Appendice
Dear Sir/Respondent,

I feel pleasure to meet you for the purpose of data collection in pursuit of my research work. The accomplishment of this work is not possible without your cooperation. The objective of the present endeavor is to know about the various aspects of your job, so, it is necessary to get information pertaining to view and opinions related to the job you are performing. The questions/statement in the questionnaire are meant to know your Personal Views only. For the successful accomplishment of the task it is requested from you to extend wholehearted cooperation by giving frank and honest responses to each question/statement. I assure you for the confidentiality of your responses. Once again, you are requested to extend your cooperation.

Your cooperation is solicited.

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Dept. of Psychology,
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Before going through the questionnaire, please see the following.

GENERAL INSTRUCTIONS:

1. Answer the questions serially i.e. as they appear in the format.

2. If some statements or questions appear to be similar, even then your answer each of them separately.

3. It is expected that while answering, you do not consult anyone else. We want to know your opinions, views and feelings, not theirs.

4. Do not take too much time over any particular question. Whatever answers comes first to your mind, give that.

5. Please be as honest as possible and do not hesitate. Feel free to give your frank responses. Confidentiality of your responses is assured.

6. It is necessary that you answer all questions / statements. Please don't leave any question / statement unanswered. Please do not leave any question / statement unanswered.

Section - A
Organizational Culture Scale

This questionnaire is designed to find out some of the believes, values and practices of the organization in which you are working. Below are given no. of statements / questions and you are requested to read carefully each to respond in the following manner.

1. Assign "1" to the statement / question when you have strong disagreement.

2. Assign "2" to the statement / question when you have disagreement.

3. Assign "3" to the statement / question when you have neutral response.

4. Assign "4" to the statement / question when you have agreement.

5. Assign "5" to the statement / question when you have strong agreement.
1. In our organization employee's skills and abilities are given due weightage in giving promotion and sanctioning any other reward (a)

2. People generally have greater enthusiasm to take initiative at work. (k)

3. People generally follow organizational rules and regulations here.(i)

4. Employees always feel free to think, generate and apply new ideas for the productive growth of the company.(g)

5. Supervisors/Managers generally emphasize over team-work in carrying out work responsibilities here. (e)

6. Criticism and back-biting is a normal culture in this organisation (C)

7. Employees generally take initiative to resolve the conflicts and problems at their own level (J)

8. Employees interact and communicate with their superiors, colleagues and subordinates in confidence and trust(b)

9. Employees are generally being treated here as they are expecting (h)

10. Supportive attitude are encouraged and promoted here(d)

11. Maintaining harmony is highly valued here (f)

12. Employees with right spirit generally hold discussions and give suggestions to help improve organisational working and product efficiency (k)

13. Generally employees behaviour at work are quite predictable (h)

14. People feel proud for organisational fairness (a)

15. Absenteeism level is very low in our company/organisation (i)
16. Employees have greater freedom to act independently within the boundaries of their job responsibilities (g) 

17. Employees generally have confidence among others that they will help them to resolve problem and if needed they would be willingly to share responsibilities at work here (b) 

18. People have very open discussion with regard to all sorts of problems for better solution (j) 

19. People feel free to work here (f) 

20. People are strictly supervised here through strict organisational rules and regulations (d) 

21. People spontaneously express their feeling either pleasant or unpleasant before managers/supervisors and their feeling are well attended and cared here (c) 

22. I have the feeling of loosing my interest and commitment with my work and the organisation here(l) 

23. People are action-oriented, willing to take initiative & show a high degree of Pro-organisational activity (k) 

24. People are generally productive and self controlled here (g) 

25. The organisation is well organized and has clearly defined goals. (c) 

26. People try to put their best effort to work with others rather to have an individualistic effort. (e) 

27. People generally do not want to work unless they are forced. (h) 

28. People generally feel that they are not being trusted here. (b) 

29. Nuturing & helping subordinates is encouraged in this organisation.(d)
43. I have the feeling that what I have achieved in my life it is only because of my organization/company. (1) ( )

44. Responsibilities are allocated here without any prejudice. (a) ( )

45. People are only expected to follow proper channels of communication here. ( )

Please recheck that you have answered all the questions
**Section - B**  
MENTAL HEALTH INVENTORY

**Instructions**

This inventory is meant for a Psychological Investigation it consist of a number of statement relating to your feelings about yourself in everyday life. You have got four alternative to respond each of the statement. Choose either of the four alternative responses i.e. Always, Most of time, sometimes, Never which most suitably indicate the frequency of your feelings and views.

Do not leave any statement unanswered.

Thanks

<table>
<thead>
<tr>
<th>Statement</th>
<th>Always</th>
<th>Most of times</th>
<th>Sometimes</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. I feel lack of confidence</td>
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<td>(            )</td>
<td>(        )</td>
<td>(     )</td>
</tr>
<tr>
<td>2. I get excited very easily</td>
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<td>(            )</td>
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<tr>
<td>3. I am not able to take quick decision on any subject</td>
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<td>(            )</td>
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<tr>
<td>4. I feel that situations are continuous ignoring against me</td>
<td>(</td>
<td>(            )</td>
<td>(        )</td>
<td>(     )</td>
</tr>
<tr>
<td>5. I have affection and attachment with my neighbours</td>
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<td>(            )</td>
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<tr>
<td>6. I would myself according to circumstances</td>
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<td>(            )</td>
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<tr>
<td>7. I feel that I am losing self-respect</td>
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<td>(            )</td>
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<tr>
<td>8. I use to worry even about trivial matter for a long time</td>
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<tr>
<td>9. I am not able to take decision about my next step</td>
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<td>(            )</td>
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</tr>
<tr>
<td>10. I hesitate in meeting with others</td>
<td>(</td>
<td>(            )</td>
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</tbody>
</table>
11. I do my duty well even in adverse circumstances
   ( ) ( ) ( ) ( ) ( )

12. I feel that I am not able to fully utilize my abilities in performing my different duties
   ( ) ( ) ( ) ( ) ( )

13. In adverse circumstances, I act without keeping in view of the real facts
   ( ) ( ) ( ) ( ) ( )

14. I feel irritation
   ( ) ( ) ( ) ( ) ( )

15. I feel to be insecure
   ( ) ( ) ( ) ( ) ( )

16. I am much worried about my responsibilities
   ( ) ( ) ( ) ( ) ( )

17. I feel depressed/dejected
   ( ) ( ) ( ) ( ) ( )

18. I play important role in social ceremonies
   ( ) ( ) ( ) ( ) ( )

19. I utilize my reasoning even in difficult times
   ( ) ( ) ( ) ( ) ( )

20. I feel that my relation with others are not satisfactory
   ( ) ( ) ( ) ( ) ( )

21. My responsibilities are like burden to me
   ( ) ( ) ( ) ( ) ( )

22. I suffer from inferiority complex
   ( ) ( ) ( ) ( ) ( )

23. I am used to be lost in world of imagination
   ( ) ( ) ( ) ( ) ( )

24. I am an anxious about my future
   ( ) ( ) ( ) ( ) ( )
25. My friends/relatives remain ready to help me in the difficult times

26. I make definite plans about my future

27. I am enraged even by the slightest unfavourable talks

28. I take decision easily even in difficult circumstances

29. I am not able to behave in such a way as my friends expect from me

30. I am satisfied with most of the aspects of my life

31. My friends and colleagues have respect from me

32. My confidence varies highly in quantity

33. I am always ready to fight the problems

34. I make impressions about people or issue even in absence of facts and grounds

35. I am not able to concentrate fully in my works

36. I feel inclined towards opposite sex

37. I solve my problem myself

38. I fully cooperate in the important functions of my community
39. I am perplexed with my contradictory thoughts  
   ( ) ( ) ( ) ( )

40. I take decisions on the basis of facts even through they are contrary to my wish  
   ( ) ( ) ( ) ( )

41. I am not able to continue any task for long  
   ( ) ( ) ( ) ( )

42. I feel myself secured amidst my friends/group  
   ( ) ( ) ( ) ( )

43. I do not become hopeless even when I fail  
   ( ) ( ) ( ) ( )

44. I consider myself useful for society  
   ( ) ( ) ( ) ( )

45. I aspire for something without having in view of my short  
   ( ) ( ) ( ) ( )

46. I do not get influenced even by reasonable arguments  
   ( ) ( ) ( ) ( )

47. I am not able to take such decision as I want to take  
   ( ) ( ) ( ) ( )

48. I am afraid of imaginary calamities  
   ( ) ( ) ( ) ( )

49. I feel that this world is a place good enough for passing life  
   ( ) ( ) ( ) ( )

50. I feel full of enthusiasm to think that I will certainly achieve my objectives  
   ( ) ( ) ( ) ( )

51. I do not get disappointed with the common worries of daily life  
   ( ) ( ) ( ) ( )

52. My mood change movemently  
   ( ) ( ) ( ) ( )
53. I my self decide what and how I should do

54. I feel that my intimacy with my group community is increasing gradually

55. I feel pleasure in taking responsibilities
Section - C
HARDINESS SCALE

The items below consist of attitudes with which you may or may not agree. As you will see, many of the items are worded very strongly. This is so you can decide the Degree to which you agree-or disagree. Please indicate your reaction to each item according to the following scheme:

0 = Not at all true:
1 = A little true.
2 = Quite true.
3 = Completely true.

Please read the items carefully. Be sure to answer all on the basis of the way you feel now. Don't spend too much time on any one item.

(All items negatively keyed--for hardiness)

1. I wonder why I work at all. (commitment)
2. Most of life is wasted in meaningless activity. (com.)
3. If you have to work, you might as well choose a career where you deal with matters of life and death. (com.)
4. I find it difficult to imagine enthusiasm concerning work. (com)
5. I find it hard to believe people who actually feel that the work they perform is of value to society. (com.)
6. The human's fabled ability to think is not really such an advantage. (com.)
7. The attempt to know yourself is a waste of effort. (com.)
8. I am really interested in the possibility of expanding my consciousness through drug. (com.)
9. Life is empty and has no meaning in it for me. (com.)
10. I long for a simple life in which body needs are the most important things and decisions don't have to be made. (com.)
11. The most exciting thing for me is my own fantasies. (com.)

12. One who does one's best should expect to receive complete economic support from one's society. (challenge)

13. There are no conditions, which justify endangering the health, food, and shelter of one's family or of one's self. (challenge)

14. Pensions large enough to provide for dignified living are the right of all when age or illness prevent one from working. (challenge)

15. Politicians control our lives. (control)

16. Most of my activities are determined by what society demands. (control)

17. The bosses manipulate those who work for a living. (control)

18. No matter how hard you work, you never really seem to reach your goals. (control)

19. No matter how hard I try, my efforts will accomplish nothing. (commitment)

20. I tend to start in on a new task without spending much time thinking about the best way to proceed. (challenge)

21. My work is careful planned and organized before it is begun. (challenge)

22. I like to be with people who are unpredictable. (challenge)

23. It upsets to go into a situation without knowing I can expect from it. (control)

24. Before I ask a question, I figure out exactly what I need to find out. (challenge)

25. I very seldom make detailed plans. (challenge)
26(a). In the long run, people get the respect they deserve in this world. (cont.)

26(b). Unfortunately, an individual work after passes unrecognized no matter how hard he tries.

27(a). The idea that most teachers are unfair to students is nonsense. (cont.)

27(b). Most student don't realize the extent to which their grades are influenced by accidental happenings.

28(a). Without the right breaks one can not be an effective leader. (cont.)

28(b). Capable people who fail to become leader have not taken advantage of their opportunities.

29(a). Becoming a success in a matter of hard work; luck has little or nothing to do with it (cont.)

29(b). Getting a good job depends mainly on being in the right place at the right time.

30(a). In my case getting what I want has little or nothing to do with luck.

30(b). Many times we might just as well decide what to do by flipping a coin. (cont.)

31(a). Who gets to be the boss often depends on who was lucky enough to be in the right place first. (cont.)

31(b). Getting people to do the right thing depends upon ability; luck has little to do with it. (cont.)

32(a). Most people don't realize the extent to which their lives are controlled by accidental happenings.

32(b). There is really no such thing as "luck". (cont.)

33(a). With enough effort we can wipe out political corruption. ( )
33(b). It is difficult for people to have control over things politicians do in office. (cont.)

34(a). Many times I feel that I have little influence over the things that happen to me.

34(b). It is impossible for me to believe that chance or luck plays an important role in my life. (cont.)

35(a). What happens to me is my own doing.

35(b). Sometimes I feel that I don't have enough control over the direction my life is taking. (cont.)

36(a). Most of the time I can't understand why politicians behave the way they do.

36(b). Ultimately the people are responsible for bad government on a national as well as on a local basis. (cont.)
Section - D
I-E INVENTORY

INSTRUCTIONS
Please answer each question by putting 'Y' for Yes and 'N' for No before each question. Work quickly and do not think too long about the exact meaning of the question. Please do not leave any question.

1. Do you have many different hobbies?
2. Have you every taken the praise for something your know someone else had really done?
3. Are you rather lively?
4. Can you usually let your-self go and enjoy your-self at lively party?
5. Do you enjoy meeting new people?
6. Do you tend to keep in the background on social occasions?
7. Do you like going out a lot?
8. Do you prefer reading to meeting people?
9. Do you have many friends?
10. Would you call yourself happy-go-lucky?
11. Do you usually take the initiative in making new friends?
12. Are you mostly quite when you are with other people?
13. Can you easily get some life into a rather dull party?
14. Have you ever said anything bad or hasty about anyone?
15. As a child have you ever cheeky to your parents?
16. Do you always wash before a meal?
17. Do you like doing things in which you have to act quickly?
18. Do you often take no more activities that you have time for?
19. Can you get a party again?
20. Do you like plenty of bustle and excitement?
21. Do other people think at you as being very lovely?
Section - E

JOB INVOLVEMENT SCALE

You are requested to read carefully each statement and rate them from 1 to 5, as you did earlier, in other words:

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

1. I will stay overtime to finish a job even if I am not paid for it. (   )

2. You can measure a person pretty well by how good a job he/she does. (   )

3. The major satisfaction in my life comes from my job. (   )

4. For me, time at work really fly by. (   )

5. I usually show up for work a little early to get things ready. (   )

6. The most important things that happen to me involve my work. (   )

7. Some times I lie awake at night thinking ahead to the next day's work. (   )

8. I am really perfectionist about my work. (   )

9. I feel depressed when I fail at something connected with my job. (   )

10. I have other activities more important than my work. (   )

11. I live, eat and breathe my job. (   )
12. I would probably keep working even if I did not need the money. 
13. Quite often I feel like staying home from work instead of coming in. 
14. To me, my work is only a small part of who I am. 
15. I am very much involved personally in my work. 
16. I avoid taking on extra duties and responsibilities in my work. 
17. I used to be more ambitious about my work than I am now. 
18. Most things in life are more important than work. 
19. I used to care more about my work, but now other things are more important to me. 
20. Sometimes I would like to kick myself for the mistake I make in my work.

Please, recheck that you have answered all the question.