

APPENDICES



APPENDIX - A

Mukhopadhyay's Change Proneness Inventory (MCPI)

Please fill up the blanks :-

Name.....
Age..... Sex..... Caste.....
School.....
Educational Qualification..... Training Qualification.....
Type of Institution - Private/Public/Govt./Missionary/.....
.....

INSTRUCTIONS

This is a test of change proneness. It comprises a number of questions which can be answered as below :—

Never	Seldom	Occasionally	Often	Always
(1)	(2)	(3)	(4)	(5)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



You are requested to answer the questions by putting a tick mark (✓) in appropriate cell which best represents your position.

Please attempt all the questions.



Never
(1)

Seldom
(2)

Occasionally
(3)

Often
(4)

Always
(5)

1. Do you try with different methods of teaching for a particular subjects ?
2. Do you refer text-books other than prescribed in your school in your subject ?
3. Are you willing to try something new which may increase your work load?
4. Do you mind trying something new which may fail?
5. Do you think critically before trying or accepting a new practice?
6. Do you prepare a plan for bringing about a successful implementation?
7. Do you think that you will try with a new practice even of the principal is not willing?
8. Will you try to implement an innovation when other colleagues are cold or critical about you?
9. Do you exercise persistence and diplomacy in sticking with a new practice?
10. Do you like your innovation to be



	Never	Seldom	Occasionally	Often	Always
	(1)	(2)	(3)	(4)	(5)

carefully scrutinised by your colleagues when there are chances of conflicting point of view?

- | | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 11. Do you make any effort to know about innovations in your field? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12. Do you try to know about the process of educational change? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13. Do you talk about new ideas or practices in leisure time? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 14. Does you gossip or chit-chats with friends accommodate discussion about new practices? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 15. Do you think that educational research has got any relevance to your work? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 16. Do you think that the innovations suggested by the training colleges are practicable? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 17. Do you take initiative in contacting other schools that are trying new ideas? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 18. Do you bring new ideas and developments to the attention of other teachers as well as principal? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



	Never (1)	Seldom (2)	Occasionally (3)	Often (4)	Always (5)
19. Do you question yourself about teaching methods?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. Do you read educational journals?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. Will you try something which is suggested by the students?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. When you are a teacher of a higher class do you mind being given class in the lower class?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. Do you think that any innovation can be tried out?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. Do you think that you are always openminded to new ideas?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. Are you optimistic about the innovation's capacity to change?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. Do you think that we can better try to adopt our ancient education rather than experimenting with anything new which may fail?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. Would you like to change this school after a few years merely to have new experiences, when other things remain unchanged?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. Do you think you get adequate freedom to try out new ideas?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. Do your colleagues tease you for trying out an innovation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



30. Do you stop try out an innovation in order to maintain the relationship with other teachers?
31. Does your headmaster allow you to conduct any experiment of your own may be even without his permission?
32. Do you discuss about an innovation with your colleagues?
33. Do you try something new suggested in a journal?



APPENDIX - B

ROLE EFFICIENCY SCALE

Please fill up the blanks :-

Name

Age.....Sex.....Caste.....

School.....

Educational Qualification..... Training Qualification.....

Type of Institution - Private/Public/Govt./Missionary/.....

INSTRUCTIONS



In each of the following sets of three statements, check the one (a,b or c) that most accurately describes your own experience in you organisational role. You must choose only one statement in each set.

1. () a. My role is very important in this organisation ; I feel central here.
() b. I am doing useful and fairly important work.
() c. Very little importance is given to my role in this organisation: I feel peripheral here.
2. () a. My training and expertise are not fully utilized in my present role.
() b. My training and knowledge are not used in my present role.

- () c. I am able to use my knowledge and training very well here.
3. () a. I have little freedom in my role, I am only an errand boy.
- () b. I operate according to the directions given to me.
- () c. I can take initiative and act on my own in my role.
4. () a. I am doing useful routine work in my role.
- () b. In my role I am able to use my creativity and do something new.
- () c. I have no time for creative work in my role.
5. () a. No one in the organisation responds to my ideas and suggestions.
- () b. I work in close collaboration with some other colleagues.
- () c. I am alone and have almost no one to consult in my role.
6. () a. When I need some help, none is available.
- () b. Whenever I have a problem, other helps me.
- () c. I get very hostile responses when I ask for help
7. () a. I regret that I do not have the opportunity contribute to society in my role.
- () b. What I am doing in my role is likely to help other organizations or the society.
- () c. I have the opportunity to have some effect on larger society in my role.
8. () a. I contribute to some decisions.
- () b. I have no power here.
- () c. My opinion is accepted by my seniors.



9. () a. Some of what I do contribute to my learning.
() b. I am slowly forgetting all that I learned (my professional knowledge)
() c. I have tremendous opportunities for professional growth in my role.
10. () a. I dislike being bothered with problems.
() b. When a subordinate bring a problem to me, I help find a solution.
() c. I refer the problem to my boss or to some other person.
11. () a. I feel quite central in the organisation.
() b. I think I am doing fairly important work.
() c. I feel I am peripheral in this organisation.
12. () a. I do not enjoy my role,
() b. I enjoy my role very much
() c. I enjoy some parts of my role and not others.
13. () a. I have little freedom on my role.
() b. I have a great deal of freedom in my life
() c. I have enough freedom in my role.
14. () a. I do a good job according to a pre-decided schedule.
() b. I am able to be innovative in my role.
() c. I have no opportunity to be innovative or do something creative.
15. () a. Others in the organisation see my role as significant to their work.
() b. I am a member of a task force or a committee.
() c. I do not work in any committees.



16. () a. Hostility rather than cooperation is evident here.
() b. I experience enough mutual help here.
() c. People operate more in isolation here.
17. () a. I am also to contribute to the company in my role.
() b. I am able to serve the larger parts of the society in my role.
() c. I wish I could do some useful work in my role.
18. () a. I am able to influence relevant decisions.
() b. I am sometimes consulted on important matters.
() c. I cannot make any independent decisions.
19. () a. I learn a great deal in my role.
() b. I learn a few new things in my role.
() c. I am involved in routine or unrelated activities and have learned nothing.
20. () a. When people bring problems to me, I tend to ask them to work it out themselves.
() b. I dislike being bothered with interpersonal conflict.
() c. I enjoy solving problems related to my work.

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APPENDIX - C

SCORING KEY FOR ROLE EFFICIENCY SCALE

Dimension	Item	a b c	Item	a b c
Centrality	1	+2 +1 -1	11	+2 +1 -1
Integration	2	+1 -1 +2	12	-1 +2 +1
Proactivity	3	-1 +1 +2	13	-1 +2 +1
Creativity	4	+1 +2 -1	14	+1 +2 -1
Inter role linkage helping	5	-1 +2 +1	15	+2 +1 -1
Relationship	6	+1 +2 -1	16	-1 +2 +1
Super ordination	7	-1 +2 +1	17	+1 +2 -1
Influence	8	+1 -1 +2	18	+2 +1 -1
Growth	9	+1 -1 +2	19	+2 +1 -1
Confrontation	10	-1 +2 +1	20	+1 -1 +2

