SPECIFIC INSTRUCTIONS:
In this part are listed some job characteristics or qualities that people look for in their jobs. We would like to know the degree of your satisfaction or dissatisfaction with each of the job qualities as they relate to your present job. For each job quality listed below, you will find six answer categories. Please indicate your feeling by putting a (x) mark in the appropriate space in the attached answer sheet. Make sure that you indicate your feelings for each item.

1. With the amount of job security 
   I have on my job, I feel 
   (t = 2.64)*
(a) Extremely Dissatisfied  
(b) Moderately Dissatisfied 
(c) Mildly Dissatisfied  
(d) Mildly Satisfied 
(e) Moderately Satisfied  
(f) Extremely Satisfied

2. With the kind of company policies and practices that govern my job, 
   I feel (t = 3.85)**
(a) Extremely Dissatisfied  
(b) Moderately Dissatisfied 
(c) Mildly Dissatisfied  
(d) Mildly Satisfied 
(e) Moderately Satisfied  
(f) Extremely Satisfied


APPENDIX - VII
(Copy of the job satisfaction scale)
APPENDIX — VII (contd)

3. With the amount of compensation that I receive to maintain reasonably good living, I feel 
   (t = 2.64)*
   
   (a) Extremely Dissatisfied
   (b) Moderately Dissatisfied
   (c) Mildly Dissatisfied
   (d) Mildly Satisfied
   (e) Moderately Satisfied
   (f) Extremely Satisfied

4. With the kind of benefit plans (vacation, retirement, medical, and so on) that go with my job, I feel  
   (t = 2.59)*
   
   (a) Extremely Dissatisfied
   (b) Moderately Dissatisfied
   (c) Mildly Dissatisfied
   (d) Mildly Satisfied
   (e) Moderately Satisfied
   (f) Extremely Satisfied

5. With the chance of future promotion I have in my job, I feel 
   (t = 6.48)**
   
   (a) Extremely Dissatisfied
   (b) Moderately Dissatisfied
   (c) Mildly Dissatisfied
   (d) Mildly Satisfied
   (e) Moderately Satisfied
   (f) Extremely Satisfied

6. With the kind of working conditions (lighting, noise, office space, and so on) surrounding my job, I feel 
   (t = 3.29)**
   
   (a) Extremely Dissatisfied
   (b) Moderately Dissatisfied
   (c) Mildly Dissatisfied
   (d) Mildly Satisfied
   (e) Moderately Satisfied
   (f) Extremely Satisfied
APPENDIX — vii (contd)

7. With the interesting or enjoyable nature of the work in my job, I feel
   (t = 2.28)*
   (a) Extremely Dissatisfied
   (b) Moderately Dissatisfied
   (c) Mildly Dissatisfied
   (d) Mildly Satisfied
   (e) Moderately Satisfied
   (f) Extremely Satisfied

8. With the amount of recognition and respect that I receive for my work, I feel
   (t = 5.99)**
   (a) Extremely Dissatisfied
   (b) Moderately Dissatisfied
   (c) Mildly Dissatisfied
   (d) Mildly Satisfied
   (e) Moderately Satisfied
   (f) Extremely Satisfied

9. With the opportunity I have in my job to work with people I like, I feel
   (t = 2.66)*
   (a) Extremely Dissatisfied
   (b) Moderately Dissatisfied
   (c) Mildly Dissatisfied
   (d) Mildly Satisfied
   (e) Moderately Satisfied
   (f) Extremely Satisfied

10. With the technical competence of my immediate superior, I feel
    (t = 2.42)*
    (a) Extremely Dissatisfied
    (b) Moderately Dissatisfied
    (c) Mildly Dissatisfied
    (d) Mildly Satisfied
    (e) Moderately Satisfied
    (f) Extremely Satisfied
### APPENDIX — VII (contd)

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<thead>
<tr>
<th></th>
<th>Statement</th>
<th>Scale Options</th>
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<tbody>
<tr>
<td>11</td>
<td>With the opportunity that I have in my job to achieve excellence in my work, I feel</td>
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<td></td>
<td>(b) Moderately Dissatisfied</td>
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<td></td>
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<td>With the considerate and sympathetic nature of my immediate superior, I feel</td>
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<td>(b) Moderately Dissatisfied</td>
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<td>(e) Moderately Satisfied</td>
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<td></td>
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<td>(f) Extremely Satisfied</td>
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<td>(t = 2.51)*</td>
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<td>With the kind of responsibility and Independence that I have in my job, I feel</td>
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<td></td>
<td>(b) Moderately Dissatisfied</td>
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<td>(c) Mildly Dissatisfied</td>
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<td>(e) Moderately Satisfied</td>
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<td>(f) Extremely Satisfied</td>
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<td></td>
<td>(t = 5.49)**</td>
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<td>With the opportunity for acquiring higher skill, I feel</td>
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<td>(e) Moderately Satisfied</td>
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<td>(f) Extremely Satisfied</td>
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<td></td>
<td>(t = 4.77)**</td>
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</table>
15. With the amount of compensation I receive for the work I do, I feel
   (t = 2.58)*
   (a) Extremely Dissatisfied
   (b) Moderately Dissatisfied
   (c) Mildly Dissatisfied
   (d) Mildly Satisfied
   (e) Moderately Satisfied
   (f) Extremely Satisfied

16. From the overall consideration, with respect to my job, I feel
   (t = 5.99)**
   (a) Extremely Dissatisfied
   (b) Moderately Dissatisfied
   (c) Mildly Dissatisfied
   (d) Mildly Satisfied
   (e) Moderately Satisfied
   (f) Extremely Satisfied

* p < 0.05; ** p < 0.01
APPENDIX-VII (CONTD.)

ANSWER SHEET

Read instructions carefully before responding on this sheet

**INSTRUCTION**: Please do not write on this page. Put a Cross mark (X) in the appropriate column where

1. Extremely Dissatisfied
2. Moderately Dissatisfied
3. Mildly Dissatisfied
4. Mildly Satisfied
5. Moderately Satisfied
6. Extremely Satisfied

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