APPENDIX – A1

BIO-DATA

1. Name:
2. Age:
3. Sex: Male Female:
4. Educational Qualification:
5. Occupation and Cadre:
6. Monthly Income:
7. Religion and Caste:
8. Early Education: Rural Mixed Urban
9. Length of Service:
10. Are you working in private or public organization?
11. Marital Status: Married Unmarried
12. Number of Dependents:
14. Do you have any health problem? Yes or No.
   If yes please mention.
15. Are you having any other responsibilities at work place other than teaching? Yes or No.
   If yes give details
APPENDIX—A2

PSYCHOLOGICAL WELL-BEING SCALE

Instructions:

Following are the items regarding to your health, well-being, attitudes and interests. I request you kindly to go through all the items and show your answers by writing ‘Yes’, if the answer is true or mostly true of you and ‘No’, if the answer is false or mostly false. There is no right or wrong answer. Don’t leave any item unanswered. All the information given by you will be kept confidential. Please cooperate and answer frankly.

Thank you

01. On the whole I would say my health is good. Yes No

02. Compared to others of my age and background I am better off. Yes NO

03. In the past I have received much support/when I really needed it. Yes No

04. My life often seems empty Yes No

05. I have recently been getting a feeling of tightness or pressure in my head. Yes No

06. I feel worthless at times. Yes No

07. I have felt pleased about having accomplished something. Yes No

08. I have recently felt capable of making decisions about things. Yes No
09. Life is better now that I had expected it to be
   Yes  No

10. I have recently thought of the possibility that
    I may kill myself.
    Yes  No

11. In my case, getting what I want does not depend on
    luck.
    Yes  No

12. I have recently getting edgy and bad tempered
    Yes  No

13. I have recently felt that on the whole I am doing
    things well.
    Yes  No

14. I have recently been feeling in need of a good tonic
    Yes  No

15. I feel all alone in the world.
    Yes  No

16. I have recently been getting pains in my head.
    Yes  No

17. I feel I am a person of worth, at least equal to others
    Yes  No

18. I have felt proud because someone complimented
    me on some achievement.
    Yes  No

19. I have recently been able to enjoy my normal
    day to day activities.
    Yes  NO

20. These are the best years of my life.
    Yes  No

21. I have recently found that the idea of taking off
    own life keep coming to my head.
    Yes  No

22. What happens to me depends on me alone.
    Yes  No

23. I am happy/satisfied with the support I have received.
    Yes  No

24. I have recently felt constantly under strain.
    Yes  No

25. I have recently felt perfectly well and in good health
    Yes  No
26. I have recently been satisfied with the way I have carried out my task.  
   Yes  No

27. (In case married) considering everything I would say, in marriage, I am satisfied.  
   Yes  No

28. On the whole, would say that my life is satisfactory at present.  
   Yes  No
APPENDIX – A3

WORK MOTIVATION SCALE

Instruction:

Following are the items related to your work behavior. Kindly go through all the questions and show your answer by putting a tick mark on the alternatives, which best applies to you. Read each question carefully and tick one of the answers given on the right side of each question. Your answers will be kept confidential. There is no right or wrong answers. Do not leave any question unanswered. Please do cooperate and answer frankly.

Thank you.

1. All in how satisfied are you with your job?
   a. Very satisfied with my job.
   b. Fairly satisfied.
   c. Neither satisfied nor dissatisfied.
   d. Somewhat dissatisfied with my job.
   e. Very dissatisfied with my job.

2. Considering your skills and effort you put into the job; how satisfied are you with your pay?
   a. Very satisfied with my pay.
   b. Fairly satisfied with my pay.
   c. Neither satisfied nor dissatisfied with pay
   d. Somewhat dissatisfied with my pay
   e. Very dissatisfied with my pay
3. How do you feel about the way tea breaks, lunch breaks, hours of work and the like are handled in
   a. I am very satisfied.
   b. Some what satisfied
   c. Neither satisfied nor your office dissatisfied
   d. Somewhat dissatisfied
   e. I am Very dissatisfied.

4. How much satisfied do you feel about your chances of promotion in your organization?
   a. Completely satisfied.
   b. Fairly Satisfied.
   c. A little satisfied.
   d. Somewhat dissatisfied.
   e. I am Very Dissatisfied.

5. How do you feel about your organization employees benefits as compared with those in other similar organization?
   a. I am very satisfied.
   b. Some what satisfied
   c. Neither satisfied nor dissatisfied
   d. Somewhat dissatisfied.
   e. I am very dissatisfied.

6. How do you like the kind of work best you do in your organization?
   a. It is exactly kind of work I like best
   b. I like it very much.
   c. It is alright.
d I do not like it very much.

e I dislike it very much.

7. How do people work here in a. To keep their job, make money, get your
 promoted, to do a satisfying, job and
 because other people in their work
 group expect.

b To keep their job, make money, get
 promoted and for satisfaction of a
 job well done.

c To keep their job, make money and
 to get promoted.

d To keep their job, make money.

e Just to keep their job and for not
 being.

8. Are there things about working a. Practically anything around here
 here (People policies or encourage me to work here
 conditions) that discourage you
 from working here?

b Most around here encourage to work
 here.

c About as many things around here
discourage me as encourage me.

d Yes, great many things around here

e Yes, Practically everything around
 here discourage me from working
 here.

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9. To what extent does your job give you a chance to use your best abilities to do things you are best at?
   a. To very great extent.
   b. To a considerable extent.
   c. To some extent.
   d. To a very little extent.
   e. Not at all.

10. To what extent does your work help you learn more about your profession or occupation?
    a. To very great extent
    b. To great extent.
    c. To some extent.
    d. To a small extent.
    e. Not at all.

11. If you had a chance to do some kind of work for some pay in another organization, would you stay here?
    a. I would stay in this organization.
    b. I would stay if things seem to change here.
    c. I can't say.
    d. I would prefer to go if conditions are better in other organization.
    e. I would prefer to go to the other organization.

12. To what extent the people who make decision are aware of problems at lower levels in the organization
    a. To a very great extent.
    b. To a considerable extent.
    c. To some extent
13: Do you agree that the work-assignment is well planned in you-organisation.

a. Extremely well planned.
b. Very well planned.
c. Fairly well planned.
d. Not too well planned.
e. Not well planned.

14. To what extent do your work group show you how to improve your performance

a. Too a very great extent
b. To a considerable extent.
c. To some extent.
d. To a very little extent.
e. Not at all.

15. How often your immediate superior talks to you in appreciating and encouraging way?

a. Always.
b. Most of the time.
c. Sometimes.
d. A few times.
e. Never.

16. How often your immediate superior talks to you in
appreciating and suggestion?  
c Sometimes.  
d A few times.  
e Never.

17. How often your immediate  
superior talks to you in the way  
of criticizes and refuses to help.  
  a. Always.  
  b. Most of the time.  
  c. Sometimes.  
  d. A few times.  
  e. Never.

18. How often your immediate  
superior talks to you in the way  
of harassment and ask for  
  explanation?  
  a. Always.  
  b. Most of the time.  
  c. Sometimes.  
  d. A few times.  
  e. Never.

19. To what do you have confidence  
  and trust in the people in your  
  work group?  
  a. To a very great extent.  
  b. To a considerable extent.  
  c. To some extent  
  d. To a very little extent.  
  e. Not at all.

20. How free do you feel to discuss  
your personal problems with  
your immediate superior.  
  a. I always feel free to discuss.  
  b. I usually feel free.  
  c. Sometimes I feel free
21. Suppose you were having some sort of difficulty in your job. To what extent do you feel your immediate superior would be willing to go out of way help you if you ask for it.

   a. To a very great extent.
   b. To a considerable extent.
   c. To some extent.
   d. To a very little extent.
   e. Not at all.

22. To what extent do the members of staff in your work group make an effort to avoid creating problems or interference?

   a. To a very great extent.
   b. To a considerable extent.
   c. To some extent.
   d. To a very little extent.
   e. Not at all.

23. How much satisfied do you feel with the recognition your work gets?

   a. Very Satisfied
   b. Fairly satisfied
   c. Neither satisfied nor dissatisfied
   d. Somewhat dissatisfied
   e. Very dissatisfied

24. To what extent do you feel free you are responsible for your work?

   a. To a very great extent.
   b. To a great extent.
   c. To a some extent
25. To what extent do you feel free to plan your own work?
   a. To a very great extent.
   b. To a great extent.
   c. To a some extent
   d. To a small extent
   e. Not at all

26. To what extent do you feel you are doing useful work here?
   a. To a very great extent.
   b. To a great extent.
   c. To a some extent
   d. To a small extent
   e. Not at all
APPENDIX—A4

SELF-EFFICACY SCALE

Instructions:

Following are the items given which are related to your job. Each statement has five alternatives, namely strongly disagree, disagree, undecided, agree and strongly agree. Kindly go through all the statements given and show your answer among the five given alternatives for each statement by ticking (✓) Mark any of them according to your choice. Don’t have any statement unanswered. There is no right or wrong answer. You answer will be strictly kept confidential. Please do cooperate and answer frankly.

Thank you

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strictly disagree</th>
<th>Disagree</th>
<th>Undecided</th>
<th>Agree</th>
<th>Strongly agree</th>
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</thead>
<tbody>
<tr>
<td>1. I do very risky works.</td>
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<td>2. I decide tough goal in my work</td>
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<td>3. I like doing a work for a long time.</td>
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<td>4. I tend to involve myself completely in whatever the work I do</td>
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<td>5. I get success in my work due to my eligibility.</td>
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<td>6. The reason behind my failure is the lack of practice.</td>
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<td>7. Others expected that I'll be successful</td>
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<td>8. I consider myself responsible for my failures.</td>
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<td>9. I consider the lack of self-confidence is responsible.</td>
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<td>10. I consider the lack of expectation and ambition is responsible for my failures</td>
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<td>11. I have the proper efficiency of work editing.</td>
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<td>12. I have the eligibility to complete my work without any supervision.</td>
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<td>Number</td>
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<tr>
<td>13.1</td>
<td>am eligible to perform different types of works</td>
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<td>14.1</td>
<td>depend on others for my work.</td>
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<td>15.1</td>
<td>am eligible to plan my work in a proper manner.</td>
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<td>16.1</td>
<td>am capable to initiate any my work.</td>
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<td>17.1</td>
<td>fell my work burden for me.</td>
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<td>18.1</td>
<td>I would like to work other than my scheduled work also.</td>
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<td>19.1</td>
<td>Mostly, my work doesn't completes.</td>
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<td>20.1</td>
<td>I get bored with my work.</td>
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<td>21.1</td>
<td>Generally, I work speedily</td>
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<td>22.1</td>
<td>The reason behind my failure is lack of money.</td>
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<td>23.1</td>
<td>My work efficiency decrease due to physical weakness.</td>
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<td>24.1</td>
<td>get success due to social support.</td>
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<td>25.1</td>
<td>My personal work efficiency gets affected when I do not get proper salary for my work.</td>
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<td>26.1</td>
<td>get success when I get opportunity for skill development.</td>
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<td>27.1</td>
<td>I consider that the Lack of independence and work burden are responsible for my failures.</td>
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<td>28.1</td>
<td>Sufficient knowledge of mechanical devices and rules give success.</td>
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</table>