APPENDIX-B

QUESTIONNAIRE FOR INSTRUCTORS

Instructions: Please read each statement / question carefully, mark the response which you think is the most appropriate. There are no right or wrong answers. Try to give the first response that comes to your mind. Don't leave any question unanswered.

Objectives of SSTP

<table>
<thead>
<tr>
<th>Rating scale (3 point)</th>
<th>Yes</th>
<th>Not Quite</th>
<th>No Sure</th>
</tr>
</thead>
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</table>

Have the following objectives of the SSTP been met?

1. Developing the efficiency and skill of the staff.
2. Providing the minimum living standards and legal protection to the insurants.
3. Transferring the central policy to executive units.
4. Ensuring satisfaction of the insurants and employer.
5. Providing prompt service to insurants and employers.

Courses Designed for Trainees

<table>
<thead>
<tr>
<th>Rating scale (3 point)</th>
<th>Agree</th>
<th>Cannot say</th>
<th>Disagree</th>
</tr>
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</table>

6. The courses need modification because they do not meet the needs of participants.
7. The courses need modification because they exceed the level of competence of their trainees.

8. The courses need modification because the educational levels of the trainees is varied.

Utility of Training Programme

<table>
<thead>
<tr>
<th>Rating scale (3 point)</th>
<th>True</th>
<th>Partially</th>
<th>False</th>
</tr>
</thead>
<tbody>
<tr>
<td>9. Training enables the participants to acquire knowledge and skills necessary for solving the problems at their work.</td>
<td>True</td>
<td>Partially</td>
<td>False</td>
</tr>
<tr>
<td>10. Training and training institution are sources of generation new ideas and skills.</td>
<td>True</td>
<td>Partially</td>
<td>False</td>
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<tr>
<td>11. Training is essentially a process of preparing individuals to be independent in their work to support themselves and serve their society.</td>
<td>True</td>
<td>Partially</td>
<td>False</td>
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<tr>
<td>12. Which of the methods you use most in teaching?</td>
<td>a. Lecture</td>
<td>Partially</td>
<td>False</td>
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<tr>
<td>b. Discussion</td>
<td>Partially</td>
<td>False</td>
<td></td>
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<tr>
<td>c. Demonstration</td>
<td>Partially</td>
<td>False</td>
<td></td>
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<tr>
<td>d. Laboratory</td>
<td>Partially</td>
<td>False</td>
<td></td>
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<tr>
<td>e. Project</td>
<td>Partially</td>
<td>False</td>
<td></td>
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</tbody>
</table>

(vii)
f. Problem Solving

g. Visual Aids

13. If you assess the trainees’ achievement which of the techniques do you mostly use?
   a. Written test
   b. Oral test
   c. Rating scale
   d. Assignments
   e. Practical working

14. If the trainees fail, what are the cause of their failing? Please tick mark you agree with?
   a. Backwardness
   b. Low level of previous education
   c. Lack of aspiration
   d. Lack of motivation
   e. Lack of interest in the subjects studied
   f. Unrelatedness of their studies to their working fields
   g. Their uselessness for promotion
<table>
<thead>
<tr>
<th>Rating scale (3 point)</th>
<th>Yes</th>
<th>Cannot Say</th>
<th>No</th>
</tr>
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<tbody>
<tr>
<td>15. For efficiency of TP, changes should be brought about in the structure and organizational pattern of the SSTP.</td>
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<tr>
<td>16. The number of instructors in education and training centres should be increased all over the country.</td>
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<tr>
<td>17. For being allowed to attend the TP, the minimum qualification requirement has to be reconsidered.</td>
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<tr>
<td>18. To qualify for attending the TP, the minimum experience has to be reconsidered.</td>
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<tr>
<td>19. If the present requirement of qualification and experience for training is retained, the objectives of SSTP will not be achievable.</td>
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<td>20. The duration of the training should extend over a period in addition to the present training period of 2 weeks:</td>
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<tr>
<td>a. 3 day to 1 week per year</td>
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<td></td>
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<tr>
<td>b. 1 to 2 weeks per year</td>
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<td></td>
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<tr>
<td>c. 2 to 3 weeks per year</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. more than 3 weeks per year</td>
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</table>
General Opinion About the Trainees

Rating Scale (5 Points) All of Most of Some of Few of None
Them Them Them Them

21. The candidates are keen to attend the SSTP.
22. The trainees' low level of achievement is due to compulsion and lack of interest.
23. The trainees after completion of the course are likely to change their style of working.
24. The experienced trainees are reluctant to attend the TP.

Assessment of the Trainees' Achievement During Training

25. Though the trainees' educational level is low, their experience has helped them to learn.
   a. Very satisfactorily
   b. Satisfactorily
   c. Satisfaction to some extent
   d. Not so satisfactorily
   e. Not satisfactorily at all
26. Trainees' achievement in general is:
   a. Outstanding
   b. Good
   (x)
c. Fair
d. Not satisfactory
e. Very poor

General Opinion About the Outcome of Training Programme

Rating Scale (5 points)

| Fully To Great To Some To Negligible All | Extent Extent Extent
|----------------------------------------|---------------------|

27. The training programme has been successful.

28. The changes or modifications in the behaviour of the trainees conform to the objective of the SSTP.

29. Mention what sort of changes in their behaviour you notice.
   a. 
   b. 
   c. 
   d.

Opinions about Central Authority and Policy Makers

Rating Scale (3 points)

<table>
<thead>
<tr>
<th>Mostly Sometimes Not at all</th>
</tr>
</thead>
</table>

30. The concerned authorities are easily approachable whenever needed.
31. There exists a cordial relationship between the central authorities and the instructors.

32. The authorities consult the instructors before a change is introduced in policy.

33. The authorities extend extra help to those who execute the TP.

34. The central authorities representatives go to other provinces to assess training programmes.

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### Faculty Development Programme

<table>
<thead>
<tr>
<th>Rating Scale (3 points)</th>
<th>Yes</th>
<th>Cannot</th>
<th>No Say</th>
</tr>
</thead>
</table>

35. Every year a couple of the instructors should be sent to educational institutions for improvement of qualification and training under faculty development programme.

36. Every year a couple of instructors should be sent abroad for higher qualification and training under faculty development programme.

37. The faculty development programme helps the instructors to refresh their knowledge and skill in planning and executing training programmes effectively.

38. The instructors should be attending educational seminars, conferences and workshops, held by other institutions and organizations in the country.

(xii)
39. Study tours in other country for the instructors will provide an insight into their own programmes in a more meaningful way.

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### Job Satisfaction of INST

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<tr>
<th>Rating Scale (3 points)</th>
<th>Yes</th>
<th>No opinion</th>
<th>No</th>
</tr>
</thead>
</table>

40. Are you satisfied with your job?

41. Do you like your profession?

42. Do you think your salary scale should be raised according to work assigned to you?

43. Do you like your working environment?

44. Are you happy with the relationship between seniors and colleague?

45. Are you satisfied with the rules and regulations imposed on your working environment?

46. Did you make any proposal that was accepted by central authorities?

47. Have you done any appreciable job which was praised by central authorities?

48. If an opportunity comes, will you switch over to another job?

49. The main drawback of this profession is that there is
a. No further prospect for promotion

b. Lack of necessary education and up-to-date information.

c. Lack of appreciation by the authorities.