APPENDIX E

FACTORS ACCORDING TO HATFORD DIOCESEAN STUDY (a)

I SUPERIOR EFFECTIVENESS
30 Amount of guidance provided by superior
28 Amount of direction provided by superior
8 Pastoral effectiveness of superior
18 Amount of constructive criticism from superior
33 Amount of constructive leadership by superior
12 Respect for superior
37 Amount of task structure provided by superior
26 Recognition of accomplishment by superior

II WORK CHALLENGE AND MEANING
29 Feeling of contentment in work
25 Opportunity to get to know people
31 Feeling of confidence in work
24 Amount of initiative actually exercised
      Workload
3 Amount of challenge,
12 Amount of responsibility
32 Being accepted by other priests in rectory
21 Amount of priestly meaning in work
III PERSONAL ACCEPTANCE

34 Feeling of being accepted by laity as a priest
35 Feeling of being accepted by laity as a person
36 Adequacy of seminary training
36 Amount of assistance provided by fellow priests

IV SUPPORTIVE AUTONOMY

4 Opportunity to express ideas
5 Willingness of pastor to accept ideas
6 Feeling of contributing to decision making
9 Amount of discussion of work with superior
10 Amount of friendship with superior
14 Congeniality of life in rectory
16 Amount of authoritarian control by superior
19 Feeling of being treated as an equal by superior
22 Discussion of things other than work with superior
23 Opportunity to exercise initiative
   Encouragement to exercise initiative


The no. in front of each item refers to the no. of the item in our questionnaire.