Appendix 'A'

JOB SATISFACTION SCALE

(A.H. Breyfied and H.F. Rothe)

Some jobs are more interesting and satisfying than others. We want to know how people feel about different jobs. This blanks contains eighteen statements about jobs. You are to cross out the phrase below each statement which best describes how you feel about your present job. There are no right or wrong answers. We would like your honest opinion on each one of the statements. Work out the sample item numbered (0).

0. There are some conditions concerning my job that could be improved.
   (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
   (STRONGLY DISAGREE)

1. My job is like a hobby to me.
   (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
   (STRONGLY DISAGREE)

2. My job is usually interesting enough to keep me from getting bored.
   (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
   (STRONGLY DISAGREE)

3. It seems that my friends are more interested in their
   (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
   (STRONGLY DISAGREE)

4. I consider my job rather unpleasant.
   (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
   (STRONGLY DISAGREE)

5. I enjoy my work more than my leisure time.
   (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
   (STRONGLY DISAGREE)

6. I am often bored with my job.
   (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
7. I wish well satisfied with my present job.
   (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
   (STRONGLY DISAGREE).

8. Meet at the time I have to force myself to go to work.
   (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
   (STRONGLY DISAGREE)

9. I am satisfied with my job for the time being.
   (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
   (STRONGLY DISAGREE)

10. I feel that my job is no more interesting than others I could get.
    (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
    (STRONGLY DISAGREE)

11. I definitely dislike my work.
    (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
    (STRONGLY DISAGREE)

12. I feel that I am happy in my work than most other people.
    (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
    (STRONGLY DISAGREE)

13. Most days I am enthusiastic about my work.
    (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
    (STRONGLY DISAGREE)

14. Each day of work seems like it will never end.
    (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
    (STRONGLY DISAGREE)

15. I like my job better than the average worker does.
    (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
    (STRONGLY DISAGREE)

16. My job is pretty uninteresting.
    (STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE)
    (STRONGLY DISAGREE)
17. I feel pleasure in my work.
(STRONGLY AGREE) (AGREE) (UNDECIDED) (DISAGREE) 
(STRONGLY DISAGREE)

18. I am disappointed that I ever took this job.
(STRONGLY AGREE) (AGREE) (UNDECIDED) DISAGREE) 
(STRONGLY DISAGREE).

SCORING KEY:

Number of statement (1 2 3 4 5)
(with usual scores)

Number of statement (5 4 3 2 1)
(with reverse scoring)
INSTRUCTIONS:

** People vary considerably in the range of experience to which they are open and the scope of events of which they are capable of being aware. There is a variation not only in the overall openness but also in the pattern of events or experiences to which people are open.

** There are some statements about different ideas and feelings that many people have experienced. You are to read each statement and decide whether it is TRUE or FALSE for you. Make ( ) for true and (X) for false for all statements.

** Work quickly but try to be truthful.

** Neither answer is necessarily 'better' or 'healthier' than the other.

** Answer all the items.

** Your co-operation and honesty will make the investigation really worthwhile.

** Remember, your answers will be treated as confidential matter.

** If you want to ask anything regarding your task, you can ask without hesitation.
<p>| | |</p>
<table>
<thead>
<tr>
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<tbody>
<tr>
<td><strong>List of Items</strong></td>
<td></td>
</tr>
<tr>
<td>1. Sometimes, when I am reading poetry or looking at a work of art, I feel a strong wave of excitement that seems to affect my whole body.</td>
<td>Yes No</td>
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<tr>
<td>2. Sometimes I have had the impression that the ceiling or the walls were moving and changing in size or shape, even though I knew that this was impossible.</td>
<td>Yes No</td>
</tr>
<tr>
<td>3. I sometimes get annoyed by people who like to talk about very abstract and theoretical matters.</td>
<td>Yes No</td>
</tr>
<tr>
<td>4. At times the solution to a problem has occurred to me in a dream.</td>
<td>Yes No</td>
</tr>
<tr>
<td>5. It is possible that we had a previous existence of which we have no memory.</td>
<td>Yes No</td>
</tr>
<tr>
<td>6. I try to keep all my thoughts directed along realistic lines and avoid flights of fancy.</td>
<td>Yes No</td>
</tr>
<tr>
<td>7. I often feel a need for a lot of clear-cut facts before I come to a conclusion about something.</td>
<td>Yes No</td>
</tr>
<tr>
<td>8. Poetry has little effect on me.</td>
<td>Yes No</td>
</tr>
<tr>
<td>9. I often enjoy playing with theories or abstract ideas.</td>
<td>Yes No</td>
</tr>
<tr>
<td>10. Fairly often I dress in colourful clothes.</td>
<td>Yes No</td>
</tr>
<tr>
<td>11. It is definitely impossible for one person to read another person's mind.</td>
<td>Yes No</td>
</tr>
</tbody>
</table>
12. Sometimes I wander off into my own thoughts while doing a routine task so that I actually forget that I am doing the task, and then find, a few minutes later, that I have completed it without even being aware of what I was doing.

13. I often feel a need for thinking things out very carefully before I come to a conclusion about something.

14. I have sometimes been very powerfully moved when looking at certain painting or works of sculpture.

15. In some kinds of sounds such as the wind, the noise of machinery, etc., I often imagine I hear voices.

16. I do not enjoy solving mathematical problems or puzzles.

17. Sometimes I have solved problems or created something (such as music or poetry).

18. It is possible that the mind can leave the body and experience things at a great distance from the body.

19. I prefer not to waste my time in day-dreaming.

20. Often, when I have to choose between doing two different things, I try very hard to decide which is really more important in the overall scheme of things.

21. To be worth reading, a poem should say something that makes fairly clear sense to any intelligent person.
<table>
<thead>
<tr>
<th>No.</th>
<th>Statement</th>
<th>Yes/No</th>
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</thead>
<tbody>
<tr>
<td>22</td>
<td>I like to play with ideas other people consider strange or improper.</td>
<td></td>
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<tr>
<td>23</td>
<td>Sometimes I seem to be able to receive thoughts from certain people I</td>
<td></td>
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<tr>
<td></td>
<td>know well when they are not with me.</td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Astrology has no validity whatever.</td>
<td></td>
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<tr>
<td>25</td>
<td>I enjoy an active fantasy life and indulge in it fairly often.</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>I frequently develop special systems or devices to help me remember</td>
<td></td>
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<tr>
<td></td>
<td>things.</td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>I think any painting or sculpture should represent something</td>
<td></td>
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<tr>
<td></td>
<td>recognisable.</td>
<td></td>
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<tr>
<td>28</td>
<td>Solutions to problems or ideas for new projects come to me 'out of the</td>
<td></td>
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<tr>
<td></td>
<td>blue'.</td>
<td></td>
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<tr>
<td>29</td>
<td>I am quick to see 'double meanings' in things people are saying or in</td>
<td></td>
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<tr>
<td></td>
<td>what I am reading.</td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Most of my dreams seem fairly meaningless.</td>
<td></td>
</tr>
<tr>
<td>31</td>
<td>It is possible for one to have fore-knowledge of future events.</td>
<td></td>
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<tr>
<td>32</td>
<td>I can day-dream for long periods of time and completely forget where I</td>
<td></td>
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<tr>
<td></td>
<td>am.</td>
<td></td>
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<tr>
<td>33</td>
<td>I don't feel really comfortable with a topic until I can fit all of its</td>
<td></td>
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<tr>
<td></td>
<td>aspects together into some kind of pattern.</td>
<td></td>
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<tr>
<td>34</td>
<td>Art today does not require any talent because the lines and shapes don't</td>
<td></td>
</tr>
<tr>
<td></td>
<td>have to be formed to look like anything recognisable.</td>
<td></td>
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</tbody>
</table>
35. At times I see unusual relations between 
   Yes No 
   things.

36. Sometimes experiences in my dreams have pre- 
   Yes No 
   dicted later events in my life.

37. I have difficulty in believing in something 
   Yes No 
   I cannot see or logically prove.

38. I enjoy imagining what it would be like if 
   Yes No 
   I could fly.

39. In my home, I follow the adage, "A place for 
   Yes No 
   everything, and everything in its place".

40. An artist should always try to express his 
   Yes No 
   ideas clearly so that his audience may under- 
   stand him and not just use his art to relieve 
   his own feelings.

41. I have sometimes imagined myself as one kind 
   Yes No 
   of animal.

42. I enjoyed jokes having a double meaning. 
   Yes No

43. My most productive thinking occurs when I 
   Yes No 
   am wide awake and in full control of all my 
   senses.

44. It may be possible for two people to commu- 
   Yes No 
   nicate with each other over considerable dis- 
   tances through telepathy.

45. I prefer not to spend much time dwelling on 
   Yes No 
   the past.

46. Whenever I have to study a topic, I try to 
   Yes No 
   organise it in outline form and then get 
   down to the essentials.
47. There have been times when I have been completely immersed in nature or in art and had a feeling of awe sweep over me so that I felt as if my whole state of consciousness were somehow temporarily altered.

48. It often takes me a while to catch jokes which depend on puns or double meanings.

49. I can often understand the people around me better as a result of my dreams.

50. I believe that some people really do have extra sensory perception.

51. I would have difficulty free-associating to things and letting my mind wander without guidance or control.

52. When making an important decision, I like to list all of the positive aspects versus all of the negative aspects of the situation and compare them before deciding what to do.

53. I have had experiences which have inspired me to write a poem or a story, or make up a humorous tale, or paint a picture.

54. It is possible that in ancient civilisations, people had knowledge of the secrets of some mystical power which we do not have.

55. I have always enjoyed games of make-believe.

56. Psychedelic art is nonsense and means nothing to me.

57. I enjoy reading science fiction.
58. It is possible that we are influenced by spirits from the past or by other people who are not physically present. 

59. I very seldom spend time imagining what might have been if only conditions had been different in my past. 

60. Abstract art can convey more feeling to me than a conventional still-life picture. 

61. I feel most rested when I don't have any dreams at night. 

62. I enjoy concentrating on a fantasy or a daydream and explore all its possibilities, letting them grow and develop. 

63. If I were an artist, I would prefer scientific illustration to free-form sculpture and painting. 

64. I would enjoy creating a social system and laws, etc. for an imaginary utopian society. 

65. It is possible that some places really are cursed or haunted. 

66. I seldom indulge in day-dreaming or flights of fancy. 

67. I do not like to make a hurried decision because I feel upset if I can't think things through carefully. 

68. I enjoy reading the poems which emphasise feelings and images more than story books.
69. I have never been aware of mystical sensations or moods associated with a certain place.

70. I often imagine long conversations in which I would say to people what I really wanted to.

71. I don't get much pleasure from poetry or art that has fantastic images and no recognisable story or message.

72. At times in my life I have spent a lot of times wondering why I experience myself as this person in this body and not as someone else.

73. I enjoy working on 'mind twister' kinds of puzzles which require an unexpected approach for their solution.

74. I often find that if I break away from a problem and think in an undirected, free-association way, the solution of the problem will suddenly occur to me.

75. It is possible for some people to experience colour through their finger tips with their eyes closed and identify the colour correctly.

76. If I feel my mind is beginning to drift off into daydreams, I usually get busy and start concentrating on some work or activity instead.

77. In spare moments, I frequently find myself planning how to carry out my next job or project.
78. Occasionally, I have been in a state in which it seemed hard to tell just where the boundary line was between me and my surroundings.

79. I have never been very interested in thinking up idealistic schemes to improve society.

80. I believe that some of my most productive thinking is done in dreams and day dreams.

81. I do not have much interest in spiritual or mystical things.

82. Without fantasy and day dreams, life would be very dull and drab for me.

83. When making a decision, I would rather flip a coin than spend a lot of time balancing the pros and cons of the situation.

**SCORING**

<table>
<thead>
<tr>
<th>Scale</th>
<th>Male subjects</th>
<th>Female subjects</th>
<th>Total samples</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>M</td>
<td>SD</td>
<td>M</td>
</tr>
<tr>
<td>1.</td>
<td>8.10</td>
<td>3.50</td>
<td>9.54</td>
</tr>
<tr>
<td>2.</td>
<td>3.15</td>
<td>3.11</td>
<td>2.96</td>
</tr>
<tr>
<td>3.</td>
<td>8.02</td>
<td>3.89</td>
<td>6.73</td>
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<tr>
<td>4.</td>
<td>4.61</td>
<td>3.52</td>
<td>4.90</td>
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<tr>
<td>5.</td>
<td>9.29</td>
<td>3.97</td>
<td>9.44</td>
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<tr>
<td>6.</td>
<td>9.38</td>
<td>4.46</td>
<td>9.74</td>
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<tr>
<td>7.</td>
<td>7.92</td>
<td>5.10</td>
<td>3.55</td>
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