APPENDICES
Appendix I

JOB INVOLVEMENT SCALE

Instructions: Given below are some questions related to your Job. Against every question, there are four alternatives answers, viz, strongly agree (SA), agree (A), disagree (D) and strongly disagree (SD). Please read every question carefully and tick any of the four answers which is applicable in your case. Kindly reply to each question unhesitatingly. All information will be kept secret.

S.No Questions 1 2 3 4
1. I do not want to engage myself in the work after the working hours. SA A D SD
2. I feel relaxed after the working hours SA A D SD
3. I feel pity when there is no work to do. SA A D SD
4. I feel boredom when I do not have any work to do. SA A D SD
5. I am fully committed to my job SA A D SD
6. To do work is the best source of recreation for me. SA A D SD
7. When the work problem is not solved then I continue to think about that in the home also. SA A D SD
8. Some times it is difficult for me to have sleep when I think about the job. SA A D SD
9. Some times I cut my lunch break period to complete my job.
10. I prepare my self at home to accomplish the work in a better way.
11. I spend my leisure time in job related activities.
12. I get disappointed when my work is not completed.
13. I keep myself engaged in the work without thinking about the happenings with me.
14. I become anxious when the work is not completed.
15. I think about the work at the time of doing it.
16. I leave other important things for my work.
17. In the holidays I also think that my work is not being done.
18. I usually look at the watch for knowing about the time to stop the work.
19. I complete my work even if it takes more than allotted time without any
extra salary.

20. How good a man is can be understood by his quality of work.

21. I get maximum satisfaction from my work.

22. My time flies at the work.

23. The important events of my life are related to my work.

24. I feel frustrated on my failures at the work.

25. There are other important works to me than the present one.

26. Work is every thing for me.

27. Probably I will be continuing on my job even if I have no need of money.

28. Mostly I like to stay at home in comparison to coming for the work.

29. My work is the most important part of my life.

30. I keep myself involved in my work.

31. I escape from taking extra work and responsibility other than the allotted work.
32. In the past I had more interest in my work than the present.
33. There are other things important than this work.
34. Sometimes I would like to blame myself for my faults at work.
35. I do not stay overtime even if some work is left incomplete.
36. I find boredom in my job.
37. I do not think about the work at the time of returning back to home from work.
38. I have chosen suitable job for myself.
39. More money can be earned from some other job.
40. I work only for the money.
41. I am unable to complete my work.
42. I do not think about the job on the holidays.
43. My work is not comfortable.
44. I stop doing my work after the working hours are over.
45. I will not advise for doing this work to my any close relative.

46. I do not get disappointed after being unsuccessful.

47. My work is so good that I do not get fatigued even after doing it for longer times.

48. I find any work burdensome.

49. I try to do more than the supervisor expect from me.

50. In spite of several problems I try to complete my work.

51. I try to complete the allotted work even if it takes more time and energy.

52. I try to do my work with full honesty and sincerity.

53. I take any damage to the mine as my own.

54. I feel happiness in completing my work.
### JOB SATISFACTION QUESTIONNAIRE

**Instructions:** There is a set of questions in this questionnaire which you are required to answer. You should tick mark any one of five response category of (1) strongly agree [SA], (2) agree [A], (3) undecided [U], (4) disagree [D], (5) strongly disagree [SD] which suits you the best. Kindly respond to each item. All information will be kept confidential.

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Items</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>I often feel that my employer will not terminate me if I commit a mistake</td>
<td>SA</td>
<td>A</td>
<td>U</td>
<td>D</td>
<td>SD</td>
</tr>
<tr>
<td>2</td>
<td>My job is more varied and less monotonous</td>
<td>SA</td>
<td>A</td>
<td>U</td>
<td>D</td>
<td>SD</td>
</tr>
<tr>
<td>3</td>
<td>In the working of my institution my opinion/participation is considered</td>
<td>SA</td>
<td>A</td>
<td>U</td>
<td>D</td>
<td>SD</td>
</tr>
<tr>
<td>4</td>
<td>I feel badly if I do not perform well on my job</td>
<td>SA</td>
<td>A</td>
<td>U</td>
<td>D</td>
<td>SD</td>
</tr>
<tr>
<td>5</td>
<td>I have various avenues open for refreshing my knowledge in my field</td>
<td>SA</td>
<td>A</td>
<td>U</td>
<td>D</td>
<td>SD</td>
</tr>
<tr>
<td>6</td>
<td>I have often felt that at our institution we have infrequent promotions.</td>
<td>SA</td>
<td>A</td>
<td>U</td>
<td>D</td>
<td>SD</td>
</tr>
<tr>
<td>7</td>
<td>The respect and regards that people</td>
<td>SA</td>
<td>A</td>
<td>U</td>
<td>D</td>
<td>SD</td>
</tr>
</tbody>
</table>
shown on me is because of the job I hold.

8. Fringe benefits in my institution are fantastic.

9. While working together people discuss with each other and listen to each other in my institution.

10. The most important thing that happens to me is involved with my job.

11. The head of my institution is just the right person for the seat.

12. My present job demands a high degree of accuracy.

13. Drinking water facilities are satisfactory and usually provided at work place.

14. I will quite the present job if I am offered another at a higher pay.

15. My institution provides good housing facilities to its employees.

16. I have never felt at ease in the present job as the ways of doing things are rapidly changing.
17. I have faced a situation when an undeserving candidate was promoted.

18. Recreational facilities are negligible in my institution.

19. I like and respect my colleagues.

20. I have substantial discretion in scheduling the work and determining the procedures in carrying out work.

21. Since I have joined this institution I have hardly had time to fulfill my various desires due to time constraints.

22. I have to work very hard here if I am to keep my job secure.

23. The activities of my superiors are governed with self-interest.

24. I am contented with the increments that the institution grants us.

25. I have control over the pace of my work.

26. Present job gives me a tremendous sense of accomplishment.
27. I am confident that when the time comes I will be promoted i.e. on the basis of seniority.

28. Present job requires use of different talents which are present in me.

29. I feel that my contribution to the institution is worth while.

30. Canteen and catering facilities are available at appropriate time.

31. I like to go on learning as much as possible about my work.

32. Role expectations in my institution are ambiguous.

33. I often feel that in my institution promotions are based on individual caliber.

34. Compared to the nature of work salary scales here are very poor.

35. Each employee here is assigned a specific place.

36. I seldom watch the clock when I am at office as time passes smoothly.

37. Taking up this job involves on risk.
as it guarantee fair amount of security.

38. I spend quite a lot of my working time in making personal telephone calls.

39. Things are clearly planned before taking action in my institution.

40. I have the liberty to carry on my job without any obstacle.

41. My excellent performance is accompanied with a pat on my back.

42. When Monday morning comes I think longingly of being able to lie in a hospital with a broken leg.

43. Major satisfaction in my life comes from my job.

44. I obtain direct and clear information about the effectiveness of my performance.

45. I often find myself as a disadvantage while working due to lack of technical information.

46. Noise pollution is kept under control here.
47. It would take a sizable raise in pay to get me to accept a different job.

48. I often complete work just for the lack of it.

49. I often day dream about having a better position in the same kind of job.

50. I would advise my child to take up the same kind of work as mine if he had the ability and temperament to do so.

51. I seldom talk about problems pertaining to work with my co-worker.

52. My superiors think that I am unable of doing a good job.

53. I feel blue when something regarding my job goes wrong.

54. I do a job from beginning to end with a visible outcome.

55. I have been absent from work for long vacation in the past year.

56. We have no influence in decision concerning out welfare.
57. During monsoons my room becomes damp and moist.

58. Sense of aimlessness and apathy among top managers precludes any attempt to give firm goals to my institution.

59. I would be happy to do the same job even if I were paid one-third less.

60. Job I feel is a whole way of life.

61. I don't want to be at the mercy of events. I have to master and control all the things affecting me.

62. Rules and policies are effectively enforced in my institution.

63. Our superiors give us all kind of support at work in my institution.

64. At slack times I commit mistakes in my work as my room is not well lighted.

65. My work has big patches of boredom.

66. As far as company at work is concerned I am like a square peg in
a round hole.

67. Reality does not offer satisfaction; interactions with other will fail so it is safer to remain distant here.

68. If I am to leave this job, I would miss the work here the most.

69. Our relationships with superiors are very cordial.

70. If I leave this job I would miss its money the most.

71. Pay scales here are in accordance with seniority.

72. I really perform better when I am trying to beat others.

73. If I am caught in a conflict between homes and job my choice always would be home.

74. My job has a substantial impact on the life work of other people.

75. I joined this job because it seemed just the right thing for me.

76. I joined the present job because it was all I could find at that point of time.
77. I often feel responsibility should be shared in my institution.

78. I feel that job is only way to make enough money to keep one self alive.

79. There is an effective body to handle grievances here.

80. In my institution there are others who to an extent, are depending on me to succeed.

81. When my ‘BOSS’ throws his temper tantrums at me I feel like going on a strike to set him right.

82. We often face problems because there is crowding in our rooms – we are too many people in a room.

83. I am advised on improvement methods in my institution.

84. Monetary rewards are contingent on performance here; this is what I like about my institution.

85. Emphasis is placed on quality of performance at my work place.

86. Concentration on work is a tough
task as various noises (working typist, constantly ringing telephones etc.) are very distracting.

87. Lack of charm and sympathy is one problem with my superiors.

88. I keep my personal life strictly separate from my work (check with your partner on this)

89. There is a body which provides feedback to subordinates.

90. The whole frantic irrational scramble to beat others (professionally) is present in my institution.

91. At slack times I get vague pains when I am at work.

92. I am well rewarded for my efforts by my institution

93. I would take a day off my work just to have fun.

94. If I won or suddenly inherited a large sum of money, I would take up some kind of work that I have always.
95. I often feel that my job is more than I aspired for.

96. I feel that competition is vital to a successful career.

97. Employee turnover in our institution is very low as the institution plans and policies are adequate.