Copy of the Organizational Role Stress Scale

SPECIFIC INSTRUCTION:
Please do not write anything on these pages. Responses should be given on a separate answer sheet provided to you.

People have different feelings about their roles. Statements describing some such feelings are given below. Use the answer sheet to write your responses. Read each statement and indicate in the space against the corresponding number in the answer sheet how often you have the feeling expressed in the statement in relation to your role in your organization. Use the numbers given below to indicate your own feelings.

Write '0' if you never or rarely feel '1' if you occasionally feel '2' if you sometimes feel '3' if you frequently feel '4' if you very frequently / always feel

1. I am not able to use my training and expertise in my role as a teacher. \((t=3.08)^{**}\)

2. My role tends to interfere with my family life. \((t=4.06)^{**}\)

3. I am not able to satisfy the conflicting demands of various persons over me. \((t=6.23)^{**}\)

4. I am afraid that, I am not learning enough in my present teaching role for taking up higher responsibilities. \((t=3.27)^{**}\)

5. I do not get adequate infrastructure needed to carry out the responsibilities assigned to me. \((t=6.80)^{**}\)

6. My role has recently been reduced in importance. \((t=2.51)^{*}\)
7. The role that I am playing here as a teacher is not related with my interests. \((t=6.42)^{**}\)

8. My work load is too heavy. \((t=7.88)^{**}\)

9. My colleagues do not give adequate enough and time to my activities. \((t=8.98)^{**}\)

10. I do not have adequate knowledge to undertake the responsibilities in my role. \((t=4.63)^{**}\)

11. I do not know, what the people I work with expect of me. \((t=2.67)^{*}\)

12. If I had the full freedom to discharge my duties, I would be doing something from what I am doing now. \((t=4.98)^{**}\)

13. I do not get enough resources to be effective in my role. \((t=5.84)^{**}\)

14. I have various other interests (social, religious, etc.) which remain neglected because I do not get time to attend to these. \((t=5.41)^{**}\)

15. I am not able to satisfy the conflicting demands of the various peer level people and my juniors. \((t=2.83)^{**}\)

16. I am too preoccupied with my present responsibility, to be able to prepare myself for taking higher responsibility. \((t=5.82)^{**}\)

17. I experience conflict between my desires and what I have to do in my present occupation. \((t=4.30)^{**}\)
APPENDIX – III (Contd.)

18. Many functions of what should be a part of my role have been assigned to some other role. (t=6.75)**

19. There is not enough interaction between my role and others' role. (t=4.72)**

20. I wish I had more skills to handle the responsibilities of my role. (t=8.28)**

21. The amount of work I have to do interferes with the quality I want to maintain. (t=11.21)**

22. I am not clear about the priorities of my role. (t=3.77)**

23. I would like to go for other profession rather than continuing with the present one. (t=2.21)*

24. I do not have enough people with me, who works truly for the cause of the students. (t=4.21)**

25. My role does not allow me to spend enough time with my family. (t=7.92)**

26. More concentration between my role and others role is desirable for better performance. (t=4.99)**

27. I am not able to satisfy the needs and demands of students, colleagues and others, since those are conflicting with one another. (t=6.74)**
APPENDIX – III (Contd.)

28. I would like to take more responsibility than I am handling at present. (t=4.99)**

29. I wish I had prepared myself well to discharge my duties and responsibilities. (t=5.05)**

30. I am worried about the unhealthy environment of the department. (t=7.17)**

31. I am rather worried I do not find the necessary facilities needed to do justice to my students. (t=11.88)**

32. My organizational responsibilities, interfere with my extra organizational roles. (t=3.67)**

33. I do not have enough time and opportunities to prepare myself for future challenges of my role. (t=5.41)**

34. The expectations of my seniors are in conflict with those of my juniors. (t= 5.31)**

35. There is no evidence of involvement of several roles (including my role) in joint problem solving for promoting departmental functioning. (t= 5.33)**

36. I need more orientation and preparation to become an effective teacher. (t=9.74)**

37. I would like to change everything if I had the power. (t=6.69)**

38. Several aspects of my role, are vague, unclear and useless in practice. (t=3.60)**
39. I wish I had more financial resources for the work assigned to me. (t=4.65)**

40. I can do much more ability to do more than what I am doing now. (t=5.25)**

41. Many of my colleagues get undue advantages utilizing their public relations rather than by good teaching. (t=2.51)*

42. My mode of teaching is not comensurating with the need and demand of the students concerned. (t=4.33)**

43. My family and friends complain that I do not spend time with them due to heavy demands of my work role. (t=3.83)**

44. There is very little scope for personal growth in my present role. (t=12.65)**

45. Merit rather than instrumental seniority is desirable in getting promotion of teachers. (t=5.20)**

46. Ill-equipped library or laboratory is one of the significant barriers against my effective role play as PG teacher. (t=5.28)**

47. I wish I had been given more challenging tasks to do. (t=4.33)*

48. I have been entrusted with too much responsibility. (t=5.60)**

49. I feel insecure while comparing with the better performance of other teachers in our department. (t=8.23)**
APPENDIX – III (Contd.)

50. I have to compromise with certain old, meaningless ideas while doing my duties. (t=7.90)**

51. Members of my family complain that I am getting more detached from them, day by day. (t=3.96)**

52. I feel myself as an inferior teacher due to the dearth of modern teaching materials in our department. (t=11.78)**

53. Even when I take initiative for discussion or help, there is not much response from my other colleagues. (t=8.27)**

54. I feel stagnated in my present position. (t=7.41)**

55. I need more time and effort to improve my teaching skill. (t=3.69)**

56. There is a need to reduce some parts of my role. (t=2.44)**

57. I have to suffer for the irresponsible behavior of my colleagues. (t=2.44)*

58. I feel that the university administration is not active enough for promoting higher education and research works in our country. (t=3.71)**

59. Members of my family do not like that I should engage so much in my present work. (t=4.73)**

60. It is monotonous and unbearable to remain in the same post for years together. (t=9.86)**
APPENDIX – III (Contd.)

61. I feel overburdened in my role. (t=6.24)**

62. I am bothered with the contradictory expectations of different people have from my role as a university teacher. (t=5.02)**

63. While playing the role of a teacher I am unable to cope with the existing so called work culture of the university. (t=6.22)**

64. I feel that family commitments are obstructing any road to success. (t=6.22)**

65. In order to avoid misunderstanding it is desirable for maximum interaction with non-teaching staff (librarian, laboratory staff and office assistants etc.).( t=5.27)**

66. It seems to me that salary of the teacher is insufficient in comparison to other professions. (t=2.98)**

67. I become frustrated when I see a few of my colleagues are receiving equal facilities and remuneration without performing his duties properly. (t=3.03)**

68. I am finding no variety in my present work. (t=3.01)**

69. I do not get sufficient time for my own family. (t=4.52)**

70. There is no scope to utilize my innovative ideas in my present occupation. (t=3.78)**

71. Further interaction between the teachers and the students are desirable for making the teaching-learning process more effective. (t=6.90)**
APPENDIX – III (Contd.)

72. In view of the present circumstances in the higher education I wish to take opportunity of voluntary retirement. (t=4.88)**

73. A thought of getting very limited opportunity for promoting the university teachers is working as a motivational constraint. (t=3.93)**

74. I have been getting weak both mentally and physically due to my excessive work load. (t=3.86)**

75. I would encourage my son/daughter not to take the profession of a university teacher. (t=5.11)**

76. I feel myself lonely when I see that majority of my colleagues are taking undue advantages. (t=2.29)*

77. I would be happy to take transfer with promotion in other university. (t=5.27)**

78. My family members seem to misunderstand me. (t=6.07)**

• p < 0.05 ; ** p < 0.05
APPENDIX - III (Contd.)

ANSWER SHEET

(Read the instructions carefully before responding on this sheet)

INSTRUCTION: please do not write anything on this page, write
'0' for occasionally feel
'1' for sometimes feel
'2' for frequently feel
'3' for very frequently / always feel

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