APPENDIX - X

Job Satisfaction Scale by Dr. B.C. Muthayya

Directions:

All of us occasionally, maintain certain feelings about our job. Here is a list of items depicting the feeling related to certain aspects of one's job. You are respected to record the extent to which you are affected by those different aspects of your job by making use of the scale provided below. To illustrate, if what is depicted in a particular item is true in your case, encircle "Agree" (A); or if it is not true in your case, encircle "Disagree" (D). In the event of your not being able to decide either way (Agree or Disagree), encircle "Not Sure" (NS). In case any particular item is not applicable in your case, please encircle (NA).

Please do not leave any question unanswered.

The Rating Scale:   A  Means  Agree
                    D  Means  Disagree
                    NS  Means  Not Sure
                    NA  Means  Not Applicable

1. Satisfied with opportunities for promotion in your department.

2. Finding yourself at a disadvantage due to the lack of required technical information to carry out your duties.

3. Feeling that you could have worked better in a different department.
4. Feeling that you have too heavy a workload that you cannot possibly finish during an ordinary working day.
5. Feeling that you have to do things on the job that are against your better judgment.
6. The fact that you are confused about the role you have to play in carrying out your work.
7. Feeling that the village people do not care for your suggestions.
8. Feeling that you have security in your occupational position.
9. Feeling that more facilities should be provided for working effectively in occupations to like yours.
10. Feeling that the pay for the type of job you do is lower compared with the pay for similar jobs in other departments.
11. Feeling that you are not liked and accepted by the people or co-workers you work with.
12. The fact that you have too little work to do that you get bored with the job.
13. The fact that superior officer appreciates the hard work you put in.
14. Feeling that you have little opportunity to use your abilities in this department.
15. The fact that you find it difficult to convince people to adopt improved practices in Agriculture.
16. Feeling that the whole Community Development Programme in your Block is a wasteful expenditure.
17. Feeling that you are not fully qualified to handle your job.

18. The fact that your superior officer encourages you to offer suggestion for improvement in your department.

19. The fact that you cannot get required administrative information to carry out your job functions.

20. Each day of work appears as though it will never end.

21. Feeling that your progress on the job is not what it should/be or could be.

22. Feeling that your job gives you a chance to things that you could do best.

23. Feeling that you have a clear idea of the expectation of your superior officer regarding your work performance.

24. The fact that the pressures (interference) from political parties affect the efficiency of your work.

25. The fact that your department is given only a secondary consideration by the Government.

26. Feeling that you would be happy to continue in the present job for a longer period.

27. Feeling that your present job is suitable for persons like you.

28. Feeling that your job counts for very little (or insignificant) in your department.

29. Feeling that you should have got a better job for your qualifications.

30. Feeling that you have enough opportunity for independent thought and action in your job.
31. Feeling that you should change your present job.

32. The fact that you have too little authority to carry out the responsibilities assigned to you.

33. The fact that you are free to talk to some one superior to you in your department whenever you have a field problem.

34. Feeling that you have a good chance to get ahead in life and to become fairly well-off (your present job as a point of reference).

### Scoring Key for Job Dis-satisfaction Scale

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Score = A=2, D=0, Not Sure =1