Method
PARTICIPANTS/SAMPLE:

Sample is a small portion of the specific population or universe as a representative of that particular population.

The participants comprise of 300 students of B.A. final year of social science group from the Aligarh Muslim University, Aligarh. The participants include 150 male and 150 female students. The age range of the participants varies from 18-23 years. The participants were drawn by means of non probability convenient sampling procedure.

INSTRUMENTS/TOOLS USED:

1. PGI Well-Being Scale: For measuring the psychological well-being of the students the PGI Well-Being Scale has been used. It was developed by S.K. Verma, A.C. Moudgil, Kuldip Kaur, Madan Pal, B.L. Dubey, D. Gupta, Department of Psychiatry, PGI, Chandigarh. It is a 20 item scale available in both languages English and Hindi. The scoring was done simply by giving 1 and 0 respectively according to the options marked by the respondents. The time limit of this scale is hardly five minutes.

   The inter-rated reliability of PGI Well-Being Scale is 0.86, inter-score reliability is 0.10, test-retest reliability is 0.86 and internal consistency (E1/3 value) of items is satisfactory. Correlation with other tests and correlation with the original scale is significant, in terms of validity. Norms are available.

2. Life Stress Scale for University Students: For measuring the level of stress of the undergraduate students this scale has been used in the present study.
Manjo Agrawal and R.K. Naidu, Department of Psychology, University of Allahabad, Allahabad are the authors of this scale and it has been published by Rupa Psychological Association, Bhelpura, Varanasi. The scale has been developed for students of university level. However, after suitable necessary changes the scale can be used also with tenth and twelfth grade students. It can be administered in Hindi or English.

The objective of the stress scale is to find out the amount and kind of life stresses encountered by University students. The scale consists of 58 items, describing undesirable experiences and events likely to occur in the lives of university students. The items of the scale and has been divided into nine major categories: Financial, Family, Social, Education, Ego threat, Bereavement, Separation, Personal Setback and Health of others. The respondent has to check those events of the scale which she/he had encountered in the previous one year. The subject has to also rate each checked item on a 7-point rating scale for the amount of distress. The scale ranges from 1 (not at all distressing) to 7, (unbearably distressing). Although there is no time limit but the scale usually takes 15-20 minutes to complete.

The test-retest reliability of the scale at an interval of six weeks was 0.88.

The scale has construct validity. Various measures of stress correlated significantly with the predictor variable strains. These correlations are much higher than those found in previous Western or Indian studies. Life stresses in previous Western studies have been reported to account for less than 10 percent
of variance in strains (Rabkin and Struening, 1976, Andrews, Tennant, Hewson and Vaillant, 1978) while stress measured by this scale accounts for 18 percent to 24% variance in strains. Construct validity was also indicated by very high correlations among various measures of stress ($r=0.93–0.94$); these correlations were very much higher than the correlations of stress measures with the predictor variable strains ($r=0.39–0.50$).

Percentile norms are available on 657 University students separately for both the sexes.

3. **Organisational Climate Questionnaire:** This scale has been used in this study to measure the organizational climate. This scale has been developed by Shailendra Singh. It is available in Shri Ram Centre for Industrial Relations and Human Resources, 4E/16, Jhandewalan Extension, New Delhi-110055.

   It can be administered English only and it can be used to measure organizational climate. This is a 31 items questionnaire in which each statement is rated on a 5 point scale. In all, 9 dimensions of organization climate are sought to be measured. These items include Professional Help, Formalisation, Professional Management, Organizational Risk Taking, Standardization, People Organization, Centralization, Formalized Communication, Welfare Concern. The respondent has to rate each item on a 5 point scale ranging from 1, true to almost no extent to 5, true to very great extent. The time limit for this scale is 10 minutes. The items which were not suitable for the participants were left. The standardized alpha reliability is established. And the content validity is also established.
Apart from the above questionnaires demographic information blank was also provided to the respondents in order to record some informations about the subject like name, age, sex, class, area of specialization and the monthly income of parents.

Besides all these tools the researcher noted down the percentage of the respondents to measure academic performance.