APPENDIX – III
APPENDIX I

CONFLICT MANAGEMENT QUESTIONNAIRES (FOR PRINCIPALS)

Name: ____________ Age: ____________ Sex: ____________

Educational Qualification:

(A) Academic ____________________________
(B) Administrative ____________________________

Name of the Institution: _________________________________

Place: _________________________________

Instructions

The following questionnaire consist of several pairs of statement describing possible behavioural responses to various situations. To come across with your colleagues while working in your institution. For each pair (✓) Tick mark the "A" or the "B" statement which is most characteristic of your own behaviour. In some cases neither the "A" or the "B" statement would be representative of your behaviour. Even so try to select that which comes closest to what you may be likely to do. Please reply to each statement your answer will be kept secrete and shall only be used for research purposes. The success completion of this work depends on your free and frank expression.

1) A. I frequently decide that I shall not bother about the differences in our view points.
   B. I try to get my way.

2) A. I try not to hurt the other's feelings so that our relationship can be maintained.
   B. I do all that is necessary be avoid tensions.

3) A. I get all the issues out in the open and discuss them.
   B. I try to postpone issues till I have had time to think.
4) A. I try to seek a solution which is neither totally what I want nor what the other person wants.
B. I try to assert my viewpoint.

5) A. Many times I let the other person take on the responsibility for solving problem situations.
B. Instead of trying to negotiate the things on which I might disagree with another, I usually emphasize the aspects on which we both agree.

6) A. I am very goal-oriented and pursue my own goals.
B. I try to patch up so that our friendship is not spoilt.

7) A. I establish a middle ground.
B. I do not think that I should worry about the difference.

8) A. I take a middle ground.
B. I insist on my points being heard.

9) A. I firmly pursue my goals.
B. I try to avoid frictions.

10) A. I usually try to find a solution which of more compromising in nature.
B. I usually try to handle all of the other party's as well as my own concerns.

11) A. I try not to handle controversial issues.
B. If it makes him happy, I let him have his say.

12) A. I try not to create unpleasantness for myself.
B. I try to win my own position.

13) A. I try to be logical and show him the advantages of my position.
B. I try to be sensitive to his wishes.
14) A. To make the other person happy, I let him save his way.
   B. I will give in some, if he will give in some.
15) A. I start working through the differences immediately.
   B. I try to see what is fair for both.
16) A. I try to deal with both persons wishes.
   B. I let him solve the problem.
17) A. I usually search for a compromise solution.
   B. I usually let go of my own wishes, so that the other person's needs are taken care of.
18) A. I try to establish a middle ground.
   B. I try to satisfy both our wishes.
19) A. I firmly stick to my point of view.
   B. I work out a solution with the other person.
20) A. If the matter is that important to him, I let him have his way.
   B. I insist on a compromise.
21) A. I usually get everyone's concerns out in the open.
   B. I usually try to give in and preserve our friendship.
22) A. While negotiating, I take the other's feelings into consideration.
   B. I deal with the issue directly, placing all the cards on the table.
23) A. I feel strongly about pursuing my goals.
   B. I feel compromise is the best.
24) A. I take time to think over the issue before starting to discuss it.
   B. I give in order to maintain peace.
25) A. I would rather not hurt the other's feelings.
   B. I jointing workout the problem with the other person.
26) A. I try not hurt the other's feelings.
   B. I convince the other of the logic of my statement.
27) A. I express my ideas and ask for his.
   B. I try to convince his of the benefits of my ideas.
28) A. I firmly pursue my goals.
   B. I try to get all the issues out on the table.
29) A. A generally avoid controversial situations.
   B. I pursue a policy of give and take.
30) A. I invariably work with the other person's help to come up with a solution.
   B. I try my best to do whatever is necessary to avoid tensions.