APPENDIX - B

Job Satisfaction Scale
By: Dr. Amar Singh and Dr. T.R. Sharma

Please fill in the following informations:

Name..............................................................................................................
Qualification: Academic and Professional..................................................
Profession......................................................................................................
Designation, if any..................................................................................
Age in years............................................................................................
Number of years you have been on this job..............................................
If married, how many children you have been blessed with....................
If wife employed, her profession and designation....................................

INSTRUCTIONS

Here are a few statements, dealing with your job, vis-a-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 ....................

2. With regard to economic advantages, like salary, allowances, etc. I rate my job as ....................

3. The training, orientation and experiences that I have got while on job has improved my competence and efficiency as a man ................

4. Keeping individual factors like intelligence, capacity, diligence, etc. in view, I genuinely feel that I am ....................

5. With regard to post retirement benefits, like pension, gratuity, etc., I rate my job as ....................

6. In/at my job the inbuilt programmes for recre­ations, entertainments like picnics, outings, variety programmes, etc, are there ...............

7. As a result of the job that I hold, my social circle has widened to my ....................

8. Do you agree that your bosses and colleagues are co-operative, helpful and inspiring people for better and sincere work.....................

9. My job provides facilities like medical care, housing, subsidised, rationing, travelling, etc. in plenty, in good measure, Sufficient, Poor, Very poor

10. My job is responsible for developing in me a desirable style of life, with regard to habits and attitudes ....................

Excellent, Good, So-So, Poor, Very Poor

Extremely Very Moderately Poorly Not satisfactory satisfying satisfying satisfying satisfying

Very greatly, Greatly, Sufficiently, Inadequately, Not at all

closer to the to the the less than the job job job job

A-One, Good, So-So, Bad, Very Bad

In plenty, In good measure, Sufficient, Poor, Very poor

Very Great Advantage A little No great advantage advantage advantage advantage

Strongly agree, Agree, Poorly agree, Strongly disagree, Disagree

Very adequate, Adequate, So-So, Inadequate, Nil

To a very great To a To some To no great extent moderate extent measure extent
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-office, 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, Very, Slightly, Sometimes, Undemocratic

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 job to my children or family, exgratia grants, etc. ............... In plenty, In good measure, Sufficient, Poor, Very poor

19. The working conditions like comfortable seatings adequate temperature, humidity, hygienic and healthy environment of office/ work place are ................................... Very Satisfactory, Only Unsatisfactory, Not satisfactory slightly at all satisfactory 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 favoritism, 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 Poorly Slightly Completely agree agree disagree 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 network (both upward and downward) in my profession is ...................... Very Sufficiently Slightly Inadequate Very adequate adequate adequate inadequately

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, OK, Somewhat displeasing, Displeasing

30. All said and done, how satisfied are you with your job ...................... Completely Very Moderately Slightly Not at all satisfied satisfied satisfied satisfied all satisfied.