

APPENDICES

APPENDIX A

SOC Inventory

School Organizational Climate Inventory

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Please write your Name,.....
School Class..... Roll No.....

INTRODUCTION

There is a kind of climate in the school. The teachers teach in it and the students learn in it. The principal has a role in it. The teachers work for it. The students have their share in it. The administration counts towards it. The infrastructure of the school matters for it. Of course, it should inspire the teachers to be at their best. It should motivate the students to learn at their best. To keep it conducive for the all-round development of students it needs to be studied. To study it in your school, your cooperation is requested.

This is a list of 100 statements. You have been given five choices. These are SA, A, UD, D and SD, One by one, kindly give your responses to all the statements. Of course, you would do like this:

Encircle SA, if you Strongly Agree with the statement.

Or

encircle A, if you simply Agree to it.

However,

Encircle UD, if you remain Undecided or Uncertain.

And

Encircle D, if you Disagree with the statement.

Or

encircle SD, if you Strongly Disagree to the statement.

Please feel free. You should have no hesitation or reservation. You need not consult your friends. The Inventory expects your spontaneous responses. No response is right or wrong. There is no question of any of your response being wrong.

Now you record your responses as rapidly as you can. You may take 10-15/20 minutes to work over this Climate Inventory.

PLEASE TURN OVER

Respond to the Statements given on Pages

2,3,4,5,&6

SA Strongly Agree A-Agree		UD-Undecided -Uncertain		D- Disagree SD-Strongly disagree		
1.	Our students keep discipline in the School.	SA	A	UD	D	SD
2.	There are no Guidance and counseling services in our school.	SA	A	UD	D	SD
3.	Our students are always keep to attend the classes.	SA	A	UD	D	SD
4.	Of course, we have over crowded classes.	SA	A	UD	D	SD
5.	Our teachers wish their students should get fuition from them.	SA	A	UD	D	SD
6.	A thing like discipline does not exist in our school.	SA	A	UD	D	SD
7.	Regarding his style of work, our Principal is not happy to listen to what the parents say.	SA	A	UD	D	SD
8.	We have the required number of classrooms in our school.	SA	A	UD	D	SD
9.	Students of our school are very keen to be in the good books of their teachers.	SA	A	UD	D	SD
10.	Of course, we do not have a Library in our school.	SA	A	UD	D	SD
11.	Our Principal does not have the qualities of leadership that he should have.	SA	A	UD	D	SD
12.	In our school, a number of teachers are found absent every day.	SA	A	UD	D	SD
13.	We have a school magazine / wall magazine.	SA	A	UD	D	SD
14.	In our school, there is nothing like worthwhile administration.	SA	A	UD	D	SD
15.	We have sufficient water supply in our school.	SA	A	UD	D	SD
16.	Of course, the way our students conduct themselves spoils the school climate so very often.	SA	A	UD	D	SD
17.	Our teachers, of course, are the persons who are in the know of their responsibility towards us.	SA	A	UD	D	SD
18.	In our school, students do not use unfair means in the examination.	SA	A	UD	D	SD
19.	Our Principal is liked by all of us.	SA	A	UD	D	SD
20.	Our students do not hesitate to break or destroy the school property.	SA	A	UD	D	SD

	SA Strongly Agree A-Agree	UD-Undecided -Uncertain	D- Disagree SD-Strongly disagree			
21.	Indeed, yes, we can not say that our teachers are dedicated to their work	SA	A	UD	D	SD
22.	We are always short of teachers.	SA	A	UD	D	SD
23.	There is a set admission procedure in our school.	SA	A	UD	D	SD
24.	Our school building is not fit for all seasons of the year.	SA	A	UD	D	SD
25.	Yes, the students in our school, take part in the co-curricular activities with full head and heart.	SA	A	UD	D	SD
26.	In teaching, our teachers do not use any kind of teaching aids.	SA	A	UD	D	SD
27.	In our school, we do not have the facilities that we need for the co-curricular activities.	SA	A	UD	D	SD
28.	Yes, our Principal takes regular rounds of the school.	SA	A	UD	D	SD
29.	In our school, we have the educational tours as a part of the program as a whole.	SA	A	UD	D	SD
30.	We do not have sufficient furniture in our school	SA	A	UD	D	SD
31.	Our teachers are found at work only as long as Principal remains in the school.	SA	A	UD	D	SD
32.	Most of the time, our Principal is not available in the school	SA	A	UD	D	SD
33.	Our Principal welcomes suggestions from the students that could be good for the school.	SA	A	UD	D	SD
34.	Our teachers come prepared to take the classes.	SA	A	UD	D	SD
35.	In our school, the students have unruly behaviour time and again.	SA	A	UD	D	SD
36.	Our Principal, does not want us to participate in the inter-school competitions.	SA	A	UD	D	SD
37.	Yes, our administration as a whole, works for the congenial climate in the school.	SA	A	UD	D	SD
38.	Our teachers are seen leaving the school at any time of the day.	SA	A	UD	D	SD
39.	Our safai-karamcharies do not do justice with the work they are meant for.	SA	A	UD	D	SD
40.	We have computer facilities in our school.	SA	A	UD	D	SD

SA Strongly Agree A-Agree	UD-Undecided -Uncertain	D- Disagree SD-Strongly disagree			
41. Our school has no financial problems.	SA	A	UD	D	SD
42. Our teachers do now work in close cooperation with each other.	SA	A	UD	D	SD
43. Our Principal takes care of each aspect of school administration.	SA	A	UD	D	SD
44. We find no use of meeting the Principal even when it is needed.	SA	A	UD	D	SD
45. Teachers in our school, treat the students just like their children,	SA	A	UD	D	SD
46. Yes, indeed, our Principal has no control over what happens in the school.	SA	A	UD	D	SD
47. The minimum that should be there in a school is not there.	SA	A	UD	D	SD
48. In our school, teachers often have a difficult time with the students.	SA	A	UD	D	SD
49. Our Principal is particular to reach the school in time,	SA	A	UD	D	SD
50. The student form rival groups in our school.	SA	A	UD	D	SD
51. In our school, toilets and urinals are not such that we can use.	SA	A	UD	D	SD
52. In our school, Students work for warm and cordial climate.	SA	A	UD	D	SD
53. With people in his office, our Principal talks what could be good for the school.	SA	A	UD	D	SD
54. Our Principal takes part in all the school activities.	SA	A	UD	D	SD
55. In our school, there is a system for every thing.	SA	A	UD	D	SD
56. The courses of studies in our school are covered with no system.	SA	A	UD	D	SD
57. People in our school come even in the clothes they should not.	SA	A	UD	D	SD
58. In our school, students have the facilities to work on their hobbies.	SA	A	UD	D	SD
59. Our students do not keep the school premises neat and clean	SA	A	UD	D	SD
60. Daily, in our school, we have a solemn Moming Assembly	SA	A	UD	D	SD

SA Strongly Agree A-Agree		UD-Undecided -Uncertain		D- Disagree SD-Strongly disagree		
61.	Our students are not very punctual about school timings	SA	A	UD	D	SD
62.	The students in our school have a community life.	SA	A	UD	D	SD
63.	In our school, we do not have sports facilities as we should have.	SA	A	UD	D	SD
64.	We have a good number of talented students in our school,	SA	A	UD	D	SD
65.	Of course. our school has nothing for our recreation.	SA	A	UD	D	SD
66.	In our school, we give respect to the Principal as a person of character and caliber.	SA	A	UD	D	SD
67.	Our teachers are one as far as school work is concerned.	SA	A	UD	D	SD
68.	In our school, yearly calendar is prepared well in advance.	SA	A	UD	D	SD
69.	Our students are critical of their teachers.	SA	A	UD	D	SD
70.	Our school has the required number of teachers in all the subjects.	SA	A	UD	D	SD
71.	In our school, all us have a say in the management.	SA	A	UD	D	SD
72.	A joint programme of staff and students is never organized in our school,	SA	A	UD	D	SD
73.	Our school is regularly whitewashed.	SA	A	UD	D	SD
74.	The National days and cultural events are gala events in our school,	SA	A	UD	D	SD
75.	Our Principal does not take care of school administration as well as he should,	SA	A	UD	D	SD
76.	In our school, the Principal is not less then a big boss for all of us.	SA	A	UD	D	SD
77.	Our students never create problems in the school,	SA	A	UD	D	SD
78.	In our school, the library does not serve the purpose it is meant for.	SA	A	UD	D	SD
79.	Our teachers are seldom found to be in agreement with the Principal	SA	A	UD	D	SD
80.	In our school, teachers never skip the classes.	SA	A	UD	D	SD

SA Strongly Agree A-Agree		UD-Undecided -Uncertain		D- Disagree SD-Strongly disagree		
81.	Our Principal is a source of inspiration for all of us.	SA	A	UD	D	SD
82.	Our Principal does not have the confidence of students.	SA	A	UD	D	SD
83.	We have well-equipped science laboratories in our school.	SA	A	UD	D	SD
84.	Our school organization is bit loose one.	SA	A	UD	D	SD
85.	As a whole, our Principal does not want that the teachers should have a say in the day-to-day school administration.	SA	A	UD	D	SD
86.	Our students are seen leaving the school even before the last bell goes.	SA	A	UD	D	SD
87.	Our teachers are happy to play their role in the school programmes.	SA	A	UD	D	SD
88.	Our administration does not take pains to create healthy climate in the school.	SA	A	UD	D	SD
89.	Our teachers are very particular to reach the school in time.	SA	A	UD	D	SD
90.	Of course, in our school, the teachers see the students homework carefully.	SA	A	UD	D	SD
91.	In our school, the Timetable is followed strictly.	SA	A	UD	D	SD
92.	The students in our school are not very keen to learn good things.	SA	A	UD	D	SD
93.	In our school none bothers about any kind of rules and regulations.	SA	A	UD	D	SD
94.	We have a very competent staff in our school.	SA	A	UD	D	SD
95.	In our school, we have sufficient playgrounds.	SA	A	UD	D	SD
96.	The cleanliness is given the top priority in our school.	SA	A	UD	D	SD
97.	In our school, the students are interested in their studies.	SA	A	UD	D	SD
98.	Our Principal discusses all school matters with the staff.	SA	A	UD	D	SD
99.	Our teachers often are found in gossips.	SA	A	UD	D	SD
100.	In our school, we have the medical facility as we should,	SA	A	UD	D	SD
THANK YOU VERY MUCH FOR YOUR KIND COOPERATION						

APPENDIX-B

Role Efficacy Scale

Your name -----

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

- | | | | | | | | |
|----|-------|----|--|-----|-------|----|--|
| 1. | ----- | a. | My role is very important in this organization; I feel central here, | 7. | ----- | a. | I regret that I do not have the opportunity to contribute to society in my role. |
| | ----- | b. | I am doing useful and fairly important work, | | ----- | b. | What I am doing in my role is likely to help other organization or the society. |
| | ----- | c. | Very little importance is given to my mole in this organization. I feel peripheral here. | | ----- | c. | I have the opportunity to have some effect on the larger society in my role. |
| 2. | ----- | a. | My training and expertise are not fully utilized in my present role. | 8. | ----- | a. | I contribute to some decisions. |
| | ----- | b. | My training and knowledge are not used in my present role. | | ----- | b. | I have no power here. |
| | ----- | c. | I am able to use my knowledge and training very well here. | | ----- | c. | My advice is accepted by my seniors. |
| 3. | ----- | a. | I have little freedom in my role; I am only an errand boy. | 9. | ----- | a. | Some of what I do contribute to my learning |
| | ----- | b. | I operate according to the directions given to me. | | ----- | b. | I am slowly foregetting all that I learned (my professional knowledge). |
| | ----- | c. | I can take initiative and act on my own in my role | | ----- | c. | I have tremendous opportunities for professional growth in my role. |
| 4. | ----- | a. | I am doing usual, routine work in my role. | 10. | ----- | a. | I dislike being bothered with problems. |
| | ----- | b. | In my role I am able to use my creativity and do something new. | | ----- | b. | When a subordinate brings a problem to me I help find a solution. |
| | ----- | c. | I have no time for creative work in my role. | | ----- | c. | I refer the problem to my boss or to some other purson. |
| 5. | ----- | a. | No one in the organization responds to my ideas and suggestions. | 11. | ----- | a. | I feel quite central in the organization. |
| | ----- | b. | I work in close collaboration with some other colleagues. | | ----- | b. | I think I am doing fairly important work. |
| | ----- | c. | I am alone and have almost no one to consult in my role. | | ----- | c. | I feel I am peripheral in this organization. |
| 6. | ----- | a. | When I need some help, none is available. | 12. | ----- | a. | I do not enjoy my role. |
| | ----- | b. | Whenever I have a Problem, others help me. | | ----- | b. | I enjoy my role very much. |
| | | | | | ----- | c. | I enjoy some parts of my role and not others. |
| | | | | 13. | ----- | a. | I have little freedom in 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 able 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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