Appendices
Dear Sir/Respondents,

It is pleasure to meet you for the purpose of data collection in pursuit of research work. This work cannot be accomplished without your co-operation. The aim of the present endeavour is to study about the various aspects of the work you are performing and to improve the quality of your work life. So it is necessary to know your views and opinions related to job. The questions/statements in the questionnaire are meant to know your PERSONAL VIEWS. To make the research endeavour successful, it is important for you to extend your whole hearted co-operation by giving frank and honest responses to each question/statement. I assure you that the information given by you would be kept strictly confidential. Once again you are requested to extend your co-operation for the accomplishment of the task. Your co-operation is solicited.

Before going through the questionnaire, please see the following general instructions:

1. Answer the questions serially, i.e. as they appear in the format.

2. If some statements or questions appear to be similar, even then you answer each of them separately.

3. It is expected that while answering, you do not consult anyone else. We want to know your opinions, views and feelings, not theirs.

4. Please be as honest as possible and do not hesitate. Feel free to give your frank responses. Confidentiality of your responses is assured.

Please, do not leave any question/statement unanswered

Dr. Shah Alam
Reader, Dept. of Psychology
AMU Aligarh
(Research Supervisor)

Omar Habib Dar
Research Scholar
Dept. of Psychology
AMU Aligarh
Appendix-II

Section A: EIS

Instructions: Following are certain items. Read each item carefully and answer according to the best preference of yours. There is no right or wrong answer. Give your choice according to the following table.

<table>
<thead>
<tr>
<th>Describe me very well</th>
<th>(5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Describe me well</td>
<td>(4)</td>
</tr>
<tr>
<td>Describe me moderately well</td>
<td>(3)</td>
</tr>
<tr>
<td>Describe me a little</td>
<td>(2)</td>
</tr>
<tr>
<td>Not at all describe me</td>
<td>(1)</td>
</tr>
</tbody>
</table>

- I am able to identify my feelings.
- I have learned a lot about myself through my feelings and emotions.
- I understand the reasons for my moods.
- I am clearly able to see how my feelings impact my performance.
- My values and goals are very clear in my mind.
- I am aware of my strengths and weaknesses.
- I frequently seek feedback on my behaviour/performance.
- I have full confidence in myself and in my decisions.
- I take initiative to meet people in social situations.
- When I contribute to group discussions I believe my contributions are as valuable as those of other.
- If I am convinced that my position is right, I prefer to maintain my position even if it means becoming unpopular.
- I am clear what I want from life.
  - I can achieve what I want through my determination.
  - I don’t easily give up even if I received setbacks.
- When I have a problem that creates undue tension, I try to relax and gain a feeling of tranquility so that I can re-evaluate things.
- When I face a problem I focus on what I can do to solve it.
- I can adjust very quickly to new challenges, problem and information.
- I am sensitive to the development in the environment and capture the opportunity there.
- I am able to anticipate changes, and I plan in advance to encash the opportunities.
- I am able to handle multiple demands and rapid changes.
- I am quite flexible in my approach to life and problems.
- I can frequently anticipate solutions to my problems.
- When a certain approach to a problem does not work, I can quickly reorient my thinking.
- I seek out fresh ideas from a wide variety of sources.
  - I constantly try to improve my performance.
  - I set challenging goals for myself and strive to achieve them.
- I work hard for a “better” future reward rather than accept a lesser reward now.
- I constantly scan the environment to seize any new opportunity.
- I prefer to proact.
- I mobilize other though unusual, enterprising effort.
- I take initiative to start dialogue for a new adventure.
- I prefer to be idea leader.
- I believe in performance rather than just following the rules.
- I believe where there is a will there is a way.
- I start any activity with the firm determination to complete it.
- Under pressure, I am confident I will find the way.
- People don’t have to tell me what they feel, I can sense it.
- I can sense the pulse of others and state unspoken feelings.
- I listen to the feelings of people when I walk into a room.
- I anticipate people’s need and try to satisfy them.
- I try to understand and meet the expectations of people.
- I seek information about people’s need and then provide service accordingly.
- I take initiative in talking to people in order to serve them better.
- I am very comfortable in working with people of different backgrounds.
- I am able to identify who has real power in the group organisation.
- I am able to relate well with people who matter in the organisational dynamics.
- I am able to influence the opinion of important people.
- I am able to convince people.
- I present myself in such a way that people get impressed.
- I keep my knowledge base updated and influence people through that.
- I am able to read the needs of the hour and influence people through my initiative.
- I am a good communicator.
- I am able to put across my messages effectively.
- I use a variety of medium of communication to get the desired response.
- I am able to arouse enthusiasm in people.
- I emerge as a natural leader during unstructured situation.
- I recognize the need for change and work for removing the barriers.
- I create such an atmosphere where people enthusiastically interact and participate in the team work.
- I build team identity and promote commitment among team members.

Please recheck that you have answered all the questions
Appendix-III

Section B: PWBS

**Instruction:** Please circle the number that best describes your present agreement or disagreement with each statement.

<table>
<thead>
<tr>
<th>Statements</th>
<th>Strongly Disagree</th>
<th>Disagree Somewhat</th>
<th>Disagree Slightly</th>
<th>Agree Slightly</th>
<th>Agree Somewhat</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Sometimes I change the way I act or think to be more like those around me</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
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<tr>
<td>2 In general, I feel I am in charge of the situation in which I live</td>
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<tr>
<td>3 I am not interested in activities that will expand my horizons.</td>
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<td>4 I feel good when I think of what I’ve done in the past and what I hope</td>
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<td>5 When I look at the story of my life, I am pleased with how things have</td>
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<td>6 The demands of everyday life often get me down.</td>
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<td>7 In general, I feel that I continue to learn more about myself as time</td>
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<td>8 I live life one day at a time and don’t really think about the future.</td>
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<tr>
<td>9 My decisions are not usually influenced by what everyone else is doing</td>
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<td>10 I do not fit very well with the people and the community around me.</td>
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<td>11 I am the kind of person who likes to give new things a try</td>
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<tr>
<td>12 I tend to focus on the present, because the future nearly always</td>
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<td>13 I feel like many of the</td>
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<td>14</td>
<td>I enjoy personal and mutual conversations with family members or friends</td>
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<td>15</td>
<td>I am quite good at managing the many responsibilities of my daily life.</td>
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<tr>
<td>16</td>
<td>I have a sense of direction and purpose in life.</td>
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<tr>
<td>17</td>
<td>I often feel overwhelmed by my responsibilities</td>
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<tr>
<td>18</td>
<td>I think it is important to have new experiences that challenge how you think about yourself and the world.</td>
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<tr>
<td>19</td>
<td>My daily activities often seem trivial and unimportant to me.</td>
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<td>2</td>
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<tr>
<td>20</td>
<td>I tend to be influenced by people with strong opinion</td>
<td>1</td>
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<td>21</td>
<td>If I were unhappy with my living situation, I would take effective steps to change it.</td>
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<td>22</td>
<td>When I think about it, I haven't really improved much as a person over the years</td>
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<td>23</td>
<td>I feel like I get a lot out of my friendships.</td>
<td>1</td>
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<td>24</td>
<td>People rarely talk to me into doing things I don't want to do.</td>
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<tr>
<td>25</td>
<td>I generally do a good job of taking care of my personal finances and affairs</td>
<td>1</td>
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<td>26</td>
<td>I used to set goals for myself, but that now seems like a waste of time.</td>
<td>1</td>
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<tr>
<td>27</td>
<td>In many ways, I feel disappointed about my achievement in life.</td>
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<td>28</td>
<td>It seems to me that most other people have more</td>
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<td>29.</td>
<td>It is more important to me to “fit in” with others than to stand alone on my principles</td>
<td>1</td>
<td>2</td>
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</tr>
<tr>
<td>30.</td>
<td>I find it stressful that I can't keep up with all of the things I have to do each day.</td>
<td>1</td>
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<td>5</td>
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<tr>
<td>31.</td>
<td>With time, I have gained a lot of insight about life that has made me a stronger, more capable person</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>32.</td>
<td>For the most part, I am proud of who I am and the life I lead.</td>
<td>1</td>
<td>2</td>
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<td>5</td>
</tr>
<tr>
<td>33.</td>
<td>I have confidence in my opinions, even if they are contrary to the general consensus.</td>
<td>1</td>
<td>2</td>
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<td>5</td>
</tr>
<tr>
<td>34.</td>
<td>I am good at juggling my time so that I can fit everything in that needs to be done.</td>
<td>1</td>
<td>2</td>
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<tr>
<td>35.</td>
<td>I have a sense that I have developed a lot as a person over time.</td>
<td>1</td>
<td>2</td>
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</tr>
<tr>
<td>36.</td>
<td>I envy many people for the lives they lead.</td>
<td>1</td>
<td>2</td>
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<td>5</td>
</tr>
<tr>
<td>37.</td>
<td>I do not enjoy being in new situations that require me to change my old familiar ways of doing things.</td>
<td>1</td>
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<td>5</td>
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<tr>
<td>38.</td>
<td>Some people wander aimlessly through life, but I am not one of them.</td>
<td>1</td>
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<td>4</td>
<td>5</td>
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<tr>
<td>39.</td>
<td>I often feel as if I’m on the outside looking in when it comes to friendships.</td>
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<td>4</td>
<td>5</td>
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<tr>
<td>40.</td>
<td>I often change my mind about decisions if my friends or family disagree.</td>
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<td>2</td>
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<td>4</td>
<td>5</td>
</tr>
<tr>
<td>41.</td>
<td>I get frustrated when trying to plan my daily activities because I never accomplish the things I set out to do.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>42.</td>
<td>For me, life has been a continuous process of</td>
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<tr>
<td></td>
<td>learning, changing, and growth.</td>
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<tr>
<td>43</td>
<td>I sometimes feel as if I've done all there is to do in life.</td>
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<td>4</td>
<td>5</td>
</tr>
<tr>
<td>44</td>
<td>Many days I wake up feeling discouraged about how I have lived my life.</td>
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<tr>
<td>45</td>
<td>I know that I can trust my friends, and they know they can trust me.</td>
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<td>2</td>
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<td>4</td>
<td>5</td>
</tr>
<tr>
<td>46</td>
<td>My aims in life have been more a source of satisfaction than frustration to me.</td>
<td>1</td>
<td>2</td>
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<td>4</td>
<td>5</td>
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<tr>
<td>47</td>
<td>The past had its ups and downs, but in general, I wouldn't want to change it.</td>
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<td>2</td>
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<td>4</td>
<td>5</td>
</tr>
<tr>
<td>48</td>
<td>I find it difficult to really open up when I talk with others.</td>
<td>1</td>
<td>2</td>
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<td>4</td>
<td>5</td>
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<tr>
<td>49</td>
<td>I have difficulty arranging my life in a way that is satisfying to me.</td>
<td>1</td>
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<td>3</td>
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<td>5</td>
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<tr>
<td>50</td>
<td>I gave up trying to make big improvements or changes in my life a long time ago.</td>
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<td>5</td>
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<tr>
<td>51</td>
<td>I find it satisfying to think about what I have accomplished in life.</td>
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<td>2</td>
<td>3</td>
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<td>5</td>
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<tr>
<td>52</td>
<td>I judge myself by what I think is important, not by the values of what others think is important.</td>
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<td>2</td>
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<td>4</td>
<td>5</td>
</tr>
<tr>
<td>53</td>
<td>There is truth to the saying that you can't teach old dog new tricks.</td>
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<td>54</td>
<td>In the final analysis, I'm not so sure that my life adds up to much.</td>
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</table>

Please recheck that you have answered all the question.
Appendix-III

Section C: WCS

Instructions: Response to each item is to be measured on 7-point scale with points labeled as- Strongly Disagree (1), Moderately Disagree (2), Slightly Disagree (3), Neither Disagree Nor Agree (4), Slightly Agree (5), Moderately Agree (6), Strongly Agree (7).

a1- I feel proud of being attached to my organization. ( )
b2- I feel that I would be at loss when I would be leaving this organisation. ( )
c3- I have a firm conviction of not leaving job in this organisation because this organisation has helped me to stand on my feet. ( )
b4- I can never think of leaving this organisation even if my promotion is delayed. ( )
c5- Real pleasure come to me only when I accomplish the task. ( )
a6- I live, eat and breathe my job in this organisation. ( )
c7- I feel sorry and dissatisfied when I fail to utilize my utmost efforts for meeting the goals of this organisation. ( )
a8- I don’t leave the work place unless I complete my task/work. ( )
b9- My organisation is sufficiently fulfilling my needs which other organisation cannot do. ( )
c10- I love to work for my organization. ( )
b11- What status I am enjoying here, I could not have found it in other organisation. ( )

C12- Personal benefit are more important to help promote organization development. ( )
b13- I do not delay my work because I can not take any risk of being kicked out from my organisation. ( )

C14- I believe one should not overstay in the organisation at the cost of family affairs. ( )
c15- My organisation has provided me opportunity to live with dignity on this earth. So, I can never think to switch over to other organisation. ( )

Please recheck that you have answered all the question.
Appendix-IV

Biographical Information Blank

Please furnish the following information:

1. Age
2. Sex
3. Religion
4. Salary
5. Qualification
6. Rural / Urban
7. Marital Status
8. Present Position
9. No. of Dependents
10. Total work Experience
11. Number of promotions earned till now
12. Work experience in the present organization