APPENDICES
APENDIX - I

Given ahead are some statements and questions about certain characteristics related to your work and working conditions. Please assign weightage to these in terms of how much of these are present in your employment. On the right side of each item you would find a scale which would describe your views and feelings in terms of numerical values. The scale is from 1 to 7. ALL YOU HAVE TO DO IS TO RATE ON SEVEN POINT SCALE ON A CONTINUUM FROM MINIMUM 1 TO MAXIMUM 7. THE NUMBER 4 STANDS FOR AVERAGE.

Example:

(A) Poor performance decreases 1 2 3 4 (5) 6 7 chances of reecognition.
(B) To what extent does company 1 2 (3) 4 5 6 7 environment suit you.

If you feel that in case of (A) you agree to the extent of 5, encircle it as shown in the scale. Again, if you feel that in case of (B) it suits you only to extent of 3, encircle it.

1. "My work dives me a feeling of achievement 1 2 3 4 5 6 7

2. "In decisions regarding selection of people for jobs, my views are also heard". 1 2 3 4 5 6 7
3. How satisfactory are your family relations?

4. To what extent are the working conditions such as plant maintenance, sufficient?

5. "Sudden leave or break in work makes me feel relieved and happy".

6. "I am satisfied with the fairness of promotion procedure in my company".

7. To what extent are you satisfied with the working of the union in your company?

8. How much does your supervisor encourage people to give their best effort?

9. How much do persons in your work group to work as a team?

10. "I have opportunities to use my special skills and abilities in my job".

11. In case of emergencies and difficulties how much influence do you exercise in getting a way out?

12. "I think of myself as part of the company team".

13. How much are you satisfied with respect to you and your family's foodings?

14. To what extent are work activities sensibly organised in this company?

15. To what extent do the "savings plan" facilities present in your employment satisfy you?
16. "The management does not fail to appreciate the importance of my work".

17. "The management takes due care of my dignity as an individual".

18. "My supervisor gets along well with people".

19. To what extent do you think your supervisor has confidence and trust in you?

20. To what extent does the company have a real interest in the welfare and happiness of those who work here?

21. "My company offers me education and training to keep me in touch with my field and beyond".

22. "I give of my best efforts as part of contributions to the company products".

23. To what extent do things about working here (people policies, or conditions) encourage you to work hard?

24. How much are you satisfied with the "retirement plans" of your company?

25. "The management appreciates my skills, abilities, and performances".

26. "My social relations are satisfactory".

27. "My job has given me a feeling of status in society".
28. To what extent does your supervisor show you how to improve over your performances? 1 2 3 4 5 6 7

29. "My fellow workers are very cooperative". 1 2 3 4 5 6 7

30. "My company gives me an opportunity to feel part of the management". 1 2 3 4 5 6 7

31. In general, how much sayy or influence do you have on how to perform your job? 1 2 3 4 5 6 7

32. How much influence do you hold in settling differences and quarrels in your company? 1 2 3 4 5 6 7

33. How much are you satisfied with clothes, dresses and other such wears? 1 2 3 4 5 6 7

34. How far are you satisfied with your land and property position. 1 2 3 4 5 6 7

35. Does your company's "overtime" payments satisfy you? 1 2 3 4 5 6 7

36. "I devote myself to the job". 1 2 3 4 5 6 7

37. "My company offers enough opportunities to change job within the company". 1 2 3 4 5 6 7

38. To what extent does the management recognizes and pays attentions to your unions actions? 1 2 3 4 5 6 7

39. "My job has enough prestige within the company". 1 2 3 4 5 6 7

40. To what extent does your supervisor provide the help you need so that you can schedule work ahead of time? 1 2 3 4 5 6 7
41. To what extent do persons in your work group show you how to do a better job?  
1 2 3 4 5 6 7

42. To what extent does the company make an effort to help employees get and maintain good income?  
1 2 3 4 5 6 7

43. In general, how much say or influence do you have on what goes on in your work group?  
1 2 3 4 5 6 7

44. To what extent do you have a say in termination of jobs of people in your work place?  
1 2 3 4 5 6 7

45. How much are you satisfied with your place or residence/housing facilities?  
1 2 3 4 5 6 7

46. To what extent are you satisfied with educational facilities available for your family?  
1 2 3 4 5 6 7

47. To what extent are you told what you need to know to do your job in the best possible way?  
1 2 3 4 5 6 7

48. To what extent do you feel a real responsibility to achieve the success of the company?  
1 2 3 4 5 6 7

49. To what extent do you have control in deciding to change the method of your work?  
1 2 3 4 5 6 7

50. "I make use of the company sponsored training for my job."  
1 2 3 4 5 6 7

51. When you talk with persons in your work group, to what extent do they pay attention to what you are saying?  
1 2 3 4 5 6 7
52. "My supervisor always makes his expectations clear". 1 2 3 4 5 6 7
53. "My colleagues treat me with due respect". 1 2 3 4 5 6 7
54. "My contacts with fellow workers outside work is good". 1 2 3 4 5 6 7
55. "The management is fair enough in giving rewards of merit to individuals". 1 2 3 4 5 6 7
56. "There is very little in my job to keep me interested". 1 2 3 4 5 6 7
57. "Thinking of going to the job makes me feel sick". 1 2 3 4 5 6 7
58. "I am sufficiently paid for the work I do". 1 2 3 4 5 6 7
59. To what extent is the "sick leave policy" or "medical leave" facilities sufficient in your employment? 1 2 3 4 5 6 7
60. "I feel incompetent for the job I am doing". 1 2 3 4 5 6 7
61. "My company takes care of my future career plans". 1 2 3 4 5 6 7
62. "My supervisor is good at planning and scheduling of work". 1 2 3 4 5 6 7
63. To what extent does your supervisor offer new ideas for solving job related problems? 1 2 3 4 5 6 7
64. To what extent do persons in your work group provide the help you need so that you can plan, organise and schedule work ahead of time? 1 2 3 4 5 6 7
65. "My supervisor accepts my ideas and suggestions". 1 2 3 4 5 6 7

66. To what extent do you influence decisions regarding promotions? 1 2 3 4 5 6 7

67. How satisfactory is your financial condition? (Money) 1 2 3 4 5 6 7

68. To what extent does this organisation have a real interest in the welfare and happiness of those who work here? 1 2 3 4 5 6 /

69. How adequate for your needs is the amount of information you get about what is going on in other departments and shifts? 1 2 3 4 5 6 /

70. To what extent do you influence decisions regarding pay, bonus etc.? 1 2 3 4 5 6 7

71. "Doing my job well, I get a feeling or satisfaction". 1 2 3 4 5 6 7

72. How friendly and easy to approach are persons in your work group? 1 2 3 4 5 6 /

73. "My supervisor has enough knowledge about the work and job". 1 2 3 4 5 6 /

74. "I get recognition for the good work I do here". 1 2 3 4 5 6 7

75. To what extent does the company's medical aid facilities satisfy you? 1 2 3 4 5 6 /

76. To what extent do you enjoy performing the actual day to day activities that make up your job? 1 2 3 4 5 6 /
77. "Promotion from within the company is adequately handled by the management".  

78. To what extent does your supervisor encourage persons who work for him to work as a team?  

79. To what extent do persons in your work group offer each other new ideas for solving job related problems.  

80. "I have a say in deciding how to schedule my work".  

81. How much this organisation tries to improve working conditions?  

82. To what extent does this organisation have clear-cut reasonable goals and objectives?  

83. To what extent do persons in your work group exchange opinions and ideas?  

84. To what extent does your supervisor encourage people who work for him to exchange opinions and ideas?  

85. How much do persons in your work group emphasize a team goal?  

PLEASE RECHECK THAT YOU HAVE ANSWERED ALL ITEMS, THANK YOU VERY MUCH.
APPENDIX - II

Section - A

15 job items have been listed below and you have to evaluate each aspect on a 5-point scale. Here, you requested to indicate the extent to which each aspect 'IS PRESENT' in your job. Assign 5 to the job aspect which is present in maximum degree and 1 to the aspect which is present in minimum degree in your job. So please rate each item on a 5-point scale ranging from maximum 5 to minimum 1.

1. The opportunity for personal-growth and Development.

2. The pay for my job.

3. The prestige of my job in the Department.

4. The opportunity in my job for participating in setting of goals.

5. The feeling of worthwhile accomplishment in my job.

6. The opportunity in my job for participating in determination of method and procedures.
The same 15 job aspects have been listed below and you are again requested to evaluate each aspect on a 5-point scale. You are requested to indicated the extent to which each aspect 'SHOULD BE THERE'. Assign 5 to the
job aspects which have maximum need value, 4 to the aspects which have relatively less need value and accordingly assign 3, 2 and 1 to each item.

1. The opportunity for personal-growth and development. ( )

2. The pay for my job. ( )

3. The prestige of my job in the Department. ( )

4. The opportunity in my job for participating in setting of goals. ( )

5. The feeling of worth-while accomplishment in my job. ( )

6. The opportunity in my job for participating in determination of method and procedures. ( )

7. The feeling of self fulfilment a person gets from being in my job. ( )

8. The prestige of my job outside the Department. ( )

9. The feelings of security in my job. ( )

10. The opportunity in my job to help other people. ( )

11. The opportunity for independent thought and action in my job. ( )
12 The opportunity to develop close friendship in my job.

13 The feeling of being-in-the-know in my job.

14 The authority connected with my job.

15 The feeling of self-esteem a person gets from being in my job.

PLEASE CHECK THAT YOU HAVE ANSWERED ALL ITEMS, THANK YOU VERY MUCH.
APPENDIX - III

Please read carefully each and every statement below. Against each statement you have been provided a bracket in which you have to give your response according to the degree of your agreement/disagreement. Assign 5 to the statement to which you are highly agreed and 1 to the statement to which you have high disagreement. And accordingly you may assign 4 or 3 or 2, too.

1. I would always cherish what I am doing. ( )

2. Real pleasure, if there is anything like it comes only through my work. ( )

3. My work can get me the recognition I want. ( )

4. Most of my important needs can be satisfied through my work. ( )

5. I have tremendous attraction for my work. ( )

6. I feel I am a person who has got the most appropriate work for himself to do. ( )
I attach utmost importance to my work.

My work is the most pleasant thing for me in the world.

I feel that my life is on the right track in this work.

My work and I are the right match.

What I am is not different from my work.

I can achieve the things that I consider important in my life through my work.

PLEASE RECHECK THAT YOU HAVE ANSWERED ALL ITEMS, THANK YOU VERY MUCH.