APPENDIX I

Pretest form of the Continuance Commitment Scale
Assuming the following conditions described below are available and applicable to you only if you continue to be in the teaching profession, which of these would prevent you from leaving teaching? And how definitely?

Indicate your response by checking (✓) in the appropriate column.

<table>
<thead>
<tr>
<th>CONDITIONS</th>
<th>Will definitely prevent</th>
<th>Most likely prevent</th>
<th>Somewhat likely prevent</th>
<th>Will definitely not prevent</th>
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</thead>
<tbody>
<tr>
<td>1. Job security, employment guaranteed for a certain period.</td>
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<td>2. Convenient job timings</td>
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<td>3. Freedom from political pressures and competitiveness</td>
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<td>4. Opportunity to impart knowledge and experience</td>
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<td>5. Good salary</td>
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<td>6. Opportunity for intellectual development</td>
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<td>7. Opportunity to work with people rather than things or do table work</td>
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<td>8. Opportunity for high level administration</td>
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<td>9. Social esteem in which a teacher is held</td>
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<td>10. Safe job for women</td>
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11. Opportunity for development of personality

12. Suitability of present qualifications for teaching

13. Opportunity to fulfil parents wish

14. Opportunity to remain in touch with subject of interest

15. Less work, outside place of job

16. Scope to share college vacations with the family

17. Opportunity to do creative work

18. Opportunity to help young people grow and develop

19. Opportunity to maintain high standard of living

20. Less hours of work required compared to other jobs.

21. Opportunity to be in the company of young people

22. Feeling of importance amongst peers and family
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</table>

*23. Recognition by students

24. Opportunity to attend short courses, seminars, summer institutes

*25. Favourable prospects for professional advancement (promotions)

26. Utilises aptitude for teaching

*27. Scope to follow family's traditional occupation

*28. Opportunity for new experiences such as meeting different students.

29. Time to pursue other interests

30. Freedom to plan own use of time

31. Opportunity to inculcate values in students

*32. Supplementary income to the family

33. Intellectually stimulating environment

*34. Opportunity to be widely known

35. Friendliness of co-workers
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*36. Opportunity to exercise leadership

*37. Respect of the community I get in my position as teacher

*38. Socially acceptable job for women

39. Opportunity to keep my knowledge of the field updated

*40. Gain in seniority of service

41. Specialised training for teaching

*42. Opportunity to meet expectations of the family

*43. Opportunity for research in area of interest

*44. Less travel on business errands

*45. Long vacations (summer)

46. Opportunity to render service to the community

*47. Retirement benefits

*48. Ability to give necessary guidance to my children in their education

49. Opportunity for making wider contacts
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- *50. Opportunity for approval and recognition*
- *51. Scope for higher education*
- *52. Opportunity to acquire better facilities for dependents*
- *53. Less strenuous job compared to other jobs*
- *54. Time to attend to my household*
- *55. Freedom from close supervision*
- *56. Satisfaction of doing important, useful work*
- *57. Economic independence*
- *58. Contact with learned scholars*
- *59. Congenial colleagues*
- *60. Housing facilities provided by the University*
- *61. Opportunity to exercise power, authority*
- *62. Improved social status*
- *63. Personal adjustments made to the teaching job*
- *64. Opportunity to meet professional people*
65. Opportunity to use qualifications gained

*66. Conforms with husbands favourable attitude to teaching

67. Library facilities

d68. Possibilities for conducting research

b69. Novelty and variety in work

*70. Opportunity to travel and visit places officially.

Any other :

* Items eliminated on the basis of critical ratio of 2.03 at .05 level of significance.

a, b, c, d. Pairs of items retained as reliability checks in the scale.