

Appendix-1

**HRD CLIMATE SURVEY IN DISTRICT INSTITUTES OF EDUCATION
AND TRAINING (DIET)**

PLEASE GIVE THE FOLLOWING INFORMATION

1. Name : _____
2. Designation : _____
3. Department : _____
4. Postal Address : _____

Ph: _____
E-mail: _____
5. Age : _____
6. Gender : Man _____ Women _____
7. Community : SC/ST/OBC/GEN/PH
8. Educational Qualification : a) PG Level: M.A./M.Sc/M/Ed./Any other ____
b) Research: M.Phil/Ph.D
- Topic of M.Phil : _____
- Topic of Ph.D. : _____
9. Area of Specialization: _____
10. Years of Teaching experience: _____
11. Years of Administrative experience: _____
12. Years of experience in DIETs : _____
13. No. of Research articles published : _____
14. No. of Seminar Paper presented/Conference/Workshop attended
a) National : _____
b) International : _____
15. Books Written: a) Research Based b) Textbook c) General Books related
to profession d) any other
16. Research Project Completed : a) As director _____ b) as independent
researcher
c) As a researcher in team

HRD CLIMATE SURVEY IN DISTRICT INSTITUTES OF EDUCATION AND

TRAINING (DIET)

A number of statements are given below describing the HRD climate of an institution. Please give your assessment of the HRD climate of your institution by rating your institution on each statement.

Give your assessment by encircling the appropriate number.

5 = Almost always true 4 = Mostly true 3 = Sometimes true

2 = Rarely true 1 = Not at all true

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|---|---|---|---|---|---|
| 1. The head of this institution ensures that staff members enjoy their work. | 1 | 2 | 3 | 4 | 5 |
| 2. The head believes that human resources are extremely important and therefore all staff members have to be treated more humanely. | 1 | 2 | 3 | 4 | 5 |
| 3. Professional development of the staff members is seen by the Head as an important part of his job. | 1 | 2 | 3 | 4 | 5 |
| 4. The personnel policies in this institute facilitate development of all staff members. | 1 | 2 | 3 | 4 | 5 |
| 5. The Head is willing to invest a considerable part of his/her time to ensure the development of his staff members. | 1 | 2 | 3 | 4 | 5 |
| 6. The Head of your institute takes active interest in his colleagues and helps them in learning their job. | 1 | 2 | 3 | 4 | 5 |
| 7. People lacking in job related competencies are helped to acquire competencies rather than being left unattended. | 1 | 2 | 3 | 4 | 5 |
| 8. The Head of this institution believes that staff member's behaviour can be developed at any stage of their life. | 1 | 2 | 3 | 4 | 5 |
| 9. Supportive staff members (like AO, clerk, peons etc.) of this institution feel responsible to render their support and help the academic staff. | 1 | 2 | 3 | 4 | 5 |
| 10. Staff members of this institute are very informal and don't hesitate in discussing their personal problems with their Heads of department. | 1 | 2 | 3 | 4 | 5 |
| 11. The Psychological climate of this institute is very conducive for professional development of its staff. | 1 | 2 | 3 | 4 | 5 |
| 12. The Head and In-charges of various departments guide their colleagues and prepare them for future responsibilities and tasks they are likely to take up in the institute. | 1 | 2 | 3 | 4 | 5 |
| 13. There are mechanisms in this institution in rewarding staff members for doing any good work like | | | | | |

presentation of paper in meeting or development of instructional material.	1	2	3	4	5
14. When any staff member intends to take up new project the principal helps him to develop the proposal.	1	2	3	4	5
15. Staff members of your institute don't have fixed mental impressions about their colleagues.	1	2	3	4	5
16. Staff members are encouraged to experiment with new methods and try out innovative ideas in their classes.	1	2	3	4	5
17. When any staff member makes a mistake, the Head helps him to correct and improve such mistakes rather than punish or discourage him/her.	1	2	3	4	5
18. Weaknesses of staff members are communicated to them in a non-threatening manner.	1	2	3	4	5
19. When critical comments are given to staff members they take it seriously and use it for their development.	1	2	3	4	5
20. Staff members in this institution take pain to find out their strength and weaknesses from their colleagues in order to improve the quality of Teacher Education.	1	2	3	4	5
21. When staff members are deputed for training, they take it seriously and try to learn from the programme they attend.	1	2	3	4	5
22. Staff members returning from training programmes are given opportunities to try out what they have learnt.	1	2	3	4	5
23. Staff members are encouraged to take initiative and do things on their own without having to wait for instructions from the authorities.	1	2	3	4	5
24. Delegation of authority to encourage juniors to shoulder their responsibilities is quite common in this institute.	1	2	3	4	5
25. When problems arise, people discuss these problems openly and try to solve them amicably rather than accusing each other.	1	2	3	4	5
26. There is constant feedback given by the Head on the good performance of staff members at various levels.	1	2	3	4	5
27. Staff members in this institute are given responsibilities to arrange seminars.	1	2	3	4	5
28. Staff members are quite opens in this institute and as such don't feel reluctant to communicate their problems to each other.	1	2	3	4	5
29. When meetings are conducted, all staff members are allowed to express their opinions freely.	1	2	3	4	5

30. This institute is a place where we discuss our professional problems with each other and try to resolve them amicably.	1	2	3	4	5
31. We are welcome to walk into head's office anytime for anything and get into a meaningful discussion with him.	1	2	3	4	5
32. We have developed a feeling of personal dignity and self confidence while working in this institute.	1	2	3	4	5
33. We derive job satisfaction through professional competence acquired in this institute.	1	2	3	4	5
34. Staff members enjoy academic autonomy along with responsibility and accountability.	1	2	3	4	5
35. This institution keeps on conducting experiments/projects which provide us feedback for improving training, research and professional support activities.	1	2	3	4	5
36. Staff members are invited to participate fully in the planning and execution of the projects.	1	2	3	4	5
37. Staff members are encouraged to take up new projects to improve the quality of training methodology.	1	2	3	4	5
38. Staff members are keen to take responsibilities for arranging workshops and seminars for wider dissemination of ideas.	1	2	3	4	5
39. Staff members are often encouraged to present their papers in faculty meetings.	1	2	3	4	5
40. Staff members are given training for the development of instructional material.	1	2	3	4	5
41. Staff members of this institute make efforts to identify and utilize the potential of their colleagues.	1	2	3	4	5
42. Staff members of this institute trust each other.	1	2	3	4	5
43. The staff members observer team sprits of high order.	1	2	3	4	5
44. Performance appraisal reports in this institute are based on adequate information.	1	2	3	4	5
45. Performance appraisal reports in this institute are based on objective assessment.	1	2	3	4	5
46. Promotion decisions are based on the profiles of the promotees.	1	2	3	4	5
47. All the staff members at the institute have friendly relation.	1	2	3	4	5

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|---|---|---|---|---|---|
| 48. Lecturers attend to the individual problems of the students even after college hours. | 1 | 2 | 3 | 4 | 5 |
| 49. Extra duties for lecturers are allotted to keep them fruitfully busy. | 1 | 2 | 3 | 4 | 5 |
| 50. The social climate is very conducive for professional development of its staff. | 1 | 2 | 3 | 4 | 5 |