

# **APPENDIX I**

APPENDIX -1

Raw Job Satisfaction Central Government School Scores for Teachers

1.	85	26.	69
2.	38	27.	77
3.	72	28.	74
4.	89	29.	68
5.	87	30.	82
6.	80	31.	52
7.	68	32.	56
8.	79	33.	79
9.	7X	34.	77
10.	83	35.	77
11.	72	36.	73
12.	74	37.	74
13.	56	38.	78
14.	68	39.	76
15.	74	40.	76
16.	73	41.	86
17.	46	42.	86
18.	38	43.	55
19.	70	44.	63
20.	62	45.	81
21.	59	46.	72
22.	61	47.	61
23.	61	48.	69
24.	80	49.	70
25.	59	50.	71

## **APPENDIX II**

APPENDIX - 2

Raw Job Satisfaction Scores for State Government School Teachers

1.	48	26.	47
2.	34	27.	56
3.	65	28.	43
4.	57	29.	31
5.	52	30.	82
6.	43	31.	41
7.	53	32.	49
8.	44	33.	67
9.	63	34.	68
10.	56	35.	37
11.	82	36.	61
12.	64	37.	46
13.	45	38.	65
14.	69	39.	75
15.	56	40.	75
16.	38	41.	38
17.	48	42.	65
18.	63	43.	37
19.	33	44.	63
20.	67	45.	41
21.	70	46.	45
22.	57	47.	63
23.	65	48.	64
24.	63	49.	39
25.	81	50.	71

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Please fill in the following informations :—

Name.....

Qualification : academic & Professional.....

Profession.....

Designation, if any.....

Age in years.....

Number of years you have been on this job.....

If married, how many children you have been blessed with.....

If wife employed, her profession & designation.....

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## INSTRUCTIONS

Here are a few statements, dealing with your job, vis-a-vis yourself. Each statement has five alternatives. You are requested to select just one alternative, which candidly expresses your response and encircle the same. Usually the spontaneous choice is the most correct response. Therefore, you need not unnecessarily give a longer thought over any statement. Act spontaneously. Kindly make sure that you have dealt with all statements. Thanks. Rest assured your responses will not be in any way a reflection of your job or your personality.

1. In the society in general, as a result of the job I hold, my social status is.....	Excellant	Good	So-so	Poor	Very poor
2. With regard to economic advantages, like salary, allowances etc, I rate my job as.....	Extremely Satisfying	Very Satisfying	Moderately Satisfying	Poorly Satisfying	Not Satisfying
3. The training, orientation and experiences that I have got while on job has improved my competence and efficiency as a man ....	Very greatly	Greatly	Sufficiently	Inadequately	Not at all
4. Keeping individual factors like intelligence, capacity, diligence, etc. in view, I genuinely feel that I am.....	Far superior to the job	Superior to the job	Equal to the job	Less than the job	Much less than the job
5. With regard to post retirement benefits, like pension, gratuity, etc., I rate my job as.....	Aye-one	Good	So-so	Bad	Very bad
6. In/At my job the inbuilt programmes for recreations, entertainments, like picnics, outings, variety programmes etc. are there.....	In plenty	In good measure	Sufficient	Poor	Very poor
7. As a result of the job that I hold, my social circle has widened to my.....	Very great advantage	Great Advantage	Advantage	A little advantage	No advantage
8. Do you agree that your bosses and colleagues are cooperative, helpful and inspiring people for better and sincere work.....	Strongly agree	Agree	Poorly agree	Slightly disagree	Disagree
9. My job provides facilities like medical care, housing, subsidised rationing, travelling, etc. ....	Very adequate	Adequate	So-so	Inadequate	Nil
10. My job is responsible for developing in me a desirable style of life, with regard to habits and attitudes.....	To a very great extent	To a great extent	To a moderate extent	To some extent	To no measure



11. My job gives me time and opportunities to attend to my family....	Very easily	Easily	Without difficulty	With difficulty	Not at all
12. By virtue of the job that I hold, opportunities to get certain other positions, ex-officio, etc. are.....	Very many	Many	Moderate	Few	Nil
13. Places of posting in my job are irksome and inconvenient to me and my family.....	Very frequently	Frequently	Occasionally	Rarely	Never
14. My job in its own way is trying to improve the quality of life, i. e. it endeavours to make a better man. Do you agree ?	Yes-yes	Yes	Yes-no	No	No-no
15. On the scale of democratic functioning. I rate my job as.....	Extremely democratic	Very democratic	Slightly democratic	Sometimes democratic	Undemocratic
16. Keeping employment requirements like qualification, training etc. as equal, I rate my job in comparison with others as .....	Much higher	Higher	As per	Low	Very low
17. My job is so absorbing that even in the absence of overtime allowance, I am willing to work on sundays, holidays etc. and also at late hours.....	Always	Frequently	Now and then	Under compulsion	Never
18. In some emergency after me, my job has provisions to offer job to my children or family, exgratia grants, etc .....	In plenty	In good measure	Sufficient	Poor	Very poor
19. The working conditions like comfortable seatings adequate temperature, humidity, hygienic and healthy environment of office/work place are.....	Very satisfactory	Satisfactory	Only slightly satisfactory	Unsatisfactory	Not at all satisfactory
20. My job is light enough to enable me to undertake side jobs in a....	Big measure	Good measure	Quite few	Few	Nil

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|--|----------------------|-----------------------|----------------------|----------------------|----------------------|
| 21. Malpractices like corruption, favouritism etc. are there in my job also.....   | Inabundance          | Sufficiently          | Moderately           | Slightly             | Not at all           |
| 22. Do you agree that your job or profession in any way adds to the economy and development of the nation ?  | Strongly agree       | Agree                 | Poorly agree         | Slightly disagree    | Completely disagree  |
| 23. If given a chance I shall put my children to the job that I am in. Do you agree ?  | Very strongly        | Strongly              | Moderately           | Rarely               | Never                |
| 24. 'Work is worship' was perhaps spoken about the job that I hold.  | Very right           | Quite right           | Not right            | Wrong                | Stupid               |
| 25. Communication net work (both upward and downward) in my profession is.....   | Very adequate        | Sufficiently adequate | Slightly adequate    | Inadequate           | Very inadequate      |
| 26. Opportunities in my job for horizontal and longitudinal mobility, like promotion, increased responsibilities are .....                             | Very many            | Many                  | Sufficient           | Few                  | Nil                  |
| 27. If given a chance, even if emoluments do not register enhancement, I will like to shift to some other job.....                                     | All at once          | Quickly               | Slowly               | Reluctantly          | Never                |
| 28. How far do you agree that the heirarchy in your job leaves no scope for freedom, decision making, initiative etc., rather it produces boredom..... | Strongly agree       | Agree                 | So-so                | Slightly disagree    | Strongly disagree    |
| 29. To my family, relatives and friends, my job appears to be.....   | Very pleasing        | Pleasing              | Okay                 | Somewhat displeasing | Displeasing          |
| 30. All said and done, how satisfied are you with your job.....  | Completely satisfied | Very satisfied        | Moderately satisfied | Slightly satisfied   | Not at all satisfied |