APPENDIX - A

Occupational Stress Index
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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.

I have to do such work as ought to be done by others.

Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

Give your responses frankly. Your responses will be kept strictly confidential.

KINDLY ANSWER ALL THE QUESTIONS

1. I have to do a lot of work in this job.
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

2. The available informations relating to my job-role and its outcomes are vague and insufficient.
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

3. My different officers often give contradictory instructions regarding my works.
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

4. Sometimes it becomes complied problem for me to make adjustment between political/group pressures and formal rules and instructions.
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

5. The responsibility for the efficiency and productivity of many employees is thrust upon me.
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

6. Most of my suggestions are heeded and implemented here.
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

7. My decisions and instructions concerning distribution of assignments among employees are properly followed.
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
8. I have to work with persons whom I like. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
9. My assignments are of monotonous nature. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
10. Higher authorities do care for my self-respect. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
11. I get less salary in comparison to the quantum of my labour/work. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
12. I do my work under tense circumstances. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
13. Owing to excessive work load I have to manage with insufficient number of employees and resources. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
14. The objectives of my work-role are quite clear and adequately planned. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
15. Officials do not interfere with my jurisdiction and working methods. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
16. I have to do some work unwillingly owing to certain group/political pressures. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
17. I am responsible for the future of a number of employees. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
18. My co-operation is frequently sought in solving the administrative or industrial problems at higher level. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
19. My suggestions regarding the training programmes of the employees are given due significance. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
20. Some of my colleagues and subordinates try to defame and malign me as unsuccessful. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
21. I get ample opportunity to utilize my abilities and experience independently. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
22. This job has enhanced my social status. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
23. I am seldom rewarded for my hard labour and efficient performance. Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
24. Some of my assignments are quite risky and complicated. 
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

25. I have to dispose off my work hurriedly owing to excessive work load. 
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

26. I am unable to perform my duties smoothly owing to uncertainty and ambiguity of the scope of my jurisdiction and authorities. 
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

27. I am not provided with clear instructions and sufficient facilities regarding the new assignments trusted to me. 
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

28. In order to maintain group-conformity sometimes I have to do/produce more than the usual. 
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

29. I bear the great responsibility for the progress and prosperity of this organization. 
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

30. My opinions are a sought in framing important policies of the organization department. 
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

31. Our interests and opinions are duly considered in making appointments for important posts. 
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

32. My colleagues do co-operate with me voluntarily in solving administrative and industrial problems. 
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

33. I get ample opportunity to develop my aptitude and proficiency properly. 
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

34. My higher authorities do not give due significance to my post and work. 
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

35. I often feel that this job has made my life cumbersome. 
   Strongly disagree, Disagree, Undecided, Agree, Strongly Agree
36. Being too busy with official work I am not able to devote sufficient time to my domestic and personally problems.

Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

37. It is not clear that what type of work and behaviour my higher authorities and colleagues expect from me.

Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

38. Employees attach due importance to the official instructions and formal working procedures.

Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

39. I am compelled to violate the formal and administrative procedures and policies owing to group/political pressures.

Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

40. My opinion is sought in changing or modifying the working system, instruments and conditions.

Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

41. There exists sufficient mutual co-operation and team spirit among the employees of this organization/department.

Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

42. My suggestions and co-operation are not sought in solving even those problems for which I am quite competent.

Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

43. Working conditions are satisfactory here from the point of view of our welfare and convenience.

Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

44. I have to do such work as ought to be done by others.

Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

45. It becomes difficult to implement all of a sudden the new dealing procedures and policies in place of those already in practice.

Strongly disagree, Disagree, Undecided, Agree, Strongly Agree

46. I am unable to carry out my assignments to my satisfaction on account of excessive load of work and lack of time.

Strongly disagree, Disagree, Undecided, Agree, Strongly Agree