Appendix : D

Internal Motivation Scale

Note: This questionnaire is meant for Psychological investigation. Please answer the following questions honestly; your cooperation will be highly appreciated.

(The subjects have to choose one of the two statements which is more acceptable).

1. (a) I like to do something which makes me wealthy.
   (b) I like to have a comfortable working condition in my factory.

2. (a) I like to earn money by hard work.
   (b) I find real enjoyment in my work since it very interesting.

3. (a) I like to have honest means of getting money.
   (b) I experiment new thing in my job.

4. (a) I frequently aspire to be very rich.
   (b) I believe that joining a union gives me a job security.

5. (a) My secret ambition in life is to get highly paid job.
   (b) I am of the opinion that promotion opportunities are very much necessary to discharge the duties effectively and efficiently.

6. (a) I believe that I am able to earn enough according to my basic needs.
   (b) I have a tendency to work a task till it is completed.

7. (a) Our present economic system should be reformed so that the profits made by the company can be used for the betterment of workers.
   (b) I believe that competition among the workers improve the general living standard of the workers.

8. (a) Adequate earnings positively related to social security.
   (b) Very often, I feel that there is too much mental tension due to adverse environment conditions which are adversely affecting work output.

9. (a) The work gives me opportunity to express myself completed.
   (b) I would like to get a work according to my taste.

10. (a) I like to have good hygienic conditions in my factory.
    (b) I am keeping keen observation around my surroundings especially when novel and unfamiliar things are going on.
11 (a) I like to work in a place where there are least chances of accidents.
   (b) I am of the opinion that job security should be guaranteed by the Govt. in the present condition.

12 (a) I believe that better and comfortable working conditions will increase the efficiency of employees.
   (b) I would like to change my present job, because promotion chances are very measure here.

13 (a) I feel that managers should fight with tooth and nail to improve the working conditions in the factory.
   (b) It is my nature to undertake difficult task.

14 (a) I will be very happy if the govt. intervenes to improve the overall working conditions.
   (b) I like to do things better than other people.

15 (a) I do my work irrespective of any reward or recognition.
   (b) I always look out for a new method of techniques which enhance production.

16 (a) Very often, I feel that the present work fascinates me very much.
   (b) I ask question to my colleagues when I do not understand technical problems related to my work.

17 (a) I believe that job satisfaction is based on suitable type of work.
   (b) I believe that production will increase if we get job security in an industry.

18 (a) Very often, I feel that I am part and parcel of this factory.
   (b) I believe that better training and higher qualification will help us to get promotion immediately.

19 (a) I am enjoying good prestige in my job.
   (b) I feel my success depend upon my hard work.

20 (a) I get due recognition for my work here.
   (b) I believe that industries are not progressing very much because of lack of competition among the workers.

21 (a) I am not discharging my duties without fear or favour because I may lose my job.
   (b) When high posts are created in the industry, they should be filled by people
from the same industry.

22 (a) I like to know and implement new things in my life.
     (b) I believe that job security is a must in industrial set up.

23 (a) I try to keep up-to-date information pertaining to my work.
     (b) I like to get frequent promotion because my contribution is extremely good here.

24 (a) In these days of rapid progress, all round us, we cannot afford to be slow to learn new ways of doing things.
     (b) I frequently aspire to be a man with wonderful achievements.

25 (a) I seek help from General Managers in learning new things.
     (b) Qualitative and Quantitative improvement is possible only through tough competition among the executives.

26 (a) I have general tendency to continue to my work till it is finished.
     (b) Competition has more advantages than disadvantages.

27 (a) Sometimes I feel that I lose my job without any reasons.
     (b) I do believe that if all the workers and other employees promote more profits, more industries would spring up which will help us to get more promotion opportunities.

28 (a) I will continue my job as long as I do it sincerely.
     (b) My secret ambition in my life is to establish a glorious record to achievement.

29 (a) Friends and colleagues are the best security that a person can have.
     (b) Competition with ones own performance increases efficiency.

30 (a) For me prestige is of vital importance and so I plead for promotion.
     (b) It gives me a great satisfaction to undertake very difficult task.

31 (a) Promotion should be done on the basis of seniority.
     (b) Society is changing from the traditional to the modern type. So competition is the only way to keep us up-to-date.

32 (a) I like others to think of me as very industrious.
     (b) I like the competitive Managers because competition is a good quality.