### Interview Schedule

#### Section - A.


2. Residence: (a) Village; (b) Town; (c) City.

3. Whether migrated from Bangladesh (erstwhile East Pakistan): (a) Yes; (b) No.

4. Marital Status: (a) Unmarried; (b) Married; (c) Widow; (d) Separated; (e) Divorcee.

5. General Educational Qualification: (a) School-passed; (b) Under-graduate; (c) Graduate; (d) Post-graduate.
4.a) Professional Educational Qualification:
   a) General Nursing Midwifery,
   b) Post-Certificate course,
   c) B.Sc.(Nursing),
   d) M.Sc.(Nursing).

4.b) Whether undertaken any other training:
   a) Yes,
   b) No.

5. Present Designation:

6. Length of Service (in number of years):
   1-3 years;
   4-6 years;
   7-9 years;
   10-12 years;
   13-15 years;
   15 years & above;

7. Income (own):

7.a) Income (family):

7.b) Family expenditure:

8. Father’s educational qualification:
   a) Illiterate,
   b) Primary school education,
   c) School-passed,
   d) Under-graduate,

contd ...
8.e) Mother's educational qualifications:
   a) Illiterate,
   b) Primary-school education,
   c) School-passed,
   d) Under-graduate,
   e) Graduate,
   f) Post-graduate.

9. Whether any of your family members has accepted nursing as a profession: (a) yes (b) no.

10. If yes, relations.

Section - B.

1. Given below is a set of General Values, relevant for nursing occupation. How much do you associate with your present occupation?
   a) A readiness to sacrifice personal well-being for the sake of professional duty.

   Strongly associate
   Slightly associate
   Strongly dissociate.
b) **Caution**, even when seems unnecessary.

- Strongly associate
- Slightly associate
- Strongly dissociate

c) **Patience**, even if it is tiresome.

- Strongly associate
- Slightly associate
- Strongly dissociate

d) **Stoking feeling of trust**, even if it is time-consuming.

- Strongly associate
- Slightly associate
- Strongly dissociate

e) **A commitment to service**, even when the organisation does not penalise lack of it.

- Strongly associate
- Slightly associate
- Strongly dissociate

2. Do you think that as a nurse you possess these personal attributes (general values)?

- Fully
- Moderately
- Slightly
2. a) If you think that you possess these attributes from moderate degree to high degree, what was/were the persistent source of knowledge about these necessary attributes?

3. Do you think that your performance as a nurse is like the performance of any other fellow-nurse?
   Yes
   Undecided
   No

4. How do you evaluate the performance of an average nurse as a nurse?
   a) Usually very efficient and responsible
   b) Has working efficiency and responsibility
   c) Lacks the required efficiency and responsibility.

Section - C

1. As you know that the following organizations are looking after your interest. To which one do you feel you belong to (not merely as a fee-paying member)?
   a) Trained Nurses' Association of India
   b) West Bengal Nurses' Association
   c) West Bengal Nursing Cadres' Association

contd .....
1. d) You don't feel that you belong to any one of the above, even if you regularly pay membership fee to any one of them.

2. Reasons of attachment to the Union are stated below. Indicate your personal reasons.
   a) Union is a communication link with the authorities.
   b) Union is an organization to realize service-related demands (Pay, duty, promotion, transfer).
   c) Union offers scope for participation in decision-making.
   d) Pressures to join a union.

3. Do you think that the unions, apart from looking after your professional interests, also
   a) Urge you to be sincere to the patients
      Rarely
      Occasionally
      Mostly.
   b) Urge you to interact with patients' relations
      Rarely
      Occasionally
      Mostly.
   c) Urge you to comply with instructions of your immediately superior officer (e.g. matron, nursing

   contd ....
superintendent) so that the patients do not suffer.
  Rarely
  Occasionally
  Mostly.
d) Urge you to be attentive to the instructions of the
teative doctors.
  Rarely
  Occasionally
  Mostly.

4. What do you think you are in relationship to the union
you belong to?
  a) Only a fee-paying member
  b) a member attending meetings and rallies regularly
  c) holding office (now or before).

4.a) Do you think that you should reduce your contact with the
union?
  a) Yes
  b) Undecided
  c) No.

4.b) If no, do you think that you should increase your role in
the union?
  a) Yes,
  b) Undecided,
  c) No.
4. c) If yes, indicate appropriate level of involvement?
   i) By regularly attending union meeting within the hospital.
   ii) By joining deputations to authorities within the hospital.
   iii) By joining deputations to authorities at the Governmental level.
   iv) By joining rallies.
   v) As an office bearer or executive/working committee member participating at the decision or policy formating level.
   vi) Any other.

Section - D.

1. Do you think that the way things are being run in your hospital
   a) allows you to make good use of your professional training.
      Mostly
      Slightly
      Not at all
   b) allows you to improve upon your professional training.
      Mostly
      Slightly
      Not at all.
a) allows you to use your own judgment when instructions are rather vague.
   Mostly
   Occasionally
   Not at all.

d) allows you to state your own opinion on questions of your profession against the known position of your immediate superior.
   Mostly
   Occasionally
   Not at all.

e) allows you direct personal access to the highest authority in your organisation.
   Mostly
   Occasionally
   Rarely.

f) compels you to perform duties not formally attached to you.
   Mostly
   Occasionally
   Rarely.

2. What do you think your professional role need to be under the circumstances?
   a) To do only what you're instructed to do.
n) To even out down those duties you think you should not do (if it is possible to go undetected and unpenalized).

e) To try to reorganize your work and professional relations so that you can give your professional best.

3. Do you think that anybody superior to you (e.g., matron, ward-sister, doctors-in-charge), apart from looking after your professional interests also,

a) Urges you to be sincere to the patients.
   \begin{itemize}
   \item Rarely
   \item Occasionally
   \item Mostly
   \end{itemize}

b) Urges you to interact with patients' relations.
   \begin{itemize}
   \item Rarely
   \item Occasionally
   \item Mostly
   \end{itemize}

c) Urges you to comply with instructions of your immediately superior officer so that the patients do not suffer.
   \begin{itemize}
   \item Rarely
   \item Occasionally
   \item Mostly
   \end{itemize}
d) Urges you to be attentive to the instructions of the attending doctors.

Rarely
Occasionally
Mostly

4. How do you think that your pay compares with pay in other government services?

Not at all
Moderately
Absolutely

4.a) Whether promotion prospects are limited than in other government services?

Yes
Undecided
No.

4.b) When necessary do you get sympathetic consideration from your authority?

Yes
Undecided
No.

4.c) Do you think that overall service conditions (for example working hour, housing, etc.) are satisfactory?

Not at all
Moderately
Absolutely
4.d) Given a chance and an equal pay and promotion opportunity and service conditions as a whole, would you change to another occupation?

Yes
Undecided
No.

4.e) If yes, please state the reasons.

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Section - 8.

1. If a fellow-nurse has a problem vis-a-vis hospital administration, and she wants to talk with you to seek your suggestion/advice/comfort, what would you normally do?

Sometimes discuss
Occasionally discuss
Mostly discuss.

2. If you think that a fellow-nurse has been allocated a duty in an improper way or been penalised in a wrongful manner, will you support her reaction e.g. (complaining about it to her fellow colleagues/to another administrative officer/to the union/to an external body like a local unit of political party), knowing that you may have to contd ......
suffer e.g. delayed promotion, a bad transfer?
  Support rarely
  Support occasionally
  Support mostly*

2.a) Will you try to defend a fellow-nurse from an administrative penalty or from public criticism for her alleged failure in official duty which has resulted in the death of a patient, even when you do not entirely disagree with the allegation?
  Defend rarely
  Defend occasionally
  Defend mostly

2.b) Will you help (by giving her advice/support/anything she considers to be of help) a fellow nurse who does not belong to your nursing organization knowing fully well that you may be penalized by your nursing organization (criticism, stigmatization, arranging a bad transfer, etc.)?
  Help rarely
  Help occasionally
  Help mostly*

3. You will probably agree that those with whom you usually work, particularly the fellow-nurses in your posts, influences your ideas regarding what you should do as a

contd ......
nurse. If you agree with the proposition, indicate how fellow nurses influence you:

a) Through your observation/experience on what they do usually.
b) Through deliberate verbal message to you.
c) Do you not feel that fellow-nurses influence you?
d) Any other.

4. In case they use deliberate verbal message, do they urge you to consider patients as if they are your beloved and close relations?

Mostly
Occasionally
Rarely

4.a) How do you usually respond to that kind of suggestion/instruction given to you by your fellow-nurses with whom you are very intimate?

a) Abide by most of the instruction/suggestion.
b) Abide by, only when, I personally consider to be feasible.
c) Do not abide by most of the suggestions.

4.b) It is possible that you are a member of a nurses' organization. Do your fellow nurses urge you to become an important office-bearer of the said organization, knowing that this might adversely affect your professional
status, or personal reputation or familial obligation?

Mostly
Occasionally
Rarely

4.6) For do you usually respond to that kind of instruction/suggestion given to you by your fellow-nurses with whom you are very intimate?

a) Abide by most of the requests.
b) Abide by, when I consider it proper to become office-holder of the nursing organisation.
c) Do not abide by most of the requests.

d) You know that as in all organisation, in your organisation also there are superiors (e.g., nursing superintendent, matron) entrusted with the task of over-seeing your work. Do your fellow-nurses suggest to you that you could neglect a bit of your assigned work because the superior does not have any opportunity to detect your negligence?

Mostly
Occasionally
Rarely

e) How do you usually respond to that kind of instructions/suggestions given to you by your fellow-nurses with whom you are very intimate?

a) Abide by most of the suggestion.

contd ......
b) Abide by only those I personally consider to be proper or feasible.

c) Do not abide by most of these.

Section - F.

1. Do you think that there are constraints in realizing your profession properly?

   a) Yes
   b) Undecided
   c) No

1.a) If yes, what are the constraints?

2. Society possesses some ideas about the nurses. Do you know what are these ideas? (Please mention in detail).

2.a) Do you think that these ideas are proper?

2.b) What do you think are the sources of these ideas?