

APPENDIX 2. ADMINISTRATION OF THE INSTRUMENTS

Administration of the profile of organizational characteristics :

In administering the profile of organizational characteristic of the following instructions were used.

"The questionnaire with the heading sector I given to you is related to your organization and your job. It has 51 items in which each item has four possible answers and each answer represents a particular pattern that is existing in your organization and answer according to the instructions given below.

"On the line below each organizational item, please make a tick (✓) mark at the point which in your experience, describes your organizations at the present time. Remember, each item as a continuous variable from the extreme at one end to the other.

"Please do not omit any items. Your answering the questionnaire will be treated strictly in confidence and will not be disclosed to any one under any circumstances. Please give your true responses and answer as quickly as possible".

Administration of the probabilistic orientation questionnaire :

In administering the probabilistic orientation questionnaire the following instructions were used.

"Read the following statements given in the questionnaire. They refer to ideas and opinions commonly held by people. You are requested to state whether you agree or disagree with the opinions and ideas expressed in the statements.

When you agree with the statement underline the answer 'yes'. If you disagree with it underline the answer 'No' give your immediate reactions and not your long drawn throughout the questionnaire. This is not a test of intelligence or aptitude. Do not spend too much time on each statement. Finish it as fast as you can.

Administration of the work commitment questionnaire :

In administering the work commitment questionnaire, the following instructions were used.

"Read the statements given in the questionnaire. They refer to the commitment you have on your work. You are requested to indicate the degree of your work commitment by responding the questionnaire.

Feel free to give genuine responses to the questionnaires. When you agree with the statement, indicate your agreement by endorsing the 'yes' and the case of disagreement 'No'. There is no right or wrong answers in the questionnaire. Do not spend too much time to respond to a single statement.

Administration of the Alienation questionnaire :

In administering the AQ the following instructions were used.

Read the following statements given in the questionnaire. They refer to your subjective feelings of alienation. You are requested to express yourself by responding to the questionnaire.

"Feel free to give your true responses to the questionnaire. When you agree with the statement, indicate your agreement by endorsing 'yes' and if you do not agree endorse 'No'. There is no

right or wrong answers in the questionnaire. Do not take too much time to respond to a single question. Respond as fast as you can".

Administration of the role conflict differential :

In administering the role conflict differential the following instructions were used.

'Here is a list of activities. Please read them carefully and indicate your degree of willingness and unwillingness to carryout each one of them.

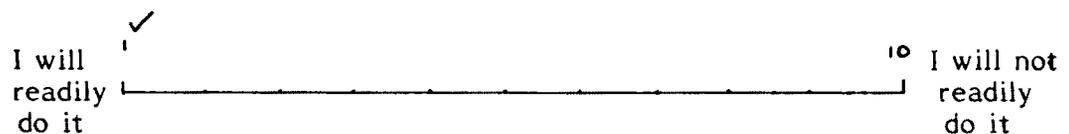
A ten point rating scale is provided against each item. Make a tick (✓) mark in the appropriate place on the rating scale to indicate the degree of your willingness or unwillingness.

For example consider the following work allocation.

If you put a tick (✓) mark in the place of 10 on the rating scale it would mean that you are least willing to carry out the task.



If you put a tick mark (✓) in the place of 1 on the rating scale it would mean that you are extremely willing to carry out the task.



Note that the place of marking has a positive and negative connotation and the distance on the scale would imply the degree of your willingness.

Please do not omit any of the items. Do not spent much of time on a single item and be true in answering.