APPENDICES

APPENDIX -A
- Scale-A: Job Satisfaction Measurement Scale
- Scale-B: Scale to Assess Significance of Job Satisfaction
- Scale-C: Scale to Assess Factors Influencing Job Satisfaction

APPENDIX -B
- Appendix 2.1: Analysis of Raw Data to Examine the Prevalent Level of Job Satisfaction
- Appendix 2.2: Analysis of Raw Data to Examine the Significance of Job Satisfaction
- Appendix 2.3: Analysis of Raw Data to Confirm the Factors Influencing Job Satisfaction
Respected Respondents,

The prime aim of conducting this research endeavour is to examine the level of job satisfaction amongst the teachers of private aided and non-aided education colleges in Haryana. This study will examine the significance of job satisfaction, the factors influencing the level of job satisfaction, the prevalent level of job satisfaction amongst the faculty members and its impact on overall performance of the teachers working in the sampled education colleges.

Most of the statements included in the schedule are measured on a five-point response scale as under:

SA : Stands for Strong Agreement
A  : Stands for Simple Agreement
I  : Stands for Indifferent/Not sure
D  : Stands for Simple Disagreement
SD : Stands for Strong Disagreement

Before recording your response for each statement, kindly be sure how strongly you agree or disagree with the statement and then check (✓) the appropriate response category. In case you strongly agree with a particular statement, check SA, if you simply disagree, check D and when the disagreement is strong, check SD and so on. It is requested to answer each statement included in the schedule. For the successful completion of the study your cooperation is very important, therefore, kindly reply to each statement after due consideration. I assure that the information imparted by you shall be kept CONFIDENTIAL and would be used purely for academic purpose.

Yours sincerely,

(Vidushi)
Research Scholar
DEMOGRAPHIC INFORMATION OF RESPONDENTS

1. Name of Your Institute ________________________________

2. Nature of Your Institute ________________________________
   - Engineering □
   - Education □
   - Management □

3. Nature of your appointment
   - Principal □
   - Professor □
   - Associate Professor □
   - Assistant Professor □

4. Nature of your appointment
   - Permanent □
   - Regular □
   - Contractual □

5. Whether your appointment has been approved by
   the affiliating university Yes □ No □

6. Your educational Qualifications
   Post Graduate □
   M.Phil □
   Ph.D. □
   Ph.D. and Above □

7. No. of dependents ________________

8. Total family income ________________

9. Your scale of pay ________________
SCALE-A
JOB SATISFACTION MEASUREMENT SCALE

1. Teachers are considered to be the nation builders
   SA A I D SD

2. I have no regret in joining the teaching profession
   SA A I D SD

3. Teaching profession provides me lot of opportunities
to display my talent and skill
   SA A I D SD

4. Salary grades in teaching profession are adequate
   SA A I D SD

5. My college pays salary as per the pay scales of
   the UGC/NCTE
   SA A I D SD

6. My college pays HRA as per Govt. norms
   SA A I D SD

7. My college reimburses medical bills and pays medical
   allowances as per Govt. norms
   SA A I D SD

8. My college also extends LTC benefits to the teachers
   SA A I D SD

9. The annual increments and D.A. installments released
   by the State Govt. are implemented immediately
   by our college
   SA A I D SD

10. In our college selection of teachers are made
    on the basis of merit
    SA A I D SD

11. In our college confirmation is a routine matter
    at the completion of probation period
    SA A I D SD

12. Our college environment motivates teachers to work
    SA A I D SD

13. Adequate working conditions have been provided to
    the teachers by the college
    SA A I D SD

14. Prevalent academic atmosphere in the college is
    most congenial
    SA A I D SD

15. In our college almost all decisions are taken in
    consultation with the teaching faculty
    SA A I D SD
16. Pertaining to the students issues, the students are encouraged for active participation in decision making.

17. Our college motivates the faculty to pursue research work.

18. Focus of the college is to provide all required research facilities to the teachers.

19. I am sure that my college would grant me leave if I get an opportunity to go abroad for further studies/research.

20. All the facilities required for my research work are available in the college.

21. I have adequate time to devote to my research pursuit.

22. Our library is reasonably rich in terms of books, research journals and other required research material.

23. If some teacher requires additional Journals or research material, our principal immediately sanctions the grant for the purpose.

24. Teachers are encouraged to get research projects from UGC/NCTE.

25. The management, principal and the faculty members appreciate the academic achievements of the faculty members.

26. Our college organises faculty development programmes frequently.

27. Our management and principal motivates the faculty members to attend faculty development programmes organized by any academic institution in the country.

28. The management and Principal are always positive and liberal in permissive teachers for attending national and international seminars/conferences at the cost of college.

29. Every challenging responsibility is always assigned to the faculty members to make them more creative.

30. Papers are normally allotted on the basis of specialization of the teachers.
31. The faculty members in our college are working with harmony and cooperative to each other

32. The teachers are given full freedom to make critical evaluation of functioning of the Principal and the management of the college

33. The remunerative and prestigious assignments in the college are given on the basis of capabilities and experience of the faculty members and not to the 'yes men'

34. The Principal and management both are easily accessible to the teachers to discuss their departmental or personal problems

35. The service conditions in my college are atleast at par with that of the Govt. institutions

36. Even on the higher salary and grade I would not like to move to another college

37. My job allows me sufficient time for rest and recreation

38. The available physical facilities are sufficient for the students and teachers

39. I am happy with the academic environment of my college

40. I think still teaching profession commands respect in society

41. My students usually come to me to discuss their difficulties

42. Some times I feel that there is none in my college from whom I can take needed guidance.

43. Residential accommodation available on the Campus is allotted to the teachers on the basis of seniority

44. I never allow any body to criticize my college

45. On account of above mentioned factors I am highly satisfied with my job

46. Teaching is undoubtedly the best profession.
## SCALE-B

### SCALE TO ASSESS SIGNIFICANCE OF JOB SATISFACTION

1. It makes you more committed, dedicated, sincere and loyal to the institution.

2. It motivates you to make teaching more effective.

3. It motivates you to participate in activities relating to both your college as well as students.

4. It motivates you to accomplish the responsibilities assigned to you by the college more effectively.

5. It motivates and encourages you to pursue research and development programmes.

6. It motivates you to actively participate in the meetings of various bodies and committees constituted in your college.

7. It improves inter-personal relations in the college.

8. It makes the social/family life happy.

9. It leads to low absenteeism of faculty.

10. It reduces the turnover and increases the stability of teachers.

11. It leads to the better mental health of teachers.

12. It is essential to maintain physical health of teachers.

13. It motivates teachers to form positive attitude towards the college.

14. It improves the corporate image of the college.

15. It improves the overall efficiency and effectiveness of teaching faculty.
SCALE-C

SCALE TO ASSESS FACTORS INFLUENCING JOB SATISFACTION

1. Personal attitude towards teaching profession.
2. Salary and other financial benefits
3. Working Environment in the college
4. Working conditions in the college
5. Academic atmosphere in the college
6. Democratic culture prevalent in the college
7. Research and Development facilities provided by the college
8. General policies of the college
9. Challenging responsibilities assigned by the college
10. Attitude and behaviour of the Management towards teachers
11. Attitude and behaviour of the Principal towards teacher
12. Attitude and behaviour of Co-faculty members Towards each other
13. Attitude and Behaviour of the students of the college towards their teachers
14. Updated course curriculum to be taught to the students
15. Advanced teaching and research aids available in the college
16. Required and sufficient number of books, journals and magazines available in the college library.
17. Separate rooms made available to the individual teacher

18. Total working hours of teachers in the college

19. Teacher’s status in the college

20. Merit incentives given to the teachers by the college.

21. Needed guidance and cooperation available from senior faculty members.

22. Selection and promotion policies and procedures followed by the college.

23. Service conditions laid-down by the college

24. Job security assurance given by the college

25. Participation of the teachers in various bodies constituted by the college

26. Educational qualifications of the teacher concerned

27. Interest and ability of the teacher

28. Corporate image of the college

29. Location of college

30. Status given by the society to the teaching profession

31. Market demand of the course conducted by the college

32. Seriousness of the students toward their studies

33. Teachers and students grievance handling mechanism devised by the college

34. Residential accommodation made available to the teachers on the campus
❖ Any other aspect pertaining to job satisfaction which has not been included in the schedule.

❖ Any concrete suggestion/s to improve the level of job satisfaction amongst the college teachers.

Thank you for your kind cooperation.