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

2. With regard to economic advantages, like salary, allowances, etc. I rate my job as Extremely, Very, Moderately, Poorly, 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 superior to the job job job the job.

5. With regard to post retirement benefits, like pension, gratuity, etc., 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 Very Great Advantage A little 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, Strongly 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 moderate extent To some extent To no extent.
11. My job gives me time and opportunities to attend to my family ......................................

12. By virtue of the job that I hold, opportunities to get certain other positions, ex-office, etc. are .................................................................

13. Places of posting in my job are irksome and inconvenient to me and my family ........................................

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-No, No, No-No

15. On the scale of democratic functioning, I rate my job as Extremely Very Slightly Sometimes Undemocratic, Democratic, Democratic, Democratic, 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 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, Little low, 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 disagree 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 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