

Appendix A: Demographic Details Form

The enclosed questionnaire is for a Ph.D. research project in the area of career psychology. The research intends to explore about the career planning process, the components which correlates or facilitate the process and what could be the consequence of career planning. It's a request to kindly spare sometime and fill this questionnaire as honestly as possible. We ensure that the data obtained will be kept confidential and will be used for research purposes only. If you have any queries in the process please feel free to contact me:

Neelam Wadhvani
Ph.D. Research Scholar
Jamia Millia Islamia
New Delhi
Email- neelamw@yahoo.com

Thank you

Preliminary Information

Name (Optional): _____

Gender: _____

Age: _____

Educational Qualification: _____

Work Experience: _____

Please mention about your work experience in specific numbers in total e.g. (3 years 4 months; or 1 month of internship)

Sector/Domain/Specialization: _____

Appendix B: Personality Scale

Instruction: Here are some questions regarding the way you feel and act. There are no right or wrong answers because different people react in a different manner for the same kind of experience. Therefore, what you feel right is the most appropriate answer for you. For E.g.;

Do you Indulge in gossip Y

As you can see that there are three possible answers: “Yes”; “?”; “No”. You have to decide whether “Yes” or “No” represent your usual way of acting or feeling, then put a (X) mark in the box right next to “Yes” or “No”. If you find it absolutely impossible to decide put a (X) mark in the box next to “?” But do not use this answer frequently.

					Factor loading
1.	Are you happiest when you get involved in some project that calls for rapid action?	Yes	?	No	.21
2.	Do you sometimes feel happy sometimes depressed without any apparent reason?	Yes	?	No	.49
3.	Does your mind often wander while you are trying to concentrate on some topic?	Yes	?	No	.50
4.	Do you usually take the initiative in making new friends?	Yes	?	No	.55
5.	Are you quick and sure in your action?	Yes	?	No	.21
6.	Are you frequently lost in thoughts even when you are conversing?	Yes	?	No	.51
7.	Are you sometimes bubbling over with energy and at times very sluggish?	Yes	?	No	.45
8.	Would you rate yourself as a lively individual?	Yes	?	No	.42
9.	Would you be unhappy if you were prevented from making social contact?	Yes	?	No	.33
10.	Do you have frequent ups and downs in your mood?	Yes	?	No	.49
Cronbach alpha =.45 E=.40 N=.61					

Appendix C: Interest Scale

Instruction: There are two columns against each statement representing like and dislike. Blacken /dark against the like column if you like doing the activity; blacken /dark against the dislike column if you don't like doing the following activity. Please don't leave any statement unanswered or blank.

				Factor Loading
13.	Fix electrical things	Like	Dislike	.57
14.	Repair cars	Like	Dislike	.59
15.	Fix mechanical things	Like	Dislike	.71

17.	Take a Technology Education (E.g. Industrial arts course)	Like	Dislike	.47
18.	Take a mechanical drawing course	Like	Dislike	.42
21.	Work with an outstanding mechanic or technician	Like	Dislike	.62
23.	Operate Motorized machines or equipment	Like	Dislike	.68
24.	Read a scientific book or magazines	Like	Dislike	.70
25.	Work in a research office or library	Like	Dislike	.43
26.	Work on a scientific project	Like	Dislike	.73
27.	Study a scientific theory	Like	Dislike	.85
34.	Study a scholarly or technical problems	Like	Dislike	.46
35.	Sketch, draw or paint	Like	Dislike	.60
37.	Play in a band , group, or orchestra	Like	Dislike	.44
39.	Create portraits or photographs	Like	Dislike	.82
40.	Take an art course	Like	Dislike	.70
46.	Meet important educators or therapist	Like	Dislike	.50
47.	Read sociology articles or books	Like	Dislike	.59
50.	Study juvenile delinquency	Like	Dislike	.58
51.	Read psychology articles or books	Like	Dislike	.62
52.	Take a Human relations course	Like	Dislike	.60
53.	Teach in a high school	Like	Dislike	.42
54.	Supervise activities for mentally ill patients	Like	Dislike	.56
55.	Teach adults	Like	Dislike	.47
56.	Work as a Volunteer	Like	Dislike	.30
57.	Learn strategies for business success	Like	Dislike	.73
59.	Attend sales conference	Like	Dislike	.52
60.	Take a short course on administration or leadership	Like	Dislike	.38
61.	Serve as an officer of any group	Like	Dislike	.40
63.	Meet important executives and leaders	Like	Dislike	.56
66.	Act as an organizational or business consultant	Like	Dislike	.65
67.	Read business magazines or articles	Like	Dislike	.60
68.	Fill out income tax forms	Like	Dislike	.51
69.	Add, subtract, multiply, and divide numbers in business or bookkeeping	Like	Dislike	.56
70.	Operate office machines	Like	Dislike	.54
71.	Keep detailed records of expenses	Like	Dislike	.40
73.	Take an accounting course	Like	Dislike	.51
75.	Take an inventory of supplies or products	Like	Dislike	.69
76.	Check paperwork's or products for errors or flaws	Like	Dislike	.62
77.	Update records or files	Like	Dislike	.60
Cronbach alpha=.84				
R=.78				

I=.76
 A=.72
 S=.77
 E=.71
 C=.77

Appendix D: Work Motivation

Instruction: This section has 32 items read them carefully; blacken/dark or encircle the response which best express you on a five point scale:

- 5 = very important
- 4 = important
- 3 = somewhat important
- 2 = of little importance
- 1 = not important

E.g. Job security	5	4	3	2	1
-------------------	---	---	---	---	---

How important is each of these to you in your work?		Very Important	Important	Somewhat important	of little importance	Not important	Factor Loading
81	Being part of team	5	4	3	2	1	.42
82	Feeling supported by my supervisor	5	4	3	2	1	.41
84	Instructing /training other employees	5	4	3	2	1	.49
87	Health insurance and retirement plan	5	4	3	2	1	.45
89	Attending	5	4	3	2	1	.45

	employ ee funcio ns.						
90	Getting a good evaluat ion	5	4	3	2	1	.60
92	Directi ng the work of others	5	4	3	2	1	.57
93	Planni ng long- range work project s	5	4	3	2	1	.58
94	The opport unity to reach my full potenti al	5	4	3	2	1	.48
95	Salary and raises	5	4	3	2	1	.59
96	Private spaces or offices	5	4	3	2	1	.66
97	Worki ng on a Commi ttee	5	4	3	2	1	.56
98	Getting along with the boss	5	4	3	2	1	.60
99	Makin g my quota	5	4	3	2	1	.49
100	Being in charge	5	4	3	2	1	.68

101	Working towards customer satisfaction	5	4	3	2	1	.53
102	Feeling a sense of accomplishment	5	4	3	2	1	.55
103	Having enough personal and sick days	5	4	3	2	1	.47
105	Getting along with other employees	5	4	3	2	1	.58
106	Recognition from the boss	5	4	3	2	1	.55
Cronbach alpha=.84 SSafety=.61 Aff Motive=.75 S Esteem=.62 Ful motive= .61							

Appendix E: Social Support Scale

Instructions: There are 12 statements in the following session read each statement carefully indicate how you feel about each statement by encircling your choice:

“1” if you **very strongly disagree**

“2” if you **strongly disagree**

“3” if you **mildly disagree**

“4” if you are **neutral**

“5” if you **mildly agree**

“6” if you **strongly agree**

“7” if you **very strongly agree**

									Factor loading
111.	There is a special person who is around when I am in need.	1	2	3	4	5	6	7	.71
112.	There is a special person with whom I can share my joys and sorrows.	1	2	3	4	5	6	7	.73
113.	My family really tries to help me.	1	2	3	4	5	6	7	.81
114.	I get the emotional help and support I need from my family.	1	2	3	4	5	6	7	.83
115.	I have a special person who is a real source of comfort to me.	1	2	3	4	5	6	7	.88
116.	My friends really try to help me.	1	2	3	4	5	6	7	.79
117.	I can count on my friends when things go wrong.	1	2	3	4	5	6	7	.80
118.	I can talk about my problems with my family.	1	2	3	4	5	6	7	.65
119.	I have friends with whom I can share my joys and sorrows.	1	2	3	4	5	6	7	.85
120.	There is a special person in my life who cares about my feelings.	1	2	3	4	5	6	7	.88
121.	My family is willing to help me to take decisions	1	2	3	4	5	6	7	.85
122.	I can talk about my problems with my friends	1	2	3	4	5	6	7	.75
Cronbach alpha= .91									

Appendix F: Socio Economic Status

Instructions: This section has five statements please mark the best possible answer which represents you and your family.

124. Do you stay with your family?

Yes	No
-----	----

If yes please mention about the family members if you stay with your family in the city where you work. (Relations of the family member E.g. Wife, Mother, Brother)

a) _____

- b) _____
- c) _____
- d) _____
- e) _____

125. Do you contribute in the family income ? Yes No

126. Do others contribute in the family income? Yes No

If yes please specify the relation

Father _____

Mother _____

Brother _____

Sister _____

Spouse _____

127. At any point in your life has money played an important role to take any career decision?

Yes No

Appendix G: Career Networking

Instructions: This section has five statements about your workplace on a scale of 5(always) to 1(never) mark your responses according to the pattern that you follow in your career network.

128.) Who all from the following do you think fall into your career network and till what degree

a) Present or Ex Boss Manager/ Team leader

(5)	(4)	(3)	(2)	(1)
Always	Very often	Often	Only sometimes	Never

b) Friends from college/ schools or social network

(5)	(4)	(3)	(2)	(1)
Always	Very often	Often	Only sometimes	Never

c) People from same community or other interest groups

(5)	(4)	(3)	(2)	(1)
Always	Very often	Often	Only sometimes	Never

d) Co-workers /subordinates from current/former jobs

(5)	(4)	(3)	(2)	(1)
Always	Very often	Often	Only sometimes	Never

e) Internal Clients and customers

(5)	(4)	(3)	(2)	(1)
Always	Very often	Often	Only sometimes	Never

Never

129.) how often your career network helps you on the following:

- a) Help in getting the job done
 (5) (4) (3) (2) (1)
 Always Very often Often Only sometimes
 Never
- b) Helps in advancing your career
 (5) (4) (3) (2) (1)
 Always Very often Often Only sometimes
 Never
- c) Helps in providing emotional support
 (5) (4) (3) (2) (1)
 Always Very often Often Only sometimes
 Never

130.) What strategies do you follow to increase the size of your career network

- a) Go to network at networking events
 (5) (4) (3) (2)
 (1)
 Always Very often Often Only sometimes
 Never
- b) Socialize in informal sense (coffee, lunches, drinks or party)
 (5) (4) (3) (2) (1)
 Always Very often Often Only sometimes
 Never
- c) Send emails /festive greeting text or drop a call
 (5) (4) (3) (2) (1)
 Always Very often Often Only sometimes
 Never
- d) One -on-one specific agenda meets
 (5) (4) (3) (2)
 (1)
 Always Very often Often Only sometimes
 Never
- e) Contacting people when you find some interesting information/opportunity
 and article which could be of use to them.
 (5) (4) (3) (2)
 (1)
 Always Very often Often Only sometimes
 Never

131.) The people in your career network are from

- a) Your own domain
 (5) (4) (3) (2) (1)

- | | | | | |
|--|-----------------|------------|-------|----------------|
| | Always
Never | Very often | Often | Only sometimes |
|--|-----------------|------------|-------|----------------|
- b) Different domain
 (5) Always
 (4) Very often
 (3) Often
 (2) Only sometimes
 (1) Never
- c) Mostly from your domain and a small number from a different domain
 (5) Always
 (4) Very often
 (3) Often
 (2) Only sometimes
 (1) Never
- d) largely from different domain and few from your own domain
 (5) Always
 (4) Very often
 (3) Often
 (2) Only sometimes
 (1) Never
- e) equal mix from both the domain
 (5) Always
 (4) Very often
 (3) Often
 (2) Only sometimes
 (1) Never

132.) How big is your career network _____
 (Please specify the number of people who constitute your career network)

Appendix H: Career Planning

Instructions: This section has five statement on a scale of (5) Always to (1) Never mark your responses which best describes your practices.

133.) Were you sure about the course/program that you had to enrol in for your career
 (5)Always----- (4) ----- (3) ----- (2) ----- (1) Never

134.) Did you have enough choices in respect of the colleges for your career planning
 (5)Always----- (4) ----- (3) ----- (2) ----- (1) Never

136) Do you keep yourself updated with all the latest Certification/ Exams/ Developmental program for your career in the chosen area:
 (5)Always----- (4) ----- (3) ----- (2) ----- (1) Never

137.) Did you plan well in advance and had done your homework for your career planning.
 (5)Always----- (4) ----- (3) ----- (2) ----- (1) Never

Appendix I: Organizational Career Management

Instruction: This section has five statements on the scale of 5(always) to 1(never) mark your responses as practiced in your organizational setting.

138.) Do you have exposure to other business opportunity/units/departments in your

Organization?
 (5) (4) (3) (2) (1)
 Always Very often Often only sometimes
 Never

139.) Does your organization spend on learning and development of their employee?

(5) (4) (3) (2)
 (1)
 Always Very often Often only sometimes
 Never

140.) Do you get enough opportunities to experience new/varied/different work-other

than your profile?
 (5) (4) (3) (2) (1)
 Always Very often Often only sometimes Never

141.) Does your organization plays a proactive role in your career growth?

(5) (4) (3) (2) (1)
 Always Very often Often only sometimes Never

142.) Does your organization have initiatives/policies/program to facilitate the employee career growth?

(5) (4) (3) (2) (1)
 Always Very often Often only sometimes Never

Appendix J: Work Engagement

Instructions: The following section has 9 statements they are about how you feel at work. Please read each statement carefully and decide if you ever feel this way about your job. If you have never had this feeling, cross the “0” (zero) in the space after the statement. If you have had this feeling, indicate how often you felt it by encircling the number (from 1 to 6) that best describes how frequently you feel that way.

Never	Almost Never	Rarely	Sometimes	Often	Very Often	Always
0	1	2	3	4	5	6

										Factor loading
143.	At my work, I feel bursting with energy.	0	1	2	3	4	5	6		.60
144.	At my job, I feel strong and vigorous.	0	1	2	3	4	5	6		.77
145.	I am enthusiastic about my	0	1	2	3	4	5	6		.86

	job.								
146.	My job inspires me.	0	1	2	3	4	5	6	.83
147.	When I get up in the morning, I feel like going to work.	0	1	2	3	4	5	6	.56
148.	I feel happy when I am working intensely.	0	1	2	3	4	5	6	.60
149.	I am proud of the work that I do.	0	1	2	3	4	5	6	.72
150.	I am immersed in my work.	0	1	2	3	4	5	6	.90
151.	I get carried away when I am working.	0	1	2	3	4	5	6	.63
Cronbach alpha =.87									

Appendix K: Happiness

Instruction: The section has 8 items please indicate how much you agree or disagree with each statement by encircling a number alongside it according to the following code:

- 1=strongly disagree;**
- 2=moderately disagree;**
- 3=slightly disagree;**
- 4=slightly agree;**
- 5=moderately agree;**
- 6=strongly agree.**

									Factor loading
1 5 2.	I don't feel particularly pleased with the way I am	1	2	3	4	5	6		.38
1 5 3.	I feel that life is very rewarding	1	2	3	4	5	6		.55
1 5 4.	I am well satisfied about everything in my life	1	2	3	4	5	6		.73
1 5 5.	I don't think I look attractive	1	2	3	4	5	6		.36
1 5 7.	I can fit in everything I want to	1	2	3	4	5	6		.45
1 5 8.	I feel fully mentally alert	1	2	3	4	5	6		.50

1 5 9.	I do not have particularly happy memories of the past	1	2	3	4	5	6	.51
Cronbach alpha=.69								

Appendix L: Career Satisfaction

Instruction: There are 6 statements in the following section; bipolar in nature please encircle the number in the bar in the centre column representing your current career state after reading the both the statements carefully.

				Factor loading
160.	I view my current work more as just a job than as part of a career.	□□□□□ 1 2 3 4 5	I view my current work more as part of a career than as just a job.	.60
161.	I feel that I am on a definite career path which leads somewhere good for me.	□□□□□ 1 2 3 4 5	I do not feel that I am on a definite career path which leads somewhere good for me.	.43
162.	I feel like my career at present is on a plateau or headed downward.	□□□□□ 1 2 3 4 5	I feel like my career at present is headed upward and onward.	.68
163.	I don't think my career has a lot of positive potential.	□□□□□ 1 2 3 4 5	I feel like my career has tremendous, positive potential	.78
164.	My career future looks very bright.	□□□□□ 1 2 3 4 5	My career future looks pretty dim.	.48
165.	All things considered, I am dissatisfied with how my career has developed so far.	□□□□□ 1 2 3 4 5	All things considered, I am very satisfied with how my career has developed so far.	.60
Cronbach alpha=.76				

Thank you so much for your kind effort and generous time spent over filling this questionnaire.

Appendix M

Abbreviation

SES	Socio Economic Status
OCM	Organizational career management
CI	Confidence Interval
BC	Bias Corrected
Netfir	Strategies for networking
Netsec	Who are in your Network
Netthr	Who do you contact in your career network and why
Netfor	Does having people from different domain help

