

ANNEXURE

RESEARCH QUESTIONNAIRE

Interaction with people at work

The fundamental objective of this research work is to study the dynamics of interaction of people at work. Your frank and sincere replies will help us to understand your feelings and beliefs about your supervisor as well as your orientation to yourself , your colleagues and to your organization in general.

Section I will help us understand your views about your supervisor . Please complete this section by choosing the alternative that best describes your supervisor.

Section II, Section III, section IV and Section V are to be answered with respect to your own views about yourself .

As with any professional social science research of this type only general findings will be reported .Individual anonymity is completely guaranteed. No one other than researcher will ever see any of your individual responses.

Do not write your name or sign anywhere on this booklet.

Thank you very much for your cooperation.

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Personal Data

1. Your age (in years)

20-30 years 31-40 years 41-50years 50years and above

2. Sex : Male Female

3. your education : Diploma Bachelor's degree Post graduation Ph.D

4. Job title -----5. Location -----

5. Designation of your immediate supervisor-----

6. Number of years of experience you have (in years)

0-2 years 3-5 years 6-10 years 11-15 years 16years and above

7. How many times have you changed your job 0-1 times 2-3times

4-5times years more than 5 times

8. How many years have you worked for in present organization

0-2 years 3-5 years 6-10 years 11-15 years

16years and above

Sr. no.	Statement	1 Agree very much	2. Agree slightly	3. Agree and disagree moderately	4. Disagree slightly	5. Disagree completely
	up step by step					
29	He would like to fulfill his childhood desire by doing things he could not do earlier					
30	In handling situations that arise ,he tries to think of as many alternatives as possible					
31	HE has calming influence on other people					
32	It is fairly easy for him to tell people what he thinks					
33	HE is not happy with life					
34	He knows how to deal with abnormal or less intelligent people					
35	While trying to solve a problem he tries to look at each possibility and decide the best way .					
36	It is hard for him to make decision for himself					
37	It is hard for him to say no when he wants to say no					
38	He is impulsive					
39	He is fairly cheerful person					
40	His moods are ever changing					
41	He has problem in controlling his anger					
42	He is effective at listening to other people's problem					
43	He is generally motivated to continue ven when things get difficult					
44	Looking at both his strengths and weakness he feels good about himself on the whole					
45	In past few years he has accomplished a little					
46	He believes in his ability to handle the most upsetting problems					
47	It is fairly easy for him to express his feelings					
48	He is happy with the type of person he is					
49	It is generally hard for him to make changes in his daily life					
50	He gets nervous due to anxiety					
51	It is hard for him to change his ways					
52	He gets depressed easily					
53	He does not perform well under stress					
54	It is hard for him to control his anxiety					
55	He is more of follower than a leader					
56	He has a bad temper					
57	He is happy with the way he looks					
58	He is unable to show affection					
59	It is hard for him to accept the way he is					
60	He helps other to use their motivation to achieve their personal goal					
61	He tries to continue to develop those things that he can enjoy					
62	It is hard for him to understand the way he feels					
63	He is good at understanding emotions of other people even when emotions are not directly expressed					
64	People find it hard to depend on him					
65	He tend to cling to others					

<i>Sr. no.</i>	<i>Statement</i>	<i>1 Agree very much</i>	<i>2. Agree slightly</i>	<i>3. Agree and disagree moderately</i>	<i>4. Disagree slightly</i>	<i>5 Disagree completely</i>
66	He has good self respect					

Section II

<i>Sr. no.</i>	<i>Statement</i>	<i>1 Agree very much</i>	<i>2. Agree slightly</i>	<i>3. Agree and disagree moderately</i>	<i>4. Disagree slightly</i>	<i>5 Disagree completely</i>
1	At work I have the opportunity to do What I do best everyday					
2	At work my supervisor encourages my development					
3	I have a best friend at work					
4	I have been provided with the material and equipment to do my work right					
5	I know what is expected of me at work					
6	I will continue in this organization for minimum two years even if there are wonderful opportunities outside .					
7	In last one year I have had opportunity to learn and grow in my work place .					
8	In last seven days I have received recognition or praise for doing good work.					
9	In last six months someone at work has talked to me about my progress					
10	Job promotions are fair and objective					
11	My associates (fellow employees) are committed to doing high quality work					
12	My opinions seem to count at work					
13	My supervisor and people at work seem to care for me as a person					
14	The mission /purpose of company makes me feel my job is important					
15	The pay and benefits of this organization are comparable to other organizations in Industry					

Section III

<i>Sr. no.</i>	<i>Statement</i>	<i>1 Agree very much</i>	<i>2. Agree slightly</i>	<i>3. Agree and disagree moderately</i>	<i>4. Disagree slightly</i>	<i>5 Disagree completely</i>
1	Deciding to work for this organization was a correct decision.					
2	For me this is the best of all possible organizations for which to work					

<i>Sr. no.</i>	<i>Statement</i>	<i>1 Agree very much</i>	<i>2. Agree slightly</i>	<i>3. Agree and disagree moderately</i>	<i>4. Disagree slightly</i>	<i>5. Disagree completely</i>
3	I am extremely glad that I chose this organization to work for over others I was considering at the time I joined					
4	I am glad to tell others that I am part of this organization					
5	I am willing to put in great deal of effort beyond that normally expected to in order to help this organization to be successful					
6	I could just as well be working for a different organization as long as the type of work was similar (R)					
7	I feel very little loyalty to this organization (R)					
8	I find that my values and organization's values are very similar					
9	I really care about the fate of this organization					
10	I talk up this organization to my friends as a great organization to work for					
11	I would accept almost any type of job/assignment to keep working for this organization					
12	It would take very little change in my present circumstances to cause me to leave this organization					
13	I do not find it difficult to agree with this organization's policies on important matters relating to its employees					
14	The organization really inspires the very best in me in the way of job performance					
15	There is not too much to be gained by sticking to this organization indefinitely (R)					

Section IV

<i>Sr. no.</i>	<i>Statement</i>	<i>1 Agree very much</i>	<i>2. Agree slightly</i>	<i>3. Agree and disagree moderately</i>	<i>4. Disagree slightly</i>	<i>5. Disagree completely</i>
1	In this organization ,supervisors treat their subordinates with respect					
2	In this organization control is assigned so that I have authority within my work area					
3	In this organization it is up to us to decide how our job should be best done.					
4	In this organization subordinates usually trust the statements which are made by superiors.					
5	In this organization superiors pay attention to what their subordinates say					
6	In this organization superiors willing listen to subordinates problems.					
7	In this organization supervisors are friendly and easy to approach					
8	In this organization there are opportunities for independent thoughts and actions on our jobs.					
9	In this organization there is a feeling of pressure to continuously improve individual and group					

Sr. no.	Statement	I Agree very much	2. Agree slightly	3. Agree and disagree moderately	4. Disagree slightly	5. Disagree completely
	performance					
10	In this organization we are free to set our own performance goals .					
11	In this organization we have a great deal of freedom to decide how we do our jobs					
12	In this organization we set fairly high standards for performance					
13	Status symbols are especially important for this organization and it uses them to get influence over others .					
14	This organization directs and organizes the activities of its members					
15	This organization discourages taking of increased responsibility by its members					
16	This organization prefers to be its own boss even where it needs assistance or where a joint effort is required					
17	This organization provides lot of power and control to upper management.					
18	This organization stimulates and approves of innovation and experimentation.					
19	This organization wants us to be team players rather than independent workers					
20	This organization strives to be in 'command' while interacting with other organizations.					

Section V

How long do you plan to work in this organization for (assuming there are good opportunities outside)

0-6 months months to 1 year 1-2 years 2-3 years
 3-5 years 5years and above

***** **Thank You** *****