30) Are you mostly quite when you are with other peoples? Yes/No
(31) Do You think marriage is old fashioned and should be discarded? Yes/No
(32) Do you feel self pity now and again? Yes/No
(33) Do you sometimes boast a little? Yes/No
(34) Do peoples who drive carefully annoy (irritate) you? Yes/No
(35) Have you ever said anything bad or nastily anyone? Yes/No
(36) Do you sometimes sulk (become- passively angry)? Yes/No
(37) Do you like mixing with people. Yes/No
(38) Does it worry you if you know there are mistake in your work? Yes/No
(39) Do you suffer from sleeplessness? Yes/No
(40) Do you always wash before a meal? Yes/No
(41) Do you nearly always have a "ready answer" when people talk to you? Yes/No
(42) Have you ever cheated at a game? Yes/No
(43) Do you like doing things in which you have to act quickly? Yes/No
(44) Do you often feel life is very dull? Yes/No
(45) Have you ever taken undue advantage of someone? Yes/No
(46) Do you often take on more activity than you have time for? Yes/No
(47) Are there several people who keep trying to avoid you? Yes/No
(48) Do you worry a lot about your work? Yes/No
(49) Are you always polite even to unpleasant people? Yes/No
(50) Would you avoid paying? Yes/No
(51) Do you try not to be rude to people? Yes/No
(52) Do you worry too long after an uneasy experience? Yes/No
(53) Have you ever insisted in having your own way? Yes/No
(54) Do you suffer from "nerves"? Yes/No
(55) Have you ever deliberately said something to hurt someone's feelings? Yes/No
(56) Do your friendship breakup easily without it being your fault? Yes/No
(57) Do you often feel lonely? Yes/No
(58) Do you always practice what you preach? Yes/No
(59) Are you easily hurt when people find fault with you or the work you do? Yes/No
(60) Would life without any risks be too dull for you? Yes/No
(61) Have you ever been late of an appointment or work. Yes/No.
(62) Do you like plenty of noisy activity and excitement around you? Yes/No
(63) Would you like other people to be afraid of you ? Yes/No
(64) Are you sometimes bubbling over with energy and sometimes very lazy and lethargic? Yes/No
(65) do you sometimes put off until tomorrow what you ought to do today? Yes/No
(66) Are you sensitive and irritable about something? Yes/No
(67) Are you always willing to admit it when you have made a mistake? Yes/No
(68) Do you often feel life is very dull Yes/No
(69) Have you ever taken undue advantage of someone Yes/No
(70) Do you often take on more activities than you have time for? Yes/No
(71) Are there several people who keep trying to avoid you? Yes/No
(72) Do you worry a lot about your books? Yes/No
(73) Are you always polite even to unpleasant people? Yes/No
(74) Do you think people spend too much time safeguarding their future with savings and insurance? Yes/No
(75) Have you ever wished that you were dead? Yes/No
(76) Would you avoid paying taxes if you were sure you could never be found out? Yes/No
(77) Can you make a party more entertaining and enjoyable? Yes/No
(78) Do you try not to be rude to people? Yes/No
(79) Do you worry too long after an embarrassing (uneasy) experience? Yes/No
(80) Have you ever insisted on having your own way? Yes/No
(81) When you catch a train do you often arrive at the last minute? Yes/No
(82) Do you suffer from "nerves?" Yes/No
(83) Have you ever deliberately said something to hurt someone's feeling? Yes/No
(84) Do you hate being with a crown who plays harmless jokes on one another Yes/No
(85) Do your friendships breakup easily without it being your fault? Yes/No
(86) Do you often feel lonely? Yes/No
(87) Do you always practice what you preach? Yes/No
(88) Do you sometimes like teasing animals? Yes/No
(89) Are you easily hurt when people find fault with you or the work you do. Yes/No
(90) Would life without any risks (danger) be too dull for you. Yes/No
(91) Have you ever been late for an appointment or work? Yes/No
(92) Do you like plenty of noisy activity and excitement around you? Yes/No
(93) Would you like other people to be afraid of you? Yes/No
(94) Are you sometimes bubbling over with energy and sometimes very lazy and lethargic? Yes/No
(95) do you sometimes put off until tomorrow what you ought to do today? Yes/No
(96) Do other people think of you as being very gay and energetic? Yes/No
(97) Do people tell you lot of lies? Yes/No
(98) Do people tell you a lot of lies? Yes/No

(99) Are you always willing to admit it when you have made a mistake? Yes/No

(100) Would you feel very sorry for an animal caught in a trap? Yes/No

(101) Did you mind filling in this form? Yes/No
TRAINING AND DEVELOPMENT

Q.1:

1. General Information:
   a) Designation
   b) Department/Section
   c) Education
   d) Job History

<table>
<thead>
<tr>
<th>Name of the organization</th>
<th>Year left</th>
<th>Design. When joined</th>
<th>Salary at the time of leaving</th>
<th>Reason for joining</th>
<th>Reason for leaving</th>
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</table>

2. Do you think you job is according to you qualification?

3. Has your present job helped you in gaining more knowledge?

4. Tick your extent of satisfaction/dissatisfaction with training and development
   i) Extremely ii) Satisfied iii) Average iv) Dissatisfied v) extremely dissatisfied

Q.2

a) Do you have training and development programmes for employees in the organization?
   Yes/No
b) Have you attended any training and development programme?
   Yes/No

i) Before joining present company.
   Yes/No

ii) In your present company.
   Yes/No

c) What type of training programs are there in the organization?

d) List the training programmes you have attended during your service span in your present organization and state the duration of each programme starting from the programme attended onwards:- Have you gained knowledge from them.

Sr. No.
1. 2. 3. 4. 5. 6.

Any other please specify

e) List three most imp. Areas/topics/fields in which you feel would like to be trained e.g. in technical or administrative/behavioral aspects such as personnel, marketing, finance,

1. 2. 3. 4. 5. 6.

Q.3

a) Do you think that proper climate exists for employees training and development in your company?
   Yes/No/Undecided

b) Do you feel that management regard training and development as extremely important for organization's growth?
   Yes/No/Undecided

c) How many times a person is trained in a year? What is the budget?
Q.4

I) Do you prefer to join training programme Independently?

Yes/No

III) How you came to know of these institutions?

Q.5

1. What are the criteria for recommending for training and development programmes? Rank the following option in order of what you think is actual practice in your org.

   a) Merit (after identifying training and development needs.)
   b) Seniority experience.
   c) Political linkage.
   d) Nearns to the boss.
   e) Self-nomination.
   f) Top management recommendation.
   g) Preference to the new or untrained employee.
   h) Trade union support
   i) Male/female.
   j) Any other.

2. Tick your options, which the organization uses in identifying training and development needs of employees.

   a) Manpower-planning, Recruitment, Selection and placement.
   b) Determining gap between job-requirement and job performance.
   c) Organizational and operational analysis.
   d) Performance appraisal and potential appraisal.
e) Training and development research (survey, case-study, interview, observation, questionnaire)

f) Evaluation reports.

g) Sex differentiation.

h) Any other.

Q.6: Which of these techniques mentioned below have been used in your company's training and development programme in last 10 years and at what level, frequency and where used?

<table>
<thead>
<tr>
<th>Techniques</th>
<th>Where used</th>
<th>Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Role-playing</td>
<td>Management used</td>
<td>Frequency of use in 10 years</td>
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<tr>
<td>Lecture</td>
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<td>Business Games</td>
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<td>Programmed Learning</td>
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<tr>
<td>Sensitivity</td>
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<tr>
<td>Case study</td>
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<tr>
<td>Workshop/meeting</td>
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<tr>
<td>Audio visual Aid</td>
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</table>
Q.7:

Some of the objective/emphasis of training and development are as follows:

Rank them according to your priorities while giving the least important objective to the last rank

a) Organization, national and international integration

b) Ensuring regular mobilization, utilization and maintenance of competent executives as to prevent managerial obsolesce

c) Personally development (character & spiritual) morale boosting of employees by expanding and updating their skill, knowledge, experience, attitude/behaviour so that they become efficient and effective

d) Achieving healthy and peaceful industrial relations with the aid of employees training and development serving as a problem solving device

e) Enabling the organization to complete effectively in the local, national and international markets

f) Enabling employees to increase knowledge, skill/techniques, experience attitudes/behaviour and learning new things.

g) Helps in evaluating own knowledge/skill, experience and attitude.
Q.8:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Average</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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<tbody>
<tr>
<td>Training and development programmes conduct have helped in achieving organizational objective to a great extent.</td>
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<tr>
<td>Training and development programmes have helped in achieving objectives hereby satisfying many of personal needs. Better security of service ensured.</td>
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<tr>
<td>Ensure career development</td>
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<tr>
<td>There have been distinct improvement after attending training and programmes.</td>
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<tr>
<td>These who have attended training have far greater performance and effectiveness and those not trained so far.</td>
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<tr>
<td>Enhances</td>
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<tr>
<td>Development of knowledge, skill, attitude and experience.</td>
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<td>-------------------------------------------------------------</td>
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<tr>
<td>Those who have attended by and development programmers have been, more punctual and promoted at more faster rate than those untrained.</td>
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<tr>
<td>Result in increased output and profitability to the enterprise and improving personal relations of employees.</td>
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<tr>
<td>Improve productivity and production.</td>
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<tr>
<td>Results in reduction of scraps, accidents, wastage errors or breakages.</td>
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<tr>
<td>Training and development programmes are morale booster and personality</td>
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<td></td>
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<tr>
<td>Reduce absenteeism, complaint, grievance, obsolescence, and</td>
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</tr>
</tbody>
</table>

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executive turnover there by ensuring better industrial relations and improved management practice.

Q.9:

1. What should be the qualities of a good trainer/instructor? Tick in order of your organization?
   
   a) Professional consultant in training and development ()
   b) Coordinator of training function with other areas of management()
   c) Effective motivator, friend, philosopher, guide ()
   d) Effective teacher (in terms of knowledge and skill)
   e) Any other ()

2. Tick your extent satisfaction or dissatisfaction with the following statement's

<table>
<thead>
<tr>
<th></th>
<th>Strongly</th>
<th>Agree</th>
<th>Average</th>
<th>Disagree</th>
<th>Undecided</th>
</tr>
</thead>
<tbody>
<tr>
<td>The relationships between trainees and trainers in training and development programmes, I attended here were full of mutual confidence.</td>
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<tr>
<td>The trainees showed self-discipline during the course</td>
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<tr>
<td>The trainers were courteous and disciplined while conducting the course.</td>
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</table>
Q.10:

a) what is the system of evaluation of training & development programme in the i.e.?

i. Presentation by executives to the people of his organization i.e. what he has learnt and how he going to implement them.

ii. Quiz

iii. Debate

iv. Test/ Examination

v. Assessment of trainee's skills before and training.

vi. Assessment of experience through on the job transfer of training.

Q.11:

How far do you agree with the following statement.

<table>
<thead>
<tr>
<th>Top management actively participates in the evaluation of various training and development programmes.</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Undecided</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular feedback is given to us regarding our performance after training and development programmes</td>
<td>Strongly Agree</td>
<td>Agree</td>
<td>Strongly Disagree</td>
<td>Disagree</td>
<td>Undecided</td>
</tr>
<tr>
<td>We are asked to give a feedback invariably on the training and development</td>
<td>Strongly Agree</td>
<td>Agree</td>
<td>Strongly Disagree</td>
<td>Disagree</td>
<td>Undecided</td>
</tr>
</tbody>
</table>
programmes we have attended.

Our suggestions to improve the quality of training and development programmes are usually neglected.

Hardly any professional consultant is involved in the evaluation of training and development programmes.

Training and development programmes are conducted more as a fashion exercise than as systematic exercise.

Training and development programme conducted usually of not have any correspondence to our strengths and weaknesses.

Tangible indices have been laid down to assess improvement both in behaviour both in behaviour and skills in evaluating training and development programmes.
Q.12:

a) How your performance is evaluated.

i) Personal performance  
ii) Self-development  
iii) Target achievement  
iv) Output of your job  
v) Any other.

1. How your performance is evaluated while promotion.

   (i) Education qualification  
   (ii) Male/Female  
   (iii) High Approach  
   (iv) Skill  
   (v) Bribery  
   (vi) Psychophancy  
   (vii) Department exams

b) Are there separate yardsticks for gender consideration? What are there?

2. Do you have a system of reward? Do you think it is beneficial for organization?

3. Are you satisfied with you present job? It is according to your qualification? What are you expectation in life?

4. Is our salary according to your job?

5. Do you enjoy your job or do you find your job challenging?

6. Do you feel a sense of achievement from your job?
GENERAL INFORMATION

Q.13:

a)
1. Name
2. Age
3. Sex
4. Level/class you belong to i) Top, ii) Middle iii) Low

b) Give your comments on the environment of your organization?

c) What is the communication culture of your organization?
   i) Through proper Channel
   ii) Directly by the boss.
   iii) Through notice
   iv) Any other.

d) What particular things/policies you like in your organization?

f) What particular things you dislike in your organization?

g) These any scope of innovativeness in the job? Is there any new/additional job opportunity for such employees?

Q.14:

1. Do you feel a sense of participation in the activities of an organization both physically and psychologically?
2. Do you have a system of personality development in your organization?

3. Have you felt any change in your personality/personal behaviour/attitude after joining the training programme?

4. Do you think potential is full utilized according to your skill/intelligence?

5. Do you prefer to join any other organization?

6. Do you feel more devoted toward organization objectives day by day?

7. Do you feel deeply concerned with your job?

8. Are you aware of MBO policy?

9. How MBO policy is implemented in your organization?

10. Do you find it beneficial?

11. What are your suggestion in favour of the organizational system?

12. What are your suggestions against the policies, which you do not like?
GENERAL INFORMATION

Q.13:

a)

1. Designation
2. Qualification
3. Job History
4. Family history/Background
5. Father’s Occupation
6. Level/class you belong to i) Top, ii) Middle iii) Low
7. What are the social objective of the organization?
8. What are your duties? Are you aware of your contribution or in what way you are contributing?
9. How motivate your employees towards the organizational goals.

Q.2:

1. What are the objective of the organization?
2. Has the organization adopted MBO policy?
3. How it helps in achieving the organizational objectives?
4. Do you believe in delegating the authority? Give Suggestion.
5. What are the training policies being practiced in the org.
6. Do you fee, training is necessary to be imparted?
7. How you suggest training the employees towards organizational goals?
8. Do these training programmes lay impact on performance appraisal, motivation and personality development?
9. Do you think that these org. programmes should be amended?
Q.3: What are the promotion policies being adopted in the organization?

1. How the employees are appraised?
2. Relations between management and the union?
4. Is the org. worried about the well being of employees?
5. Have you tried to adjust your own group member/friends family member in the organization?

Q.4:
What are the business ethics and conduct being kept?

1. Is the standard of business ethics and conduct being kept?
2. How the organization takes care of it employees?
3. What type of communication culture being adopted in the organization? Has the organization adopted open door policy?
4. What do you feel about 'total employee involvement'?
5. Is there any conflicting situation between the two sections either positive/negative (positive between two section & negative among employees)

Q.5:
Are you satisfied with the existing environment in the organization? Give suggestions.

1. Do you feel that the organizational culture must be changed?
2. What is being practiced and what it should be?
3. Do you think your personality/knowledge and skill/behaviour effect the employees psychologically/organizational environment?
4. Do you want your employees to be competent in every field?
Q.6:

1. Do you give the employee a project to plan using schedule device?
   a) Have employee develop priorities for the work that needs to be accomplished?
   b) Do you set clear target dates that can't be changed?

2. Have employees serve as the department's channel for employee complaints and problem?

3. Have employee analyses the elements of company's corporate culture?

4. Do you ask employees to submit ideas for changing work procedures and policies on a periodic basis?

5. How you diagnoses the stereotypes that characterize men and women?

6. How you develop action step to improve gender relationship at work?