Code 01 (Teachers)  Sr. No. __________
Date __________  Name of the School __________

Area __________  

**Job Satisfaction Questionnaire for the Teachers**

1. Name (optional) __________

2. Age  
   1. 20 – 30 years  
   2. 31 – 40 years  
   3. 41 – 50 years  
   4. 51 – 58 years

3. Gender  
   1. Male  
   2. Female

4. Designation  
   1. Teacher  
   2. Head Teacher  
   3. Centre Head Teacher

5. School where posted  
   1. Urban  
   2. Rural

6. Class being taught  
   1. 1st – 5th  
   2. 6th – 8th

7. Academic Qualifications  
   1. ETT  
   2. Graduate  
   3. Graduate in Education  
   4. Post Graduate

8. Background  
   1. Rural  
   2. Urban

9. Own Education From  
   1. City  
   2. Town  
   3. Village

10. Caste  
    1. General Category  
    2. Schedule Caste  
    3. Other Backward Classes

11. Type of family  
    1. Nuclear  
    2. Joint

12. Marital Status  
    1. Never Married  
    2. Ever Married

i
13. No. of years in job
1. Less than 10 years
2. 11 – 20 years
3. 21 – 30 years
4. More than 30 years

14. Type of School
   Building
1. Pucca
2. Partially Pucca

15. Type of School (By Management)
1. Government
2. Government Aided
3. Private

16. Category of School
1. Primary only
2. Primary with Upper Primary
3. Upper Primary Only
4. Primary, Upper Primary and Secondary/Hr. Secondary
5. Upper Primary with Secondary/Hr. Secondary

17. Distance travelled to and fro for the Job
1. Less than 5 Kms.
2. 6 – 10 Kms.
3. 11 – 20 Kms.

   If yes then write the names and period when attended.

<table>
<thead>
<tr>
<th>Name of conference/workshop/short term course</th>
<th>Duration</th>
<th>Year</th>
</tr>
</thead>
</table>

B. Questionnaire

The purpose of this scale is to have your frank reply regarding feeling about the organisational climate description in the present job. On the next pages there are statements pertaining to your present job. Read each statement carefully then think and decide before you answer it.

There are five cells against each statement indicating strongly agree, agree, undecided, disagree, strongly disagree. You have to tick (✓) mark to express responses for each statement. The answer and information given by you will be held in strict confidence. Hence please express yourself freely and frankly.

Note: Please put a tick (✓) mark on one of the alternatives given against each item.

QUESTIONNAIRE

ORGANIZATIONAL CLIMATE DESCRIPTION QUESTIONNAIRE

<table>
<thead>
<tr>
<th>Responses</th>
<th>Strongly Agree (5)</th>
<th>Agree (4)</th>
<th>Undecided (3)</th>
<th>Disagree (2)</th>
<th>Strongly disagree (1)</th>
</tr>
</thead>
</table>
19 Teachers get cooperation from other faculty members in the school.

20 Instructions for the operation of teaching aids are available to the teachers.

21 There is a small group of teachers who always oppose the opinions of the majority group.

22 Sufficient time is given to prepare administrative reports.

23 Teachers exert group pressure on nonconforming faculty members.

24 Administrative Paper work is burdensome at school.

25 Teachers talk about their personal life to other faculty members.

26 Teachers seek special favours from the Headmaster/Headmistress.

27 Preparing student's progress report require too much work.

28 Teachers interrupt other faculty members who are talking in staff meetings.

29 Most of the teachers here accept the faults of their colleagues.

30 Teachers ask nonsensical questions in faculty meetings.

31 Routine duties interfere with the job of teaching.

32 The Headmaster/Headmistress goes out of his way to help teachers.

33 The Headmaster/Headmistress helps teachers in the school in solving their personal problems.

34 The Headmaster/Headmistress sets an example by working hard himself.

35 The morale of the teachers is high.

36 The Headmaster/Headmistress stays back after school hours to help teachers finish their work.
<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>37</td>
<td>Teachers socialize together in small select groups.</td>
</tr>
<tr>
<td>38</td>
<td>The Headmaster/Headmistress takes all classes-scheduling decisions by himself.</td>
</tr>
<tr>
<td>39</td>
<td>Teachers are contacted by the Headmaster/Headmistress each day.</td>
</tr>
<tr>
<td>40</td>
<td>The Headmaster/Headmistress is well prepared when he speaks at school functions.</td>
</tr>
<tr>
<td>41</td>
<td>The Headmaster/Headmistress helps staff members in settling their minor differences.</td>
</tr>
<tr>
<td>42</td>
<td>Teachers help in selecting the courses to be taught in the school.</td>
</tr>
<tr>
<td>43</td>
<td>The Headmaster/Headmistress corrects teacher’s mistakes.</td>
</tr>
<tr>
<td>44</td>
<td>The Headmaster/Headmistress talks a great deal and listens less.</td>
</tr>
<tr>
<td>45</td>
<td>The Headmaster/Headmistress tries to get better incentives for teachers.</td>
</tr>
<tr>
<td>46</td>
<td>The Headmaster/Headmistress looks out for personal welfare of teachers.</td>
</tr>
<tr>
<td>47</td>
<td>School secretarial service is available to the teachers’ as well as official work.</td>
</tr>
<tr>
<td>48</td>
<td>The Headmaster/Headmistress runs the faculty meeting like a despot.</td>
</tr>
<tr>
<td>49</td>
<td>The Headmaster/Headmistress is in the school before the teachers arrive.</td>
</tr>
<tr>
<td>50</td>
<td>Teacher's work together while preparing administrative reports.</td>
</tr>
<tr>
<td>51</td>
<td>Faculty meetings are organized according to a tight agenda.</td>
</tr>
<tr>
<td>52</td>
<td>The Headmaster/Headmistress tells teachers of new ideas he has come across.</td>
</tr>
<tr>
<td>53</td>
<td>Teachers talk about leaving the school job.</td>
</tr>
<tr>
<td>54</td>
<td>The Headmaster/Headmistress checks the subject-matter ability of teachers.</td>
</tr>
<tr>
<td>55</td>
<td>Teachers are informed of the results of a supervisors visit.</td>
</tr>
</tbody>
</table>