

Appendix – A
JOB SATISFACTION SCALE
By : Dr. Amar Singh and Dr. T.R. Sharma

Name _____ Gender M/F _____

Qualification : Academic & Professional : _____

Name of Institution: _____

Designation, if any _____

Date of Birth/Age in year _____

Date of Joining the Institution: _____

Date of joining the profession: _____

INSTRUCTIONS

Here are a few statements, dealing with your job, vis-à-vis yourself. Each statement has five alternatives. You are requested to select just one alternative, which candidly expresses your response and encircle the same. Usually the spontaneous choice is the most correct response. Therefore, you need not unnecessarily give a longer thought over any statement. Act spontaneously. Kindly make sure that you have dealt with all statements. Thanks. Rest assured your responses will not be in any way a reflection of your job or your personality.

1.	In the society in general, as a result of the job I hold, my social status is _____	Excellent	Good	So-so	Poor	Very Poor
2.	With regard to economic advantages, like salary, allowances etc. I rate my job as _____	Extremely Satisfying	Very Satisfying	Moderately Satisfying	Poorly Satisfying	Not Satisfying
3.	The training, orientation and experiences that I have got while on job has improved my competence and efficiency as a man _____	Very Greatly	Greatly	Sufficiently	Inadequately	Not at all
4.	Keeping individual factors like intelligence, capacity, diligence, etc. in view, I genuinely feel that I am _____	Far superior to the job	Superior to the job	Equal to the job	Less than the job	Much less than the job

5.	With regard to post retirement benefits, like pension, gratuity, etc., I rate my job as_____	Aye-one	Good	So-so	Bad	Very bad
6.	In/AT my job the inbuilt programmes for recreations, entertainments, like picnics, outings, variety programmes etc. are there_____	In plenty	In good Measure	Sufficient	Poor	Very Poor
7.	As a result of the job that I hold, my social circle has widened to my_____	Very great advantage	Great Advantage	Advantage	A little advantage	No advantage
8.	Do you agree that your bosses and colleagues are co-operative, helpful and inspiring people for better and sincere work_____	Strongly agree	Agree	Poorly agree	Slightly disagree	Disagree
9.	My job provides facilities like medical care, housing, subsidised rationing, travelling etc.	Very adequate	Adequate	So-so	Inadequate	Nil
10.	My job is responsible for developing in me a desirable style of life, with regard to habits and attitudes_____	To a very great extent	To a great extent	To a moderate extent	To some extent	To no measure
11.	My job gives me time and opportunities to attend to my family_____	Very easily	Easily	Without difficulty	With difficulty	Not at all
12.	By virtue of the job that I hold, opportunities to get certain other positions, ex-officio, etc. are_____	Very many	Many	Moderate	Few	Nil
13.	Places of posting in my job are irksome and inconvenient to me and my family_____	Very frequently	Frequently	Occasionally	Rarely	Never
14.	My job in its own way is trying to improve the quality of life, i.e. it endeavours to make a better man. Do you agree ?	Yes-yes	Yes	Yes-no	No	No-no
15.	On the scale of democratic functioning, I rate my job as_____	Extremely democratic	Very democratic	Slightly democratic	Sometimes democratic	Un democratic
16.	Keeping employment requirements like qualification, training etc. as equal I rate my job in comparison with others as_____	Much higher	Higher	As per	Low	Very low
17.	My job is so absorbing that even in the absence of overtime allowance, I am willing to work on Sundays, holidays etc. and also at late hours_____	Always	Frequently	Now and then	Under compulsion	Never

18.	In some emergency after me, my job has provisions to offer my job to my children or family. exgratia grants, etc. _____	In plenty	In good measure	Sufficient	Poor	Very poor
19.	The working conditions like comfortable seating adequate temperature, humidity, hygienic and healthy environment of office/work place are _____	Very satisfactory	Satisfactory	Only slightly satisfactory	Un-satisfactory	Not at all satisfactory
20.	My job is light enough to enable me to undertake side jobs in a _____	Big measure	Good measure	Quite Few	Few	Nil
21.	Malpractices like corruption, favouritism etc. are there in my job also _____	Inabundance	Sufficiently	Moderately	Slightly	Not at all
22.	Do you agree that your job or profession in any way adds to the economy and development of the nation ?	Strongly agree	Agree	Poorly agree	Slightly disagree	Completely disagree
23.	If given a chance I shall put my children to the job that I am in. Do you agree ?	Very strongly	Strongly	Moderately	Rarely	Never
24.	'Work is worship' was perhaps spoken about the job that I hold.	Very right	Quite right	Not right	Wrong	Stupid
25.	Communication net work (both upward and downward in my profession is _____	Very adequate	Sufficiently adequate	Slightly adequate	Inadequate	Very inadequate
26.	Opportunities in my job for horizontal and longitudinal mobility, like promotion, increased responsibilities are _____	Very many	Many	Sufficient	Few	Nil
27.	If given a chance, even if emoluments do not register enhancement, I will like to shift to some other job _____	All at once	Quickly	Slowly	Reluctantly	Never
28.	How far do you agree that the hierarchy in your job leaves no scope for freedom, decision making, initiative etc., rather it produces boredom _____	Strongly agree	Agree	So-so	Slightly disagree	Strongly disagree
29.	To my family, relatives and friends, my job appears to be _____	Very pleasing	Pleasing	Okay	Somewhat displeasing	Displeasing
30.	All said and done, how satisfied are you with your job _____	Completely satisfied	Very satisfied	Moderately satisfied	Slightly satisfied	Not at all satisfied.