

ANNEXURE-II

The value of Cronbach alpha ranges between 0 to 1. This value is called reliability coefficient. This coefficient is based on average correlation of items within a test. SPSS provides standardized item alpha. Below tables shows the correlation of items and cronbach alpha of 100 questions in the Minnesota Satisfaction Questionnaire.

Table 1: Cronbach Alpha of Ability Utilization

Overall Cronbach Alpha is .816

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The chance to do the kind of work that i do best	.545	.328	.798
The chance to do work that is well suited to my abilities	.684	.497	.756
The chance to make use of my best abilities	.671	.482	.760
The chance to do something that makes use of my abilities	.629	.407	.774
The chance to make use of my abilities and skills	.516	.284	.807

Ability Utilization is the opportunity to do things on the job that make use of one's abilities. The analysis of Table 1 shows internal consistency reliability of the scale.

Table 2: Cronbach Alpha of Achievement

Overall Cronbach Alpha is .797

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Being able to see the results of the work i do	.497	.265	.784
Being able to take pride in a job well done	.566	.339	.764
Being able to do something worthwhile	.539	.317	.771
The chance to do my best at all times	.644	.443	.738
The feeling of accomplishment i get from the job	.653	.456	.736

Achievement is the feeling of accomplishment one gets from the job. The analysis of Table 2 shows internal consistency reliability of the scale.

Table 3: Cronbach Alpha of Activity

Overall Cronbach Alpha is .751

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The chance to be active much of the time	.543	.318	.698
Being able to do something much of the time	.572	.338	.687
Being able to stay busy	.428	.207	.737
The chance to be "on the go" all the time	.486	.270	.722
Being able to keep busy all the time	.567	.359	.688

Activity refers to being able to keep busy all the time. The analysis of Table 3 shows internal consistency reliability of the scale.

Table 4: Cronbach Alpha of Advancement

Overall Cronbach Alpha is .869

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The opportunities for advancement on this job	.737	.562	.830
The chances of getting ahead on this job	.670	.482	.848
The way my promotions are given out on this job	.710	.516	.837
The chances for advancement on this job	.693	.495	.842
My chances for advancement	.657	.438	.850

Advancement is the chance to get ahead on the job. The analysis of Table 4 shows internal consistency reliability of the scale.

Table 5: Cronbach Alpha of Authority

Overall Cronbach Alpha is .801

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The chance to have other workers look to me for direction	.549	.308	.774
The chance to tell other workers how to do things	.571	.442	.768
The chance to supervise other people	.624	.468	.751
The chance to tell people what to do	.620	.511	.752
The chance to tell others what to do	.562	.487	.770

Authority is the opportunity to tell other people what to do. The analysis of Table 5 shows internal consistency reliability of the scale.

Table 6: Cronbach Alpha of Organizational policies and practices

Overall Cronbach Alpha is .830

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The policies and practices toward employees of this Organization	.618	.393	.799
Organizational policies and the way in which they are administered	.570	.339	.812
The way employees are informed about Organizational policies	.606	.371	.803
The way company policies are put into practice	.694	.493	.778
The way the company treats its employees	.659	.467	.788

Organizational policies refers to the way policies are put into practice. The analysis of Table 6 shows internal consistency reliability of the scale.

Table 7: Cronbach Alpha of Compensation

Overall Cronbach Alpha is .860

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The amount of pay for the work i do	.695	.521	.827
The chance to make as much money as my friends	.619	.394	.845
How my pay compares with that for similar jobs in other companies	.726	.530	.818
My pay and the amount of work i do	.704	.532	.824
How my pay compares with that of other workers	.646	.429	.838

Compensation is the pay for the amount of work that is done. The analysis of Table 7 shows internal consistency reliability of the scale.

Table 8: Cronbach Alpha of Co-workers

Overall Cronbach Alpha is .851

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The spirit of cooperation among my co-workers	.613	.439	.835
The chance to develop close friendships with my co-workers	.678	.498	.820
The friendliness of my co-workers	.707	.560	.808
The way my co-workers are easy to make friends with	.699	.541	.810
The way my co-workers get along with each other	.632	.421	.828

Co-worker is defined as the way people on the job get along with each other. The analysis of Table 8 shows internal consistency reliability of the scale.

Table 9: Cronbach Alpha of Creativity

Overall Cronbach Alpha is .808

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The chance to try out some of my own ideas	.545	.444	.787
The chance to do new and original things on my own	.625	.398	.761
The chance to try something different	.651	.429	.753
The chance to develop new and better ways to do the job	.477	.345	.804
The chance to try my own methods of doing the job	.690	.496	.745

Creativity is defined as the chance to try one's own methods of doing the job. The analysis of Table 9 shows internal consistency reliability of the scale.

Table 10: Cronbach Alpha of Independence

Overall Cronbach Alpha is .747

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The chance to work by myself	.401	.375	.738
The chance to work alone on the job	.617	.437	.663
The chance to be alone on the job	.523	.344	.698
The chance to work independently of others	.583	.468	.673
The chance to work away from others	.438	.447	.729

Independence is defined as the chance to work alone on the job. The analysis of Table 10 shows internal consistency reliability of the scale.

Table 11: Cronbach Alpha of Moral values

Overall Cronbach Alpha is .856

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Being able to do the job without feeling it is morally wrong	.749	.571	.804
Being able to do things that don't go against my religious beliefs	.647	.476	.832
Being able to do things that don't go against my conscience	.605	.461	.842
The chance to do things that don't harm other people	.648	.544	.833
The chance to do the job without feeling i am cheating anyone	.715	.603	.815

Moral value means being able to do things that do not go against one's conscience. The analysis of Table 11 shows internal consistency reliability of the scale.

Table 12: Cronbach Alpha of Recognition

Overall Cronbach Alpha is .855

Item	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The way i am noticed when i do a good job	.645	.453	.831
the way i get full credit for the work i do	.615	.465	.840
The recognition i get for the work i do	.653	.512	.829
The way they usually tell me when i do my job well	.740	.558	.806
The praise i get for doing a good job	.698	.499	.818

Recognition is defined as the praise one gets for doing a good job. The analysis of Table 12 shows internal consistency reliability of the scale.

Table 13: Cronbach Alpha of Responsibility

Overall Cronbach Alpha is .786

Item	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The chance to be responsible for planning my work	.536	.392	.755
The chance to make decisions on my own	.422	.204	.790
The chance to be responsible for the work of others	.665	.500	.717
The freedom to use my own judgement	.522	.324	.764
The responsibility of my job	.702	.519	.699

Responsibility is defined as the freedom to use one's own judgment. The analysis of Table 13 shows internal consistency reliability of the scale.

Table 14: Cronbach Alpha of Security

Overall Cronbach Alpha is .838

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
My job security	.651	.447	.803
The way my job provides for a secure future	.596	.391	.818
The way my job provides for steady employment	.671	.461	.797
How steady my job is	.765	.587	.770
The way layoffs and transfers are avoided in my job	.531	.333	.836

Security is the way the job provides for steady employment. The analysis of Table 14 shows internal consistency reliability of the scale.

Table 15: Cronbach Alpha of Social service

Overall Cronbach Alpha is .827

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The chance to be of service to others	.664	.448	.782
The chance to be of service to people	.556	.339	.811
The chance to help people	.590	.367	.803
The chance to do things for other people	.655	.440	.783
The chance to be of some small service to other people	.660	.464	.783

Social Service refers to the chance to do things for other people. The analysis of Table 15 shows internal consistency reliability of the scale.

Table 16: Cronbach Alpha of Social status

Overall Cronbach Alpha is .744

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The social position in the community that goes with the job	.489	.322	.707
The chance to be "somebody" in the community	.536	.352	.690
The chance to "rub elbows" with important people	.510	.329	.704
The chance to be important in the eyes of others	.514	.311	.697
The chance to have a definite place in the community	.510	.280	.698

Social status refers to the chance to be “somebody” in the community. The analysis of Table 16 shows internal consistency reliability of the scale.

Table 17: Cronbach Alpha of Supervision-human relations

Overall Cronbach Alpha is .837

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The way my supervisor and i understand each other	.600	.375	.816
The way my boss handles his/her employees	.615	.395	.812
The way my boss backs up his/her employees	.626	.407	.809
The way my boss takes care of the complaints of his/her employees	.649	.465	.803
The personal relationship between my boss and his/her employees	.718	.540	.781

Supervision (human relations) refers to the relationship between supervisors and employees. The analysis of Table 17 shows internal consistency reliability of the scale.

Table 18: Cronbach Alpha of Supervision-technical

Overall Cronbach Alpha is .823

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The technical "know-how" of my supervisor	.604	.440	.792
The competence of my supervisor in making decisions	.713	.524	.760
The way my boss delegates work to others	.549	.325	.810
The way my boss provides help on hard problems	.495	.305	.821
The way my boss trains his/her employees	.743	.591	.752

Supervision-technical refers to the technical quality of supervision. The analysis of Table 18 shows internal consistency reliability of the scale.

Table 19: Cronbach Alpha of Variety

Overall Cronbach Alpha is .801

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The variety in my work	.540	.388	.777
The chance to do different things from time to time	.639	.448	.746
The routine in my work	.587	.355	.763
The chance to do something different everyday	.625	.400	.750
The chance to do many different things on the job	.537	.357	.779

Variety refers to the chance to do different things from time to time. The analysis of Table 19 shows internal consistency reliability of the scale.

Table 20: Cronbach Alpha of Working conditions

Overall Cronbach Alpha is .899

Item	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
The working conditions on this job	.705	.510	.887
The physical surroundings where i work	.719	.555	.884
The pleasantness of the working conditions	.776	.626	.871
The physical working conditions of the job	.813	.673	.863
The working conditions	.740	.575	.879

Working conditions refers to the physical surroundings (heating, lighting, ventilation, etc.) on the job. The analysis of Table 20 shows internal consistency reliability of the scale.