APPENDICES

Appendix-I

Organizational Change Measure

Instructions:

Dear Respondent,

This is not a test to examine your knowledge; therefore there is no wrong answer. We are interested to know how you perceive your organization. You are requested to read carefully each statement and rate them from 1 to 5, according to the key given below:

- If you totally find yourself in agreement with the statement then you put (5) in bracket.
- If you agree put (4) in the bracket.
- If you undecided put (3) in the bracket.
- If you disagree put (2) in the bracket.
- If you find your self total disagreement with the statement then you put (1) in the bracket.

1. Change frequently occurs in my unit/organization.
2. Change has been result of a deliberate decision by my manager.
3. Effective communication system and feedback mechanism have brought change in my organization.
4. Lately, I have been experiencing transparency in promotion process/promotion, salary benefits and perks.
5. Decentralization of power is normal practice in my organization.
6. I have been experiencing that there has been downsizing and layoffs of employee’s at large scale in organization.
7. I have experienced that there is a sudden change in the dealing procedure and policies in place of those already in practice.
8. Latest technology is provided to us as soon as the old ones become obsolete /outdated.
9. Of late, a lot of change at the technological level occurred in my organization.
10. Jobs which were complex earlier have been made easier due to changes in machines and equipments used by my organization.
11. Change in technology has made us a good competitor in market.
12. In order to develop the skills compatible to new technology adequate training and practice is provided to the employees.
13. Recent technological innovations are encouraged and introduced in my organization.
14. Change in the equipments, machines, information system and communication system has lead to improve quality and efficiency.
15. Change in technology, such as email, cell phones, video conferencing etc. has lead to a better and fast communication system.
16. There are frequent changes to the values of my work unit/organization, change in culture helps employees in decision making.
17. My organization still follows / strictly adheres to the work ethics and rules laid down by it.
18. It is generally believed in our organization that changes in beliefs and values bring superior performance.

Biographical Information Blank

Name: .................................
Age: .................................
Educational qualification: .................................
Job Experience: .................................
Designation: .................................
## Work Commitment Scale

**Instructions:**
Listed below are a series of statements that present possible feelings that individuals might have about the company/organization for which they work.

Please indicate the degree of your agreement or disagreement. Response to each item is to be measured on a 7-point scale with scale point labeled as:

- Assign '1' when you "strongly disagree"
- Assign '2' when you "moderately disagree"
- Assign '3' when you "slightly disagree"
- Assign '4' when you "neither agree nor disagree"
- Assign '5' when you "slightly agree"
- Assign '6' when you "moderately agree"
- Assign '7' when you "strongly agree"

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<th>S. No.</th>
<th>Items</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
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<tbody>
<tr>
<td>1.</td>
<td>I feel proud of being attached to my organization.</td>
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<td>2.</td>
<td>I feel that I would be at loss when I would be leaving this organization</td>
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<td>3.</td>
<td>I feel a firm conviction of not leaving my job in this organization/company because this organization/company has helped me to stand on my feet.</td>
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<td>4.</td>
<td>I do not leave the office/work place unless I complete my task/work</td>
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<td>5.</td>
<td>I can never think of leaving this organization/company even if my promotion is delayed.</td>
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<td>6.</td>
<td>My organization/company has provided me opportunity to live with dignity on this earth, so I can never think to switch over to other company/organization.</td>
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<td>7.</td>
<td>I believe one should not overstay in the organization/company at the cost of family affairs.</td>
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<td>8.</td>
<td>My organization/company is sufficiently fulfilling my needs which other organization/company can not do.</td>
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<td>9</td>
<td>I feel sorry and dissatisfied when I fail to utilize my utmost efforts for meeting the goals of the organization/company.</td>
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<td>10</td>
<td>Personal benefits are more important than to help promote organizational development.</td>
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<td>11</td>
<td>I love to work for my organization/company.</td>
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<td>12</td>
<td>What status I am enjoying here, I could not have found it in any other organization/company.</td>
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<td>13</td>
<td>I live, eat, and breath my job in this organization/company.</td>
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<td>14</td>
<td>I do not delay my work because I can not take any risk of being kicked out from this organization/company.</td>
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<td>15</td>
<td>Real pleasure comes to me when I accomplish the task.</td>
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