

A. QUESTIONNAIRE

1. Age (in years) : a) Less than 30 b) Above 30
2. Gender : a) Male b) Female
3. Education : a) UG b) PG c) Diploma & Others
4. Years of experience : a) below 5 years b) 5- 10 years c) Above 10 years
5. Marital status : a) Single b) Married
6. Monthly Income : a) less than 20000 b) 20000-30000 c) Above 30000
7. Family size : _____

S.No	STATEMENTS	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
S.1	I have to do a lot of work in this job					
S.2	The available information relating to my job role and its outcomes are vague and insufficient					
S.3	My different officers often give contradictory instructions regarding my work.					
S.4	Owing to excessive workload, I have to manage with insufficient number of Employees and resources.					
S.5	The objectives of my work role are quite clear and adequately planned.					

S.6	Officials do not interfere with my jurisdiction and working method					
S.7	I have to dispose off my work hurriedly owing to excessive workload					
S.8	I am unable to perform my duties smoothly owing to uncertainty and ambiguity of the scope of my jurisdiction and authorities					
S.9	I am not provided with clear instructions and sufficient facilities regarding the new assignments entrusted to me					
S.10	Being busy with official work, I am not able to devote sufficient time to my domestic and personal problems					
S.11	It is not clear what type of work and behavior my higher authorities and colleagues expect from me					
S.12	Employees attach due importance to the official instructions and formal working procedures					
S.13	I have to do such work as ought to be done by others.					
S.14	It becomes difficult to implement all of a sudden the new dealing procedures and policies in place of those already in practice.					
S.15	I am unable to carry out my assignments to my satisfaction on account of excessive load of work and lack of time					

S.No	STATEMENTS	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
P.1	I am confident about my ability to do my job.					
P.2	The work that I do is important to me.					
P.3	I have significant autonomy in determining how I do my job.					
P.4	My impact on what happens in my department is large.					
P.5	My job activities are personally meaningful to me.					
P.6	I have a great deal of control over what happens in my department.					
P.7	I can decide on my own how to go about doing my own work.					
P.8	I really care about what I do on my job.					
P.9	My job is well within the scope of my abilities.					
P.10	I have considerable opportunity for independence and freedom in how I do my job.					
P.11	I have mastered the skills necessary for my job.					
P.12	My opinion counts in departmental decision-making					
P.13	The work I do is meaningful to me.					
P.14	I have significant influence over what happens in my department					
P.15	I am self-assured about my capabilities to perform my work activities.					
P.16	I have a chance to use personal initiative in carrying out my work					

S.No	STATEMENT	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
J.1	Being able to keep busy all time					
J.2	The chance to work alone on the job					
J.3	The chance do different things from time to time					
J.4	The chance to be somebody in community					
J.5	The competence of superior making decision					
J.6	Being able to do things that don't go against my conscience					
J.7	The way my job go for steady employment					
J.8	The chance doing things for other people					
J.9	The chance to tell people what to do					
J.10	The chance to do something that make use of my ability					
J.11	The company policies are put in practice					
J.12	My pay and amount of work I do					
J.13	The chance for advancement on this job					
J.14	The freedom to use my own judgment					
J.15	The chance to try my own methods of doing the jobs					
J.16	The working condition					
J.17	The way my co-workers get along with each others					
J.18	The praise I get for doing good jobs					
J.19	The feel of accomplishment I get from the job					

THANK YOU