ANNXURE
Interview Schedule
Identifying the Job Satisfaction of Employee in dairy co-operative industry in Kerala

I.

a) Name and address of the Unit (with place and District):

b) Name of the employee:

c) Name of Department: Production/marketing/finance/P&I/HR

d) Present Rank:

e) Category: Plant attendant/Administrative staff/Technical Staff/Management staff

f) Salary: Below 15,000 15001 to 25000
   25000 to 35000 above 35000

g) Annual income from other source:
   Below 10,000 10,000 to 20,000
   20,000 & above

h) Duty Nature: Shift/Normal

i) Age:
   18 to 40 40 to 50
   50 & above

j) Sex: Male/Female

k) Marital Status: Married/Unmarried

l) No. of Dependents: 1, 2, 3, 4 & Above

m) Political Affiliation: Left/Right/Others

n) Total years of experience in Milma:
   Below 5 5 to 15
   15 to 25 25 & above

0) Education Qualification:

<table>
<thead>
<tr>
<th>SSLC</th>
<th>Predegree</th>
<th>Graduation</th>
<th>Post Graduation</th>
<th>Professional</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

i
Part II

1. As a result of the job I hold my social status as
   excellent good fair poor very poor
2. With regard to the economic advantage like salary, allowance etc., I rate my job as
   extremely very moderately poorly not
   satisfying satisfying satisfying satisfying satisfying
3. The training and experience that I have got while on job has improved my competence and
efficiency as
   very greatly greatly sufficiently inadequately not at all
4. As a result of the job I am holding, my social circle have widened;
   very great great moderate alittle no
5. Your controlling officers and colleagues are cooperative, helpful and inspiring people
   strongly agree agree poorly agree slightly agree disagree
6. My job has developed on me a desirable style of life with regard to habits and attitudes
to very great extent to great extent to moderate extent to some extent to no extent
7. My job gives me time and opportunities to attend to my family
   very greatly greatly sufficiently inadequately not at all
8. By virtue of the job that I hold, opportunities to get certain positions are
   very many many moderate few nil
9. Transfers from one office to another are inconvenient to me and my family
   very frequently frequently occasionally rarely never
10. My job is trying to improve the quality of life, that is it endeavours to make a better
    personality
    strongly agree agree naturally disagree strongly disagree
11. On the scale of democratic functioning, I rate my job as
    extremely very slightly sometimes un
    democratie democratie democratie democratie democracie
12. Keeping qualification, training etc. are equal, I rate my job in comparison with others as
    much higher higher optimum low very low
13. My job is so interesting that, even in the absence of overtime allowance, I can willingly work on holiday and also at late hours.
   always frequently now and then under compulsion never

14. The working conditions like comfortable working place, adequate hygiene and healthy environment of offices etc. are
   very satisfactory satisfactory slightly satisfactory unsatisfactory
   very unsatisfactory

15. Malpractices like corruption, favouritism etc. are there in my organisation
   abundantly sufficiently moderately slightly not at all

16. You agree that your jobs add to the economy and development of the nation
   strongly agree agree poorly agree slightly disagree completely disagree

17. Communication network in my profession is (both upward and downward)
   very adequate sufficiently adequate slightly adequate inadequate
   very inadequate

18. Opportunity in my job for promotion, increased responsibility etc.
   very much many sufficient few nil

19. The hierarchy in my job leaves no scope for freedom in decision making, initiatives etc.
   rather it provides boredom
   strongly agree agree neutral slightly disagree strongly disagree

20. To my family relatives and friends my job appears to be
   very pleasing pleasing okay somewhat pleasing displeasing

21. All said and done, how satisfied are you with the job?
   completely very moderately slightly not at all
   satisfied satisfied satisfied satisfied satisfied

22. I often feel that my employer will not terminate me if I commit a mistake
   strongly agree agree undecided disagree strongly disagree

23. I have to work very hard here if I have to keep my job secure
   strongly agree agree undecided disagree strongly disagree

24. The activities of my superiors are governed with self interest
   strongly agree agree undecided disagree strongly disagree

25. My present job demands a high degree of accuracy
   strongly agree agree undecided disagree strongly disagree
26. If I leave this job I would miss it money the most
   strongly agree  agree  undecided  disagree  strongly disagree

27. I often feel that my job is more than I aspired for
   strongly agree  agree  undecided  disagree  strongly disagree

28. Compared to the nature of work salary scales here are very poor
   strongly agree  agree  undecided  disagree  strongly disagree

29. I feel badly if I do not perform well on my job
   strongly agree  agree  undecided  disagree  strongly disagree

30. Our superiors give us all kind of support at work in my organisation
   strongly agree  agree  undecided  disagree  strongly disagree

31. Overall job satisfaction is
   very high  high  undecided  low  very low

Part III

1 Problems faced with in the organisation (tick more than one)
   - change of management
   - manpower shortage
   - appreciation from management
   - duties in the night shift

2 Problems faced outside the organisation (   )
   - residence is far
   - conveyance problem
   - unavailability of leave for essential family matters

3 Any suggestions -
<table>
<thead>
<tr>
<th>JOB PERFORMANCE</th>
<th>Excellent</th>
<th>Good</th>
<th>Satisfactory</th>
<th>Sometimes satisfactory</th>
<th>Unsatisfactory</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Arrives for work on time</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Identifies problem</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Proposes solution to problems</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Uses time effectively</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Consult with supervisors and co-workers as necessary</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Demonstrates initiative as appropriate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Effectively collaborates with other department members as necessary</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. My performance is better than that of my colleagues with similar qualifications</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. I am satisfied with my performance because it is mostly good</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. My performance is better than that of employees with similar qualifications in other organizations</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>JOB LOYALTY</th>
<th>Excellent</th>
<th>Good</th>
<th>Satisfactory</th>
<th>Sometimes satisfactory</th>
<th>Unsatisfactory</th>
</tr>
</thead>
<tbody>
<tr>
<td>I want to continue my work in the same organization</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. I would like to advise my friends to do work in this organization</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. When somebody speak ill of my organization, I will defend it immediately</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. I would support my organization in almost any</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. No matter whether it will benefit me or not, I will be willing to continue working under my organization</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. When someone praises my organization, I feel like personal compliment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>