OCCUPATIONAL STRESS INDEX

The scale assesses the extent of stress, employees experience in context of their life. Select any one of the alternative responses to indicate the extent of accuracy to which each statement describe the nature and conditions at your jobs and experiences and feelings about various aspects of your job life.

To estimate the level of your occupational stress add up the scores on all the statements. If the score is below 115, you have low occupational stress, if the score is between 116 and 161, your occupational stress is of moderate level, and if the score is above 161, you are highly stressed.

The score for the statements are - 5 for absolutely true, 4 for almost true, 3 for partially true, 2 for almost false and 1 for absolutely false. The statement with asterix should be scored inversely, e.g, 5 for absolutely false and 1 for absolutely true.

1. I have to do a lot of work in this job. 5 4 3 2 1
2. The available information relating to my Job role and its outcomes are vague and insufficient. 5 4 3 2 1
3. My different officers often give contradictory instructions regarding my work. 5 4 3 2 1
4. Sometimes it becomes complicated problem For me to make adjustment between political/ Group pressures and formal rules and instruction 5 4 3 2 1
5. The responsibility for the efficiency and productivity of many employees is thrust upon me. 5 4 3 2 1
*6. Most of my suggestions are heeded and implemented here. 5 4 3 2 1
*7. My decisions and instructions concerning distribution of assignments among employees are properly followed 5 4 3 2 1
*8. I have to work with persons of my liking. 5 4 3 2 1
9. My assignment are of monotonous nature.  
*10. Higher authorities do care for my self-respect  
11. I get less salary in comparison to the quantum of labour/ work.  
12. I do my work under tense circumstances.  
13. Owing to excessive workload I have to manage with insufficient number of employees and resources  
*14. The objectives of my work role are quite clear and adequately planned.  
*15. Officials do not interfere with my jurisdiction and working methods  
16. I have to do some work unwillingly owing to certain group/political pressures.  
17. I am responsible for the future of a number of Employees.  
*18. My cooperation is frequently sought in solving the administrative or industrial problem at higher level  
*19. My suggestion regarding the training programmes of the employees are given due significance.  
20. Some of my colleagues and subordinates try to defame and malign me as unsuccessful.  
*21. I get ample opportunity to utilize my ability and experience independently.  
*22 This job has enhanced my social status.  
23. I am seldom rewarded for my hard labour and efficient performance.  
24. Some of my assignment are quite risky and complicated.  
25. I have to dispose off my work hurriedly owing to excessive work load.  
26. I am unable to perform my duties smoothly owing to uncertainty and ambiguity of the scope of my jurisdiction and authorities.
27. I am not provided with clear instructions and sufficient facilities regarding the new assignments trusted me.

28. In order to maintain group conformity sometimes I have to do/produce more than the usual.

29. I bear the great responsibility for the progress and prosperity of this organisation.

30. My options are sought in framing important policies of the organisation/department.

31. Our interest and opinion are duly considered in making appointment for important posts.

32. My colleagues do cooperate with me voluntarily in solving administrative and industrial problems.

33. I get ample opportunity to develop my aptitude and proficiency properly.

34. My higher authorities do not give due significance to my position and work.

35. I often feel that this job has made my life cumbersome.

36. Being too busy with official work I am unable to devote sufficient time to my domestic and personal problems.

37. It is unclear what type of work and behavior my higher authorities and colleagues expect from me.

38. Employees attach due importance to the official instructions and formal working procedures.

39. I am compelled to violate the formal and administrative and policies owing to group/political pressures.

40. My opinion is sought in changing or modifying the working systems/instruments and conditions here.

41. There exists sufficient mutual cooperation and team-spirits among the employees of this organisation/department.
42. My suggestions and cooperation are not sought in solving even those problems for which I am quite competent.

*43. Working conditions are satisfactory here from the point of view of our welfare and convenience.

44. I have to do such work as ought to be done by others.

45. It becomes difficult to implement all of a sudden the new dealing procedures and policies in place of those already in practice.

46. I am unable to carry out my assignments to my satisfaction on account of excessive work load and lack of time.
PERCEIVED STRESS SCALE

Perceived Stress Scale, (Cohen et al. 1983), a 14-item, self-reported unidimensional instrument developed to measure a perceived stress in response to situation’s in a person’s life. The Perceived Stress Scale is the most widely used psychological instrument for measuring the perception of stress. It is a measure of the degree to which situations in one’s life are appraised as stressful. Items were designed to tap how unpredictable, uncontrollable, and overloaded respondents find their lives. The scale also includes a number of direct queries about current levels of experienced stress.

Moreover, the questions are of a general nature and hence are relatively free of content specific to any sub-population group. The questions in the Perceived Stress Scale ask about feelings and thoughts during the last month. In each case, respondents are asked how often they felt a certain way.

Perceived Stress Scale 10 scores are obtained by reversing the scores on the four positive items, e.g., 0=4, 1=3, 2=2, etc. and then summing across all 10 items. Items 4, 5, 7, and 8 are the positively stated items. Coefficient alpha reliabilities have been shown to range from 0.67 to .86.

These questions ask you about your feelings, thoughts and activities during the last month, including today.
In the last month, how often have you:

1. Been upset because of something that happened unexpectedly?
   - Never: 0
   - Almost Never: 1
   - Sometimes: 2
   - Fairly Often: 3
   - Very Often: 4

2. Felt that you were unable to control important things in your life?
   - Never: 0
   - Almost Never: 1
   - Sometimes: 2
   - Fairly Often: 3
   - Very Often: 4

3. Felt nervous and "stressed"?
   - Never: 0
   - Almost Never: 1
   - Sometimes: 2
   - Fairly Often: 3
   - Very Often: 4

4. Felt confident about your ability to handle your personal problems?
   - Never: 4
   - Almost Never: 3
   - Sometimes: 2
   - Fairly Often: 1
   - Very Often: 0

5. Felt that things were going your way?
   - Never: 4
   - Almost Never: 3
   - Sometimes: 2
   - Fairly Often: 1
   - Very Often: 0
6. Found that you could not cope with all things you had to do?
   Never 0
   Almost Never 1
   Sometimes 2
   Fairly Often 3
   Very Often 4

7. Been able to control irritations in your life?
   Never 4
   Almost Never 3
   Sometimes 2
   Fairly Often 1
   Very Often 0

8. Felt that you were on top of things?
   Never 4
   Almost Never 3
   Sometimes 2
   Fairly Often 1
   Very Often 0

9. Been angered because of things that happened that were out of your control?
   Never 0
   Almost Never 1
   Sometimes 2
   Fairly Often 3
   Very Often 4

10. Felt difficulties were piling up so high that you could not overcome them?
    Never 0
    Almost Never 1
    Sometimes 2
    Fairly Often 3
    Very Often 4
JOB SATISFACTION SCALE

This part of the questionnaire contains one word items that will describe your attitude towards particular aspects of your job. Check either Yes or No. Please respond to all items in all five sections.

A. WORK

<table>
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<tr>
<th>Yes</th>
<th>No</th>
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<tbody>
<tr>
<td>Fascinating</td>
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<tr>
<td>Routine</td>
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<td>Satisfying</td>
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<td>Boring</td>
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<td>Good</td>
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<td>Creative</td>
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<td>Respected</td>
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<td>Hot</td>
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<tr>
<td>Pleasant</td>
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<td>Useful</td>
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<td>Tiresome</td>
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<td>Healthful</td>
<td></td>
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<td>Challenging</td>
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<tr>
<td>On your feet</td>
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<tr>
<td>Frustrating</td>
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<tr>
<td>Simple</td>
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<tr>
<td>Endless</td>
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<tr>
<td>Give sense of accomplishment</td>
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B. SUPERVISION

<table>
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<tr>
<th>Yes</th>
<th>No</th>
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<tr>
<td>Ask my advice</td>
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<tr>
<td>Hard to please</td>
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<td>Impolite</td>
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<tr>
<td>Praises good work</td>
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<tr>
<td>Tactful</td>
<td></td>
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<tr>
<td>Influential</td>
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</table>
____  ______ Up-to-date
____  ______ Doesn’t supervise enough
____  ______ Quick tempered
____  ______ Tells me where I stand
____  ______ Annoying
____  ______ Stubborn
____  ______ Knows job well
____  ______ Bad
____  ______ Intelligent
____  ______ Leaves me on my own
____  ______ Lazy
____  ______ Around when needed

C. PAY
Yes     No
____  ______ Income adequate for normal expenses
____  ______ Satisfactory fringe benefits
____  ______ Barely live on income
____  ______ Bad
____  ______ Income provides luxuries
____  ______ Insecure
____  ______ Less than I deserve
____  ______ Highly paid
____  ______ Under paid

D. PROMOTIONS
Yes     No
____  ______ Good opportunity for advancement
____  ______ Opportunity somewhat limited
____  ______ Promotion on ability
____  ______ Dead-end job
____  ______ Good chance for promotion
____  ______ Unfair promotion policy
____  ______ Infrequent promotion
____  ______ Regular promotions
____  ______ Fairly good chance for promotions
<table>
<thead>
<tr>
<th>E. CO-WORKERS</th>
<th>Yes</th>
<th>No</th>
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<tr>
<td></td>
<td>_____</td>
<td>_______ Stimulating</td>
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<td>_______ Boring</td>
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<td>_______ Easy to make enemies</td>
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<td>_______ Talk too much</td>
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<td>_______ No privacy</td>
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<td>_______ Active</td>
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<td>_____</td>
<td>_______ Narrow interests</td>
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<td>_______ Loyal</td>
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<td></td>
<td>_____</td>
<td>_______ Hard to meet</td>
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SUBJECTIVE WELL-BEING INVENTORY

The subjective well-being inventory is a questionnaire on some aspects of your life. Each question may be answered by any one of the given categories by putting a circle around the number which seems to represent your feelings best. For example, in the first question, if you feel that your life is very interesting, please put a circle around the response ‘very much’ (1). At times you may find that your feeling is not represented perfectly by any of the given response categories. In such cases just choose the one closest to what you think.

1. Do you feel your life is interesting?
   - Very much  1
   - To some extent  2
   - Not so much  3

2. Do you think you have achieved the standard of living and the social status that you had expected?
   - Very much  1
   - To some extent  2
   - Not so much  3

3. How do you feel about the extent to which you have achieved success and are getting ahead?
   - Very much  1
   - Quite good  2
   - Not so much  3

4. Do you normally accomplish what you want to?
   - Most of the time  1
   - Some time  2
   - Hardly ever  3

5. Compared with the past, do you feel your present life is?
   - Very happy  1
   - Quite happy  2
   - Not so happy  3
6. On the whole, how happy are you with the things you have been doing in recent years?
   - Very much 1
   - To some extent 2
   - Not so much 3

7. Do you feel you can manage situations even when they do not turn out as expected?
   - Most of the time 1
   - Some time 2
   - Hardly ever 3

8. Do you feel confident that in cases of a crisis (anything which substantially upsets your life situations) you will be able to cope with it/fear it boldly?
   - Very much 1
   - To some extent 2
   - No so much 3

9. The way things are going now do you feel confident in coping with the future?
   - Very much 1
   - To some extent 2
   - No so much 3

10. Do you sometime feel that all of us are part of a common force?
    - Very much 1
    - To some extent 2
    - No so much 3

11. Do you sometimes experience moments of intense happiness which are difficult to describe?
    - Quite often 1
    - Some times 2
    - Hardly ever 3

12. Does it give you happiness to think that you are part of mankind as children of an almighty God?
    - Quite often 1
    - Some times 2
    - Hardly ever 3

13. Do you feel confident that relatives and / or friends will help you out if there is an emergency, e.g. if you lose what you have by fire or theft?
    - Very much 1
    - To some extent 2
    - No so much 3
14. How do you feel about the relationship you and your children have?
   Very good  1
   Quite good  2
   Not so good  3
   Not applicable  4

15. Do you feel confident that relatives and/or friends will look after you if you are severely ill or meet with an accident?
   Very much  1
   To some extent  2
   No so much  3

16. Do you feel easily upset if things don’t turn out as expected?
   Very much  1
   To some extent  2
   No so much  3

17. Do you feel sometimes feel sad without reason?
   Very much  1
   To some extent  2
   No so much  3

18. Do you feel too easily irritated, too sensitive?
   Very much  1
   To some extent  2
   No so much  3

19. Do you feel disturbed by feeling of anxiety and tension?
   Most of the time  1
   Sometimes  2
   Hardly ever  3

20. Do you consider it a problem for you that you sometimes lose your temper over minor things?
   Very much  1
   To some extent  2
   No so much  3

21. Do you consider your family a source of help to you in finding solutions to most of the problems you have?
   Very much  1
   To some extent  2
   No so much  3
22. Do you think that most of the members of your family feel closely attached to each other?
   - Very much  1
   - To some extent  2
   - No so much  3

23. Do you think you would be looked after well by your family in case you were seriously ill?
   - Very much  1
   - To some extent  2
   - No so much  3

24. Do you feel your life is boring / uninteresting?
   - Very much  1
   - To some extent  2
   - No so much  3

25. Do you worry about your future?
   - Very much  1
   - To some extent  2
   - No so much  3

26. Do you feel your life is useless?
   - Very much  1
   - To some extent  2
   - No so much  3

27. Do you feel sometimes worry about the relationship you and your wife / husband have?
   - Very much  1
   - To some extent  2
   - No so much  3

28. Do you feel your friends / relatives would help you out if you were in need?
   - Very much  1
   - To some extent  2
   - No so much  3

29. Do you sometimes worry about the relationship you and children have?
   - Very much  1
   - To some extent  2
   - No so much  3
30. Do you feel that minor things upset you more than necessary?
   - Very much  1
   - To some extent  2
   - No so much  3

31. Do you get easily upset if you are criticized?
   - Most of the time  1
   - Sometimes  2
   - Hardly ever  3

32. Would you wish to have more friends than you actually have?
   - Very much  1
   - To some extent  2
   - No so much  3

33. Do you feel confident that in cases of a crisis (anything which substantially upsets your life situations) you will be able to cope with it/face it boldly?
   - Very much  1
   - To some extent  2
   - No so much  3

34. Do you sometimes worry about your health?
   - Very much  1
   - To some extent  2
   - No so much  3

35. Do you suffer from pains in various parts of your body?
   - Most of the time  1
   - Sometimes  2
   - Hardly ever  3

36. Are you disturbed by palpitations / a thumping heart?
   - Most of the time  1
   - Sometimes  2
   - Hardly ever  3

37. Are you disturbed by a feeling of giddiness?
   - Most of the time  1
   - Sometimes  2
   - Hardly ever  3
38. Do you feel you get tired too easily?
   - Most of the time: 1
   - Sometimes: 2
   - Hardly ever: 3

39. Are you troubled by disturbed sleep?
   - Most of the time: 1
   - Sometimes: 2
   - Hardly ever: 3

40. Do you sometimes worry that you do not have close personal relationship with other people?
   - Very much: 1
   - To some extent: 2
   - No so much: 3