APPENDIX F

Components of Clusters of Work Climate

CLUSTER I - Role Integration

8 The pastoral effectiveness of superior
9 The amount of discussion of your work with Superior
10 The amount of friendship between you and Superior
12 Your respect for Superior as a person
14 The congeniality of life in the Parochial House
15 The feeling of team-spirit in the Parochial House
21 The amount of priestly meaning in your work
31 Feeling of confidence in your work
29 Feeling of contentment in your work
34 Feeling of being accepted by the laity as a priest
35 Feeling of being accepted by the laity as a person

CLUSTER II - Mutuality

11 The amount of friendship between you and your fellow assistants
13 Your respect for your fellow assistants in the house
16 The amount of authoritarian control exercised by Superior
32 Feeling of being accepted by other priests in the Parish house
36 The amount of assistance given to you by fellow assistants in the parish
CLUSTER III - Nuturant Control

26 Recognition to your accomplishments by Superior
28 The amount of direction provided by Superior

CLUSTER IV - Work Challenge

2 Amount of responsibility in your work:
3 Amount of challenge in your duties

CLUSTER V - Supportive Autonomy

4 The opportunity to express ideas to Superior
5 Willingness of Superior to accept your ideas
6 The feeling of contributing to decision making
19 The feeling of being treated as an equal by Superior
23 The opportunity to exercise initiative
24 The amount of initiative actually exercised by you

CLUSTER VI - Superior Effectiveness

7 The administrative effectiveness of your Superior
37 The amount of task structure, clarity of responsibilities, division of labour, provided by Superior
CLUSTER VII - Superior Support

17 The amount of personal interest in you, shown by Superior
18 The amount of constructive criticism provided by Superior
30 The amount of guidance provided by Superior
22 The amount of discussion between you and Superior
33 The amount of constructive leadership provided by Superior

CLUSTER VII - Recognition

20 The feeling of being treated as an equal by your fellow assistants
27 Recognition to your accomplishments by your fellow assistants