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-à-vis yourself. Each statement has five alternatives. You are requested to select just one alternative, which candidly expressed your response and encircle the same. Usually the spontaneous choice is the most correct response. Therefore, you need not unnecessarily give a longer though over any statement. Act spontaneously. Kindly make sure that you have death 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, by 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, I rate my job as..........
   A-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  Disagree  Strongly disagree

9. My job provides facilities like medical care, housing, subsidized, rationing, traveling, 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
    To a very great  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-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 democratic  Very democratic  Slightly democratic  Sometimes democratic  Undemocratic

16. Keeping employment requirements like qualification, training, etc. as equal, I rate my job in comparison with others as........
    Much higher  Higher  At par  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
<table>
<thead>
<tr>
<th>Question</th>
<th>Very satisfactory</th>
<th>Satisfactory</th>
<th>Only slightly satisfactory</th>
<th>Unsatisfactory</th>
<th>Not at all satisfactory</th>
</tr>
</thead>
<tbody>
<tr>
<td>19. The working conditions like comfortable seatings adequate temperature, humidity, hygienic and healthy environment of office/work place are.</td>
<td></td>
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<tr>
<td>20. My job is light enough to enable me to undertake side jobs in.</td>
<td>Big measure</td>
<td>Good measure</td>
<td>Quite few</td>
<td>Few</td>
<td>Nil</td>
</tr>
<tr>
<td>21. Malpractices like corruption favoritism, etc. are there in my job.</td>
<td>Insufficient</td>
<td>Sufficiently</td>
<td>Moderately</td>
<td>Slightly</td>
<td>Not at all</td>
</tr>
<tr>
<td>22. Do you agree that your job or profession in any way adds to the economy and development of the nation?</td>
<td>Strongly agree</td>
<td>Agree</td>
<td>Poorly agree</td>
<td>Slightly disagree</td>
<td>Completely disagree</td>
</tr>
<tr>
<td>23. If given a chance I shall put my children to the job that I am in. Do you agree?</td>
<td>Very strongly</td>
<td>Strongly</td>
<td>Moderately</td>
<td>Rarely</td>
<td>Never</td>
</tr>
<tr>
<td>24. 'Work is worship' was perhaps spoken about the job that I hold</td>
<td>Very right</td>
<td>Quite right</td>
<td>Not right</td>
<td>Wrong</td>
<td>Stupid</td>
</tr>
<tr>
<td>25. Communication network (both upward and downward) in my profession is</td>
<td>Very adequate</td>
<td>Sufficiently</td>
<td>Slightly adequate</td>
<td>Inadequate</td>
<td>Very inadequately</td>
</tr>
<tr>
<td>26. Opportunities in my job for horizontal and longitudinal mobility, like promotion, increased responsibilities are.</td>
<td>Very many</td>
<td>Many</td>
<td>Sufficient</td>
<td>Few</td>
<td>Nil</td>
</tr>
<tr>
<td>27. If given a chance, even if emoluments do not register enhancement, I will like to shift to some other job.</td>
<td>All at once</td>
<td>Quickly</td>
<td>Slowly</td>
<td>Reluctantly</td>
<td>Never</td>
</tr>
<tr>
<td>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.</td>
<td>Strongly agree</td>
<td>Agree</td>
<td>So-So</td>
<td>Slightly disagree</td>
<td>Strongly disagree</td>
</tr>
<tr>
<td>29. To my family, relatives and friends, my job appears to be.</td>
<td>Very pleasing</td>
<td>Pleading</td>
<td>OK</td>
<td>Somewhat displeasing</td>
<td>Displeasing</td>
</tr>
<tr>
<td>30. All said and done, how satisfied are you with your job.</td>
<td>Completely satisfied</td>
<td>Very satisfied</td>
<td>Moderately satisfied</td>
<td>Slightly satisfied</td>
<td>Not at all satisfied</td>
</tr>
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