Appendix A

(DEMOGRAPHIC DATA)

1) Gender: Male ☐ Female ☐

2) Teaching experience……..….…years

3) Age:  less than 30 years old ☐ 31- 44 years old ☐ 45- 54 years old ☐ above 55 years old ☐

4) Marital Status:  Married ☐ Single ☐

5) Field of Study/Specialization……………………

6) Level of Education:  P.U.C ☐ UG ☐ PG ☐ Other………..

7) Type of School: Government ☐ Private ☐

8) Level of School:  Primary ☐ High School ☐

9) Subject taught: Science ☐ Art ☐ Language ☐

10) Monthly income (Rupees):   5000-10000 ☐ 10000-15000 ☐ 5000-20000 ☐

20000-30000 ☐ or more ☐

11) Family type:  Joint ☐ Nuclear ☐ Extended ☐

12) Number of children………………

13) Name of School………………………..
# Appendix B

## Occupational Stress Index (OSI)

### Instruction

This questionnaire consists of the nature and condition of your job and also your experiences at job situation. Hence give your responses honestly and your responses will be kept strictly confidential. Please answer all 46 questions.

INSTRUCTION: Select any one of the responses to indicate the extent to which you agree or disagree with each statement.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Undecided</th>
<th>Agree</th>
<th>Strong agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

1. I have to do lot of work in this job.
2. The available information’s relating to my job –role and its outcome are vague and insufficient.
3. My different officers often give contradictory instructions regarding my works.
4. Sometimes it becomes a complex problem for me to make adjustment in politics/group pressure and formal rules and instructions.
5. The responsibility for the efficiency and productivity of many employees is thrust upon me.
6. Most of my suggestions are heeded and implemented here.
7. My decisions and instructions concerning distribution of assignment among employees are properly followed.
8. I have to work with persons whom I like.
9. My assignments are of monotonous nature.
11. I get less salary in comparison to the quantum of my labor/work.
12. I do my work under tense circumstances.
13. Owning to excessive work load I have to manage within sufficient number of employees and resources.
14. The objectives of my work-role are quiet 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 pressure.
17. I am responsible for the future of a number of employees.
18. My cooperation is frequently set in solving the administrative or institutional problems at higher level.
19. My suggestion regarding the training programs 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 abilities and experience independently.
22. This job has enhanced my social status.
23. I am seldom rewarded for my hard labor and efficient performance.
24. Some of the assignments are quiet risky and complicated.
25. I have to dispose of 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 assignment entrusted to me.
28. In order to maintain group conformity sometimes I have to produce more than the usual.
29. I bear the great responsibility for the progress and prosperity of this organization.
30. My opinions are sought in forming important policies of the Organization/Department.
31. Our interests and opinions are duly considered in making appointments for important posts.
32. My colleagues do cooperate with me voluntarily in solving administrative and institutional problems.
33. I get ample opportunity to develop my aptitude and proficiency properly.
34. My higher authorities do not give due significance to my post and work.
35. I often feel that this job has made my life cumbersome.
36. Being too busy with official work I am not able to devote sufficient time to domestic and personal problems.
37. It is not clear that 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 procedures owing to group/political pressures.
40. My opinion is sought in changing or modifying the working system instruments and conditions.
41. There exists sufficient mutual cooperation and team spirit among the employees of this Organization/Department.
42. My suggestion and cooperation are not sought in solving even those problems for which I am quiet 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 assignment to my satisfaction on account of excessive load of work and lack of time.
Appendix C

Maslach Burnout Inventory (MBI)

Please read each statement carefully and decide if you ever feel this way *about your job*. If you have *never* had this feeling, write a "0" (zero) in the space before the statement. If you have had this feeling, Indicate *how often* you feel it by writing the number (from 1 to 6) that best describes how frequently you feel that way.

<table>
<thead>
<tr>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>A few times a year or less</td>
<td>Once a month</td>
<td>A few times a month</td>
<td>Once a week</td>
<td>A few times a week</td>
<td>Every day</td>
</tr>
</tbody>
</table>

How Often

0 – 6 Statements:

1. ______ I feel emotionally drained from my work.
2. ______ I feel used up at the end of the workday.
3. ______ I feel fatigued when I get up in the morning and have to face another day on the job.
4. ______ I can easily understand how my students feel about things.
5. ______ I feel I treat some students as if they were impersonal objects.
6. ______ Working with people all day is really a strain on me.
7. ______ I deal very effectively with the problems of my students.
8. ______ I feel burned out from my work.
9. ______ I feel I’m positively influencing other people’s lives through my work.
10. ______ I’ve become more callous toward people since I took this job.
11. ______ I worry that this job is hardening me emotionally.
12. ______ I feel very energetic.
13. ______ I feel frustrated by my job.
14. ______ I feel I’m wording too hard on my job.
15. ______ I don’t really care what happens to some students.
16. ______ working with people directly puts too much stress on me.
17. ______ I can easily create a relaxed atmosphere with my students.
18. ______ I feel exhilarated after working closely with my students.
19. ______ I have accomplished many worthwhile things in this job.
20. ______ I feel like I’m at the end of my rope.
21. ______ In my work, I deal with emotional problems very calmly.
22. ______ I feel students blame me for some of their problems.
Appendix D

WAYS OF COPING

Please read each item below and indicate, by using the following rating scale, to what extent you used it in the situation you have just described.

<table>
<thead>
<tr>
<th>Not used</th>
<th>Used somewhat</th>
<th>Used quite a bit</th>
<th>Used a great deal</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

____ 1. Just concentrated on what I had to do next – the next step.
____ 2. I tried to analyze the problem in order to understand it better.
____ 3. Turned to work or substitute activity to take my mind off things.
____ 4. I felt that time would make a difference – the only thing to do was to wait.
____ 5. Bargained or compromised to get something positive from the situation.
____ 6. I did something which I didn’t think would work, but at least I was doing something.
____ 7. Tried to get the person responsible to change his or her mind.
____ 8. Talked to someone to find out more about the situation.
____ 9. Criticized or lectured myself.
____ 10. Tried not to burn my bridges, but leave things open somewhat.
____ 11. Hoped a miracle would happen.
____ 12. Went along with fate; sometimes I just have bad luck.
____ 13. Went on as if nothing had happened.
____ 14. I tried to keep my feelings to myself.
____ 15. Looked for the silver lining, so to speak; tried to look on the bright side of things.
____ 16. Slept more than usual.
____ 17. I expressed anger to the person(s) who caused the problem.
____ 18. Accepted sympathy and understanding from someone.
____ 19. I told myself things that helped me to feel better.
____ 20. I was inspired to do something creative.
____ 21. Tried to forget the whole thing.
____ 22. I got professional help.
____ 23. Changed or grew as a person in a good way.
____ 24. I waited to see what would happen before doing anything.
____ 25. I apologized or did something to make up.
____ 26. I made a plan of action and followed it.
____ 27. I accepted the next best thing to what I wanted.
28. I let my feelings out somehow.
29. Realized I brought the problem on myself.
30. I came out of the experience better than when I went in.
31. Talked to someone who could do something concrete about the problem.
32. Got away from it for a while; tried to rest or take a vacation.
33. Tried to make myself feel better by eating, drinking, smoking, using drugs or medication, etc.
34. Took a big chance or did something very risky.
35. I tried not to act too hastily or follow my first hunch.
36. Found new faith.
37. Maintained my pride and kept a stiff upper lip.
38. Rediscovered what is important in life.
39. Changed something so things would turn out all right.
40. Avoided being with people in general.
41. Didn’t let it get to me; refused to think too much about it.
42. I asked a relative or friend I respected for advice.
43. Kept others from knowing how bad things were.
44. Made light of the situation; refused to get too serious about it.
45. Talked to someone about how I was feeling.
46. Stood my ground and fought for what I wanted.
47. Took it out on other people.
48. Drew on my past experiences; I was in a similar situation before.
49. I knew what had to be done, so I doubled my efforts to make things work.
50. Refused to believe that it had happened.
51. I made a promise to myself that things would be different next time.
52. Came up with a couple of different solutions to the problem.
53. Accepted it, since nothing could be done.
54. I tried to keep my feelings from interfering with other things too much.
55. Wished that I could change what had happened or how I felt.
56. I changed something about myself.
57. I daydreamed or imagined a better time or place than the one I was in.
58. Wished that the situation would go away or somehow be over with.
59. Had fantasies or wishes about how things might turn out.
60. I prayed.
61. I prepared myself for the worst.
62. I went over in my mind what I would say or do.
63. I thought about how a person I admire would handle this situation and used that as a model.
64. I tried to see things from the other person’s point of view.
65. I reminded myself how much worse things could be.
66. I jogged or exercised.
Appendix E

General Health Questionnaire (GHQ-28)

Instructions: I would like you to know if you have had any medical complaints and how your health has been in general, over the past few weeks. Please answer ALL the questions by circling the response which you think most nearly applies to you. Remember that I want to know about present and recent complaints, not those that you had in the past. It is important that you try to answer ALL the questions. Thank you for your cooperation.

Have you recently:

<table>
<thead>
<tr>
<th>Question</th>
<th>Response Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>A1. Been feeling perfectly well and in good health?</td>
<td>Better than usual, Same as usual, Worse than usual, Much worse than usual</td>
</tr>
<tr>
<td>A2. Been feeling in need of some medicine to pick you up?</td>
<td>Better than usual, Same as usual, Worse than usual, Much worse than usual</td>
</tr>
<tr>
<td>A3. Been feeling run down and out of sorts?</td>
<td>Better than usual, Same as usual, Worse than usual, Much worse than usual</td>
</tr>
<tr>
<td>A4. Felt that you are ill?</td>
<td>Better than usual, Same as usual, Worse than usual, Much worse than usual</td>
</tr>
<tr>
<td>A5. Been getting any pains in your head?</td>
<td>Better than usual, Same as usual, Worse than usual, Much worse than usual</td>
</tr>
<tr>
<td>A6. Been getting a feeling of tightness or pressure in your head?</td>
<td>Better than usual, Same as usual, Worse than usual, Much worse than usual</td>
</tr>
<tr>
<td>A7. Been having hot or cold spells?</td>
<td>Better than usual, Same as usual, Worse than usual, Much worse than usual</td>
</tr>
<tr>
<td>B1. Lost much sleep over worry?</td>
<td>Better, Same as, Worse, Much worse</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>B2. Had difficulty staying asleep?</td>
<td></td>
</tr>
<tr>
<td>B3. Felt constantly under strain?</td>
<td></td>
</tr>
<tr>
<td>B4. Been getting edgy and bad-tempered?</td>
<td></td>
</tr>
<tr>
<td>B5. Been getting scared or panicky for no good reason?</td>
<td></td>
</tr>
<tr>
<td>B6. Found everything getting on top of you?</td>
<td></td>
</tr>
<tr>
<td>B7. Been feeling nervous and uptight all the time?</td>
<td></td>
</tr>
<tr>
<td>C1. Been managing to keep yourself busy and occupied?</td>
<td></td>
</tr>
<tr>
<td>C2. Been taking longer over the things you do? □ □</td>
<td></td>
</tr>
<tr>
<td>C3. Felt on the whole you were doing things well?</td>
<td></td>
</tr>
<tr>
<td>C4. Been satisfied with the way you’ve carried out your task?</td>
<td></td>
</tr>
<tr>
<td>Question</td>
<td>Better than usual</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>-------------------</td>
</tr>
<tr>
<td>C5. Felt that you are playing a useful part in things?</td>
<td></td>
</tr>
<tr>
<td>C6. Felt capable of making decisions about things?</td>
<td></td>
</tr>
<tr>
<td>C7. Been able to enjoy your normal day-to-day activities?</td>
<td></td>
</tr>
<tr>
<td>D1. Been thinking about yourself as a worthless person?</td>
<td></td>
</tr>
<tr>
<td>D2. Felt that life is entirely hopeless?</td>
<td></td>
</tr>
<tr>
<td>D3. Felt that life isn’t worth living?</td>
<td></td>
</tr>
<tr>
<td>D4. Thought of the possibility that you might do away with yourself?</td>
<td></td>
</tr>
<tr>
<td>D5. Found at times you couldn’t do anything because your nerves were too bad?</td>
<td></td>
</tr>
<tr>
<td>D6. Found yourself wishing you were dead and away from it all?</td>
<td></td>
</tr>
<tr>
<td>D7. Found that the idea of taking your own life kept coming into your mind?</td>
<td></td>
</tr>
</tbody>
</table>
Appendix C

Table for Determining Sample Size for a Given Population (Krejcie & Morgan, 1970)

<table>
<thead>
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<th>N</th>
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</tbody>
</table>

Note: "N" is population size
"S" is sample size

Source: Krejcie & Morgan, 1970