Appendix 5

STATE ALIENATION SCALE

1 I feel that most of the things that happen to me as a coach are the result of my own decisions
2 I have no control over the decisions related to my daily work
3 There are certain ways by which I can influence management policies and decisions
4 I generally feel powerless to achieve my work related needs and aspirations
5 I often feel that life is worth living
6 I feel often bored with my work
7 I feel a deep sense of fulfilment in my work
8 I feel my work is a necessary evil to fulfill my various other needs
9 My ideas and opinions about work situations are generally in agreement with other coaches
10 My ideas and opinions about my work situations are generally different from those of management
11 My ideas and opinions about my work situations are generally in agreement with my relatives
12 My ideas and opinions about my work situation are generally different from those of the Government
13 It is not alright to get around the law as long as you don't actually break it
14 It is alright to do anything as long as you stay out of trouble
15 If things are legal they must be right
16 If something works it does not matter whether it is right or wrong
17 Every decision taken by the management is understood clearly by me.

18 I do not understand why certain management decisions are taken the way they are taken.

19 The reasons for the management decision to award minimum bonus is already understood by me.

20 I cannot understand why management declares loss, year after year.