APPENDIX -5
WORK CULTURE SCALE
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Dear Sir,

We are interested in understanding work behaviours in a number of work organizations, including yours. The work behaviours are varied and so are the factors which influence them. We want to know you view on them. There is no right or wrong answer. For us your frank answers are the best.

Your answers will be treated as confidential.

Thanks for your co-operation

YOUR TIME MANAGEMENT

1. Leisure: Taking part in or watching sports; watching TV; going to movies; listening to radio, reading novels and other books for fun; relaxing, taking a stroll.

2. Community Service: Participating in social and religious ceremonies of the neighborhood and in political activities; helping neighbours during emergency; approaching government officers with neighborhood problems; forming co-operative etc.

1. How often do you go out on some personal work of your friends and relatives?
   1) Rarely
   2) Sometimes
   3) Frequently
   4) Quite frequently
2. Do you have to take some work home? How frequently?
   1) Never
   2) Rarely
   3) Sometimes
   4) Frequently

3. Do you have to come to office during off hours? How frequently?
   1) Never
   2) Rarely
   3) Sometimes
   4) Frequently

4. Every organization requires that the employees must come on time. However, some organizations do not mind if the executives come a little late or leave the Office/Plant earlier.

4. a) How late can you come to the Office/Plant without feeling uncomfortable?
   1) I cannot come late
   2) 15 minutes
   3) 30 minutes
   4) 45 minutes
   5) 60 minutes
   6) More than an hour

4. b) How early can you leave the Office/Plant without feeling uncomfortable?
   1) I cannot come late
   2) 15 minutes
   3) 30 minutes
4) 45 minutes
5) 60 minutes
6) More than an hour

YOUR JOB

5. How hard do you work?
   1) Work very leisurely
   2) Work lightly
   3) Work hard, but not very hard
   4) Work very hard

6. On the whole how satisfied or dissatisfied are you with your work?
   4) Quite satisfied
   3) Satisfied
   2) Dissatisfied
   1) Quite dissatisfied

7. On the whole how satisfied or dissatisfied are you with your life?
   4) Quite satisfied
   3) Satisfied
   2) Dissatisfied
   1) Quite dissatisfied

8. How clear are you about the rights and duties invested in your present job?
   Please judge by selecting one of the following numbers for each of the items written below.
   1) means vat at all clear
   2) means Not so clear
   3) means Clear
4) means Quite clear

Write the number of your choice in front of each statement.

**How clear are you about**

1. Limit of the authority in your present position?
2. What the people around you expect of you?
3. The guidelines and policy for making decisions?
4. The responsibilities for subordinates' performance?
5. The way conflicting demands should be reconciled?
6. The allotment of time for various activities?
7. The quality of your own performance?
8. The expectation of the organization?
9. The technical skill demanded in the present position?
10. The benefits that you can claim as your rights?

11. We want to know how you feel about your present job. Please rate the following statements by selecting one of the following numbers.

1. means quite false
2. means False
3. means true
4. means Quite true

Write the number of your choice in front of each statement.

1. I really like my present job.
2. My present job does not interest me.
3. Right now I am not doing what I want to do.
4. I am fully absorbed in my present job.
5. I do not really care for my present job.
6. I feel good while I am working.
7. I am proud of the job I am doing.
8. I am somehow pulling on.
9. I would not change my job for my other job.

YOUR ORGANISATION

Let us try to understand the way your organization functions. Please judge whether the following statements about organization are true or false. Please choose one of the following items and write it in front of the statements.

1. means Quite false
2. means False
3. means True
4. means Quite True

1. The organization work provides all necessary facilities for work.
2. It is not easy to take work from the subordinate.
3. One can work at a leisurely pace in this organization.
4. There is so much of work pressure that the executives hardly have time to think of anything else.
5. Work is not considered to be important here.
6. Politics, not hard work, pays here.
7. Ability and expertise duly recognized in the organization.
8. The environment is polluted and bad.
9. There is a tradition of hard work in the organization.
10. The superiors demand that the targets are achieved.
11. The working conditions do not provide necessary safety and health measures.

12. Subordinates comply with the directions of the superior.

13. Personal connections are more rewarding than work.

14. Everybody works hard.

15. The seniors do not care if their subordinates do not work.

16. There is not enough work for everybody.

17. Nobody cares for work.

18. Workload is very heavy.

19. Hard work is amply rewarded.

15. As an executive is promoted, he might lose contact with the machines and may not have time to keep in touch with latest technology. As a result, he might lose grip over his men and machines. How true is it in case of your organization (not necessarily in your case).

1. Quite true
2. True
3. False
4. Quite False

YOUR VALUES

17. People differ in the things they want from life and work. How important are the values listed below to you as a person? Please read each statement, then use the scale given below to show how important that value is to you.

1. means Little or Not important
2. means Somewhat important
3. means Important
4. means Very important
Please choose the following appropriate number statement and write it in front of the statement for each

**It is important for me to**

1. Use all my skills and knowledge.

2. Have results which show that I have done well.


4. Make life more beautiful.

5. Help people with problems.

6. Tell others what to do.

7. Act on my own.

8. Discover, develop, or design new things.

9. Have a high standard of living.

10. Live according to my own ideas.

11. Develop as a person.

12. Get a lot of exercise.

13. Be admired for my knowledge and skills.


15. Do things with other people.

16. Be with friends.

17. Have everyday be different in some way from the one before it.

18. Have good space and light in which to work.

19. Work at a place where I can have peace of mind.

20. Have a comfortable life.

21. Work at a place where I can seek help from others in personal matters.

22. Do work that takes advantage of my abilities.
23. Know that my efforts will show.
24. Get ahead quickly in my career.
25. Find pleasure in the beauty of my work.
26. Be involved in work in which the goal is to help people.
27. Be a leader at work.
28. Make my own decisions at work.
29. Create something new in my work.
30. Have a good income.
31. Live my life my way.
32. Have ideas about what to do with my life
33. Take part in sports and other physical activities.
34. Be recognized for my accomplishments.
35. Feel that there is some risk in the work I do.
36. Work in a group rather than by myself.
37. Do things with people I like.
38. Do a number of different things during the day.
39. Have good sanitary facilities, (e.g., wash room) at work.
40. Do work that give me inner happiness.
41. Have work which is not taxing.
42. Work where my subordinates can depend on me even for personal things.
43. Do work in which I can develop my abilities.
44. Reach a high standard in my work.
45. Be able to get promotion.
46. Be concerned with beauty in my work.
47. Work in a way that makes the world a better place.
48. Be the one who manages things at work.
49. Be free to get on with others in my own way
50. Have a chance to tryout new ideas at work.
51. Be where employment is permanent and confirmed.
52. Work at what I want to when I want to.
53. Find personal satisfaction in my work.
54. Be physically active in my work.
55. Be held in high esteem because of my work
56. Take on dangerous tasks if they interest me.
57. Be with other people while I work.
58. Be able to talk with people I like while I work.
59. Frequently change activities at work.
60. Be protected form the bad weather while I work.
61. Work at a place where there is no conflict and backbiting.
62. Have work where I can rest and relax without worrying for anything.
63. Oblige those who work around me.
64. Do work that I can do well.
65. Take pride in what I do.
66. Know that future is going to be bright.
67. See beauty in nature.
68. Help others with personal problems.
69. Be known as an expert in my job.
70. Be my own boss.
71. Think of new things to do or make.
72. Have good fringe benefits in my job.
73. Work in my own style.
74. Enrich my inner life.
75. Get time for brisk walking.
76. Have power and prestige in society.
77. Take reasonable risk in my work.
78. Entertain friends and relations during working hours.
79. Work where there are friendly people.
80. Be able to go to many different places.
81. Have good amenities for work
82. Have some hours to my self experiencing peace of mind.
83. Work leisurely.
84. Have personalized relations with those who work around me.
85. Use my ability in dealing with others.
86. Be good at my work.
87. Think in terms of advancement in life.
88. Express my appreciation for beauty.
89. Feel that my work is useful to other people.
90. Make decisions that others must follow.
91. Be independent of other's opinion.
92. Try to work in different ways.
93. Work at a place where housing facilities are good.
94. Develop my own way of life.
95. Feel that I am improving personally.
96. Work hard physically.
97. Be respected for my position in the work place.
98. Live an exciting and risky life.
99. Chat with people I like.
100. Have a network of friends and relations in my work place.
101. Deal with a variety of people in my job.
102. Have a comfortable working place.
103. Live a life where there is peace and happiness.
104. Have the comforts of life easily available.
105. Share personal sorrows and happiness with others.

THE VALUE GRID

You have already answered questions about the things you value. Here we want to know what values are satisfied in your work activities or are expected to be satisfied.

Please read each statement carefully and then use the following scale to show how much chance you see to satisfy each value in your work activities.

1) means Little or None
2) means Some
3) means Quite a lot
4) means A great deal

Please place the numbers of your choice in front of each statement.

What chance do I see to

1. Use all my skills and knowledge in work.
2. Reach a high standard in my work.
3. Be able to get promotion.
4. Find pleasure in the beauty of my work.
5. Help others with personal problems at the work place.
6. Tell others what to do.
7. Act on my own.
8. Discover, develop and design new things.
9. Have a high standard of living my earning.
10. Work in my own style.
11. Develop as a person through my work.
12. Get a lot of exercise in my work itself.
13. Have power and prestige in society because of the kind of work that I do.
14. Take risky decisions in my job.
15. Entertain friends and relations during working hours.
16. Have a network of friends and relations in my work place.
17. Do a number of different things during the typical work day.
18. Have a comfortable working place.
19. Do work that gives me inner happiness.
20. Have comfortable life at the work place.
21. Oblige those who work around me.