If you don’t disclose your name then leave the name column.

<table>
<thead>
<tr>
<th>Name</th>
<th>Age</th>
<th>Marital Status</th>
<th>Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Designation</td>
<td>Company’s Address</td>
<td>Date</td>
<td></td>
</tr>
</tbody>
</table>

**INVENTORY-I**

**Directions:** Your answer of the question will be treated in the strictest confidence. Therefore, feel free to give candid replies. There are no right or wrong answers. Indicate your answer to each question by drawing a circle around the “Yes,” “No,” or the “?.” Use the question mark only when you are certain that you cannot answer “Yes,” the “No.” There is no time limit; but work rapidly.

yes (Y), no(N), question mark (?).

1. Do you have ups and downs in mood without apparent cause? 1. Y N ?
2. Do you sometimes get badly flustered and “jittery” in your present job? 2. Y N ?
3. Do you think you made the wrong selection in your occupation? 3. Y N ?
4. Have you ever been extremely afraid of something which you knew could do you no harm? 4. Y N ?
5. Does your present work allow you time of each year for some vacation? 5. Y N ?
6. Do you worry too long over humiliating experiences? 6. Y N ?
7. Does some particular useless thought keep coming into your mind to bother you? 7. Y N ?
8. Do you think you must “play politics” to get promotion or an increase in pay in your present job? 8. Y N ?
11. Are you often in a state of excitement? 11. Y N ?
12. Do you think that you have to work too long hours on your present job? 12. Y N ?
13. Does criticism disturb you greatly would you like to secure some other job than the one you know hold? 13. Y N ?
14. Are you troubled with the idea that people are watching you on the street? 14. Y N ?
15. Would you like to secure some other job than the one you now hold? 15. Y N ?
16. Do you have considerable difficulty in knowing just where you stand with your present employer? 16. Y N ?
17. Are you bothered by the feeling that people are reading your thoughts? 17. Y N ?
18. Do you feel that your present employer or boss holds a personal dislike or grudge towards you? 18. Y N ?
19. Do you day-dream frequently? 19. Y N ?
20. Do you have to work on your present job with certain people whom you dislike? 20. Y N ?
21. Do ideas often run through your head so that you can’t sleep? 21. Y N ?
22. Are you getting enough pay on your present job to support those who are dependent upon you? 22. Y N ?
23. Do you worry over possible misfortunes? 23. Y N ?
24. Is your present boss or employer an individual whom you rather stand or leave than take a front seat? 24. Y N ?
25. Do you feel that your employer is paying you a fair salary? 25. Y N ?
27. Do you like all the people with whom you work on your present job? 27. Y N ?
28. Are you bothered by the feeling that things are not real? 28. Y N ?
29. Do you blush easily? 29. Y N ?
30. Have you frequently changed jobs during the last five years?  
31. Do you often feel self-conscious because of your personal appearance?  
32. Does your present job fatigue you greatly?  
33. Do you consider yourself rather a nervous person?  
34. Do you feel that you have adequate opportunities to express your own ideas in your present job?  
35. Is the pay in your present work so low that you worry lest you be unable to meet your financial obligations?  
36. Are you troubled with feelings of inferiority?  
37. Do you often feel just miserable?  
38. Have you ever, when you were on a high place, been afraid that you might jump off?  
39. Are you easily frightened by lightning?  
40. Did you enter your present job because you yourself really wanted to go into it?  
41. Do you feel that your immediate superior or Boss lacks sympathy and understanding in dealing with you as an employee?  
42. Have you ever felt that some one was hypnotizing you and making you act against your will?  
43. Do you sometimes feel that your employer does not show real appreciation of your attempts to do your job in a superior manner?
Instructions:
Write only where indicated in this booklet. Carefully read all of the instructions before beginning. This questionnaire contains 16 statements. Read each statement carefully. For each statement fill in the circle or tick mark with the response with best represents your opinion.

Y = Yes and N = No

1. Do you participate in board-room meeting?
2. Have you got less scope or chance of promotion as compared to your male associates?
3. Are you consulted for suggestions by your boss as compared to your colleague?
4. Inspite of same qualification and experience are you getting same perks as your other colleague?
5. Do you get equal opportunities as compared to your colleague?
6. Do you find autonomy in your work setup?
7. Are you considered for a challenging task as compared to your colleague?
8. Have you ever given responsibilities of important departments i.e production and marketing?
9. Do you ever think that you are not considered so capable as compared to your male colleagues?
10. Do you ever find that your boss and seniors under estimates you?
11. Are you sent for training in national seminars for promotions?
12. Are you being invited in social gatherings?
13. Have you got promotion in time like your other colleagues for achieving same targets?
14. Do you think that you are often given bias treatment?
15. Do you think that you are victim of any organizational politics?
16. Do you ever feel any gender discrimination in your work setup?
**INVENTORY-III**

**Directions:** In this form, you will find a list of statements about feelings. If a statement describes how you usually feel, put an X in the column "Like Me." If a statement does not describe how you usually feel, put an X "Unlike Me." There are no right or wrong answers. Being at the top of the page and mark all 25 statements.

<table>
<thead>
<tr>
<th></th>
<th>Like Me</th>
<th>Unlike Me</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Things usually do not bother me.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>2. I find it very hard to talk in front of a group.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>3. There are lots of things about myself I'd change if I could.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>4. I can make up my mind without too much trouble.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>5. I am a lot of fun to be with.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>6. I get upset easily at home.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>7. It takes me a long time to get used to anything new.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>8. I am popular with persons my own age.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>9. My family usually considers my feelings.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>10. I give in very easily.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>11. My family expects too much of me.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>12. It's pretty tough to be me.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>13. Things are all mixed up in my life.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>14. People usually follow my ideas.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>15. I have low opinion of myself.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>16. There are many times when I would like to leave home.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>17. I often feel upset with my work.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>18. I am not as nice looking as most people.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>19. If I have something to say, I usually say it.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>20. My family understands me.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>21. Most people are better liked than I am.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>22. I usually feel as if my family is pushing me.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>23. I often get discouraged with what I am doing.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>24. I often wish I were someone else.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>25. I can't be depended on.</td>
<td>( )</td>
<td>( )</td>
</tr>
</tbody>
</table>
INVENTORY-IV

Instructions:
How do you feel these days (past one month)? Kindly tick(✓) in the cell against each item which will applicable on you.

- 1. In good spirits.
- 2. In firm control of behaviour and feelings.
- 3. Fairly happy in personal life.
- 4. Interested in life a good bit of the time.
- 5. Sleeping fairly well.
- 6. Feeling emotionally stable a good bit of the time.
- 7. Feeling relaxed most of the time.
- 8. Feeling energetic most of the time.
- 10. Not bothered by nervousness.
- 11. Not bothered by anxiety or worry.
- 13. Not bothered by illness or pain.
- 14. Not feeling depressed or dejected.
- 16. Not easily irritated most of the time.
- 17. Feeling useful, wanted.
- 19. Having a sense of belongingness.
INVENTORY-V

Instructions:
Write only where indicated in this booklet. Carefully read all of the instructions before beginning. This questionnaire contains 24 statements. Read each statement carefully. For each statement fill in the circle or tick mark with the response that best represents your opinion.
1 = MOSTLY AGREE, 2 = SOMETIME AGREE, 3 = LITTLE BIT AGREE, 4 = NEITHER AGREE NOR DISAGREE, 5 = LITTLE BIT DISAGREE, 6 = SOMETIME DISAGREE, 7 = MOSTLY DISAGREE

A
1. I will feel pleasure to spend the rest of my career with this organization. 1 2 3 4 5 6 7
2. I feel overwhelming to talk to other people about our organization. 1 2 3 4 5 6 7
3. I really feel the problem of the organization as if it is my own problem. 1 2 3 4 5 6 7
4. I think that I can be attached myself with other organization as I am attached in present organization. 1 2 3 4 5 6 7
5. I don't feel like a part of this organization. 1 2 3 4 5 6 7
6. I don't feel that I am emotionally attached with this organization. 1 2 3 4 5 6 7
7. This organization has personal importance for me. 1 2 3 4 5 6 7
8. I don't have the feeling of belongingness for this organization. 1 2 3 4 5 6 7

N
1. Nowadays, people generally switch or move from one company to another. 1 2 3 4 5 6 7
2. I don't think that a person should be loyal to his company forever. 1 2 3 4 5 6 7
3. To leave one company for join another company is not immoral for me. 1 2 3 4 5 6 7
4. The main reason to continue my work being faithful in this organization is that reminds me of my moral responsibility. 1 2 3 4 5 6 7
5. If I get a better opportunity in some other organization, I don’t think that this is correct. 1 2 3 4 5 6 7
6. I have learnt to be faithful to my organization. 1 2 3 4 5 6 7
7. I was better then people spend or work in the same organization. 1 2 3 4 5 6 7
8. According to me a person should not be called by the organization or “organizational man”. 1 2 3 4 5 6 7

C
1. I don’t afraid of leaving this job even though I have no other option. 1 2 3 4 5 6 7
2. It will be very difficult for me to leave this organization at this time even though I wish to do so. 1 2 3 4 5 6 7
3. It will disturb my life at this time, if I take this decision to leave this organization in near the future. 1 2 3 4 5 6 7
4. It will not costly for me to leave this organization. 1 2 3 4 5 6 7
5. It's not only my will but also need to stay in this company at this time. 1 2 3 4 5 6 7
6. I feel that there are very less alternative for me to leave this organization. 1 2 3 4 5 6 7
7. The disadvantage of leaving this job is less alternative. 1 2 3 4 5 6 7
8. The main reason to continue this organization is that I have to make personal sacrifices, may be I leave this organization and I would not get all benefits in other organization as what I am getting in this organization. 1 2 3 4 5 6 7