ANNEXURES
Madam/Sir,
I shall be grateful to have your responses as sought in the questionnaire. I assure you that this study is only for academic interest.
With best wishes,
Chandan Debnath

**Part- I Beliefs and value statements**

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Belief and Value Statements</th>
<th>High</th>
<th>Scale</th>
<th>Low</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Unions and associations are capable of protecting group and individual interest</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>2</td>
<td>Authority of the village chairman is unquestionable</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>3</td>
<td>Men and women enjoy equal status and rights in the society</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>Fortune do not last for those who are lazy</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>5</td>
<td>Wealth comes to those who are hard working</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>6</td>
<td>It is good to follow the occupations of the forefathers</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>7</td>
<td>Individuals are required to satisfy ones needs and dependency is looked down</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>8</td>
<td>All in the village take active part in agricultural operation irrespective of socio-economic position.</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>9</td>
<td>Hard working nature in us helps us to build our better tomorrow</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>10</td>
<td>Backing and support is important to get jobs</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>11</td>
<td>Community feasting enabled building of social network and bond</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>12</td>
<td>Rewards and recognitions must be guided by merit and not seniority</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>13</td>
<td>People in higher position maintain distance with those below</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>14</td>
<td>People in position are expected to favour their clan/community</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>15</td>
<td>Maintaining harmony in work place is important</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>16</td>
<td>Failures is viewed as a minor incident and overlooked</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>17</td>
<td>Intellectual disagreements is understood as disloyalty</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>18</td>
<td>Showing emotions is considered as a sign of weakness</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>19</td>
<td>Men is expected to be bold and aggressive</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>20</td>
<td>One should earn ones own living</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>21</td>
<td>Business as a form of employment is the last resort</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>22</td>
<td>Land is a gift of god bestowed to us and hence not transferable to outsiders</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
</tbody>
</table>
We need to go to places where opportunity to earn exists
Male members dominate meetings in villages
Loss of face is a major issue
No one is above the law of the land
Weak and feeble needs our support
Harms are caused by evil forces
Misfortunes suffered are a result of past misdeeds
By observing rituals one can guard against evil spells
Respect must be earned not commanded
Outsiders are generally perceived to be less trustworthy
Men is a master of his own fate
Ones ability to grow surplus crops is respected and accorded status
Neighbors and clan/khel members assist in farming when required
Community work system promoted competition among various age groups to work as a team
Loyalty is acknowledged in all aspects
Adjustment is better than competition
Stability is better than change
The village priest observing a sacrificial chicken could predict future happenings
Govt. officials are fair and frank while dealing with the farmers.
Moon cycles are considered for guiding all farming activities.
After transplantation a celebration is organized acknowledging one another’s help in completing farming activities
I observe the farming gennas practiced by my forefathers as non observance leads to rain or storm destroy my fields.
Women performing the sowing ritual believe that by observing it one can protect the crops from insects and animals.
Hutu bird announces the beginning of Agriculture season.
Modern farming practices are suitable and I have adopted them.
To wear head gears with hornbill feathers one needs to be an individual of high order merit.

Note: The statements are drawn from available literature and also based on interactions. Few general statements listing an attribute are also put forward.
Part – II Work Motivation Process

A.
1. What according to you is the goal of your life?
   a) Earn wealth, status and power [ ]
   b) Achieve success and excellence [ ]
   c) Work for individual and community wellbeing [ ]
   d) Live and let live [ ]
   e) Any other [ ]

2. What according to you is the meaning of work?
   a) Means to earn livelihood [ ]
   b) Means to establish oneself [ ]
   c) Means to establish oneself and family [ ]
   d) Means to establish oneself, family and community [ ]
   e) Any other [ ]

3. Type of work you wish to pursue

4. Can you cite the reasons for preferring the job/work?
   a) Stability of earnings [ ]
   b) Status and recognition [ ]
   c) Growth opportunities [ ]
   d) Work is challenging [ ]
   e) Influenced by family members [ ]
   f) Any other [ ]

5. Work presently undertaken

6. Reasons for choosing the job/work
   a) Purely by chance [ ]
   b) Growth opportunities [ ]
   c) Work is challenging [ ]
   d) Influenced by family members [ ]
   e) Lack of alternative opportunities [ ]
   f) Any other [ ]

B. Awareness of the prerequisite knowledge about farming practices

<table>
<thead>
<tr>
<th>Traditional</th>
<th>Modern</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Site selection</td>
<td>a) Crop mix</td>
</tr>
<tr>
<td>i) Fertility</td>
<td>b) Soil erosion</td>
</tr>
<tr>
<td>ii) Land slides</td>
<td>c) Use of fertilizers and pesticides</td>
</tr>
<tr>
<td>iii) Irrigation</td>
<td>d) Irrigation</td>
</tr>
<tr>
<td>iv) Crop selection</td>
<td>e) Use of HYV seeds</td>
</tr>
<tr>
<td>b) Soil preparation</td>
<td>f) Tools and machines</td>
</tr>
<tr>
<td>c) Timing of crops</td>
<td></td>
</tr>
<tr>
<td>d) Cropping</td>
<td></td>
</tr>
<tr>
<td>i) Knowledge of seeds</td>
<td></td>
</tr>
<tr>
<td>ii) Sowing</td>
<td></td>
</tr>
<tr>
<td>iii) Tendering</td>
<td></td>
</tr>
<tr>
<td>e) Pest management</td>
<td></td>
</tr>
<tr>
<td>f) Weed management</td>
<td></td>
</tr>
</tbody>
</table>
g) Tools and equipments
h) Manuring
i) Harvesting
j) Post harvesting
k) Marketing

2. Sources of knowledge
a) Family b) friends c) Co-farmers d) Govt. agencies e) VDB
f) Television/radio programmes.

3. Level of awareness.
Indigenous knowledge 5 – 4 – 3 – 2 – 1
Modern Knowledge 5 – 4 – 3 – 2 – 1

C. Acceptance (Prerequisite knowledge essential for carrying out farming activities)
1. Traditional [ ] Modern [ ]
a) Site selection
   i) Fertility
   ii) Land slides
   iii) Irrigation
   iv) Crop selection
b) Soil preparation
   f) Tools and equipments
c) Timing of crops
d) Cropping
   i) Knowledge of seeds
   ii) Sowing
   iii) Tendering
e) Pest management
f) Weed management
f) Tools and equipments
g) Manuring
h) Harvesting
i) Post harvesting
j) Marketing

2. Reasons for their Acceptance (please tick)
i) Knowledge is appropriate and fits local conditions [ ]
ii) Rooted in the traditions and hence there is a need to know [ ]
iii) Increase yield productivity [ ]
iv) Risk of adopting modern knowledge (especially Crop failures) [ ]
v) Modern techniques do not support local conditions [ ]
vii) Any other [ ]

3. Level of knowledge essential to carry out farming operations.
   Traditional knowledge 5 – 4 – 3 – 2 – 1
   Modern Knowledge 5 – 4 – 3 – 2 – 1
D. Skills and abilities acquired

1. Traditional  
   a) Soil preparation  
   b) Cropping  
   c) Sowing  
   d) Tendering  
   e) Pest management  
   f) Weed management  
   g) Tools and equipments  
   h) Manuring  
   i) Harvesting  
   j) Post harvesting  

2. Sources from which the skill is acquired.  
   a) Family  
   b) friends  
   c) Co-farmers  
   d) Govt. agencies  
   e) VDB  
   f) Television/radio programmes.  

3. Level of abilities acquired.  
   Indigenous knowledge  
   Modern Knowledge  

E. 1. Application of knowledge  
   Application of skills and abilities  

2. Factors that prompted application of knowledge skill and abilities  

   Economic  
   Increased income  
   Food security  
   Optimum use of inputs  

   Socio-cultural  
   Community participation  
   Self reliance  
   Status/ recognition associated - with surplus production  

   Institutional  
   Financial incentives/schemes  
   Visits to research centers  
   Subsidized inputs  

   Individual  
   Need for achievement  
   Innovation and creativity  
   Subsistence farming to progressive farming  

F. Diversification  

1. Related  

   Horticulture  
   Pisciculture  
   Poultry  
   Cattle/dairy  
   Plantation crops  
   Agro forestry  
   Mushroom  
   Honey tapping  
   Floriculture  
   Food processing  

   Unrelated  
   Weaving  
   Wood craft  
   Cane crafts  
   Stone crushers  
   Mini saw mills  
   Retail outlets  
   SRTO  

2. Factors influencing diversification:

**Economic**
- Generate income – savings
- Generation of employment
- Optimum use of inputs
- Gainful employment

**Socio-cultural**
- Community participation
- Social recognition/status

**Institutional**
- Financial incentives
- Training and development
- Visits to research centers
- Subsidized inputs

**Individual**
- Need for achievement
- Innovations and creativity
- Desire for better standard of living

2. Driving forces in achieving successful and critical events

i) Commitment and dedication
ii) Need for achievement
iii) Support by institutions
iv) Divine grace blessings
v) Risk taking
vi) Creativity/innovation
vii) Any other

3. Restraining factors

i) Low self confidence
ii) Lack of support from family and age groups
iii) Low institutional support
iv) Inability to take risk
v) High cost of adoption and diversification
v) Any other

H. Monitoring and evaluation

**Strengths**
- Rationality Curiosity
- Commitment
- Appreciative
- Democratic
- Positive

**Weakness**
- Dependent on incentives/external support
- Leisure orientation
- Fatalistic
- Inability to take risk

**Opportunities**
- Scope for expansion and diversification
- Increased employment opportunities
- Market potentials

**Threats**
- Loss of eco diversity
- Risk of crop failures
- Loss of traditional knowledge
- Economic empowerment
- Risk of loosing indigenous breeds
- Dependency
I. Follow up
1. Measures initiated to improve performance
   i) Efficient use of traditional knowledge
   ii) Rational mix of traditional framing practices with modern practices
   iii) Replacement of traditional practices with modern practices
   iv) Any other

J Needs as Drives
   a) Existence needs
      Rate of fulfillment
      Food
      Shelter
      Health
      Security to life and property
      [ ]
      [ ]
      [ ]
      [ ]

   b) Related needs
      Need for belongingness
      Equal opportunity
      Dignity and self esteem
      [ ]
      [ ]
      [ ]

   c) Growth needs
      Need for better education
      Stability of income
      Savings
      Status
      [ ]
      [ ]
      [ ]

Demographic profile:
1. Type of farmer: Hill / Plain (Marginal/ Small/ Big)
2. Type of crops grown:
   i) Food crops ii) Cash crops
   iii) Vegetables iv) Fruits v) Pulses

3. Total Land holdings: Jhum, Terrace, Wet fields
4. Land Cultivated:
   Jhum, Terrace, Wet fields

5. Farm machines used: Yes / No / On hire

6. Assistance received from Govt. and other agencies: Yes / No

7. If yes type of assistance: Amount received: Rs.
8. Crops grown is used for:
   a) Self consumption only
   b) For sale
   c) Both

9. No. of family members: Adults, Children
10. No. of Children going to school
11. Productivity: Surplus / Deficit/ self Sufficient
12. No. Farmers:
13. Age:
14. Any other sources of income: