Appendix-I

Organizational Commitment Scale

Instructions:

Listed below are the 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 are to be measured on a 7 point scale with scale point labelled 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”

1- I feel proud of being attached to my organizations. (a) ( )
2- I feel that I would be at lose when I would be leaving this organization.(b) ( )
3- 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.(c) ( )
4- I do not leave the office/work place unless I complete my task/work.(a) ( )
5- I can never think of leaving this organization/company even if my promotion is delayed.(b) ( )
6- My organization/company has provided me opportunity to live with dignity on this earth, so can never think to switch over to other company/organization. (c) ( )
7- I believe one should not overstay in the organization/company at the cost of family affairs. (a) ( )
8- My organization/company is sufficiently fulfilling my needs which other organization/company cannot do.(b) ( )
9- I feel sorry and dissatisfied when I fail to utilize my utmost efforts for meeting the goals of the organization/company. (c) ( )
10- Personal benefits are more important then to help promote organizational development. (a) 

11- I love to work for my organization/company. (c) 

12- What status I am enjoying here. I could not have found it in any other organization/company. (b) 

13- I live, eat, and breathe my job in this organization/company. (a) 

14- I do not delay my work because I cannot take any risk of being kicked out from this organization/company. (b) 

15- Real pleasure comes to me when I accomplish the task. (c) 

Please recheck that you have answered the entire questions.
Appendix-II

OCCUPATIONAL STRESS INDEX

INSTRUCTIONS:

You are requested to read carefully each statement and rate on a five point scale ranging on a continuum of absolutely true to Absolutely False in the manner given below:

- Give 5 point if you absolutely true.
- Give 4 point if you almost true.
- Give 3 point if you partially true.
- Give 2 point if u almost false.
- Give 1 point if u absolutely false.

1- I have to do a lot of work in this job.  
2- The available information relating to my job-role and its outcomes are vague and insufficient.  
3- My different officers often give contradictory instructions regarding my work.  
4- Some time it became complicated problem for me to make adjustment between political/group pressures and formal rules and instructions.  
5- The responsibility for the efficiency and productivity of many employees is thrust upon me.  
6- Most of my suggestions are headed and implemented here.  
7- My decisions and instructions concerning distribution of assignments among employees are probably followed.  
8- I have to work with persons of my liking.  
9- My assignments are of my liking.  
10- Higher authorities do care for my self respect.  
11- I get less salary in comparison to the quantum of my labour/work.  
12- I do my work under tense circumstances.  
13- Owing to excessive work load i have to manage with insufficient no. Of employees and resources.  
14- The objectives of my work role are quite clear and adequately planned.
15- Official do not interfere with my jurisdiction and working methods.

16- I have to do some work unwillingly owing to certain group/political pressure.

17- I am responsible for the future of no. Of employees.

18- My co-operation is frequently sought in solving the administrative or industrial problems at higher level.

19- My suggestion regarding the training programmes of the employees are given due significance.

20- Some of my colleagues and subordinates try to defame and malign me as unsuccessful.

21- I get ample opportunity to utilise my abilities and experience independently.

22- This job has enhanced my social status.

23- I am seldom rewarded for my hard labour and efficient performance.

24- Some of my assignments are quite risky and complicated.

25- I have to dispose off my work hurriedly owing to excessive workload.

26- I am unable to perform my duties smoothly owing to uncertainty and ambiguity of the scope of my jurisdiction and authorities.

27- I ma not provided with clear instructions and sufficient facilities regarding the new assignment trusted to me.

28- In order to maintain group conformity sometimes I have to do/produce more than the usual.

29- I bear the great the responsibilities for the progress and prosperity of this organization.

30- My opinions are sought in framing important policies of the organization/department.

31- Our interest and opinion are duly considered in making appointments for important posts.

32- My colleagues do co-operate with me voluntarily in solving administrative and industrial problems.

33- I get ample opportunity to develop my attitude and proficiency properly.

34- My higher authorities do not give due significance to my position and work.

35- I often feel that this job has made my life cumbersome.

36- Being too busy with official work I am unable to devote sufficient time to my domestic and family problems.
37-It is unclear what type of work and behaviour my higher authorities and colleagues expect from me.

38-Employees attach due importance to the official instructions and formal working procedures.

39-I am compelled to violate the formal and administrative procedures and policies owing to group/political pressures.

40-My opinion is sought in changing or modifying the working system.
   instruments and conditions here.

41-There exist mutual cooperation and team spirit among the employees of this organization/department.

42-My suggestions and co-operation are not sought in solving even those problem for which i am quite competent.

43-Working conditions are satisfactory here from the point of view of our welfare and convenience.

44-I have to do such work as ought to be done by others.

45-It becomes difficult to implement all of a sudden the new dealing procedure and policies in place of those already in practice.

46-I am unable to carry out my assignments to my satisfaction on account of excessive load of work and lack of time.
Appendix-III

Biographical Information Schedule

Please furnish the following information:

1- Age ..........................................................
2- Sex ..........................................................
3- Religion ......................................................
4- State/City ....................................................
5- Qualification ............................................... 
6- Rural/Urban ................................................
7- Marital Status ..............................................
8- Present Position .......................................... 
9- No. of dependent .......................................... 
10- Total work experience ................................ 
11- Work experience .........................................
12- General health very good/good/neutral/poor/very poor