12 If literate, their level of education
   a) Less than matriculation [ ]
   b) Matriculation [ ]
   c) Graduate [ ]
   d) Post-graduation [ ]
   e) Ph.D. holder [ ]

13 Parent's monthly income before you took up the job
   a) Less than Rs.1000 [ ]
   b) 1001 to 2000 [ ]
   c) 2001 to 3000 [ ]
   d) 3001 to 4000 [ ]
   e) 4001 & Above [ ]

14 The background from which you have come
   a) Rural [ ]
   b) Urban [ ]

15 How could you enter into the present position?
   a) Through open competition [ ]
   b) Through internal promotion [ ]
   c) Through deputation from another library [ ]

16 Did you hold any other job/s prior to entry intro present job?
   a) Yes [ ]
   b) No [ ]

17 What was your previous job?
   a) Library professional [ ]
   b) Clerical [ ]
   c) Teacher [ ]
   d) Officer [ ]

18 Are you associated with any professional organization/s?
   a) Yes [ ]
   b) No [ ]

19 If So, state to which you are associated?
   a) ILA [ ]
   b) IASLIC [ ]
   c) IATLIS [ ]
   d) ALSD [ ]
   e) APLA [ ]
   f) IFLA [ ]
   g) Foreign Associations [ ]
Five responses are provided here. For each of the following items, choose one of the five responses and mark it in the boxes provided.

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<th>75%</th>
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<td>Satisfied</td>
<td>Mostly</td>
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<td>High</td>
<td>Medium</td>
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<td>Poor</td>
<td>Least</td>
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<tr>
<td>a</td>
<td>b</td>
<td>c</td>
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**PART - I**

**SOCIAL RECOGNITION**

**TO WHAT EXTENT**

1) do the other people in society respect/recognise your job in the library
   a) Academic community
   b) Scientists
   c) Public
   d) Friends
   e) Family
   f) Students

2) do you think that your job is an instrument to enhance your prestige in the social ladder?

3) do you think that the parity of the scale of pay of your job with the scales of the academic staff will enhance your status

4) do you think that provision of academic status will enhance the morale and efficiency of profession, if so, mention
   a) Morale
   b) Efficiency
   c) Status
5) do you find that the status of your job is enhanced with the qualifications [ ]

6) do you think that it is not the position but the efficiency which determines the status [ ]

7) do you enjoy the same privileges on par with other employees in your organization (i.e. Teachers in Academic Libraries; Scientists in Special Libraries; Administrative Staff in Public Libraries), if so, mark
   a) Participation in management bodies [ ]
   b) Age of superannuation [ ]
   c) Staff meetings [ ]
   d) Inservice training [ ]
   e) Deputation of personnel [ ]
      i) to attend conference/seminars [ ]
      ii) to visit abroad [ ]
   f) FIP programme [ ]
   g) Suggestion system [ ]
   h) Participation in Staff faculty clubs [ ]
   i) Participation in professional association [ ]

8) do you have any award system in recognition of your outstanding contribution/work [ ]

9) do you think the provision of allowing awards will promote professional efficiency in the staff
   a) Appreciation letters [ ]
   b) Entries in the personal record [ ]
   c) Out-of-turn promotion [ ]
   d) Cash awards [ ]
   e) Awarding prizes [ ]

10) Do you have intra-personnel relationship

    | Manage- | Super- | Colle- | Sub- |
    | ment | iors | eagues | ordinates |
    | [ ] | [ ] | [ ] | [ ] |
    a) Consultation [ ] [ ] [ ] [ ]
    b) Co-operation [ ] [ ] [ ] [ ]
    c) Decision making [ ] [ ] [ ] [ ]
    d) Autonomy in planning [ ] [ ] [ ] [ ]
    e) Autonomy in execution [ ] [ ] [ ] [ ]
    f) Opinions putting into action [ ] [ ] [ ] [ ]
g) Involving in meetings
h) Behaviour
i) Trust
j) Problem solving

11) do you have inter-personal relationship

<table>
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<th></th>
<th>Users</th>
<th>Vendors</th>
<th>Professionals of other libraries</th>
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</thead>
<tbody>
<tr>
<td>a) Consultation</td>
<td>[ ]</td>
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<tr>
<td>b) Co-operation</td>
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PART II
MONETARY GRATIFICATIONS

TO WHAT EXTENT

1 do you feel your organisation recognises your commitment/dedication and rewards you properly [ ]

2 you are getting proper financial reward for your efforts that you put in job [ ]

3 do you feel that you are getting proper financial reward for your professional qualifications [ ]

4 do you feel that you are getting fair financial reward for your seniority [ ]

5 do you feel satisfied with the following benefits

   a) Pay scale [ ]
   b) Career advancement/promotion [ ]
   c) Salary [ ]
   d) Salary revisions [ ]
   e) Increments [ ]
   f) Pension [ ]
g) Gratuity [ ]
h) Provident Fund [ ]
i) Leave policy [ ]
j) Leave encashment [ ]
k) LTC [ ]
l) Compensatory policy [ ]
   i) Leave [ ]
   ii) Cash [ ]
m) Bonus/Ex-gratia/Profit-sharing

PART III
PROFESSIONAL SATISFACTION

TO WHAT EXTENT

1) do you find that the knowledge acquired through education is related to your practical functioning [ ]

2) the additional training acquired while in service are put to use in your job [ ]

3) do you think that you would have learned the following before joining this job which are required in your day-to-day work [ ]
   a) Typing [ ]
   b) Accounts [ ]
   c) Secretarial practice [ ]
   d) Computer knowledge [ ]
   e) Training on Audio-visual equipment [ ]

4) you are satisfied with the criteria for recruitment in your organisation [ ]
   (Mention the criteria by / mark)
   a) Direct Recruitment [ ]
   b) Internal promotion [ ]

5) do you feel the recruitments made are unbiased [ ]
6) you are satisfied with the criteria for promotions in your organisation

Mention the criteria by / mark
a) Seniority [ ]
b) Merit [ ]
c) Both [ ]

7) do you feel the promotions are unbiased [ ]

8) do your organisation encourages for career development [ ]

9) are you satisfied with the facilities provided by the management/organisation to improve efficiency

a) On-job training [ ]
b) Subscription to professional journals [ ]
c) Conducting of meetings [ ]
d) Subscription to memberships in professional bodies [ ]
e) For improvement of qualifications [ ]
f) Deputation to other institutions to observe and gain more [ ]
g) Visits to foreign countries [ ]

10) are you satisfied with the flexitime arrangements [ ]

11) are you allowed to choose your timings [ ]

12) do you find flexitime arrangements will result in

a) Decrease the absenteeism [ ]
b) Increase the absenteeism [ ]
c) Improve the efficiency [ ]
d) Decrease the efficiency [ ]
e) Improved facility to the user community [ ]

13) do you find your organization is welfare oriented [ ]
14 are you satisfied with the existing welfare programmes made by the organisation with regard to

i) Children education
   a) Reservation of seats [ ]
   b) Fee concessions [ ]

ii) Medical facilities
   a) Medical Reimbursement [ ]
   b) Dispensary facility [ ]
   c) Hospitalisation expenses [ ]

iii) Job facility for the children
   a) On retirement [ ]
   b) In the event of death [ ]
   c) Appointment under staff quota [ ]

iv) Conveyance facilities
   a) Reimbursement of petrol bills [ ]
   b) Reimbursement of bus fare [ ]
   c) Transportation arrangement by the organisation [ ]
   d) Cycle allowance [ ]
   e) Loan facility for the purchase of vehicles [ ]

v) Housing
   a) Allotment of quarters [ ]
   b) Leased accommodation/House Rent reimbursement [ ]
   c) Loan facility for construction of house [ ]

vi) Others
   a) Group insurance [ ]
   b) Family benefit fund [ ]
   c) Subsidised food [ ]
   d) Security against disability [ ]
   e) Creche (a public nursery for children) [ ]

15 you are satisfied with the congenial work environment

a) Pleasant surroundings [ ]
b) Good lighting [ ]
c) Good ventilation [ ]
d) Reasonable hours of work [ ]
e) Separate chamber/cabin [ ]
f) Suitable furniture [ ]
g) Adequacy of tools/equipment [ ]
h) Safety conditions [ ]
PART IV
MOTIVATION

1. What were your expectations regarding motivating factors before entry into job?

   a) Monetary gains  
   b) Job security  
   c) Working conditions  
   d) Hours of work  
   e) Supervisors  
   f) Personal growth  
   g) Recognition  
   h) Self-esteem  
   i) Independence

2. Rank the above factors in order of priority for increasing efficiency:

   First  [ ]   Fourth  [ ]   Seventh  [ ]
   Second [ ]   Fifth  [ ]   Eighth  [ ]
   Third  [ ]   Sixth  [ ]   Ninth  [ ]

3. How much do you feel satisfied in your present job in the library with

   a) Monetary gains  
   b) Job security  
   c) Working conditions  
   d) Hours of work  
   e) Supervisors  
   f) Personal growth  
   g) Recognition  
   h) Self-esteem  
   i) Independence

4. Rank the above factors in order of priority for increasing efficiency:

   First  [ ]   Fourth  [ ]   Seventh  [ ]
   Second [ ]   Fifth  [ ]   Eighth  [ ]
   Third  [ ]   Sixth  [ ]   Ninth  [ ]