APPENDIX - G

CENTRE OF ADVANCED STUDY IN EDUCATION
M.S. UNIVERSITY OF BARODA
BARODA

PERSONAL DATA

Name of the School _____

Name of the Teacher _____

Male/Fenale _____ Age _____ Experience _____

Qualification _____

TEACHER MORALE INVENTORY (TMI)

Instruction

This inventory contains 100 statements. Each statement elicit certain responses from you. In general, this inventory is meant to measure MORALE in schools. We should like to have your response keeping in view your own opinion about serveral things mentioned in various statements.

Please give your FRANK responses to each statement in one of the following ways :

1. You may fully agree with the statement (A)
2. You may partly agree with the statement (B)
3. You may not be able to decide whether you agree or disagree (C)
4. You may partially disagree with the statement (D)
5. You may fully disagree with the statement (E)

You are requested to give your opinion indicating how you feel about the description given in each statement. In other words, please write A or B or C or D or E, keeping in view your own experience in your school.

Please note your replies will be treated as strictly confidential.

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Statements

1. I work with a good spirit ( )
2. I feel satisfied at the end of the day ( )
3. I am proud to have been working in this school ( )
4. The teacher seldom gets due respect and dignity in the community ( )
5. The principal gives me all kinds of facilities to develop my individual abilities. ( )
6. I wish to do something new every day ( )
7. I am sad due to the teaching load ( )
8. The school management fulfills all its promises ( )
9. I feel that the teaching profession is unpleasant ( )
10. Teaching is not the only job of the teacher, there is something more than that ( )
11. In this school there is a good cooperation ( )
12. I always strive hard to come to the top in my profession ( )
13. Parents often create problems ( )
14. To me salary is important but preparing a child for citizenship is more important ( )
15. While entering the school, I always feel fresh ( )
16. I am attempting to keep myself away from the students ( )
17. This institution gives importance to work but not to the teacher ( )
18. I feel teacher's profession very interesting ( )
19. I have hardly any teaching aids to do my teaching work smoothly ( )
20. I feel that the teacher has forgotten this own duty and has become businesslike ( )

21. Nowhere there is a good staff as we have in our school ( )

22. The present curriculum does not fulfil the aim of education ( )

23. Those who have ambition to work in the field of teaching, have great scope in this school ( )

24. I do not get peace and rest even in the free period ( )

25. I feel it enjoyable to teach subjects of my own liking ( )

26. The better programmes of the education get full cooperation forever from the community ( )

27. Goals of the institution have always remained on paper ( )

28. I will leave this profession if the earning in other professions is more as compared to teaching ( )

29. I am strict as far as discipline is concerned ( )

30. The school management always looks to its interest and does not care to look to the teachers ( )

31. I am fully satisfied with my job ( )

32. I do not have any interference from the community at any time. ( )

33. I get frightened while talking to my principla ( )

34. After some years the teachers become disinterested in the teaching profession ( )

35. I am always troubled by low wages ( )

36. Attitude of our principal with the staff is very strict ( )

37. I have full confidence that whatever I shall teach I shall do it at my best ( )

38. I feel I will not be able to adjust myself with the principal's nature ( )

39. Our administration gives a careful thought to our suggestions ( )

40. The workload in this school is unbearable ( )

41. It is not necessary to have intelligence for entering the teaching profession ( )

42. I have become one with my school and therefore, I do not want to leave my teaching work. ( )

43. In our school, we always tolerate shortcomings of each other ( )

44. I meet the students after school time to solve their individual difficulties ( )

45. Parents never contact us whenever an intimation is sent to them ( )

46. Teachers in our school have family like bonds ( )

47. I am concerned only with the salary and not with the work ( )

48. I like to teach the student-oriented courses ( )

49. Teachers having self respect will find it difficult to work in this organisation ( )

50. Very often students threaten to go on strike ( )

51. Adequate equipment are always available in the school for carrying out my work ( )

52. For the uplift of the society, I consider teachers' profession as the best ( )

53. Our principal always interferes in teaching work ( )

54. The salary we are paid, are not enough, considering the work we put-in ( )

55. I have no sincerity for the work, on account of the rigid attitudes of the management of the organisation ( )

56. I feel that the number of students in the class do not permit me to do my job to my satisfaction ( )

57. In our school, every teacher tries to accomplish the goals of the institution ( )

58. My principal forces me to attend a seminar or workshop even in vacation ( )

59. In this profession I have been able to maintain status of my liking ( )

60. Great care is taken in this school for progress of the teachers ( )

61. I like to stay in the groups of teachers ( )

62. Due to my interest in teaching work I am never tired a after teaching work ( )

63. Without taking the ideas of the staff, changes are always effected in theschool ( )

64. W ith great difficulty, I am concentrating in the teachers job ( )

65. The parents are always coming complaining about the results of their children ( )

66. I am fed up as a teacher so I wish to get rid of it ( )

67. I always feel pleasure in teaching the students ( )

68. I seldom get any help from colleagues in dealing with incidents of student indiscipline( )

69. The reference material in the school library is not enough ( )

70. There appears to be differences of opinion between our principal and the teachers ( )

71. The parents do not come complaining if the punishment is inflicted upon the pupils ( )

72. I am satisfied with my salary ( )

73. I have selected this profession with my own liking ( )

74. In our closed climate type organisation, despite my desire, I am unable to perform my duties as per the goals of the institution ( )

75. In this school, an honest, faithful and industrious teacher will never progress ( )

76. In our school, teacher's ability is always recognised ( )

77. It is difficult to follow the policies of the organisation ( )

78. I do not wish to leave this school even though I get better job in other school ( )

79. I have never been able to take quick decision for anything ( )

80. Everyone observes well the rules and regulations of the school ( )

81. I am not given responsibilty according to my abilities ( )

82. In our staff, everyone is interested in pulling down the other ( )

83. Rigid syllabus bring lack of interest in the atmosphere ( )

84. On account of good atmosphere in this organisation, I feel that there is likely to do whatever work are decided to do ( )

85. The school campus where I work are kept clean and attractive ( )

86. Every teacher satisfies hiw own interest rather than the school's interest ( )

87. There are many disadvantages than advanrages in this profession ( )

88. Our principal never lets down any teacher infront of others ( )

89. The parents are interested to have taught the pupils in better manner by us in this school ( )

90. There appears to be some quarrel amongest the members of the school management ( )

91. We are prepared to put new ideas regarding curriculum into practice ( )

92. Differences in opinions arising too often in the daily routine, there is hardly any interest in this profession ( )

93. I always enjoy working with students representative unions and other school committees ( )

94. My teaching workload is just sufficient ( )

95. I can easily adjust myself in any organisational set up ( )

96. I feel that it is necessary to revise the school curriculum ( )

97. Attitude of a person under whom I have to work is satisfactory towards me ( )

98. I have more administrative work to do (attendance,collecting fees,progress report,etc.) ( )

99. I am always amply paid ( )

100. I do not like to be present in most of the meetings of this school, I am required to attend ( )