Appendices
To Whom It May Concern:

AUTHORITY LETTER

Ms. Nasreen Ansari, a research scholar of prestigious Aligarh Muslim University, is hereby authorized to collect data related to her research work from our following textile units:

1) M. M. Textiles
2) Vikas Textiles
3) Shyam Handlooms
4) Prem Hathkarga
5) Sangam Textiles
6) Kareem Textiles
7) Shalimar Textiles
8) Super Handlooms
9) Eashman Textiles

We wish her all success in her future career.

for Standard Handloom Store

(M. Matin)
Partner
Dear Respondent,

You are presented with a series of three questionnaires. You are requested to answer each and every statement. The success of study would entirely depend on your honest responses.

You are requested not to reveal your identity and your responses would be treated as confidentially.

We are confident that you would cooperate whole heartedly and help me in achieving my objective.

Thank You

Nasreen Ansari
Research Scholar
Department of Psychology
A.M.U., Aligarh

प्रिय बल्धु,

आपको तीन प्रश्नोत्तरियाँ प्रदान की गई हैं। आपसे अनुरोध है कि प्रत्येक प्रश्न को उत्तर दें। इस शोध की सफलता आपकी सच्ची प्रतिक्रियाओं पर निर्भर करती है।

आपसे अनुरोध है कि आप अपनी पहचान न बताएं एवं आपकी प्रतिक्रियाएँ गोपनीय रखी जायेंगी।

हमें आशा है कि आप सहयोग करेंगे एवं मेरे ध्येय को प्राप्त करने में सहायता प्रदान करेंगे।

धन्यवाद।

नसरीन अल्मारी
शोधकश्री
मनोविज्ञान विभाग
अ.म.वि., अलीगढ़।
APPENDIX-I
ORGANIZATIONAL HEALTH SCALE

INSTRUCTIONS:

Below are given some statements relating to the administration of an organization. Against each statement there are five alternative answers given. You are requested to read each statement carefully and select just one alternative which candidly express your response in the context of your organization by making a tick (√) under the appropriate column against each statement. Do not omit any item and kindly answer all the items.
<table>
<thead>
<tr>
<th>Statement</th>
<th>Completely Agree</th>
<th>Agree to a great Extent</th>
<th>Agree to some Extent</th>
<th>Agree to Little Extent</th>
<th>Completely Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. This organization and the employees working with it have a common goal.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>इस संगठन एवं इसमें कार्य करने वाले कर्मचारियों का लक्ष्य एक है।</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Different individuals working with this organization have their activities directed towards achieving the goals of the organization.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>विभिन्न व्यक्ति जो इस संगठन में कार्यरत हैं अपनी गतिविधियों को संगठन के लक्ष्य की प्राप्ति हेतु निर्देशित करते हैं।</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. The Policies and goals of this organization are based on well thought out plan of action so that the personal social and cultural needs of each member are adequately made.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>इस संगठन की नीतियों एवं लक्ष्य विशेषत: रूपरेखा पर आधारित है जिससे कि प्रत्येक सदस्य की सामाजिक एवं सांस्कृतिक आवश्यकताओं को पूर्ण रूप से पूर्ण किया जा सके।</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
4. The goals of this organization are within the reach of the members.

इस संगठन के लक्ष्य इसके सदस्यों की पहुँच के भीतर है।

5. This organization has made a fine arrangement for imparting necessary information to every employee.

इस संगठन ने कर्मचारियों को जानकारी प्रदान करने हेतु सुदृढ़ व्यवस्था बन रखी है।

6. There is no unnecessary waste of time because of a faultless communication arrangement.

यहाँ पर दोषी न संचारण के कारणवश अनावश्यक रूप से समय की हानि नहीं होती है।

7. There is such an arrangement in this organization for the member that he can see without any hesitation his senior officer supervisor or colleague.

इस संगठन में सदस्यों हेतु ऐसी व्यवस्था है कि वे बेहिस्सक अपने वरिष्ठ अधिकारी, निरीक्षक अथवा सहकर्मी से मिल सकते हैं।

8. There is built in mechanism to carry on normal routine work.
<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>9.</strong></td>
<td>All the members working with this organization enjoy the feeling of equality and therefore the conflicts are minimum. Every member of this organization is well aware of his position, powers and responsibilities. There is no power centralization in this organization but powers and responsibilities are assigned to the deserving persons. Routine decisions in the organization are taken by the head of the organization (manager) and the employees together and the policy decisions are taken at the top level.</td>
</tr>
<tr>
<td><strong>10.</strong></td>
<td>Every member of this organization is well aware of his position, powers and responsibilities. This organization has a decentralized structure where power and responsibility are distributed among the members. The decisions in the organization are taken together by the head of the organization and the employees, and the policy decisions are taken at the top level.</td>
</tr>
<tr>
<td><strong>11.</strong></td>
<td></td>
</tr>
<tr>
<td><strong>12.</strong></td>
<td></td>
</tr>
</tbody>
</table>
13. The employees of this organization do not feel fatigued or boredom due to a sound co-ordination system. 

14. Every member working with this organization is well aware of his duties and responsibilities towards the organization. 

15. There does not exist any inconsistency between the expectations of the employees and the capacity of the organization to fulfill them.
16. There are ample opportunities for the employees to be kind of persons they want to be.

कर्मचारियों के पास स्वयं को सिद्ध करने के प्रचुर अवसर हैं।

17. Every member of this organization is aware of his position.

इस संगठन का प्रत्येक सदस्य अपनी स्थिति से अवगत है।

18. Every member tries to continue with this organization.

प्रत्येक सदस्य संगठन में बने रहने का प्रयास करता है।

19. No member would ordinarily try to leave the organization.

सामान्यतः कोई भी सदस्य संगठन को छोड़ेगा।

20. The employees of this organization offer the credit of their personally accomplished achievements to the organization.

इस संगठन के कर्मचारी स्वयं की व्यक्तिगत रूप से अर्जित की गई उपलब्धियों का श्रेय संगठन को देते हैं।

21. The employees of this organization are aware of how many of the goals before the organizations are accomplished.
22. The employees working with this organization never feel inconsistency between what they are and what they should be.

23. There is a strong “We” feeling among the employees of this organization.

24. Every employee of this organization is conscious of his right as well as duties.

25. All the employees of this organization are constantly active for the progress of the organization.
26. The employees of this organization are provided the encouragement for the creative work.

27. Every employee of this organization works punctually.

28. Every employee of this organization tries to make his work useful.

29. Before accepting the outside informations they are evaluated in terms of their usefulness and quality in the organization.
30. Environmental stimulation is responded to in such a manner that balances between outside demands and the demands of the organization are properly maintained.

31. Member of this organization are capable of objectively assessing the situation under which they are working.

32. The employees of this organization feel free to express their opinions regarding the matters concerning the organization.

33. The members are well aware of the total surrounding and hence they can make an effective use of it.
<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>34.</strong> When employees find any inconsistency between outside expectation and expectations within the organization they bring a necessary change in their work situation.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>35.</strong> The organizational system operates in such a manner that its stability is maintained.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>36.</strong> The organizational system has built in mechanism to absorb shocking episodes while adapting to the environment.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>The employees of this organization solve the problems without being emotional.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---------------------------------------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>37.</td>
<td>इस संगठन के कर्मचारी समस्याओं को बिना भावुक हुए सुलझाते हैं।</td>
<td></td>
<td></td>
</tr>
<tr>
<td>38.</td>
<td>Problems in this organization are solved in such a way that the same problem does not occur in near future.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>इस संगठन में समस्याएँ ऐसे सुलझाई जाती हैं जिससे वे भविष्य में न उभरें।</td>
<td></td>
<td></td>
</tr>
<tr>
<td>39.</td>
<td>There is a smooth adaptation of the organization to the changing environment because of the effort made by its members.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>सदस्यों के प्रयासों के कारण संगठन में वातावरण में होने वाले परिवर्तनों को मधुरता से अपना लिया है।</td>
<td></td>
<td></td>
</tr>
<tr>
<td>40.</td>
<td>In this organization the solution to the problems is brought honestly, systematically and without indifference to them.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>इस संगठन में समस्याओं का समाधान सच्चाई, योजनाबद्धता एवं बिना किसी भेदभाव के लाते हैं।</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
INSTRUCTIONS:

Below given certain items for measuring work values. You are required to rate each on a scale from 1-very important, 2-important, 3-not important; to 4-not at all important in response to the questions, how important is each of the following to you in choosing on occupations?

1. Good salary and work conditions.
2. Job Security [Permanent Job, Pension].
3. Interesting and varied work.
4. Work with people.
5. Prestigious, highly valued work.
6. Work in which you are your own boss.
   लोगों एवं समाज के लिये योगदान।

8. Authority to make discussion over people. [1] [2] [3] [4]
   लोगों के ऊपर विचार विमर्श करने का अधिकार।

   सहयोगियों के साथ सामाजिक संबंध।

    व्यवसाय में विकास हेतु सुविधा।

Social Item No. 4,7,9

Extrinsic Item No. 1,2

Prestige Item No. 5,8

Intrinsic Item No. 3,6

Mixed Item No. 10

भिक्षित अंग कमांक
APPENDIX-III
JOB MOTIVATION SCALE

The following statements pertain to your work situation. Please read carefully and indicate the extent to which you find them satisfying. Each statement evaluated as suggested below:
Against each statement a bracket has been provided.
(in one line)

➢ If you are **VERY MUCH SATISFIED** then put (5) in the bracket.
➢ If you are **SATISFIED** then put (4) in the bracket.
➢ If you are **SLIGHTLY SATISFIED** then put (3) in the bracket.
➢ If you are **DISSATISFIED** then put (2) in the bracket.
➢ If you are **VERY MUCH DISSATISFIED** then put (1) in the bracket.

In this manner each statement is to be evaluated from 1 to 5.
<table>
<thead>
<tr>
<th>S.No.</th>
<th>Item</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>To complete a job successfully</td>
<td>(       )</td>
</tr>
<tr>
<td>2.</td>
<td>To like the actual tasks involved in getting the job done.</td>
<td>(       )</td>
</tr>
<tr>
<td>3.</td>
<td>To be singled out for praise</td>
<td>(       )</td>
</tr>
<tr>
<td>4.</td>
<td>To gain responsibility for own or others work in a job</td>
<td>(       )</td>
</tr>
<tr>
<td>5.</td>
<td>To change status through promotion</td>
<td>(       )</td>
</tr>
<tr>
<td>6.</td>
<td>To be happy with one earnings</td>
<td>(       )</td>
</tr>
<tr>
<td>7.</td>
<td>Change in a job which could lead to further growth</td>
<td>(       )</td>
</tr>
<tr>
<td>8.</td>
<td>To experience satisfying social interactions</td>
<td>(       )</td>
</tr>
<tr>
<td>9.</td>
<td>To obtain social status through job</td>
<td>(       )</td>
</tr>
<tr>
<td>10.</td>
<td>To have greater autonomy for work schedule</td>
<td>(       )</td>
</tr>
<tr>
<td>11.</td>
<td>To experience satisfying social interactions with one’s boss</td>
<td>(       )</td>
</tr>
<tr>
<td>12.</td>
<td>To experience satisfying social interactions with one’s co-workers</td>
<td>(       )</td>
</tr>
</tbody>
</table>
13. To have competent supervisors
   सक्षम निरीक्षक होना

14. To be in an organization (institution) with good policies and administrative procedures
   संगठन (संस्था) में होना जिसकी सुनिश्चितियाँ एवं अच्छे प्रशासनिक तौर पर तरीके हों।

15. To be given more responsibility in the job
   कार्य में अधिक उत्तरदायित्व सौंपे जाना

16. To have good physical surroundings on the job
   कार्य स्थल पर अच्छा वातावरण होना

17. To have one’s personal life affected for good, by occurrence on the job
   नौकरी के द्वारा निजी जीवन में अच्छाई हेतु हस्तक्षेप

18. To have objective as indications of security (such as job tenure and company stability)
   उद्देश्यों का सुरक्षा सूचक होना (उदाहरण के लिए: नौकरी की लंबाई एवं संगठन का स्वाभाविक)

19. To have housing facilities
   घर की सुविधा होना

20. To have more opportunities for promotion of efficient employees
   कुशल कर्मचारियों हेतु पदोन्नति के अधिक अवसर

21. To get transportation facilities
   परिवहन सुविधाएँ प्राप्त होना
22. To have health suitable for the job
नौकरी हेतु यथायोग्य स्वास्थ्य होना

23. To like leave policies
अवकाश नीतियों को पसंद करना

24. To have opportunities for recreations
मनोरंजन हेतु अवसर प्राप्त होना

25. Experiencing no feelings of castism on the job
नौकरी में जातिवाद की किसी भी तरह की भावना का अनुभव न होना

26. To get medical facilities
चिकित्सालय सुविधाएं प्राप्त होना

27. To have mobility with regard to work
कार्य के लिये गतिशीलता होना

28. To participate in decision making process
निर्णय करने में भागीदारी होना