

APPENDIX - II(a)

REVISED SCALES

The Ranking Scale for professionalism as perceived by Women professionals in Academics

1. A professional generally chooses that profession which
 - i) draws out one's potential maximally
 - ii) provide intellectual stimulation
 - iii) suits one's temperament ideally
 - iv) provides emotional satisfaction by providing opportunities for serving the society
 - v) provides opportunities for social mobility by obtaining maximum financial rewards

2. A professional's loyalty is towards
 - i) the profession
 - ii) the institution in which one works
 - iii) society at large
 - iv) one's own self

3. A professional enriches and strengthens one's profession by encouraging
 - i) Persons with the aptitude to join the profession
 - ii) Generally competent persons
 - iii) such persons who would support him in the profession
 - iv) many persons to enter into one's profession

4. A professional considers one's profession as
 - i) an activity to be done as long as one's competence lasts
 - ii) life long activity
 - iii) a full time job
 - iv) 10 A.M. to 5 P.M. job

5. For a professional the enthusiasm and interest for one's profession
 - i) increases with increase in one's competence
 - ii) stabilizes when settled in one's career
 - iii) fluctuates with success and failure faced
 - iv) is at its highest all throughout one's career

6. The competence and the quality of work of a professional is affected when
 - i) pre-occupied with domestic roles
 - ii) complexities emerge within one's functions
 - iii) pre-occupied with any other economic activity
 - iv) pre-occupied with other cultural, social and political activities

7. The professional activities of a professional are determined by
 - i) the requirements of the profession
 - ii) the conditions of work
 - iii) socio-economic, political and technical requirements, conditions of the society
 - iv) the wishes desires of one's clients

8. A professional is accountable to
 - i) one's profession
 - ii) the institutions in which one works
 - iii) the society in which one functions
 - iv) one's clients

9. The main function of a professional organization/ association is
 - i) to provide conditions which are conducive to optimize professional development
 - ii) to support/protect a professional when one is in difficulties
 - iii) to promote and protect group interests
 - iv) to keep a check on the arbitrary, irresponsible and unethical behaviour of a professional

10. The success of a professional depends on
 - i) one's competence and sincerity
 - ii) one's behaviour towards people one deals with
 - iii) support of one's superiors and colleagues
 - iv) clever tricks of the trade

11. A professional strives for
 - i) maximum productivity in one's profession
 - ii) recognition among the professionals
 - iii) prestige among the social class
 - iv) improvement in one's economic status.

12. A profession gets enriched by innovative practice, and researchers when a professional
- i) is continuously involved in the enrichment of one's profession
 - ii) is highly motivated to be unique in one's profession
 - iii) is faced with a crisis which cannot be solved with the existing knowledge
 - iv) institutes innovations for the sake of novelty
13. Adhering strictly to the professional code of ethics:
- i) enables the professional to work with clear conscience
 - ii) enables one's professional growth
 - iii) isolates the professional from the rest in one's profession
 - iv) limits material rewards
14. When there is a conflict between theory and practice, a professional
- i) discusses with other members of the profession and strives for a reasonable compromise without giving up professional values
 - ii) voices one's personal opinions in the professional forums
 - iii) follows his own ideas without being affected by other's views
 - iv) accepts the decisions arrived at by the majority members of the profession
15. An ethical code is essential for a profession as it ensures
- i) quality of performance
 - ii) welfare of the society
 - iii) a check on possible mal practices in the profession
 - iv) respect of the professional in the society
16. Contributing articles in professional journals is important for a professional because
- i) it helps one in enriching oneself
 - ii) it enriches the profession
 - iii) it helps one in getting promotions
 - iv) it makes one known in the field
17. For a professional the first priority is
- i) one's profession
 - ii) both, personal life and profession
 - iii) one's personal life
 - iv) profession for a man, and home for a woman

18. Sincerity of a professional is reflected in
- i) completion of one's tasks competently
 - ii) critical reviewing of one's performance
 - iii) completion of one's tasks regularly
 - iv) considerate behaviour towards one's clients
19. A professional's dissatisfaction generally stems from
- i) not being able to perform the professional role as one is expected to perform
 - ii) unsatisfactory relations with colleagues and superiors
 - iii) inadequate infrastructural support in terms of physical facilities
 - iv) inadequate financial rewards
20. Whenever a professional faces constraints in terms of physical facilities one
- i) makes optimum use of available resources
 - ii) tries to improve the facilities so that one can work comfortably
 - iii) feels restricted and unable to perform one's tasks to the level of one's satisfaction
 - iv) accepts the given situation as it is
21. Job security makes a professional
- i) motivated to further enrich oneself for the profession
 - ii) feel encouraged to take up challenging tasks
 - iii) more committed to the institution
 - iv) complacent and limited
22. Autonomy for a professional means
- i) to deviate one's modalities of functioning towards the achievement of professional goals
 - ii) giving one's own interpretation, according to the demands of the situations
 - iii) freedom to perform one's tasks as one wishes
 - iv) to overlook certain norms if necessary

APPENDIX -II(b)

The Ranking Scale for Professionalism as perceived by women professionals in Medicine

- I. A professional generally chooses that profession which
 - i) provides intellectual stimulation
 - ii) draws out one's potential maximally
 - iii) provides emotional satisfaction by providing opportunities for serving the society
 - iv) suits one's temperament ideally
 - v) provides opportunities for social mobility by obtaining maximum financial rewards
- II. A professional is loyal, i.e. towards
 - i) the profession
 - ii) society at large
 - iii) the institution in which one works
 - iv) one's own self
- III. A professional enriches and strengthens one's profession by encouraging
 - i) Persons with the aptitude to join the profession
 - ii) Generally competent persons
 - iii) Good persons who would support him in the profession
 - iv) many persons to enter into one's profession
- IV. A professional considers one's profession as
 - i) life-long activity
 - ii) as an activity to be done as long as one's competence lasts
 - iii) a full time job
 - iv) 10 A.M. to 5 P.M. job
- V. For a professional the enthusiasm and interest for one's profession
 - i) increases with increase in one's competence
 - ii) is at its highest all throughout one's career
 - iii) fluctuates with success and failures faced
 - iv) stabilizes when settled in one's career
- VI. The competence and the quality of work of a professional is affected when
 - i) pre-occupied with domestic roles
 - ii) one occupied with other cultural, social and political activities
 - iii) complexities emerge within one's functions
 - iv) Pre-occupied with any other economic activity

7. The professional activities of a professional are determined by
- i) the requirements of the profession
 - ii) the conditions of work
 - iii) the socio-economic, political and technical requirements/conditions of the society
 - iv) the wishes, desires of one's clients
8. A professional is accountable to
- i) one's profession
 - ii) the institutions in which one works
 - iii) one's clients
 - iv) the society in which one functions
9. The main function of a professional organisation/association is
- i) to provide conditions which are conducive to optimise professional development
 - ii) to support/protect a professional when one is in difficulties
 - iii) to promote and protect group interests
 - iv) to keep a check on the arbitrary, irresponsible and unethical behaviour of a professional
10. The success of a professional depends on
- i) one's competence and sincerity
 - ii) one's behaviour towards people one deals with
 - iii) support of one's superiors and colleagues
 - iv) clever tricks of the trade
11. A professional strives for
- i) maximum productivity in one's profession
 - ii) recognition among the professionals
 - iii) prestige among the social class
 - iv) improvement in one's economic status
12. A profession gets enriched by innovative practices and researches when a professional
- i) is continuously involved in the enrichment of one's profession
 - ii) is highly motivated to be unique in one's profession
 - iii) is faced with a crisis which cannot be solved with the existing knowledge
 - iv) institutes innovations for the sake of novelty

13. Adhering strictly to the professional code of ethics:
- i) enables the professional to work with clear conscience
 - ii) enables one's professional growth
 - iii) isolates the professional from the rest in one's profession
 - iv) limits material rewards
14. When there is a conflict between theory and practice, a professional:
- i) discusses with other members of the profession and strives for a reasonable compromise without giving up professional values
 - ii) voices one's personal opinions in the professional forums
 - iii) accepts the decisions arrived at by the majority members of the profession
 - iv) follows his own ideas without being affected by other's views
15. An ethical code is essential for a profession as it ensures:
- i) a check on possible mal-practices in the profession
 - ii) quality of performance
 - iii) welfare of the society
 - iv) respect of the professional in the society
16. Contributing articles in professional journals is important for a professional because:
- i) it enriches the profession
 - ii) it helps one in enriching oneself
 - iii) it makes one known in the field
 - iv) it helps one in getting promotions
17. For a professional the first priority is:
- i) both personal life and profession
 - ii) one's profession
 - iii) one's personal life
 - iv) profession for a man and home for a woman
18. Dignity of a professional is reflected in:
- i) completion of one's tasks competently
 - ii) completion of one's cases regularly
 - iii) critical reviewing of one's performance
 - iv) considerate behaviour towards one's clients

19. A professional's dissatisfaction generally stems from
- i) not being able to perform the professional role as one is expected to perform
 - ii) unsatisfactory relations with colleagues and superiors
 - iii) inadequate infrastructural support in terms of physical facilities
 - iv) inadequate financial rewards
20. Whenever a professional faces constraints in terms of physical facilities one
- i) tries to improve the facilities so that one can work comfortably.
 - ii) makes optimum use of available resources
 - iii) feels restricted and unable to perform one's tasks to the level of one's satisfaction
 - iv) accepts the given situation as it is
21. Job security makes a professional
- i) feel encouraged to take up challenging tasks
 - ii) motivated to further enrich oneself for the profession
 - iii) more committed to the institution
 - iv) complacent and limited
22. Autonomy for a professional means
- i) to devise one's modalities of functioning towards the achievement of professional goals
 - ii) giving one's own interpretations according to the demands of the situations
 - iii) freedom to perform one's tasks as one wishes
 - iv) to overlook certain norms if necessary.

APPENDIX - II(c)

the Ranking scale for Professionalism as perceived by Women Professional in Administration

1. A professional generally chooses that profession which
 - i) provides intellectual stimulation
 - ii) draws out one's potential maximally
 - iii) suits one's temperament ideally
 - iv) provides vocational satisfaction by providing opportunities for serving the society
 - v) provides opportunities for social mobility by obtaining maximal financial rewards
2. A professional's loyalty is towards
 - i) the profession
 - ii) the institution in which one works
 - iii) one's own self
 - iv) society at large
3. A professional enriches and strengthens one's profession by encouraging
 - i) Persons with the aptitude to join the profession
 - ii) Generally competent persons
 - iii) such persons who would support him in the profession
 - iv) many persons to enter into one's profession
4. A professional considers one's profession as
 - i) an activity to be done as long as one's competence lasts
 - ii) a full time job
 - iii) a life long activity
 - iv) 10 A.M. to 5 P.M. job
5. For a professional the enthusiasm and interest for one's profession
 - i) increases with increase in one's competence
 - ii) stabilizes when settled in one's career
 - iii) fluctuates with success and failures faced
 - iv) is at its highest all throughout one's career
6. The competence and the quality of work of a professional is affected when
 - i) pre-occupied with domestic roles
 - ii) complexities emerge within one's functions
 - iii) pre-occupied with any other economic activity
 - iv) pre-occupied with other cultural, social and political activities

7. The professional activities of a professional are determined by
- i) the requirement of the profession
 - ii) the conditions of work
 - iii) the wishes/ desires of one's clients
 - iv) socio-economic, political and technical requirements/ conditions of the society
8. A professional is accountable to
- i) the institutions in which one works
 - ii) one's profession
 - iii) one's clients
 - iv) the society in which one functions
9. The main function of a professional organization/ association is
- i) to provide conditions which are conducive to optimum professional development
 - ii) to support/protect a professional when one is in difficulties
 - iii) to keep a check on the arbitrary, irresponsible and unethical behaviour of a professional
 - iv) to promote and protect group interests
10. The success of a professional depends on
- i) one's competence and sincerity
 - ii) support of one's superiors and colleagues
 - iii) one's behaviour towards people one deals with
 - iv) power links of the client
11. A professional strives for
- i) maximum productivity in one's profession
 - ii) recognition among the organizations
 - iii) improvement in one's economic status
 - iv) prestige among the social class
12. A profession gets enriched by innovative services and researches when a professional
- i) is continually involved in the enrichment of one's profession
 - ii) is highly motivated to be unique in one's profession
 - iii) is rich with a talent which cannot be gained with the existing knowledge
 - iv) nurtures innovations for the sake of novelty

13. Adhering strictly to the professional code of ethics
- i) enables the professional to work with clear conscience
 - ii) enables one's professional growth
 - iii) isolates the professional from the rest of one's profession
 - iv) limits material rewards
14. When there is a conflict between theory and practice, a professional
- i) discusses with other members of the profession and arrives for a reasonable compromise without giving up professional values
 - ii) accepts the decisions arrived at by the majority members of the profession
 - iii) voice one's personal opinions in the professional forums
 - iv) follows his own ideas without being affected by others' views
15. An ethical code is essential for a profession as it ensures
- i) quality of performance
 - ii) a check on possible mal-practices in the profession
 - iii) welfare of the society
 - iv) respect of the professional in the society
16. Contributing articles in professional journals is important for a professional because
- i) it enriches the profession
 - ii) it helps one in enriching oneself
 - iii) it makes one known in the field
 - iv) it helps one in getting promotions
17. For a professional the first priority is
- i) both, personal life and profession
 - ii) one = profession
 - iii) one = personal life
 - iv) profession for a man and home for a woman
18. Sincerity of a professional is reflected in
- i) completion of one's tasks competently
 - ii) completion of one's tasks regularly
 - iii) critical reviewing of one's performance
 - iv) considerate behaviour towards one's clients

19. A professional's dissatisfaction generally stems from
- i) not being able to perform the professional role as one is expected to perform
 - ii) unsatisfactory relations with colleagues and superiors
 - iii) inadequate infrastructural support in terms of physical facilities
 - iv) inadequate financial rewards
20. Whenever a professional faces constraints in terms of physical facilities one
- i) tries to improve the facilities so that one can work comfortably
 - ii) makes optimum use of available resources
 - iii) feels restricted and unable to perform one's tasks to the level of one's satisfaction
 - iv) accepts the given situation as it is
21. Job security makes a professional
- i) feel encouraged to take up challenging tasks
 - ii) motivated to further enrich oneself in the profession
 - iii) more committed to the institution
 - iv) complacent and limited
22. Autonomy for a professional means
- i) to devise one's modalities of functioning towards the achievement of professional goals
 - ii) giving one's own interpretations according to the demands of the situations
 - iii) freedom to perform one's tasks as one wishes
 - iv) to overlook certain norms if necessary

APPENDIX - II(d)

The Ranking Scale for Professionalism as Perceived by Women Professionals in Law

1. A professional generally chooses what profession which
 - i) provides intellectual stimulation
 - ii) draws out one's potential maximally
 - iii) suits one's temperament ideally
 - iv) provides emotional self-fulfillment by providing opportunities for serving the society.

2. A professional's loyalty is towards
 - i) the profession
 - ii) society at large
 - iii) the institution in which one works
 - iv) one's own self

3. A professional enriches and strengthens one's profession by encouraging
 - i) Generally competent persons
 - ii) Persons with the aptitude to join the profession
 - iii) Such persons who would support him in the profession
 - iv) Many persons to enter into one's profession

4. A professional considers one's profession to be
 - i) an activity to be done as long as one's competence lasts
 - ii) life-long activity
 - iii) a full-time job
 - iv) 10 A.M. to 5 P.M. job

5. For a professional the enthusiasm and interest for one's profession
 - i) increases with increase in one's competence
 - ii) stabilizes when settled in one's career
 - iii) is at its highest all throughout one's career
 - iv) fluctuates with success and failures faced

6. The competence and the quality of work of a professional is affected when
 - i) pre-occupied with domestic roles
 - ii) pre-occupied with any other domestic activity
 - iii) pre-occupied with other cultural, social and political activities
 - iv) complexities emerge within one's functions

7. The professional activities of a professional are determined by
- i) the requirement of the profession
 - ii) the wishes, desires of one's clients
 - iii) the conditions of work
 - iv) socio-economic, political and technical requirements, conditions of the society
8. A professional is accountable to
- i) one's profession
 - ii) one's clients
 - iii) the institutions in which one works
 - iv) the society in which one functions
9. The main function of a professional organization/ association is
- i) to provide conditions which are conducive to optimum professional development
 - ii) to support, protect a professional when one is in difficulties
 - iii) to keep a check on the arbitrary, irresponsible and unethical behaviour of a professional
 - iv) to promote and protect group interests
10. The success of a professional depends on
- i) one's competence and sincerity
 - ii) one's behaviour towards people one deals with
 - iii) support of one's superiors and colleagues
 - iv) clever handle of the trade
11. A professional strives for
- i) maximum productivity in one's profession
 - ii) recognition among the professionals
 - iii) prestige among the social class
 - iv) maximum productivity in one's profession
12. A profession gets enriched by innovative practices and techniques when a professional
- i) is continuously involved in the enrichment of one's profession
 - ii) is highly motivated to be unique in one's profession
 - iii) is faced with a crisis which cannot be solved with the existing knowledge
 - iv) institutes innovations for the sake of novelty

13. Adhering strictly to the professional code of ethics

- i) enables the professional to work with clear conscience
- ii) isolates the professional from the rest of one's profession
- iii) enables one's professional growth
- iv) limits material rewards

14. When there is a conflict between theory and practice, a professional

- i) discusses with other members of the profession and strives for a reasonable compromise without giving up professional values
- ii) voice one's personal opinions in the professional forums
- iii) discusses with other members of the profession and strives for a reasonable compromise without giving up professional values
- iv) follows his own ideas without being affected by others' views

15. An ethical code is essential for a profession as it ensures

- i) a check on possible mal-practices in the profession
- ii) respect of the professional in the society
- iii) quality of performance
- iv) welfare of the society

16. Contributing articles in professional journals is important for a professional because

- i) it helps one in enriching oneself
- ii) it makes one known in the field
- iii) it enriches the profession
- iv) it helps one in getting promotions

17. For a professional the first priority is

- i) one's profession
- ii) both, personal life and profession
- iii) one's personal life
- iv) profession for a man and home for a woman

18. Sincerity of a professional is reflected in

- i) completion of one's task competently
- ii) completion of one's tasks regularly
- iii) critical reviewing of one's performance
- iv) considerate behaviour towards one's clients

19. A professional's dissatisfaction generally stems from
- i) not being able to perform the professional role as one is expected to perform
 - ii) inadequate financial rewards
 - iii) inadequate infrastructural support in terms of physical facilities
 - iv) un-satisfactory relations with colleagues and superiors
20. Whenever a professional faces constraints in terms of physical facilities one
- i) makes optimum use of available resources
 - ii) tries to improve the facilities so that one can work comfortably
 - iii) feels restricted and unable to perform one's tasks to the level of one's satisfaction
 - iv) accepts the given situation as it is
21. Job security makes a professional
- i) feel encouraged to take up challenging tasks
 - ii) motivated to further enrich oneself for the profession
 - iii) more committed to the institution
 - iv) complacent and limited
22. Autonomy for a professional means
- i) to device one's modalities of functioning towards the achievement of professional goals
 - ii) giving one's own interpretations according to the demands of the situations
 - iii) freedom to perform one's tasks as one wishes
 - iv) to overlook certain norms if necessary

APPENDIX - II(e)

The Ranking Scale for Professionalism as Perceived by Women Professionals in Media

1. A professional generally chooses that profession which
 - i) provides intellectual stimulation
 - ii) draws out one's potential maximally
 - iii) provides emotional satisfaction by providing opportunities for serving the society
 - iv) suits one's temperament ideally
 - v) provides opportunities for social mobility by obtaining maximum financial rewards
2. A professional's loyalty is towards
 - i) the institution in which one works
 - ii) the profession
 - iii) society at large
 - iiii) one's own self
3. A professional enriches and strengthens one's profession by encouraging
 - i) persons with the aptitude to join the profession
 - ii) generally competent persons
 - iii) many persons to enter into one's profession
 - iv) such persons who would support him in the profession
4. A professional considers one's profession as
 - i) an activity to be done as long as one's competence lasts
 - ii) life-long activity
 - iii) a full time job
 - iv) 10 A.M. to 5 P.M. job
5. For a professional the enthusiasm and interest for one's profession
 - i) increases with increase in one's competence
 - ii) is at its highest all throughout one's career
 - iii) stabilizes when settled in one's career
 - iv) fluctuates with success and failures faced
6. The competence and the quality of work of a professional is affected when
 - i) complexities emerge within one's functions
 - ii) pre-occupied with domestic roles
 - iii) pre-occupied with other cultural, social and political activities
 - iv) pre-occupied with any other economic activity

7. The professional activities of a professional are determined by
- i) the requirement of the profession
 - ii) the conditions of work
 - iii) the wishes/desires of one's clients
 - iv) the socio-economic, political and technical requirements/conditions of the society
8. A professional is accountable to
- i) the institutions in which one works
 - ii) one's profession
 - iii) the society in which one functions
 - iv) one's clients
9. The main function of a professional organisation/association is
- i) to provide conditions which are conducive to optimise professional development
 - ii) to support/protect a professional when one is in difficulties
 - iii) to promote and protect group interests
 - iv) to keep a check on the arbitrary, irresponsible and unethical behaviour of a professional
10. The success of a professional depends on
- i) one's competence and sincerity
 - ii) one's behaviour towards people one deals with
 - iii) support of one's superiors and colleagues
 - iv) clever handling of the team
11. A professional strives for
- i) maximum productivity in one's profession
 - ii) recognition among the professionals
 - iii) improvement in one's economic status
 - iv) prestige among the social class
12. A profession gets enriched by innovative practices and researches when a professional
- i) is highly motivated to be unique in one's profession
 - ii) is continuously involved in the enrichment of one's profession
 - iii) is faced with a crisis which cannot be solved with the existing knowledge
 - iv) institutes innovations for the sake of novelty

13. Adhering strictly to the professional code of ethics
- i) enables the professional to work with clear conscience
 - ii) isolates the professional from the rest in one's profession
 - iii) enables one's professional growth
 - iv) limits material rewards
14. When there is a conflict between theory and practice, a professional
- i) discusses with other members of the profession and strives for a reasonable compromise without giving up professional values
 - ii) voices one's personal opinions in the professional forums
 - iii) accepts the decisions arrived at by the majority members of the profession
 - iv) follows his own ideas without being affected by other's views
15. An ethical code is essential for a profession as it ensures
- i) quality of performance
 - ii) a check on possible mal-practices in the profession
 - iii) welfare of the society
 - iv) respect of the professional in the society
16. Contributing articles in professional journals is important for a professional because
- i) it enriches the profession
 - ii) it helps one in enriching oneself
 - iii) it makes one known in the field
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 - iii) one's personal life
 - iv) profession for a man and home for a woman
18. Sincerity of a professional is reflected in
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 - ii) completion of one's tasks competently
 - iii) completion of one's tasks regularly
 - iv) considerate behaviour towards one's clients

19. A professional's dissatisfaction generally stems from
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 - ii) inadequate infrastructural support in terms of physical facilities
 - iii) unsatisfactory relations with colleagues and superiors
 - iv) inadequate financial rewards
20. Whenever a professional faces constraints in terms of physical facilities one
- i) makes optimum use of available resources
 - ii) tries to improve the facilities so that one can work comfortably
 - iii) feels restricted and unable to perform one's tasks to the level of one's satisfaction
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21. Job security makes a professional
- i) feel encouraged to take up challenging tasks
 - ii) more committed to the institution
 - iii) motivated to further enrich oneself for the profession
 - iv) complacent and limited
22. Autonomy for a professional means
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 - ii) giving one's own interpretations according to the demands of the situation
 - iii) freedom to perform one's tasks as one wishes
 - iv) to overlook certain norms if necessary

APPENDIX - II(f)

A cumulative Ranking Scale for Professionalism as Perceived by Women Professionals in the Professions of Academics, Medicine, Administration, Law and Media

1. A professional generally chooses that profession which
 - i) draws out one's potential maximally
 - ii) provides intellectual stimulation
 - iii) suits one's temperament ideally
 - iv) provides emotional satisfaction by providing opportunities for serving the society
 - v) provides opportunities for social mobility by obtaining maximum financial rewards
2. A professional's loyalty is towards
 - i) the profession
 - ii) the institution in which one works
 - iii) society at large
 - iv) one's own self
3. A professional encourages and strengthens one's profession by encouraging
 - i) persons with the aptitude to join the profession
 - ii) generally competent persons
 - iii) such persons who would support him in the profession
 - iv) many persons to enter into one's profession
4. A professional considers one's profession as
 - i) an activity to be done as long as one's competence lasts
 - ii) life-long activity
 - iii) a full time job
 - iv) 10 A.M. to 5 P.M. job
5. For a professional the enthusiasm and interest for one's profession
 - i) increases with increase in one's competence
 - ii) is at its highest all throughout one's career
 - iii) ebbs and flows during one's career
 - iv) fluctuates with success and failures faced
6. The competence and the quality of work of a professional is affected when
 - i) pre-occupied with domestic roles
 - ii) complexities emerge within one's functions
 - iii) pre-occupied with any other economic activity
 - iv) pre-occupation with other cultural, social and political activities

7. The professional activities of a professional are determined by
- i) The requirements of the profession
 - ii) The conditions of work
 - iii) The socio-economic, political and technical requirements/conditions of the society
 - iv) The wishes-/desires of one's clients
8. A professional is accountable to
- i) one's profession
 - ii) the institutions in which one works
 - iii) one's clients
 - iv) the society in which one functions
9. The main function of a professional organization/association is
- i) to provide conditions which are conducive to optimum professional development
 - ii) to support/protect a professional when one is in difficulties
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10. The success of a professional depends on
- i) one's competence and sincerity
 - ii) one's behaviour towards people one deals with
 - iii) support of one's superiors and colleagues
 - iv) clever tricks of the trade
11. A professional strives for
- i) maximum productivity in one's profession
 - ii) recognition among the professionals
 - iii) prestige among the social class
 - iv) improvement in one's economic status
12. A profession gets enriched by innovative practices and researches when a professional
- i) is continuously involved in the enrichment of one's profession
 - ii) is highly motivated to be unique in one's profession
 - iii) is faced with a crisis which cannot be solved with the existing knowledge
 - iv) institutes innovations for the sake of novelty

12. Adhering strictly to the professional code of ethics
- enables the professional to work with clear conscience
 - enables one's professional growth
 - isolates the professional from the rest of one's profession
 - limits material rewards
13. When there is a conflict between theory and practice, a professional
- discusses with other members of the profession and strives for a reasonable compromise without giving up professional values
 - voices one's personal opinions in the professional forums
 - accepts the decisions arrived at by the majority members of the profession
 - follows his own ideas without being affected by others' views
14. An ethics code is essential for a profession as it ensures
- quality of performance
 - a check on possible mal-practices in the profession
 - welfare of the society
 - respect of the professional in the society
15. Contributing articles in professional journals is important for a professional because
- it helps one in enriching oneself
 - it enriches the profession
 - it makes one known in the field
 - it helps one in getting promotions
16. For a professional the first priority is
- both, personal life and profession
 - one's profession
 - one's personal life
 - profession for a man and home for a woman
17. Sincerity of a professional is reflected in
- completion of one's tasks competently
 - completion of one's tasks regularly
 - critical reviewing of one's performance
 - considerate behaviour towards one's clients

19. A professional's distraction generally stems from
- i) not being able to perform the professional role as one is expected to perform
 - ii) inadequate infrastructural support in terms of physical facilities
 - iii) unsatisfactory relations with colleagues and superiors
 - iv) inadequate financial rewards
20. Whenever a professional faces constraints in terms of physical facilities, one
- i) makes optimum use of available resources
 - ii) tries to improve the facilities so that one can work comfortably
 - iii) feels restricted and unable to perform one's tasks to the level of one's satisfaction
 - iv) accepts the given situation as it is
21. Job security makes a professional
- i) feel encouraged to take up challenging tasks
 - ii) motivated to further enrich oneself for his profession
 - iii) more committed to the institution
 - iv) complacent and limited
22. Autonomy for a professional means
- i) to devise one's modality of functioning towards the achievement of professional goals
 - ii) giving one's own interpretations according to the demands of the situations
 - iii) freedom to perform one's tasks as one wishes
 - iv) to overlook certain norms if necessary