DESIGN AND METHODOLOGY
SAMPLE:

Since it was a multivariate design study, a large sample was needed. A randomly selected sample of 300 new hires were taken from production based private sector organizations. All the subjects were belonging to middle management hierarchy i.e., managers, deputy managers, assistant managers, executives etc. The term 'new hire' refers to an employee working in an organization for not more than six months. The average of age of the three hundred participants was 31.3 years, and the mean number of days of experience was 86.69. The size of organization was checked out that it should be neither too small nor very big. The total numbers of employees in the organization selected was from a minimum of 300 to maximum of 1000. Similarly, range of and employees working at subjects' site of work was from 100 to 1000. All the organizations were production based from Delhi, Haryana, and Uttar Pradesh states of India.

VARIABLES AND TOOLS:

The general questionnaire for this study was obtained from existing measures of specific variables whose psychometric properties regarding validity and reliability have already been established in the literature. Therefore, it was safe to use existing scales and measures as nearly all of the variables of concern in this study are not new.
constructs but are new in their relationship to an emerging theoretical framework.

The following tools were used in the present study.

**Growth Need Scale**

The need for growth has been defined as a continuous process in an individual to trying always to work better (to perform better than previously) and also by others. Individual need for growth was measured by Growth Need Scale, developed by Michael A. West (1987). Respondents were asked to indicate, on five point scale, their preferences for 17 characteristics of a job. Factor analysis generated a seven item measure of growth need motivation (N Growth) (alphas=0.69).

The scale has been shown in 'Appendix-D'

**Questionnaire Section 4 (4.1).**

**Scale Of Self-Efficacy**

Self-efficacy refers to a person’s belief that he can accomplish certain tasks. Following Bandura (1977, 78) self-efficacy was measured in terms of the peoples expectations that “they can successfully execute the behavior required to produce the outcome” in this case, mastery of role and organizational requirements. The self-efficacy scale consisted of eight items scored on seven-point Likert-type scales ranging from “strongly agree to strongly disagree” (alphas=.71).
The scale has been shown in 'Appendix-D' Questionnaire Section 4 (4.2).

Rotter's Locus Of Control Scale, Hindi Version

Locus of control refers to whether the individual perceives the outcomes as being under his control or due to factors beyond his control. Individual's locus of control was measured by using Hindi Version of Rotter's Locus of Control Scale (1985), by Dr. Anand Kumar and Dr. S.N.Srivastava. This scale has been used extensively for research purposes. I.E. scale provides a useful means for measuring individual difference in the extent to which reinforcement is viewed as a consequence of one's own behavior or a consequence of such forces as 'chance', 'fate', or 'powerful others'. Rotter's I-E scale, consisting of 23 items and 6 filter items was developed on college students. This is a forced-choice instrument which consists of 29 pairs of statements, 23 of which are scored. While making the Hindi adaptation, Rotter's Locus of Control Scale was taken in its original English form and given to 10 Indian Psychologists knowledgeable in both English and Hindi language. For the purpose of selecting the most suitable version of the items, all the ten Hindi version along with one copy of the scale in English were given to twenty five experts knowledgeable in both Hindi and English well for their opinion. Finally, the most favored items were included in the Hindi version of the