Scoring Procedure for the Subjective Well-being Inventory (SWI):

The score of the subjects on the SWI is assessed for each of the thirteen dimensions. The score for an item is based on the rating given by the subject out of the three options. The score of the subject for each dimension is obtained by summing up the scores of all the items in that category. The minimum score for subjective well-being inventory is 1 and the maximum score is 3. Higher the score in each scale, lesser the strength of the responses on that scale.

Scoring Procedure for the Burnout Inventory:

The Burnout Inventory consists of 14 dimensions. Scores are obtained for each of these 14 dimensions, a total burnout score is also obtained. Scores are assigned for each item based on the subjects rating as follows: If the subject has ticked (√) 1 for a particular item a score of one is assigned for that item. If 2 is ticked (√) a score of two is assigned, if 3 is tick
a score of three is assigned, if 4 is ticked a score of four is assigned, if 5 is ticked a score of five is assigned, if 6 is ticked a score of six is assigned. If 'Never' is ticked no score is given for that particular item. The scores assigned for each item on every dimension is summed up separately. The mean of the scores for dimension comprises the scores for each of the dimensions on the BI. A total burnout score is obtained by obtaining the total of all the scores of all the 112 items on the BI, the mean of this score comprises the total burnout score of an individual. The maximum possible score for total burnout is 6 while the minimum possible score for total burnout is 0. The higher the score of an individual the more burnout he/she experiences.

Scoring Procedure for the Profile of Organisational Characteristic (POC):

The profile of organisational characteristic consists of eight sub scales and are scored separately. The alternatives provided to the respondent inorder to represent his experience that describes his organisation while responding to each item of the four systems of Likert (1967). If the responses given by the subject to an item describes his organisation as
falling in the Exploitative Authoritative System, a score of 1 is assigned to that particular response. If the response falls to the Benevolent Authoritative system, a score of 2 is assigned to that particular response. If the response falls to the consultative system, a score of 3 is assigned and if the response fall to the participative system, a score of 4 is assigned. The scores assigned to each responses of the items that describes the organisation with regard to leadership process were added in order to arrive at a single score on leadership process of profile of organisational characteristics. In the same way, the appropriate scores were assigned to each item for the remaining scale of the profiles of organisational characteristics were cumulated to obtain scores on motivational process, communication process, interaction influence process, decision making process, goal setting or ordering, control process, performance goals and training scales of the profile of organisational characteristics.

Scoring Procedure for the Probabilistic Orientation Questionnaire:

For every (√) mark made by the respondent on the 'Yes' column a score of 1 is assigned, and for every (✓) mark on the 'No' column no score is given. The individuals score on POQ comprises of the total score obtained
on the 30 statements. The scores of the individuals range from 0 to 30. The more scores the individuals obtain on the POQ the more she/he is said to the probabilistically oriented.