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<table>
<thead>
<tr>
<th>8. The other eligible respondents by other</th>
<th>X</th>
</tr>
</thead>
<tbody>
<tr>
<td>7. I will encourage them to do so</td>
<td>X</td>
</tr>
<tr>
<td>6. I feel happy when I take extra effort for the organization</td>
<td>X</td>
</tr>
<tr>
<td>5. I do not believe that chance and luck are very important</td>
<td>X</td>
</tr>
<tr>
<td>4. I am willing to work beyond scheduled hours for this organization</td>
<td>X</td>
</tr>
<tr>
<td>3. Most of my fellow workers would get on well with their work</td>
<td>X</td>
</tr>
<tr>
<td>2. I get the support of my supervisor whenever there is a problem in my organization</td>
<td>X</td>
</tr>
<tr>
<td>1. I am quite proud to tell people about the organization</td>
<td>X</td>
</tr>
</tbody>
</table>

**Example:** My personal values and the organizational

**RESPONSE**

Shown in the example, please do NOT omit and statement. Please indicate the level of your agreement or disagreement with each of the following statements by placing an X mark against the relevant category of response as shown in the example. Please do not omit any statement.

**PART A**

**QUESTIONNAIRE**

**APPENDIX - I**
<table>
<thead>
<tr>
<th>9. I feel upset when I hear somebody speak ill of my</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>10. I feel enthusiastic in participation in the activities of this</td>
<td></td>
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<td>organization other than my job.</td>
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<td>11. Many times I have regretted for having joined this</td>
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<td>organization.</td>
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<td>12. In this organization, I get due respect as an individual</td>
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<td>In one's position of my organization.</td>
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<tr>
<td>In our organization, rewards and encouragement are</td>
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<td>more common than threats and criticism.</td>
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<tr>
<td>13. In our organization, rewards and encouragement are</td>
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<tr>
<td>fair.</td>
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<td>14. People here seem to enjoy each other's company.</td>
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<td>15. I feel that my future prospects in this organization</td>
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<td>were affected by the interference of union/officials</td>
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<td>16. Though I am not rewarded for my hard work, I continue</td>
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<td>to work, because I have no other alternative.</td>
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<tr>
<td>17. Though I am not rewarded for my hard work, I continue</td>
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<td>to work, but because I have no other alternative.</td>
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<td>18. Time is relationship between my expectations and work.</td>
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<td>19. Thought, understanding persons are rewarded with</td>
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<td>promotions, I continue to work in peace.</td>
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<td>20. I feel obliged to continue to work in this organization.</td>
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<tr>
<td>21. In this organization, I feel that my service and</td>
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<tr>
<td>work has no significance.</td>
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<td>22.</td>
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<tr>
<td>Question</td>
<td>Disagree</td>
<td>Strongly Disagree</td>
<td>Neutral/Undecided</td>
<td>Agree</td>
<td>Strongly Agree</td>
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<td>34. I avoid conflict and disagreement at all costs.</td>
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<td>33. I am uncomfortable with diversity and change.</td>
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<td>32. I work for professional growth of the organization.</td>
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<td>31. I feel that I contribute more from the organization.</td>
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<tr>
<td>30. I always feel that I deserve more from the organization.</td>
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<td>29. I spend part of my time in searching for new organizations.</td>
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<td>28. I feel that each executive may be loyal towards this administration.</td>
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<td>27. I would be too difficult for me to find a better administration.</td>
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<td>26. I will try to uphold the established norms and procedures even at the cost of my personal wellness.</td>
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<td>25. If it is necessary, I will attend an organizational problem.</td>
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<td>24. I worry that my work in this organization will cost me money.</td>
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<tr>
<td>23. Many times, I feel that I have little influence over the organization.</td>
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<tr>
<td>22. I live, eat, and breathe my job.</td>
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</tbody>
</table>
PART - B

CHOOSE THE BEST ANSWER (Please Tick)

1. What is so important in your organisation?
   (a) Profit;       (b) Sales;       (c) Product;
   (b) People‘      (e) Any other .............(Please specify)

2. Do you think, your involvement in this organisation is due to?
   (a) Remuneration; (b) Recognition; (c) Job Knowledge;
   (d) Fear of punishment; (e) Any other .............

3. Among the following, which influence you the most to stay in your organisation:
   (a) Additional monetary gains; (b) Frequent Promotions;
   (c) Family Conditions;       (d) A sense of Pride;
   (e) Any other ..................

4. With the following qualities of personnel, who is your ideal leader?
   (a) One who is exemplarily strict and quick, decisive but not reckless
   (b) One who trust his subordinates and let them know that their performance
       will be rewarded (penalised) accordingly.
   (c) One who is interested in career development and efficiency of his own.
   (d) One who is willing to learn and not afraid of losing face, when people
       point out his weaknesses.
   (e) Any other ..................

5. Is your Management treating business as:
   (a) Money making process;       (b) Need satisfying one;
   (c) To achieve economic as well as social objectives;
   (d) Only social objectives to achieve. (e) Any other .................
6. What should be the basis for remuneration?
   (a) Performance;
   (b) Seniority;
   (c) Loyalty to the organisation
   (d) Profit Sharing
   (e) Any other ...........................

7. Building image to the organisation is the task of:
   (a) Employer;
   (b) Employee
   (c) .................................
   (d) .................................
   (e) Any others..........................

8. Among the following your preference will be:
   (a) Professional interest;
   (b) Personal interest;
   (c) Theological interest;
   (d) Community interest;
   (e) Any others.......................

9. Is your Management treating you as:
   (a) Infant;
   (b) friend;
   (c) Foe;
   (d) Employee
   (e) Any other.......................

10. When Equalising the time and effort of the employee, salary, and fringe
     benefits provided by the organisation would you consider that:
     (a) The organisation receives more from the employee than it gives;
     (b) The employee receives more from the Organisation than what he
         contributes
     (c) It is equitable (eg. both reciprocate to same extent);
     (d) The contribution of the organisation and the employee is inequitable
     (e) Any other..........................

11. If another person is assigned your job and you are elevated with better
    designation, better salary, but without any responsibility how would you react?
    (a) feel happy and comfortable;
    (b) adjust with the development;
    (c) wait for the opportunity to quit;
    (d) quit the organisation immediately;
    (e) Any other..........................
12. Imagine that all of a sudden you have inherited a large sum of money and could live comfortably for the rest of your life, without working what would you do about your present job:
   (a) I would stop working;
   (b) I would quit the job and join some other organisation;
   (c) I would continue to work in the same job;
   (d) I would work with certain conditions;
   (e) Any other...........................................

13. Suppose, you have to decide on promotion of people in your organisation your special consideration will be:
   (a) Performance;
   (b) Seniority;
   (c) Loyalty;
   (d) His Market value;
   (e) Any other...........................................

14. In this organisation you feel like:
   (a) Racing horse;
   (b) Working horse;
   (c) Rocking horse;
   (d) Sleeping horse;
   (e) Any other.........................................
<table>
<thead>
<tr>
<th></th>
<th>Question</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>20.</td>
<td>In your career do you feel that the management has assigned unattainable goals?</td>
<td>Yes/No</td>
</tr>
<tr>
<td>21.</td>
<td>Are you willing to surrender your autonomy for the sake of the organisation?</td>
<td>Yes/No</td>
</tr>
<tr>
<td>22.</td>
<td>Do you enjoy discussing about your organisation with outsiders?</td>
<td>Yes/No</td>
</tr>
<tr>
<td>23.</td>
<td>Do you see your present job as central to your self-concept?</td>
<td>Yes/No</td>
</tr>
<tr>
<td>24.</td>
<td>Do you have the intention to start your own business?</td>
<td>Yes/No</td>
</tr>
</tbody>
</table>
1. Please rate your organisation on the following 15 characteristics on a 5 point scale.

<table>
<thead>
<tr>
<th>5</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very High</td>
<td>High</td>
<td>Moderate extent</td>
<td>Low</td>
<td>Very Low</td>
</tr>
</tbody>
</table>

RATE: CHARACTERISTICS:

1 TO 5

_______ Trust, recognition and respect for people

_______ Life long employment and job security

_______ Training and development of human potentialities

_______ Promotion within

_______ Collective decision making and team work

_______ Autonomy in doing one's job

_______ Clear, Challenging and achievable objectives

_______ Informal atmosphere, free and frank interaction

_______ Simple and open communication channels with free flow of relevant information.

_______ Reinforcement of good performance, appreciation of job well done.

_______ Excitement over things happening.

_______ Creativity and innovation encouraged.

_______ An atmosphere of togetherness and feeling of cohesiveness

_______ Simple but fast grievance handling process

_______ Tactful discipline/Good reward punishment
2. What influences your choice of a career/profession? (Please rank) 1 to 5

_______ Training/Education

_______ Personal interest

_______ Compensation

_______ Opportunities for advancement

_______ Challenge/Self fulfilment

_______ Other ________________ (Please specify)

3. Imagine the ideal organisation for which you are working how will you rate your organisation.

<p>| | |</p>
<table>
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<tbody>
<tr>
<td>Most ideal 5</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
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<td>2</td>
<td></td>
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<tr>
<td>Least ideal 1</td>
<td></td>
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</tbody>
</table>
PART - E

Kindly provide the following details about yourself:

<table>
<thead>
<tr>
<th>1. Your present age</th>
<th>Below 35 years</th>
<th>35 to 45 years</th>
<th>45 to 55 years</th>
<th>Above 55 years</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>2. Mention your native place</th>
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</table>

<table>
<thead>
<tr>
<th>3. Educational Qualifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>i. Professional</td>
</tr>
<tr>
<td>Engineering/Technology</td>
</tr>
<tr>
<td>Management</td>
</tr>
<tr>
<td>CA/ICWA/ACS</td>
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<tr>
<td>ii. Non-professional</td>
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<tr>
<td>Upto +2/Matriculation</td>
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<tr>
<td>Graduate/Post-graduate</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>5. Sex</th>
<th>Male / Female</th>
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<tr>
<th>6. Mention your parent occupation</th>
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<tr>
<th>7. Total number of years of work experience</th>
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<tr>
<th>8. Number of years of experience in the present organisation</th>
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<table>
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<tr>
<th>9. Number of Times you have been promoted in this organisation</th>
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<table>
<thead>
<tr>
<th>10. Your present position belongs to which of the following management level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower</td>
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</table>
11. Number of people under your direct supervision

12. Nature of your organisation

<table>
<thead>
<tr>
<th>Public Sector</th>
<th>Private Sector</th>
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SUGGESTIONS AND COMMENTS (if any)

"THANKS FOR YOUR SINCERE AND KIND CO-OPERATION"