

APPENDIX 'A'
INSTRUMENTS USED IN THE STUDY

LETTER OF INTRODUCTION

CONFIDENTIAL

CENTRE OF ADVANCED STUDY IN EDUCATION
Faculty of Education and Psychology
M.S. University of Baroda

Guide :
Prof. D.B. Desai

Researcher :
R.K. Mohanty

Dear Teacher,

I am requesting your voluntary participation in the completion of this Survey.

The objective of this Survey is to identify the educational factors that are the prominent sources of meaning as well as stress in teaching. The broad purpose is to understand the motivation of teachers and the attitude of teachers towards their profession.

This study is being undertaken on behalf of the Centre of Advanced Study in Educational Research at Baroda.

All information will be treated with complete anonymity and confidence, and strictly for the purpose of research. So please feel free to respond with absolute honesty and frankness.

Thanking you for your kind cooperation.

Yours Sincerely,

R.K. Mohanty

DEMOGRAPHIC INFORMATION

Please fill in or check () the appropriate response as it relates to your present situation.

1. Sex :

1. () Male
2. () Female

2. Age (Years) :

1. () 21 - 30
2. () 31 - 40
3. () 41 - 50
4. () 51 - 60

3. Marital Status :

1. () Single
2. () Married
3. () Widowed
4. () Divorced/Separated

4. Highest Academic Degree you have received :

1. () Bachelor's
2. () Master's
3. () Ph.D.

5. Highest Professional Degree you have acquired

1. () M.A.
2. () M.Ed
3. () M.Phil
4. () Ph.D.
5. () D.Litt
6. () Any other

6. Total years of full-time teaching experience :

1. () 1 - 5
2. () 6 - 10
3. () 11 - 15
4. () 16 - 20
5. () 21 - 25
6. () 25 and over

P I L .

For each of the following statements, circle the number that would be most nearly true for you. Note that the numbers always extend from one extreme feeling to its opposite kind of feeling. 'Neutral' implies no judgement either way; try to use this rating as little as possible.

- | | | | | |
|--------------|-----|--------------|---|--|
| 1 | and | 7 | = | Completely/ always/ no/very/ exactly/ utterly and so on. |
| (- Negative) | | (+ Positive) | | |
| 2 | and | 6 | = | Mostly / frequently / to a great extent and so on. |
| 3 | and | 5 | = | Sometimes/occasionally/to some extent |
| | | 4 | = | Neutral-no judgement either way |

1. I am usually :

1	2	3	4	5	6	7
completely bored			(neutral)			exuberant enthusiastic

2. Life to me seems :

7	6	5	4	3	2	1
always exciting			(neutral)			completely routine

3. In life I have :

1	2	3	4	5	6	7
no goals or aims at all			(neutral)			very clear goals and aims

4. My personal existence is :

1	2	3	4	5	6	7
utterly meaningless and without purpose			(neutral)			very purposeful and meaningful

5. Everyday is :

7	6	5	4	3	2	1
constantly new			(neutral)			exactly the same

6. If I could choose, I would :
- | | | | | | | | |
|--|-----------------------------------|---|---|-----------|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| | prefer never to
have been born | | | (neutral) | | like nine more
lives just like
this one | |
7. After retiring, I would :
- | | | | | | | | |
|--|--|---|---|-----------|---|---|---|
| | 7 | 6 | 5 | 4 | 3 | 2 | 1 |
| | do some of the
exciting things I
have always wanted to | | | (neutral) | | loaf completely
the rest of
my life | |
8. In achieving life goals I have :
- | | | | | | | | |
|--|------------------------------|---|---|-----------|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| | made no progress
whatever | | | (neutral) | | progressed to com-
plete fulfillment | |
9. My life is :
- | | | | | | | | |
|--|------------------------------------|---|---|-----------|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| | Empty, filled only
with despair | | | (neutral) | | running over with
exciting good things | |
10. If I should die today, I would feel that my life has been :
- | | | | | | | | |
|--|-----------------|---|---|-----------|---|-------------------------|---|
| | 7 | 6 | 5 | 4 | 3 | 2 | 1 |
| | very worthwhile | | | (neutral) | | completely
worthless | |
11. In thinking of my life, I :
- | | | | | | | | |
|--|-----------------------------|---|---|-----------|---|--|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| | often wonder
why I exist | | | (neutral) | | always see a reason
for my being here | |
12. As I view the world in relation to my life, the world:
- | | | | | | | | |
|--|---------------------------|---|---|-----------|---|-----------------------------------|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| | completely
confuses me | | | (neutral) | | fits meaningfully
with my life | |
13. I am a :
- | | | | | | | | |
|--|---------------------------|---|---|-----------|-------------------------|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| | very irresponsible person | | | (neutral) | very responsible person | | |
14. Concerning man's freedom to make his own choices, I believe man is :
- | | | | | | | | |
|--|---|---|---|-----------|---|---|---|
| | 7 | 6 | 5 | 4 | 3 | 2 | 1 |
| | absolutely free to make
all life choices | | | (neutral) | completely bound by
limitations of heredity
and environment | | |

15. With regard to death, I am :
- | | | | | | | |
|-----------------------|---|-----------|---|---|----------------|------------|
| 7 | 6 | 5 | 4 | 3 | 2 | 1 |
| Prepared and unafraid | | (neutral) | | | unprepared and | frightened |
16. With regard to suicide, I have :
- | | | | | | | |
|---|---|-----------|---|---|------------------------------------|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| thought of it seriously
as a way out | | (neutral) | | | never given it a
second thought | |
17. I regard my ability to find a meaning, purpose, or mission in life as :
- | | | | | | | |
|------------|---|-----------|---|---|------------------|---|
| 7 | 6 | 5 | 4 | 3 | 2 | 1 |
| very great | | (neutral) | | | practically none | |
18. My life is :
- | | | | | | | |
|--|---|-----------|---|---|---|---|
| 7 | 6 | 5 | 4 | 3 | 2 | 1 |
| in my hands and
I am in control of it | | (neutral) | | | out of my hands and
controlled by external factors | |
19. Facing my daily task is :
- | | | | | | | |
|--|---|-----------|---|---|------------------------------------|---|
| 7 | 6 | 5 | 4 | 3 | 2 | 1 |
| a source of pleasure
and satisfaction | | (neutral) | | | a painful and
boring experience | |
20. I have discovered :
- | | | | | | | |
|----------------------------------|---|-----------|---|---|--|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| no mission or
purpose in life | | (neutral) | | | clear-cut goals and a
satisfying life purpose | |

HUMAN SERVICES SURVEY

This scale helps you measure how you feel about your job and the students you teach.

On the following pages are several statements of job-related feelings you might have. Please read each statement carefully and decide if you ever feel this way about your job. If you have never had this feeling, check the box marked 'NEVER' and go on to the next statement. However, if you have experienced this feeling, indicate HOW OFTEN you feel it by circling the appropriate number on the 6-point scale. Then, decide HOW STRONG the feeling is when you experience it by circling the appropriate number on the 7-point scale. An example is shown below.

Frequency of Feeling : HOW OFTEN :

	1	2	3	4	5	6
NEVER	A few times a year	Once a month or less	A few times a month	Once a week	A few times a week	Every day

Intensity of feeling : HOW STRONG :

	1	2	3	4	5	6	7
	Very mild, barely noticeable			Moderate		Major, very strong	

Example :

00. I feel depressed at work.

NEVER	HOW OFTEN :	1	2	③	4	5	6	
()	HOW STRONG:	1	2	3	4	5	⑥	7

If you occasionally feel depressed at work (say a few times a month) you would circle the number 3. If, when you do feel depressed, it is a fairly strong feeling, but not

as strong as you can imagine, you would circle a 6. Kindly fill in every item of both 'frequency' and 'intensity' of feeling.

	1	2	3	4	5	6	
How often:	A few times a year	Monthly	A few times a month	Weekly	A few times a week	Daily	
	1	2	3	4	5	6	7
How strong:	Very mild			Moderate			very strong

1. I feel emotionally drained from my work.
 Never How often : 1 2 3 4 5 6
 () How strong:1 2 3 4 5 6 7
2. I feel exhausted at the end of the workday.
 Never How often : 1 2 3 4 5 6
 () How strong:1 2 3 4 5 6 7
3. I feel fatigued when I get up in the morning and have to face another day on the job.
 Never How often : 1 2 3 4 5 6
 () How strong:1 2 3 4 5 6 7
4. I can easily understand how my students feel about things.
 Never How often : 1 2 3 4 5 6
 () How strong:1 2 3 4 5 6 7
5. I feel I treat some students as if they were impersonal 'objects'.
 Never How often : 1 2 3 4 5 6
 () How strong:1 2 3 4 5 6 7
6. Working with students all day is really a strain for me.
 Never How often : 1 2 3 4 5 6
 () How strong:1 2 3 4 5 6 7
7. I deal very effectively with the problems of my students.
 Never How often : 1 2 3 4 5 6
 () How strong:1 2 3 4 5 6 7

	1	2	3	4	5	6
How often :	A few times a year	Monthly	A few times a month	Weekly	A few times a week	Daily

	1	2	3	4	5	6	7
How strong:	Very mild			Moderate			Very strong

8. I feel burned out from my work.
 Never How often : 1 2 3 4 5 6
 () How strong:1 2 3 4 5 6 7
9. I feel I'm positively influencing other people's lives through my work.
 Never How often : 1 2 3 4 5 6
 () How strong:1 2 3 4 5 6 7
10. I have become more callous (hard/insensitive / indifferent) toward people since I took this job.
 Never How often : 1 2 3 4 5 6
 () How strong:1 2 3 4 5 6 7
11. I worry that this job is hardening me emotionally.
 Never How often : 1 2 3 4 5 6
 () How strong:1 2 3 4 5 6 7
12. I feel very energetic.
 Never How often : 1 2 3 4 5 6
 () How strong:1 2 3 4 5 6 7
13. I feel frustrated by my job.
 Never How often : 1 2 3 4 5 6
 () How strong:1 2 3 4 5 6 7
14. I feel I'm working too hard on my job.
 Never How often : 1 2 3 4 5 6
 () How strong:1 2 3 4 5 6 7
15. I don't really care what happens to some students.
 Never How often : 1 2 3 4 5 6
 () How strong:1 2 3 4 5 6 7

	1	2	3	4	5	6	
How often:	A few times a Year	Monthly	A few times a month	Weekly	A few times a week	Daily	
	1	2	3	4	5	6	7
How strong:	Very Mild			Moderate			Very strong

16.	Working directly with people puts too much stress on me.						
	Never How often :	1	2	3	4	5	6
	() How strong:	1	2	3	4	5	6 7
17.	I can easily create a relaxed atmosphere with my students						
	Never How often :	1	2	3	4	5	6
	() How strong:	1	2	3	4	5	6 7
18.	I feel exhilarated (cheered/gladdened/elated) after working closely with my students.						
	Never How often :	1	2	3	4	5	6
	() How strong:	1	2	3	4	5	6 7
19.	I have accomplished many worthwhile things in this job.						
	Never How often :	1	2	3	4	5	6
	() How strong:	1	2	3	4	5	6 7
20.	I feel like I'm at the end of my rope (end of my endurance/at the limit)						
	Never How often :	1	2	3	4	5	6
	() How strong:	1	2	3	4	5	6 7
21.	In my work, I deal with emotional problems very calmly.						
	Never How often :	1	2	3	4	5	6
	() How strong:	1	2	3	4	5	6 7
22.	I feel students blame me for some of their problems.						
	Never How often :	1	2	3	4	5	6
	() How strong:	1	2	3	4	5	6 7

WORK ORIENTATION INVENTORY

- | | <u>Very
Often</u> | <u>Often</u> | <u>Some
times</u> | <u>Rarely</u> |
|--|-----------------------|--------------|-----------------------|---------------|
| 1. I take on work which does not make many demands on me | | | | |
| 2. I am concerned with just getting my job completed | | | | |
| 3. I get deeply involved in the work I do | | | | |
| 4. I take risks in my work | | | | |
| 5. I set my own standards in work | | | | |
| 6. I question the established way of doing things. | | | | |
| 7. I take on work that I find personally stimulating | | | | |
| 8. I play around with ideas even if they do not seem practical | | | | |
| 9. I carry out my work in the established way | | | | |
| 10. I set my own goals | | | | |
| 11. I 'play safe' rather than stick my neck out | | | | |
| 12. I do more than what is required of me in completing a task | | | | |
| 13. I follow set procedure rather than my own ideas | | | | |
| 14. I challenge my superiors if I do not agree with their approach | | | | |
| 15. I seek direction from others for my work | | | | |
| 16. I conform closely to the rules laid down by others | | | | |
| 17. I just carry out my task | | | | |
| 18. I go along with group discussions even when I disagree | | | | |
| 19. I operate along my own lines | | | | |
| 20. I get pleasure in preparing for the next day | | | | |
| 21. I feel better in attending workshops and conferences. | | | | |
| 22. I work hard to please my superior | | | | |
| 23. I just teach what is in the syllabus | | | | |
| 24. I take my work as a challenge | | | | |

The work orientation inventory has two sub-scales. Items 1, 2, 9, 11, 12, 13, 15, 16, 17, 18, 22, 23, belong to affiliation orientation and rest of the 12 items belong to achievement orientation.