This questionnaire is developed to study work environment and conditions of employees' reactions to these aspects. The questionnaire helps to determine how jobs can be improved by obtaining information about how people react to different kinds of jobs.

Please do not write anything on these pages. Responses should be given on a separate answer sheet provided to you.

The questionnaire has different sections. Specific instructions about how to give answers are given in each section. You have to read the instructions carefully and start answering. If you do not understand any question please feel free to ask.

Your answer will be treated as confidential. There is no question of right or wrong answers. So give your frank and honest answers. Do no omit any question.

SECTION I

INSTRUCTIONS:

A. Read each statement and decide to what extent it describes your present work/organisation.

B. A seven-point scale is to be used to indicate the degree of accuracy of the statement as shown below.

1---------2---------3--------4---------5---------6---------7
Very untrue  Slightly Uncertain  Slightly true  very untrue  untrue  tain  true  true

C. In the separate answer sheet write the number corresponding to the alternative chosen.

1. Our management believes that the employees should solve on-the-job problems independently.

2. To rise in this organisation "chamchagiri" is considered more important than good performance.

3. We have a promotion system that helps the best men to rise to the top.

4. My superiors often let me know how well I am performing in my job.

5. The work I do is hardly worth the effort.

6. There are always some people around me at work.
Our management prefers only traditional approaches at work.

Constant efforts are made to improve performance at all levels in this organization.

In this organization rewards and encouragement are more common than threats and criticisms.

My work requires me to use many complex or high level skills.

The outcome of my work affects many people in this organization.

My work allows me to develop friendly relationships with my colleagues.

In this organization people do not regard themselves to be responsible for their mistakes.

The management believes that work can always be improved.

In this organization it is sometimes unclear who has the formal authority to make decisions.

My work gives me considerable opportunity for freedom and independence in how I do it.

Our management believes that job satisfaction of employees is very important.

My work is such that it cannot be done by groups/teams.

Consulting one's superior before taking decisions is preferred in this organization.

There are ample opportunities in this organization to develop our competence.

Our productivity sometimes suffers due to lack of organization and planning.

My work provides me the chance to completely finish what I begin.

My work does not provide any indication whether I am performing well or not.

In our department/organization, we have a tradition of arranging picnics and parties so that people can get together.

People in this organization willingly take more responsibilities.
26. Our management encourages internal competition for good performance

27. There is not enough reward and recognition given in this organization for doing good work

28. The work here is such that one can learn a lot if one wants to

29. The management believes that if the employees find satisfaction on the job then productivity will take care of itself

30. My work is such that I get to talk with my colleagues only during breaks or after working hours

31. Creativity and innovation are encouraged in this organization

32. In this organization there are high standards for performance

33. People here are rewarded in proportion to the excellence of their performance

34. I get useful comments about my performance and the outcome of my work

35. My work is so important that I cannot afford to make any mistakes

36. My work is such that it is done well only if it is done jointly with other people

37. This organization relies heavily on double checking individual decisions

38. In this organization performance is generally above average

39. Excessive procedure and unnecessarily detailed information are avoided in this organization

40. My work requires me to do a "whole and identifiable" piece of work so that I can say "I have done this"

41. How my work is done does not seem to matter

42. My work requires a lot of cooperative interaction with other people

43. People tend to shun responsibilities in this organization

44. Our management keeps us on our toes to do our best on the job
45. A friendly atmosphere prevails among the people in this organization.

46. In my work my responsibilities match my capabilities.

47. This job has provided me an opportunity to learn more about my work.

48. This work can be performed well by a person who can work alone.

49. For maximum effectiveness we are extra cautious in decision making.

50. People here do not care much to improve their performance.

51. Our superiors make an effort to talk to us about our career aspirations within this organization.

52. Many times it is difficult to understand who is really my boss.

53. The results of my work significantly affect other people.

54. My work requires me to interact with other people.

55. Our organization has grown by taking calculated risks at the right time.

56. People in this organization are found working below their actual capabilities.

57. One does not get ahead in this organization unless he takes initiative.

58. In this organization the superiors are not sympathetic to employees who make mistakes.

59. Many of us do not know the importance of our work in the organization.

60. My work can be done well only by teams or groups.

61. Our superiors don't encourage us to be innovative while working on the job.

62. People here make continuous efforts to increase their own performance levels.

63. It is hard to know people in this organization.

64. My work does not give me any chance to use my personal initiative or judgement.
65. Just doing the work provides many chances for me to figure out how well I am doing.

66. My work is such that I am unable to meet others in this organization.

67. Our management believes that to succeed one must play safe.

68. Our management places great importance on doing a good job with the given resources.

69. The emphasis in the philosophy of our management is on the feelings of people.

70. The work does not give me opportunities to improve my skills.

71. The work itself provides indications to me regarding my performance.

72. People around here seem to enjoy each other's company.
I felt extremely happy:

1. when my work was appreciated by my boss
2. when my relations with the boss in the department were cordial and friendly
3. when I successfully completed the job
4. because I got good co-operation from my workers
5. when I got a good opportunity to learn many things
6. when I realized that my boss was really competent
7. when I got a promotion which I had not expected
8. because the management practices in our place were very progressive
9. when I saw my name in the list of yearly increments
10. because the work which was given to me was quite interesting
11. when I got an opportunity to work independently
12. when management offered a service contract to me
13. when my boss praised my work in the department
14. when I realized that my boss does a good job of solving problems in his work
15. when I got a chance for improving my prospects
16. when I received good guidance from my boss
17. when I got a promotion
18. because my relations with the workers were very good
19. when I demonstrated my ability in completing a given job
20. when I realized that the organization looked after its employees well
21. because I was made responsible for the whole shift
22. because the work that was allotted to me was creative and challenging
23. when I was financially benefitted
(24) because my job was secure
(25) when I located the fault in a problem and rectified it
(26) when my boss fought for me with the management
(27) when in appreciation of my good work I was rewarded
(28) when we were all working in the department as if it were our own
(29) when I got a chance to learn about a new technique
(30) because my boss distributed responsibilities properly
(31) when my boss told me that management had decided to promote me
(32) when I got a job in a good, reputed organization
(33) when I got an extra increment which was quite unexpected
(34) because I was given the kind of work that I liked
(35) when I was given a new responsibility
(36) because my future was secure
(37) when my idea and suggestions were accepted
(38) because my boss was an able leader
(39) because the chances of my getting a promotion were increased
(40) when my boss showed his fairness in seeking my suggestions
(41) when I was given a higher designation
(42) when workers showed their love and affection towards me
(43) when I saw the good results of my work
(44) because the rules and regulations in the organization were sympathetic
(45) because my boss gave me full responsibility of the section
(46) when I got an opportunity to do a whole job
(47) because I was given a good salary
(48) when I was confirmed in my position
PART B

The second part is similar to the first, but it contains events when a person might have felt EXTREMELY UNHAPPY

* READ each statement carefully
* CHECK (✓) in the answer sheet provided if it is very much like your own experience.
* LEAVE BLANK the space if it is not very much like your own experience.

PART B: EXTREMELY UNHAPPY

I felt extremely unhappy:

(1) when my sincere work was not appreciated
(2) when my boss was harassing me in various ways
(3) when I could not give the output according to the target
(4) when my workers did not obey my orders
(5) because my future was blocked in the organization
(6) when I realized that my boss was incompetent to head the department
(7) when I did not find my name in the promotions that were announced
(8) when I was working in a third-rate organization
(9) when the organization did not give my usual yearly increment
(10) because the work which was assigned to me was routine and very monotonous
(11) because I was not allowed to work independently
(12) when the organization did not renew my service contract
(13) when my good ideas and suggestions were not accepted
(14) when I realized that my boss was poor in his subject
(15) when I realized that the chances of my development in the firm were very poor
(16) when my boss turned down my valid suggestion
(17) when I did not get the promotion that I had expected
(18) when the workers complained about me to the boss
(19) when I could not solve the problem on which I was working
(20) when I realized that the organization did not really care about its employees’ problems
(21) because I was not given any new responsibility
(22) when I was doing the work that I did not like at all
(23) because when the extra increments were announced my name was not in the list
(24) when my boss threatened to have me dismissed
(25) when I say that the results of my work were not good
(26) when I came to know that my boss gave a very bad report about me to the management
(27) because in spite of my good work I was given a firing
(28) when I had a bitter quarrel with the workers
(29) because I got no opportunity to learn anything new
(30) when my boss was consistently critical of my work
(31) because I did not get a proper designation
(32) because the management practices of the organization were very bad
(33) when I received a raise in salary much later than I had expected
(34) because the work which was assigned to me was not at all interesting
(35) because my responsibilities were very limited
(36) when the workers threatened to teach me a lesson
(37) when I was criticized for no fault of mine
(38) when my boss showed favouritism and partiality
(39) because my technical skills could not be increased
(40) when I realized that the credit for all good work done by us went to the boss

(41) when I was demoted

(42) when my workers used abusive language with me

(43) when I committed a mistake

(44) when I saw that the organization enforced rules and regulations according to its own convenience

(45) because I was not given any responsible assignment

(46) when the pressure of work was too heavy

(47) when I realized that my pay was much less than that of others

(48) when I heard that the organization was going to retrench a number of employees
SECTION III
I-E SCALE
Directions

This is a questionnaire to find out the way in which certain important events in our society affect different people. Each item consists of a pair of alternatives lettered (a)(b). Please select one statement of each pair (and only one) which you most strongly believe to be the case as far as you are concerned. Be sure to select the one you actually believe to be more true rather than the one you think you should choose or the one you would like to be true. This is a measure of personal beliefs. Obviously there are no right or wrong answers. Please answer these items carefully but do not spend too much time on any one item. Be sure to answer every choice. Find the number of the item on the answer-sheet and mark your answer by making a cross like this (X) under the letter a or b which you choose as the statement more true. In some instances you may discover that you believe both statements, or neither one. In such cases, be sure to select the one you more strongly believe to be the case as far as you are concerned. Also try to respond to each item independently when making your choice; do not be influenced by your previous choices.

1. a) More wealth leads to more happiness.  
   b) Money is the root of all evil

2. a) One must be dynamic and enterprising to be successful.  
   b) Good opportunities play a vital role in influencing one's success 
   a) Becoming a success is a matter of hard work, luck has little or nothing to do with it.  
   b) Getting a good job depends mainly on being in the right place at the right time.

a) There are certain people who are just no good 
   b) There is some good in everybody

a) When I make plans, I am almost certain that I can make them work.  
   b) It is not always wise to plan too far ahead because many things turn out to be a matter of good or bad fortune anyhow.

a) Most of the time I can't understand why politicians behave the way they do.  
   b) In the long run the people are responsible for bad government on a national as well as local level.

a) I have often noticed that things go wrong for no fault of mine.  
   b) If I take due care and put my heart and soul into the work nothing can go wrong.
8. a) One should always be willing to admit mistakes.  
   b) It is usually best to cover up one's mistakes.

9. a) In the long-run people get the respect they deserve in this world.  
   b) Unfortunately, an individual's worth often passes unnoticed no matter how hard he tries.

10. a) One who accepts the challenges and is strong enough to fight until his last breath attains victory 
   b) One needs a lot of luck, besides efforts, to be highly successful.

11. a) Many of the unhappy things in people's lives are partly due to bad luck.  
   b) People's misfortunes result from the mistakes they make.

12. a) Accidents are accidents, we have little control over them.  
   b) By observing the safety rules and by taking due precautions we can reduce accidents.

13. a) Who gets to be the boss often depends on who has luck enough to be in the right place first  
   b) Getting people to do the right thing depends upon ability, luck has nothing to do with it.

14. a) Attempting is worthwhile even if there are chances of not getting what we want.  
   b) Blessings and good wishes improve the chances of succeeding.

15. a) One has to meet the requirements of the job to get it.  
   b) If one is lucky, one can get the job.

16. a) Some people are just born unlucky and can never be successful in life.  
   b) Popularity and personal efforts make a person successful.

17. a) Sky is the limit for a striving, spirited, talented individual  
   b) One has to be very fortunate to be successful in today's world.

18. a) If the things are well planned and properly implemented, success is certain.  
   b) Whatever has to happen, will happen in any case.

19. a) Stories of rebirth are a myth.  
   b) There has been a lot of evidence to suggest that there is rebirth.

20. a) Who gets a chance to climb the ladder of promotion in a job is many times a matter of luck.  
   b) Promotions in a job mainly depend on one's competence and ability.
SECTION 4

Please do not write anything on these pages. Responses should be given on a separate answer sheet provided to you.

People have different feelings about their roles. Statements describing some such feelings are given below. Use the answer sheet to write your responses. Read each statement and indicate in the space against the corresponding number in the answer sheet how often you have the feelings expressed in the statement in relation to your role in your organisation. Use the numbers given below to indicate your own feelings.

If you find that the category to be used in answering does not adequately indicate your own feelings, use the one which is closest to the way you feel. Do not leave any item unanswered. Answer the items in the order given below:

Write

0 If you never or rarely feel this way.
1 If you occasionally (a few times) feel this way
2 If you sometimes feel this way
3 If you frequently feel this way
4 If you very frequently or always feel this way

1. My job tends to interfere with my family life.

2. I am afraid I am not learning enough in my present job for taking up higher responsibility

3. I am not able to satisfy the conflicting demands of various people over me.

4. My job has recently been reduced in importance

5. My workload is too heavy.

6. Other job occupants do not give enough attention and time to my job

7. I do not have adequate knowledge to handle the responsibilities in my job

8. I have to do things in my job that are against my better judgement

9. I am not clear on the scope and responsibilities of my job

10. I do not get information needed to carry out responsibilities assigned to me.

11. I have various other interests (social, religious, etc) which remain neglected because I do not get time to attend to these.
I am too preoccupied with my present job responsibility to be able to prepare for taking higher responsibility.

I am not able to satisfy the conflicting demands of the various peer level people and my juniors.

Many functions of what should be a part of my job have been assigned to some other job.

The amount of work I have to do interferes with the quality I want to maintain.

There is not enough interaction between my job and other jobs.

I wish I had more skills to handle the responsibilities of my job.

I am not able to use my training and expertise in my job.

I do not know what the people I work with expect of me.

I do not get enough resources to be effective in my job.

My job does not allow me to have enough time with my family.

I do not have time and opportunities to prepare myself for future challenges of my job.

I am not able to satisfy the demands of clients and others since these are conflicting with one another.

I would like to take more responsibility than I am handling at present.

I have been given too much responsibility.

I wish there was more consultation between my job and other jobs.

I have not had pertinent training for my job.

The work I do in the organisation is not related to my interests.

Several aspects of my job are vague and unclear.

I do not have enough people to work with in my job.

My organisational responsibilities interfere with my extra-organisational roles.

There is very little scope for personal growth in my job.
33. The expectations of my seniors conflict with those of my juniors.

34. I can do much more than what I have been assigned.

35. There is a need to reduce some parts of my job.

36. There is no evidence of involvement of several roles (including my role) in joint problem solving or collaboration in planning action.

37. I wish I had prepared myself well for my job.

38. If I had full freedom to define my job, I would be doing some things different from what I do now.

39. My job has not been defined clearly and in detail.

40. I am rather worried that I lack the necessary facilities needed in my job.

41. My family and friends complain that I do not spend time with them due to heavy demands of my work.

42. I feel stagnant in my job.

43. I am bothered with the contradictory expectations different people have from my job.

44. I wish I had been given more challenging tasks to do.

45. I feel overburdened in my job.

46. Even when I take initiative for discussions or help, there is not much response from other people.

47. I need more training and preparation to be effective in my work.

48. I experience conflict between my values and what I have to do in my job.

49. I am not clear as to what are the priorities in my job.

50. I wish I had more financial resources for the work assigned to me.

SECTION - 5

Instruction

Here are some questions which give you a chance to say what sort of a person you are and to state your interests and attitudes. Since each person is different there are no 'Right' or 'wrong' answers except what is true for you.
After each question are given three possible answers. Try to decide which of the answers represent your usual way of acting or feeling and put a tic mark against one of the three alternatives.

Try to avoid middle answers as much as possible.

In answering these questions try to remember the following:

1. Answer the questions as frankly and truthfully as possible, since there is no advantage in giving the wrong impression. Never give an untrue answer about yourself.

2. Although this is an untimed test, we would still like you to answer the questions as rapidly as you can. It is important that you put down your first reaction. So do not spend time thinking over the questions.

3. Use the middle answers only when it is absolutely impossible to lean toward one or the other of the answer choices. In other words, the 'Yes' (or 'a') or the "No" (or 'c') answer should be used for most cases.

4. Do not skip any questions. If an occasional question does not seem to apply to your interests, mark the 'in between' answers.

Your answer will be kept confidential.

THE 16 PF TEST

1. At the present time, is your memory better than it ever was?
   Yes                   In between                   No

2. Could you bear to live alone like a hermit (Sanyasi) far from any one else?
   Yes                   Occasionally                  No

3. If a man said the sky was down and winter was hot, what would he call a criminal?
   a) A gangster        b) A saint        c) A cloud

4. When you see unclean people do you:
   a) Accept them        b) Feel disgusted and annoyed
   a) In between        b) 

5. Would you like to see the servants living more comfortably?
   Yes                   Occasionally                  No
6. At a party do you prefer to let others take the lead and tell jokes and stories?
   Yes                    Sometimes                    No

7. If you had extra money after meeting your daily needs, do you think you should give much of it to some charitable purpose?
   Yes                    Sometimes                    No

8. Are most of the people you know really glad to meet you at a party?
   Yes                    Sometimes                    No

9. Would you rather do your physical exercise by
   a) Cycling and swimming   b) playing games and wrestling

10. Do you feel it is funny to see the great difference between what people say and what they do?
    Yes                    Occasionally                    No

11. As a child did you feel sad to leave home and go to school each day?
    Yes                    Occasionally                    No

12. If in a group you make a remark and it is not taken into notice by any one, do you –
    a) let it be            b) repeat it till people take notice of it.
    a In between            b

13. When you think someone is showing bad manners do you:
    a) say nothing because you may be giving undue importance to very little things?
    b) Let the person know clearly what you think
       a In between            b

14. When you are introduced to someone would you rather
    a) have a friendly discussion on politics and social problems
    b) let him tell you a few jokes
       a In between            b
15. When you promise to do something yourself do you take pride in doing it alone and never getting outside help?

Yes  Occasionally  No

16. Do you think it is a waste of time to think of the past?

Yes  Sometimes  No

17. When you are going to catch a train, do you generally get hurried, anxious and worried, though you know you have plenty of time?

Yes  Sometimes  No

18. Have you ever, even for a moment, had hateful feelings towards your parents?

Yes  In between  No

19. Would you take a job where you listen all day to complaints from employers and other employees?

Yes  In between  No

20. Which of the following is the opposite of Inaccurate?

a) Casual  b) exact  c) rough

a  b  c

21. At such times when you need plenty of energy, do you generally have it?

Yes  Sometimes  No

22. Would you feel ashamed and uneasy visiting movies which have plenty of sex in them?

Yes  Sometimes  No

23. Do you like mixing with people in large gatherings like parties?

Yes  Sometimes  No

24. Do you think —

a) some jobs do not need to be done as carefully as others
b) any job should be done well if you do it at all

25. Do you like the way in which people look at you when you walk down the streets?

Yes  In between  No
26. Which would you rather be
   a) a priest (Purohit)   b) a high official in the army
      a In between    b

27. If a neighbour keeps cheating you over small things do you think it is better to be pleasant to him than to blame him?
   Yes Occasionally No

28. Would you rather see
   a) a good historical movie?
      b) a clever movie, or play, on the society of the future?
      a In between    b

29. When you have been put in charge of a thing, do you demand that you have your own way or else resign?
   Yes Sometimes No

30. Do you feel like keeping away from excitement because it may make you feel tired?
   Yes Occasionally No

31. If you could, which would you rather play
   a) chess    b) badminton
      a In between    b

32. Do you think it is cruel to vaccinate small children, and that parents should have the right to ask for vaccination to be put off?
   Yes In between No

33. Is it better to believe in
   a) Insurance    b) Personal luck
      a In between    b

34. Do you give up worries easily?
   Yes Sometimes No

35. Do you find it difficult to own up (confess) when you are wrong?
   Yes Sometimes No
36. In a factory would you rather be in charge of:
   a) Machines       b) Talking to and hiring people
   a                      b
37. Which word does not belong with the other two:
   a) cat      b) near            c) sun
38. Is your health so uncertain that it forces you frequently to change your plans?
   Yes            Occasionally       No
39. Do you like being served by personal servants?
   Yes            Sometimes          No
40. Do you feel odd in company because you never seem to appear as well as you should?
   Yes            Sometimes          No
41. Do you think people should stick to normal laws more strictly?
   Yes            Sometimes          No
42. Do you get so angry that you cannot say anything?
   Yes            Sometimes          No
43. Can you do hard physical work without getting tired soon, unlike many other people?
   Yes            Sometimes          No
44. Do you think that even when a situation becomes very difficult many of the witnesses tell the truth?
   Yes            Sometimes          No
45. Do you think it helps you to walk up and down when you think?
   Yes            Sometimes          No
46. Which of the following two do you think this country would do better to spend more on.
   a) war weapons       b) education
   a                       b
47. Which of the following two would you prefer to spend an evening with:
   a) a hard game of cards? b) looking at photos of past vacations
      a In between b

48. Which you would rather read:
   a) a good historical novel b) an essay of a great scientist on how to make use of world resources?
      In between b

49. Do you seriously think there are more nice people than fools in the world?
    Yes In between No

50. Do you think you plan more and have more capacity than many other people in getting your things done?
    Yes In between No

51. Do you sometimes feel so grouchy (irritable) that you do not feel like seeing any one?
    a) very rarely b) quite often
       a In between b

52. When you know that you are doing the right thing, do you always find it easy to do?
    Yes Sometimes No

53. Which would you rather be?
    a) Manager in an office organising people b) An architect drawing plans of buildings
       a In between b

54. Black is to gray as pain is to
    a) wound b) illness c) discomfort
       a b c
55. Are you a sound sleeper who does not walk or talk in your sleep?
   Yes     Occasionally     No

56. Can you purposely tell a lie to your friend and then face him/her boldly and not feel ashamed?
   Yes     Occasionally     No

57. Have you ever been active organizing social functions?
   Yes     Occasionally     No

58. Who do you admire more –
   a) a clever but undependable man
   b) an average man with will power to resist temptations.
   a) In between     b)

59. When you make a complaint which is just (fair) can you generally get satisfaction?
   Yes     In between     No

60. Are you brought near to tears (weeping) by discouraging circumstances?
   Yes     Occasionally     No

61. Do you think that many foreign countries are actually more friendly with us than we suppose?
   Yes     Sometimes     No

62. Are there times everyday when you like to enjoy your own thoughts away from other people?
   Yes     Sometimes     No

63. Do you sometimes get upset with small rules and regulations which you approve of (agree with) when you are calm?
   Yes     In between     No

64. Do you think that the older idea of educating the child with punishment is better than the modern progressive education which is against punishment?
   Yes     Sometimes     No
65. Did you learn more in school days by
   a) going to class  b) reading books
   a  In between  b

66. Do you try not to get involved in petty (small) social responsibilities?
   Yes  Sometimes  No

67. When a problem gets too hard, do you try
   a) a different problem  b) another approach to the same problem
   a  In between  b

68. Do you experience strong emotional moods, eg., anxiety, laughter, anger etc, without any actual cause?
   Yes  Occasionally  No

69. Do you think that you cannot concentrate so well sometimes as you can at other times?
   Yes  In between  No

70. Do you keep appointments at times which are convenient to others?
   Yes  Sometimes  No

71. Which number would you add to the sequence to complete the series?
   1,2,3,6,5,...............(a) 10  (b) 5  (c) 7
   a  b  c

72. Are you critical of other people's work?
   Yes  Occasionally

73. Do you get annoyed with people who are proud and boastful?
   Yes  Occasionally

74. Do you just love to travel almost any time?
   Yes  Occasionally
75. Have you ever come near fainting at a sudden pain or at the sight of blood?

Yes In between No

76. Are you interested in talking to people on local problems.

Yes Sometimes No

77. Which would you rather be?

a) an engineer b) teacher of social theories

a In between b

78. Do you often have to stop yourself from interfering with and solve other people's problems?

Yes Sometimes No

79. How many of your neighbours do you find boring to talk to:

a) most of them b) practically none

a In between b

80. If there is an element of propaganda in your reading, do you notice it without someone else pointing it out to you.

Yes Sometimes No

81. Do you think that every story should point to a moral?

Yes Sometimes No

82. Do you think more trouble arises from people?

a) who change and interfere with methods that are already OK b) who refuse to employ new up-to-date methods.

a In between b

83. Are you sometimes afraid to use your own ideas and opinions because they don't seem practicable?

Yes In between No

84. Do some proud people act as if they just hated to see you?

Yes Sometimes No

85. Can you generally depend on your memory not to make you ashamed of yourself in public (when in company)?

Yes Occasionally No
86. Are you sometimes less considerate (attentive) of people than they of you?
   Yes     Occasionally     No

87. Are you slow to say what you feel like saying, compared to other people?
   Yes     Occasionally     No

88. If the hands of a watch come together exactly every 65 minutes, the watch is running:
   a) Slow?     b) on time?     c) fast?
   a     b     c

89. Do you get very angry when someone keeps you waiting?
   Yes     Occasionally     No

90. Have people called you a proud and vain person?
   Yes     Occasionally     No

91. Are you slow in complaining, if you are not given the right materials to work with?
   Yes     Sometimes     No

92. At home do you:
   a) use spare time chatting and relaxing
   b) Plan to fill it with special jobs
   a     In between     b

93. Are you slow at making friends with people?
   Yes     Occasionally     No

94. Do you think that what a people try to say in poetry could be put just as well in plain English?
   Yes     Sometimes     No

95. Do you doubt that people who seem friendly to you deceive you sometimes behind your back?
   Yes     Occasionally     No

96. Do even the most dramatic of your experiences during the year leave you without any change?
   Yes     Sometimes     No
97. Do you talk slowly?
   Yes  Sometimes  No

98. Do you have fears or dislikes for somethings eg. an animal, a particular place etc. which you cannot control.
   Yes  Sometimes  No

99. In a group would you like to be the person who:
   a) works on technical advance
   b) keeps the record and sees that the rules are followed?
   a  In between  b

100. To decide how to vote on some social issue, would you read
   a) a widely read novel about it,
   b) a text book listing statistical and other facts?
   a  In between  b

101. Do you have quite fantastic, ridiculous dreams at night?
   Yes  Occasionally  No

102. If you are left in a house absolutely alone for some time do you become anxious and fearful?
   Yes  Sometimes  No

103. Do you try to deceive people by being friendly to them when you really dislike them?
   Yes  Sometimes  No

104. Which one of the following does not belong with the other two?
   a) run?  b) see?  : ) touch?

105. If Sita's mother is Mohan's father's sister, what relation is Mohan to Sita's father?
   a) cousin?  b) nephew?  c) uncle?

Thank you for your cooperation.
<table>
<thead>
<tr>
<th><strong>BIO DATA</strong></th>
</tr>
</thead>
</table>
| **NAME**    :
| **AGE**     :
| **SEX**     :
| **DESIGNATION** :
| **YEARS OF SERVICE** :
| **PLACE OF POSTING** :
| **EDUCATIONAL QUALIFICATION** : |
### Section 1

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td>13</td>
<td></td>
<td>25</td>
<td></td>
<td>37</td>
</tr>
<tr>
<td>2</td>
<td></td>
<td>14</td>
<td></td>
<td>26</td>
<td></td>
<td>38</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td>15</td>
<td></td>
<td>27</td>
<td></td>
<td>39</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td>16</td>
<td></td>
<td>28</td>
<td></td>
<td>40</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td>17</td>
<td></td>
<td>29</td>
<td></td>
<td>41</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td></td>
<td>18</td>
<td></td>
<td>30</td>
<td></td>
<td>42</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td></td>
<td>19</td>
<td></td>
<td>31</td>
<td></td>
<td>43</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td></td>
<td>20</td>
<td></td>
<td>32</td>
<td></td>
<td>44</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td></td>
<td>21</td>
<td></td>
<td>33</td>
<td></td>
<td>45</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td></td>
<td>22</td>
<td></td>
<td>34</td>
<td></td>
<td>46</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td></td>
<td>23</td>
<td></td>
<td>35</td>
<td></td>
<td>47</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td></td>
<td>24</td>
<td></td>
<td>36</td>
<td></td>
<td>48</td>
<td></td>
</tr>
</tbody>
</table>

1 = very untrue, 2 = untrue, 3 = slightly untrue, 4 = uncertain, 5 = slightly true, 6 = true, 7 = very true.
### SECTION II

#### PART A

<p>| | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>
1. a b
2. a b
3. a b
4. a b
5. a b
6. a b
7. a b
8. a b
9. a b
10. a b
11. a b
12. a b
13. a b
14. a b
15. a b
16. a b
17. a b
18. a b
19. a b
20. a b
SECTION


2. ———  12. ———  22. ———  32. ———  42. ———

3. ———  13. ———  23. ———  33. ———  43. ———

4.  14. ———  24. ———  34. ———  44. ———

5. ———  15. ———  25. ———  35. ———  45. ———

6.  16. ———  26. ———  36. ———  46. ———

7. ———  17. ———  27. ———  37. ———  47. ———

8.  18. ———  28. ———  38. ———  48. ———


10. ———  20. ———  30.  40. ———  50. ———

0———1———2———3———4
never occasionally sometimes frequently very frequent or always or rarely
THANK YOU FOR YOUR KIND CO-OPERATION