Appendix-I

OCCUPATIONAL STRESS INDEX

By-
Dr. A.K. Srivastava
And
Dr. A.P. Singh
Department of Psychology
Banaras Hindu University
Varanasi

Instructions:
This questionnaire is meant for a psychological investigation. The Questionnaire consists of some statements that employees say or feel about various components and conditions of their job. You are required to select any one of the following ‘Five Responses’ to indicate the extent to which you agree or disagree with each statement to describe the nature and conditions of your job and also your own experiences and feelings about your job.
Note: Give your response frankly. Your responses will be kept strictly confidential.
**KINDLY ANSWER ALL THE QUESTIONS**

<table>
<thead>
<tr>
<th>Number</th>
<th>Statement</th>
<th>1</th>
<th>2</th>
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<th>5</th>
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<tbody>
<tr>
<td>1.</td>
<td>I have to do a lot of work in this job.</td>
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<td>2.</td>
<td>The available information relating to my job role and its outcome are vague and insufficient.</td>
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<td>3.</td>
<td>My different officers often give Contradictory instructions regarding my work.</td>
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<td>4.</td>
<td>Sometimes it becomes complied problem for me to make adjustment between political /group pressures and formal rules and instructions.</td>
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<td>5.</td>
<td>The responsibility for the efficiency and productivity of many employees is thrust upon me.</td>
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<td>6.</td>
<td>Most of my suggestions are needed and implemented here.</td>
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<td>7.</td>
<td>My decisions and instructions concerning distribution of assignments among employees are properly followed.</td>
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<td>8.</td>
<td>I have to work with persons whom I like.</td>
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<td>9.</td>
<td>My assignments are of monotonous nature.</td>
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<td>11.</td>
<td>I get less salary in comparison to the quantum of my labour / work.</td>
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<td>12.</td>
<td>I do my work under tense circumstances.</td>
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<td>13.</td>
<td>Owing to excessive work load I have to manage with insufficient number of employees and resources.</td>
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<td>14.</td>
<td>The objectives of my work-role are quite clear and adequately planned.</td>
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15. Officials do not interfere with my jurisdiction and working methods.

16. I have to do some work unwillingly owing to certain group/political pressures.

17. I am responsible for the future of a number of employees.

18. My co-operation is frequently sought in Solving the administrative or industrial Problems at higher level.

19. My suggestions regarding the training programmes of the employees are given due significance.

20. Some of my colleagues and subordinates try to defame and malign me as unsuccessful.

21. I get many opportunity to utilize my abilities and experience independently.

22. This job has enhanced my social status.

23. I am seldom rewarded for my hard labour and efficient performance.

24. Some of my assignments are quite risky and complicated.

25. I have to dispose off my work hurriedly owing to excessive work load.

26. I am unable to perform my duties smoothly owing to uncertainty and ambiguity of the scope of my jurisdiction and authorities.

27. I am not provided with clear instructions and sufficient facilities regarding the new assignments trusted to me.

28. In order to maintain group conformity Sometimes I have to do/produce more Than the usual.

29. I bear the free responsibility for the progress Prosperity of this organization.

30. My opinions are sought in framing important Policies of the Organization Department.

31. Our interests and opinion are duly considered in making appointment for important posts.

32. My colleagues do co-operate with me Voluntarily in solving administrative and Industrial problems.
33. I get ample opportunity to develop my aptitude and proficiency properly.
34. My higher authorities do not give due significance to my post and work.
35. I often feel that this job has made my life Cumbersome.
36. Being too busy with official work I not able to devote sufficient time to my domestic and Personal problems.
37. It is not clear that what type of work and behaviour my higher authorities and colleagues expect from me.
38. Employees attach due importance to the official instruction and formal working procedures.
39. I am compelled to violate the formal and administrative procedures and policies owing to group/political pressures.
40. My opinion is sought in changing or modifying the working systems, instruments and conditions.
41. There exists sufficient mutual co-operation and team-spirit among the employees of this organization/Department.
42. My suggestions and cooperation are not sought in solving even those problems for which I am quite competent.
43. Working conditions are satisfactory here from the point of view of our welfare and convenience.
44. I have to do such work as ought to be done by others.
45. It becomes difficult to implement all of a sudden the new dealing procedures and policies in place of those already in practice.
46. I am unable to carry out my assignments to my satisfaction on account of excessive load of work and lack of time.