To Respondents,

We are trying to obtain information on factors both within the individual and in his working environment which may either promote or inhibit one's job performance.

It is hoped that significant information obtained with the help of the attached questionnaire will provide solution to many situations.

Answers of all the respondents will be kept in strict confidence. Only the general reporting in case of meaningful items will be made. No individual names will be disclosed.

I shall be grateful for your assistance in supplying the information in the enclosed questionnaire at your earliest convenience.

I am conscious of your busy engagement that will make it difficult to find time for recording your views. But I do hope that as an aid to promote the cause of scientific investigation, you will do a favour in returning the completed proforma.

Yours Sincerely,

USHA ANAND
(Junior Scientific Officer)
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1. In a week, how many hours do you spend on work relating which you were hired?

<table>
<thead>
<tr>
<th>Time Spent</th>
<th>Hours/Week</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-10 hrs.</td>
<td></td>
</tr>
<tr>
<td>10-20 hrs.</td>
<td></td>
</tr>
<tr>
<td>20-30 hrs.</td>
<td></td>
</tr>
<tr>
<td>30-40 hrs.</td>
<td></td>
</tr>
</tbody>
</table>

2. Give the break up of your work time on the activities shown below:

<table>
<thead>
<tr>
<th>Hours/Week</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Research</td>
</tr>
<tr>
<td>ii) Teaching</td>
</tr>
<tr>
<td>iii) Extension</td>
</tr>
<tr>
<td>iv) Administration</td>
</tr>
</tbody>
</table>

3. While selecting problems for research, which of the following contribute as a determining factor and to what extent?

<table>
<thead>
<tr>
<th>Per cent contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-20  20-40  40-60  60-80  80-100</td>
</tr>
</tbody>
</table>

- Problem
  i) I prefer in an area of current interest
  ii) I go by interest in the research problem irrespective of the fact whether it is of current interest or not
  iii) I like to change from one problem to another instead of probing deeply into one aspect
  iv) I prefer problems where I can be fairly sure of some acceptable results
JOB SATISFACTION SCALE

Institutional Participation

Never  Rarely  Sometimes  Usually  Almost Always

The staff disagrees about the best way of doing things

Ideas for change are welcomed and executed

Decisions regarding my work are taken only after consulting me

Superiors ask subordinates for new ideas

Future promotions are based on merit alone

Superiors have to be consulted before doing anything

Grievances are not settled without the grievance cell

Senior staff members listen to complaints of the Jr. staff

In framing rules and deciding policies, representatives of all levels join together

 Persons in this Institute prefer to talk rather than issue memos.

I have talked freely with my superiors

Superiors hold informal discussions with subordinates

Meetings are held when required

Different views are given due weightage before making important decisions

One has to attend to orders

Grievances of the employees are peacefully settled.
Environment

Never Barely Sometimes Usually Almost Always

Working as a group is no problem

Enmities are quickly removed

The members of staff are helpful to each other

Any one can go to any one for discussion or guidance

Professional jealousies come in the way of one's performance

People work as a team

Staff members trust one another

The capabilities of the staff are utilized fully

How does the upper level staff react to differences in opinion?

Generally people differ in the way of doing things. How often does it happen here?

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Neither agree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Disagree</th>
</tr>
</thead>
</table>

Appreciation is shared as an achievement of the whole group

Conditions in the working environment (people), policies (conditions) discourage one from working hard

The Institute working is conducive to staff members for their self improvement
Recognition

My work is valued by colleagues in the present place of work

My work is valued by people in the same field outside in the Institute

A person gets recognition for job well done

Affiliation

I like the work I am doing

I get handsome emoluments

I do not think there is any change in any other set up either

If given an alternative, I will be happy to leave this organisation

This Institute is better than other places of the same category

How often did you apply for job during the last one year

Have you ever turned down an offer of post to you during the last three years. If yes, what was the reason.
ABOUT YOU

1. Check the scientific field in which you are basically trained:
   a. Dairy Science
   b. Agriculture
   c. Social Sciences
   d. Veterinary
   e. Pure Sciences
   f. Any other

2. Birth Dates and places
   228. Year of Birth

3. Was any one of your family members a scientist?
   Write his relationship to you

4. Married__________Yes/No_________year married_________Number of children

5. Degrees

   Bachelor's
   Master's
   Doctoral

6. Father's occupation

7. How long have you been working with this Division?

   _______ less than one year
   _______ one-two years
   _______ three to four years
   _______ four to five years
   _______ five to nine years
   _______ ten to fourteen years
   _______ fifteen to twenty years
   _______ twenty-five or more

8. Present job scale

9. Any other