Appendices
Appendix-I

JOB INVOLVEMENT SCALE

Instructions:
Dear respondent you are requested to read each statement carefully and rate on a 4-point rating scale ranging on a continuum of ‘strongly agree’ to ‘strongly disagree’ in the manner given below:
• Give ‘4’ point if you strongly agree
• Give ‘3’ point if you agree
• Give ‘2’ point if you disagree
• Give ‘1’ point if you strongly disagree

1. I do not want to engage myself in the work after the working hours. ( )
2. I feel relaxed after the working hours. ( )
3. I feel pity when there is no work to do. ( )
4. I feel boredom when I do not have any work to do. ( )
5. I am fully committed to my job. ( )
6. To do work is the best source of recreation for me. ( )
7. When the work problem is not solved then I continue to think about that in the home also. ( )
8. Sometimes it is difficult for me to sleep when I think about the job. ( )
9. Sometimes I cut my lunch break period to complete my job. ( )
10. I prepare myself 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 also I 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 is over. ( )
45. I will not advise for doing this work to my any close relatives. ( )
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. Inspite of several problems I try to complete my work. ( )
51. I try to complete the allotted work even 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. ( )
Appendix-II

PERSONAL EFFICACY SCALE

Instructions:

Dear respondent you are most humbly requested to go through each statement of the questionnaire and give your response on a 5-point rating scale, ranging from strongly agree to strongly disagree in the manner as given below:

- Give '5' point if you feel strongly agree
- Give '4' point if you feel agree
- Give '3' point if you feel undecided
- Give '2' point if you feel disagree
- Give '1' point if you feel strongly disagree

1. I do the most risky work. ( )
2. I fix the more difficult goal in my work. ( )
3. I like to persist in any work for a long time. ( )
4. I always involve myself in the work. ( )
5. I set success in my work due to my own abilities. ( )
6. I fail due to lack of my efforts. ( )
7. Others expect that I will be successful. ( )
8. I accept that I am responsible for my failure. ( )
9. I accept that lack of self-confidence is the cause of my failure. ( )
10. I accept that lack of expectation and aspiration is the cause of my failure. ( )
11. I have the capability to perform my job properly. ( )
12. I have the ability to do my work without supervision. ( )
13. I have the ability to do the different kinds of job. ( )
14. I do not depend on others for my own work. ( )
15. I have the ability to plan my work in proper way. ( )
16. I have the ability to initiate any new work. ( )
17. I do not feel burdened in my work. ( )
18. I like to do extra work. ( )
19. Usually my work is not completed. ( )
20. I feel boredom in my work. ( )
21. Generally my speed of work is fast. ( )
22. Lack of money is the cause of my failure. ( )
23. Physical fatigue reduces my working capacity. ( )
24. Social cooperation helps me in getting success. ( )
25. When I do not get salary in matching to my ability then my work is affected. ( )
26. I succeed when I get opportunity to increase efficiency. ( )
27. Monotony and lack of freedom are responsible for my failures in the work. ( )
28. Knowledge about the instruments and rules of the company helps in getting success. ( )
Appendix-III

RELIGIOSITY SCALE

Instructions:

Dear respondent you are requested to read each statement carefully and give your response on a 5-point rating scale, ranging from strongly agree to strongly disagree in the manner as given below:

- Give ‘5’ point if you feel strongly agree
- Give ‘4’ point if you feel agree
- Give ‘3’ point if you feel undecided
- Give ‘2’ point if you feel disagree
- Give ‘1’ point if you feel strongly disagree

1. Religious feelings are required for the expansion of the religion.
   (  )

2. To become religious it is necessary to take part in religious gathering.
   (  )

3. The person always ready for progress of the society is religious.
   (  )

4. Puja, Namaz and other forms of worship are necessary for one to be religious.
   (  )

5. The person living honestly is against the religion.
   (  )

6. It is necessary to oppose the misbehaviour and corruption for the progress of the religion.
   (  )

7. Helping others is considered to be a religious act.
   (  )
8. To respect teachers and the elders is the greatest worshiping of all.
9. Self-confidence is necessary for the progress of religion.
10. Greedy person is said to be religious.
11. The person who loves every creature is religious.
12. To read religious books is essential for one to be religious.
13. To give pain to others by conscience, speech and behaviour is in accordance with religion.
14. Patience is an essential part of religion.
15. Self-controlled man is religious.
16. It is not right to say a person religious who continually indulges in sin.
17. To desire peace is in accordance with religion.
18. Religion always teaches us to be without fear.
19. One should try to correct his wrong doings to become religious.
20. It is useless to respect other religions.
21. Religion teaches us to avoid wrong doings.
22. To become religious it is necessary to be kind.
23. A person can call himself religious even if he disobeys the teachers and elders.
24. For the sake of religion it is necessary to go to the temples, mosques and gurudwaras.
25. To give alms is considered to be against the religion.
26. To serve people is the main part of religion.

27. One can be religious by obeying the priest, maulana and pundit word by word.

28. Self-defence is in accordance with religion even in hard times.

29. A person who behaves politely is considered to be against the religion.

30. To commit theft is against the religion.

31. To be religious one has to accept the differences in the caste.

32. Religion teaches us to be wise.

33. To always follow once duties is in accordance with religion.

34. Religion is to follow high principles.

35. Human welfare is considered to be a religious work.

36. With the view of religion brotherhood should be practiced.

37. Strong character is necessary to be religious.

38. Religious person should lead a simple and clean life.

39. Religion teaches us to sacrifice.

40. To be generous is considered to be in accordance with religion.

41. Avoidance of pride and show off are signs of religion.

42. To be punctual in every work is against the religion.

43. Religion always teaches us to be helpful to patients and miserable people.
44. Education of religion should be made compulsory in schools and colleges.

45. A person who always speaks truth is religious.

46. Religion teaches us to stay together with one another.

47. In order to follow once religion it is essential to have patience.

48. A patriotic person is religious.

49. A religious person should be of forgiving disposition.

50. Time should be properly utilized to practice the religion.
Appendix-IV

MULTIVARIABLE PERSONALITY INVENTORY

Instructions:

Dear respondent you are requested to read each statement carefully and put a tick mark on 'Yes' or 'No' whichever represents your feelings.

1. Most of the people can be trusted. Yes/No
2. Are you repeatedly guided to action by high hopes of possible success? Yes/No
3. Do you believe that the life is just one worry after another? Yes/No
4. Do you often feel lonely even when you are with other people? Yes/No
5. Are you often troubled with feeling of guilt? Yes/No
6. Do you enjoy doing work as much as play? Yes/No
7. Are you easily hurt when people find fault with your work? Yes/No
8. Do you find it difficult to speak in public? Yes/No
9. Do you take the responsibility of introducing someone at a meeting party or a party? Yes/No
10. Do you think other man’s point of view as important as your own one? Yes/No
11. Are you very talkative at social functions? Yes/No
12. Do you think that no immediate compensation could console you for the failure of your highest hope?  Yes/No
13. Do you work like a slave at everything you undertake until you are satisfied with the result?  Yes/No
14. When your own interests are in danger, do you entirely concentrate on your job and forget your obligation to others?  Yes/No
15. Does criticism discourage you in an argument even when you know you are right?  Yes/No
16. Do you try to take added responsibility on yourself?  Yes/No
17. After you have done something important, do you often come away feeling you could have done better?  Yes/No
18. Do you greatly dislike being told how you should do things?  Yes/No
19. Do you want someone to be with you when you receive bad news?  Yes/No
20. Do you set difficult goals for yourself, which you attempt to reach?  Yes/No
21. Are you mostly quiet when you are with other people?  Yes/No
22. Are you easily disturbed when the opinion of others differs from your own?  Yes/No
23. Are you driven to even greater efforts by a ceaseless ambition?  
Yes/No

24. Do you often find that you cannot make up your mind until the time for action has passed?  
Yes/No

25. Do you listen to your supervisor, officer how so ever un-responsible he may be?  
Yes/No

26. Do you think nobody even cares whatever happens to you?  
Yes/No

27. Do you dislike people who reject authority?  
Yes/No

28. Do you feel that there is little chance for getting promotion in one’s job unless one uses unfair pulls?  
Yes/No

29. Are people sometimes successful in taking advantage of you?  
Yes/No

30. Do you feel so restless at times that you cannot sit in a chair for a very long time?  
Yes/No

31. Do you ever complain when you are served with poor quality of food in a hotel?  
Yes/No

32. Do you feel that it is difficult to think clearly these days?  
Yes/No

33. Are you in favour of very strict enforcement of rules no matter what the consequences are?  
Yes/No

34. Are you often the last one to give up trying to complete any task?  
Yes/No
35. Do you think that nobody ever offers help to you unless there is some ulterior motive? Yes/No

36. Do you feel a mad and innocent person is being accused for no fault of his? Yes/No

37. Can you stick to a tiresome task for a long time without someone encouraging you? Yes/No

38. Do you think that no one can demand from you as much as you demand from yourself? Yes/No

39. Are you guided in most of your decisions by high ambition? Yes/No

40. Do you take a subordinate/work-associate to task if he fails to complete the work on time? Yes/No

41. Do you think that the country is heading for a disaster? Yes/No

42. When someone on the road pushes you unintentionally, do you try to understand the situation and not take him a task? Yes/No

43. Do you suddenly feel diffident when you want to take to your superior officer? Yes/No

44. Do you prefer to shoulder responsibilities alone? Yes/No

45. Do you feel that some big distant goal deserves your effort more than any daily duty? Yes/No

46. Do you dislike having to adapt yourself to unusual situations? Yes/No
47. Do you find it hard to take a ‘NO’ for an answer? Yes/No
48. Do you have difficulty in starting a conversation with a superior officer? Yes/No
49. Do you often need understanding friends to cheer you up? Yes/No
50. Are you free in expressing cordiality and good will to others? Yes/No
Appendix-V

BIOGRAPHICAL INFORMATION BLANK

Age ....................................................
Gender ..................................................
Urban/Rural .............................................
Educational Qualification ..............................
Job Experience ...........................................
Religion ...................................................
Marital Status .............................................
Number of Dependents .................................