APPENDIXES
APPENDIX A

A TEST BATTERY OF PERSONALITY FACTORS
S. Sreelatha, Dr. B. Krishna Prasad, and Dr. A. Amalraj
2005

INSTRUCTIONS


Please do not omit any item. Your response will be kept confidential, and will be used for research purpose only.

SECTION A

1. I have satisfaction in my work. A B C D E
2. I get adequate salary for my work. A B C D E
3. As I have no other means, I continue this work. A B C D E
4. My co-workers are good. A B C D E
5. I work for salary only. A B C D E
6. I haven’t any doubt in my work. A B C D E
7. I am dedicated to my work. A B C D E
8. I often feel inferior in my social status. A B C D E
9. I have satisfaction in the casual leave given by the institution. A B C D E
10. The atmosphere of my institution is not suitable to do work. A B C D E
11. I feel comfortable in any situation. A B C D E
12. I am not happy with my life style. A B C D E

SECTION B

1. I feel nervous while talking to my colleagues. A B C D E
2. I have no difficulty to interact with my students. A B C D E
3. Students often ridicule me. A B C D E
4. I think my students consider me favourably. A B C D E
5. I don’t like being advised by my superiors. A B C D E
6. I never become suspicious of my students.  
7. My superiors have personal interest in me.  
8. I have much difficulty to adjust with my students.  
9. I think others are exploiting me.  
10. I feel very happy after talking to my students.  
11. I am in favour of student-centered teaching.  
12. I think that teacher involvement is not essential in the teaching-learning process.  

SECTION C

1. I find it difficult to cope with new situation.  
2. I do not like to handle complex problems.  
3. I use complete and accurate data for information.  
4. I am not careful while making decisions.  
5. I prefer to work with people who are polite and trustworthy.  
6. I am usually narrow in my outlook while making decisions.  
7. I emphasize future goals while making plans.  
8. While planning, I usually emphasize the problem I currently face.  
9. I usually take a long time to make a decision.  
10. I look for new ideas and approaches when performing my job.  
11. I can evaluate any event or programme.  
12. I am unable to draw inferences.  

SECTION D

1. While in the classroom, I exercise my authority with an iron hand.  
2. I accept the views of my students.  
3. I do not persuade others to follow my ideas.  
4. I will not tolerate my students deviating from the rules and regulations.
5. I accept my mistakes even if it is pointed out by my students. A B C D E
6. I harass my students who make any mistake. A B C D E
7. I believe in team work A B C D E
8. I do not like to freely mingle with my students. A B C D E
9. When I have a doubt, I have no hesitation in obtaining the views of my students. A B C D E
10. I need more power to deal with my students. A B C D E
11. I have the ability to take the lead in any situation. A B C D E
12. I am aware that I am not a leader of my group. A B C D E

SECTION E

1. I have no difficulty to interact with others. A B C D E
2. I like to stay away from other teachers. A B C D E
3. I have no difficulty to adjust with students. A B C D E
4. I have no intimate friends. A B C D E
5. I feel very happy after talking to my fellow friends. A B C D E
6. My friends often consider my opinions. A B C D E
7. Other teachers do not have any personal attachment towards me. A B C D E
8. I never quarrel with my friends. A B C D E
9. I don’t like my close friends mingling with others. A B C D E
10. I always try to keep a distance from my students. A B C D E
11. I have no difficulty to interact with strangers. A B C D E
12. Others consider me as an introvert. A B C D E

SECTION F

1. I like to do things in the proper way. A B C D E
2. I have a high esteem about myself. A B C D E
3. It is not good to have foresight about the future. A B C D E
4. High aspirations should be the core of life. A B C D E
5. When I evaluate myself, I consider my merits as well as demerits. A B C D E
6. When I am unable to solve a problem, I feel frustrated.
7. I have no goal in my life.
8. I am not able to face disappointing situations.
9. I do not have anxiety even in my difficulties.
10. I never try to face difficult problems.
11. I do not hesitate to analyze my own actions.
12. Sometimes I do things impulsively.

SECTION G

1. I have difficulty in understanding what most of the teachers teach.
2. I often become the centre of attention among my friends.
3. I criticize a specific act rather than a particular individual.
4. I do not take into consideration the suggestion made by my students.
5. I believe that there is no need to explain my actions to my students.
6. I would take initiative to settle conflicts among my colleagues.
7. I often criticize my students in front of others.
8. I discourage criticisms on my decisions and activities from others.
9. After a failure, I can find new methods.
10. I do not like the work which needs accuracy.
11. I remain calm, even when I have to face several problems.
12. I feel upset if I fail to complete my work in time.

SECTION H

1. I often feel that I am not self-sufficient in certain matters.
2. At times of happiness, my mind involves in other things.
3. There is nothing wrong in not keeping words.
4. While evaluating an action, its negative side should be considered.
5. I can work with self-control. A B C D E
6. I have control over my actions. A B C D E
7. I am not attentive most of the time. A B C D E
8. I do not have any confidence in myself. A B C D E
9. I am anxious about my future. A B C D E
10. I usually keep cheerful in spite of troubles. A B C D E
11. I feel free to do whatever I think is right. A B C D E
12. I am afraid to criticize those in authority. A B C D E

SECTION I

1. I act impulsively. A B C D E
2. I am not affected by irrational fear. A B C D E
3. My shyness affects me. A B C D E
4. I am usually disturbed by criticisms. A B C D E
5. I wish to see everything in an order. A B C D E
6. In choosing things, I depend on others. A B C D E
7. My actions are always justifiable. A B C D E
8. On my own accord, I don't distort facts. A B C D E
9. I am not conscious of my limitations. A B C D E
10. I am conscious about the rights of others. A B C D E
11. I do not complete the work assigned to me. A B C D E
12. I take interest in solving difficult problems. A B C D E

SECTION J

1. I am not satisfied with my salary. A B C D E
2. I am not loyal towards my job. A B C D E
3. I am not satisfied with my working conditions. A B C D E
4. I am sad that I haven't reached a good position in life. A B C D E
5. I am not depressed as this job ensures me a good status in the society. A B C D E
6. I like this job as I don't have to suffer a lot. A B C D E
7. I don't lose temper while doing my work. A B C D E
8. I am not happy with the amount of work I am supposed to do.

9. My mind is disturbed because of the unhealthy atmosphere in my institution.

10. The thought that less qualified persons get more salary depresses me.

11. Others consider me as a balanced person.

12. I get irritated by the actions of my colleagues.

**Personal Data**

1. Name : 
2. Sex : Male/Female
3. Locality : Rural/Urban
4. Teaching Experience : Below 10 years/ Above 10 years
5. Type of Management : Govt./Private
6. Religion : Hindu/Christian/Muslim
7. Community : FC/BC/SC/ST
APPENDIX B

A TEST BATTERY OF PERSONALITY FACTORS
S. Sreelatha, Dr. B. Krishna Prasad and Dr. A. Amalraj
2006

INSTRUCTIONS

Some statements related to various aspects of your personality factors are given below. Mark your answer by putting a circle around A, B, C, D, and E. 'A' denotes ‘Strongly Agree’, 'B' denotes ‘Agree’, 'C' denotes 'undecided', 'D' denotes 'Disagree', and 'E' denotes 'Strongly Disagree'.

Please do not omit any item. Your responses will be kept confidential and will be used for research purpose only.

SECTION A

1. I have satisfaction in my work. A B C D E
2. I get adequate salary for my work. A B C D E
3. As I have no other means, I continue this work. A B C D E
4. My co-workers are good. A B C D E
5. I haven’t any doubt in my work. A B C D E
6. I am dedicated to my work. A B C D E
7. I often feel inferior in my social status. A B C D E
8. The atmosphere of my institution is not suitable to do work. A B C D E
9. I feel comfortable in any situation. A B C D E
10. I am not happy with my life style. A B C D E

SECTION B

1. I feel nervous while talking to my colleagues. A B C D E
2. I have no difficulty to interact with my students. A B C D E
3. I think my students consider me favourably. A B C D E
4. I don’t like being advised by my superiors. A B C D E
5. My superiors have personal interest in me. A B C D E
6. I have much difficulty to adjust with my students. A B C D E
7. I think others are exploiting me. A B C D E
8. I feel very happy after talking to my students. A B C D E
9. I am in favour of student-centered teaching. A B C D E
10. I think that teacher involvement is not essential in the teaching-learning process. A B C D E

SECTION C

1. I find it difficult to cope with new situations. A B C D E
2. I do not like to handle complex problems. A B C D E
3. I use complete and accurate data for information. A B C D E
4. I am not careful while making decisions. A B C D E
5. I am usually narrow in my outlook while making decisions. A B C D E
6. I emphasize future goals while making plans. A B C D E
7. While planning, I usually emphasize the problem I currently face. A B C D E
8. I look for new ideas and approaches when performing my job. A B C D E
9. I can evaluate any event or programme. A B C D E
10. I am unable to draw inferences. A B C D E

SECTION D

1. While in the classroom, I exercise my authority with an iron hand. A B C D E
2. I accept the views of my students. A B C D E
3. I do not persuade others to follow my ideas. A B C D E
4. I accept my mistakes even if it is pointed out by my students. A B C D E
5. I harass my students who make any mistake. A B C D E
6. I do not like to freely mingle with my students. A B C D E
7. When I have a doubt, I have no hesitation in obtaining the views of my students. A B C D E
8. I need more power to deal with my students. A B C D E
9. I have the ability to take the lead in any situation. A B C D E
10. I am aware that I am not a leader of my group. A B C D E
SECTION E

1. I have no difficulty to interact with others.        A B C D E
2. I like to stay away from other teachers.          A B C D E
3. I have no difficulty to adjust with students.     A B C D E
4. I have no intimate friends.                       A B C D E
5. I feel very happy after talking to my fellow friends. A B C D E
6. Other teachers do not have any personal attachment towards me. A B C D E
7. I don't like my close friends mingling with others. A B C D E
8. I always try to keep a distance from my students.  A B C D E
9. I have no difficulty to interact with strangers.  A B C D E
10. Others consider me as an introvert.               A B C D E

SECTION F

1. I like to do things in the proper way.              A B C D E
2. It is not good to have foresight about the future. A B C D E
3. When I evaluate myself, I consider my merits as well as demerits. A B C D E
4. High aspirations should be the core of life.       A B C D E
5. When I am unable to solve a problem. I feel frustrated. A B C D E
6. I am not able to face disappointing situations.    A B C D E
7. I do not have anxiety even in my difficulties.     A B C D E
8. I never try to face difficult problems.            A B C D E
9. I do not hesitate to analyze my own actions.       A B C D E
10. Sometimes I do things impulsively.                 A B C D E

SECTION G

1. I have difficulty in understanding what most of the teachers teach. A B C D E
2. I often become the centre of attention among my friends. A B C D E
3. I criticize a specific act rather than a particular individual.
4. I believe that there is no need to explain my actions to my students.
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SECTION H

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3. There is nothing wrong is not keeping words.
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5. I have control over my actions.
6. I do not have any confidence in myself.
7. I am anxious about my future.
8. I usually keep cheerful in spite of troubles.
9. I feel free to do whatever I think is right.
10. I am afraid to criticize those in authority.

SECTION I

1. I act impulsively.
2. I am not affected by irrational fear.
3. I am usually disturbed by criticisms.
4. I wish to see everything in an order.
5. In choosing things, I depend on others.
6. On my own accord, I don't distort facts.
7. I am not conscious of my limitations.
8. I am conscious about the rights of others.
9. I do not complete the work assigned to me.  
10. I take interest in solving difficult problems.

SECTION J

1. I am not satisfied with my salary.  
2. I am sad that I haven't reached a good position in life.  
3. I am not depressed as this job ensures me a good status in the society.  
4. I like this job as I don't have to suffer a lot.  
5. I don't lose temper while doing my work.  
6. I am not happy with the amount of work I am supposed to do.  
7. My mind is disturbed because of the unhealthy atmosphere in my institution.  
8. The thought that less qualified persons get more salary depresses me.  
9. Others consider me as a balanced person.  
10. I get irritated by the actions of my colleagues

Personal Data

1. Name :  
2. Sex : Male/Female  
3. Locality : Rural/Urban  
4. Teaching Experience : Below 10 years/ Above 10 years  
5. Type of Management : Govt./Private  
6. Religion : Hindu/Christian/Muslim  
7. Community : FC/BC/SC/ST
APPENDIX C

AN INDEX OF TEACHER EFFECTIVENESS
S. Sreelatha, Dr. B. Krishna Prasad, and Dr. A. Amalraj
2005

INSTRUCTIONS

The following items indicate various aspects involved in the teaching-learning situation. On the basis of these items, you are requested to evaluate the teacher as noted below. Kindly put a tick mark (√) against each item which suits the teacher in one of the three categories, viz., P (Poor), A (Average), and G (Good).

1. Format of the lesson (suitability and originality)     P  A  G
2. Instructional Objective – Clearly stated            P  A  G
3. Content – relevance and appropriateness            P  A  G
4. Correctness of content                            P  A  G
5. Checks previous knowledge                         P  A  G
6. Links previous knowledge with the new knowledge   P  A  G
7. Gives necessary, sufficient and accurate information P  A  G
8. Gives additional information                       P  A  G
9. Correlation with different subjects/life situation P  A  G
10. Illustrates with suitable, relevant examples      P  A  G
11. Repeat and simplify the points which are not understood P  A  G
12. Possess up-to-date knowledge about subject matter P  A  G
13. Gives opportunities for pupil participation      P  A  G
14. Fluency and clarity in speech                     P  A  G
15. Continuity of thought                            P  A  G
16. Teacher pupil interaction                        P  A  G
17. Acceptance of student’s ideas                    P  A  G
18. Thought provoking                                P  A  G
19. Address to the whole class                       P  A  G
20. Pays attention to pupil’s responses               P  A  G
21. Suitable to the pupil level                      P  A  G
22. Uses appropriate time                            P  A  G
23. Systematic                                       P  A  G
24. Identifies attentive and non-attentive behaviour  P  A  G
25. Time budgeting                                    P  A  G
26. Provides individual attention                     P  A  G
27. Consolidates the main points                     P  A  G
28. Links the present knowledge with past and future P  A  G
29. Diagnose pupil difficulties and provides suitable remedial measures P  A  G
30. Gives suitable assignments                       P  A  G
# Personal Data

1. **Name**: 
2. **Sex**: Male/Female
3. **Locality**: Rural/Urban
4. **Teaching Experience**: Below 10 years/ Above 10 years
5. **Type of Management**: Govt./Private
6. **Religion**: Hindu/Christian/Muslim
7. **Community**: FC/BC/SC/ST
APPENDIX D

AN INDEX OF TEACHER EFFECTIVENESS
S.Sreelatha, Dr. B. Krishna Prasad, and Dr.A. Amalraj
2006

INSTRUCTIONS

The following items indicate various aspects involved in the teaching – learning situation. On the basis of these items you are requested to evaluate the teacher as noted below. Kindly put a tick mark (✓) against each item which suits the teacher in one of the three categories, viz., P (Poor), A (Average), and G (Good).

1. Format of the lesson (suitability and originality)  
2. Instructional Objectives – Clearly stated  
3. Content – relevance and appropriateness  
4. Links previous knowledge with the new knowledge  
5. Gives necessary, sufficient and accurate information  
6. Illustrates with suitable, relevant examples  
7. Repeat and simplify the points which are not understood  
8. Gives opportunities for pupil participation  
9. Fluency and clarity in speech  
10. Acceptance of student’s ideas  
11. Thought provoking  
12. Address to the whole class  
13. Suitable to the pupil level  
14. Systematic  
15. Time budgeting  
16. Provides individual attention  
17. Consolidates the main points  
18. Links the present knowledge with past and future  
19. Diagnoses pupil difficulties and provides suitable remedial measures  
20. Gives suitable assignments

Personal Data

1. Name :  
2. Sex : Male/Female  
3. Locality : Rural/Urban  
4. Teaching Experience : Below 10 years/ Above 10 years  
5. Type of Management : Govt./Private  
6. Religion : Hindu/Christian/Muslim  
7. Community : FC/BC/SC/ST
APPENDIX E
PERSONAL INFORMATION SCHEDULE

INSTRUCTIONS
Kindly fill in the details as required. Put a tick mark (✓) wherever necessary. The information given above by you will be kept confidential and will be used for research purpose only.

1. Name :

2. Sex : Male/Female

3. Locality : Rural/Urban

4. Teaching Experience : Below 10 years/Above 10 years

5. Type of Management : Govt./Private

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7. Community : FC/BC/SC/ST