Appendix E

Frustration Study Tool (First Draft)

Name of the teacher : _____ Status : _____

Name of School/College : _____ Date : _____

Instructions : Every individual passes through such situations in which his actions, thoughts or other activities are blocked or obstructed. These obstructions may be physical, social or psychological. The state of mind of the individual in such situations is called frustration. Different people respond differently in same situations.

In this schedule there is a list of certain (36) such situations with six expected reactions. There is also a continuum, having four points, for each reaction, inscribed as 'Always', 'Often', 'Sometimes', and 'Rare'. You have to imagine that you are facing such situations at so many times in your college life then what will be your reactions. You are requested to give your reactions, by selecting one reaction only from given six expected reactions, according to your will. You have to show your reaction by making a tick mark (_/) against the chosen reaction and under the column which is suitable for you. For your convenience one example is given here.

(Situation -

Whenever you teach in the class the back-benchers complain that they are unable to hear you. Then -

Expected reactions	Always	Often	Some times	Rare
(a) You scold those students :				
(b) You feel shy :				
(c) You find yourself unable to improve the voice :				
(d) you feel fed up of the teaching :				
(e) You say that you speak in low voice so that the students of other classes may not feel disturbance :				
(f) You say that they are hard of hearing:				
(g) Any Other - - -				

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Suppose, you are facing the above situation at so many times and you scold the students always then make a tick mark (_/) against the reaction Number (a) and under the column 'Always'. If you scold then often, then make a tick mark under the column 'Often'. If sometimes then under the column 'Sometimes' and if you scold them rare then make the tick mark under the column 'Rare'. In the same way if your reaction is (b) or (c) or (d) or (e) or (f) then you have to make the tick mark against (b) or (c) or (d) or (e) or (f) accordingly and under one of the columns as explained earlier. You are free to choose any one of the reactions and columns as you like. Please keep in mind that for one situation there must be only one tick mark against any one of the reactions and under any one of the columns and you have to attempt all the situations. If you want to give your own reaction you can give at 7th place (Any other) and make tick mark as explained.
This information is collected for research purpose in which your best co-operation is expected. None of the reactions are right or wrong. Therefore, please select your reactions freely without reservations. Your answers will be treated as most confidential. There is also no time limit, even then do the work as fast as you can and select your reactions which come at first in your mind without taking help of your colleagues.

Thank you.

	Always	Often	Some times	Rare	NEVER
1. You want to take leave due to some urgent work but the principal is not ready, then -					
a. you get indulged in hot discussion with him.					
b. you go on requesting in childish way.					
c. you find yourself unable to change the idea of taking leave.					
d. you want to have no relations with the principal.					
e. you say that no matter, you can perform your work on some other day.					
f. you say that you did not try for taking leave otherwise he must have sanctioned.					
g. Any Other - - - - - - - - - - - -					
2. You were very meritorious even then you have got teaching job due to which your colleagues taunt you, then -					
a. you use harsh words in reply.					
b. you do not want to face them.					
c. It makes no difference in your behaviour.					
d. you want to leave their company.					
e. you say, teaching is a prestigious job.					
f. you say, present system of selection is faulty.					
g. Any Other - - - - - - - - - - - -					
3. Since you have not paid the loan already taken from P.F., principal is not giving permission for fresh loan, then-					
a. you curse the principal.					
b. you become emotional.					
c. you try again and again for the same.					
d. you drop all of your plans.					
e. you say, it is a lesson for you to be up-to-date.					
f. you say, principal does not know how to behave.					
g. Any Other - - - - - - - - - - - -					

	Always	Often	Some times	Rare	NEVER
4. Management is giving chance for promotion to such a person who is junior to you then -					
a. you find yourself irregular in your duties.					
b. you are unable to break the previous relations with the principal.					
c. you become hopeless in your life.					
d. you say that you will get chance afterwards.					
e. you say that after promotion the responsibilities are also increased.					
f. you abuse the principal.					
g. Any other - - - - - - - - - - - - - -					
5. you are showing some experiment in the class but any how you are not succeeding in it, then -					
a. you start to throw the instruments here and there.					
b. you take help from other colleagues.					
c. you go on repeating the same procedure.					
d. you think to stop the experiment and start theory.					
e. you say that you were not serious.					
f. you say, the instruments are faulty.					
g. Any Other - - - - - - - - - - - - - -					
6. You have explained a particular topic twice even then some students are requesting to be explained again, then -					
a. you make them stand up and start new topic.					
b. you say, it is not an important topic to give much time.					
c. you say, the dull students cannot understand it.					
d. you say, to tell them on the next day.					
e. you say, no it is impossible to repeat it.					
f. you stop the teaching.					
g. Any Other - - - - - - - - - - - - - -					
7. Even told by principal, few days before to organize a cultural programme on college day, you have not organized it, then -					
a. you become angry when asked.					
b. you feel ashamed.					
c. you say it was only due to unavailability of suitable persons.					

	Always	Often	Some times	Rare	NEVER

7. d. you say that you wanted to present it in a better way for which sufficient time was needed.

   e. you say, these are only wastage of time.

   f. you still look busy for same.

   g. Any other - - - - - - - - - - - - - - -

8. You had to present a paper in the seminar but at the eleventh hour you came to know that it has been cancelled, then -

   a. you try to get fixed any other date.

   b. you decide not to participate in such activities in future.

   c. you say, it is opportunity for better preparation.

   d. you say, you did not want to present.

   e. you become angry on the convener.

   f. you become lazy and irregular.

   g. Any Other - - - - - - - - - - - - - - -

9. Principal has invited the staff members. He is showing formality to other colleagues but neglecting you, then -

   a. you decide not to come again.

   b. you think, he is behaving like this uncautiously.

   c. you say, he is ill mannered.

   d. you become angry and get back without taking the dinner.

   e. you feel ashamed.

   f. you do not mind and try to be there.

   g. Any Other - - - - - - - - - - - - - - -

10. You are teaching in the class. Suddenly principal rushes in the class and indicates that some students were looking out.

   a. you say that you were telling some general things at that time, then -

   b. you say that due to faulty black-board it becomes difficult for students to concentrate.

   c. you feel fed up of these things.

   d. you scold those students.

   e. you become nervous.

   f. you say that principal himself was mistaken.

   g. Any Other - - - - - - - - - -

	Always	Often	Some times	Rare	NEVER
11. In one of your classes, there is a student who always try to raise questions while teaching is going on, then -					
a. It makes no difference in your teaching.					
b. you feel useless to attend his questions.					
c. you say, it is good to ask questions.					
d. you say, that he asks irrelevant questions.					
e. you make him get out.					
f. you feel nervous with his questions.					
g. Any other---------- ---					
12. Due to partial decision taken by you, as proctor, students are raising slogans against you, then -					
a. you say that for taking decisions you were bound to do so, due to legal matters.					
b. you say that you can face them in any way.					
c. you seek help of other colleagues.					
d. you want to resign.					
e. you are rigid to your decision.					
f. you say, these movements are necessary for publicity.					
g. Any other--- --- --- ----------					
13. Principal is asking about some responsibility you were supposed to take then -					
a. you grumble on his request.					
b. you say that you were unable to do it.					
c. you give so many reasons for not accepting it.					
d. you say that you were not there to do such duties.					
e. you say that you could do but that would not be liked by him.					
f. you say that some other colleagues were willing to take.					
g. Any other--- - --- --- --- ---					

	Always	Often	Some times	Rare	NEVER

14. You want to take the charge of game superintendent but the principal is not in favour of you, then -

    a. you say that only uncompetent teachers are given such responsibilities.

    b. you utter harsh words to the principal.

    c. you want to have no terms with the principal.

    d. you continue your effort in this direction.

    e. you decide not to accept any other such responsibility.

    f. you say that it is better, now you will be free.

    g. Any Other - - - - - - - - - - - - - - - -

15. Since you can not afford motor cycle, you use to go to school by cycle but people say that you were a miser person, then -

    a. you do not mind their comments.

    b. you want to be away from that company.

    c. you say, cycling is useful for health.

    d. you say, the route is not suitable for motor-cycle.

    e. you say, who are they to comment upon your personal matters.

    f. you say, it gives pleasure to you.

    g. Any Other - - - - - - - - - - - - - - - -

16. You are going to college by bus. In the mid way the bus tyre gets punctured and there is no other alternative for you, then,

    a. you decide not to travel by bus in future.

    b. you say, one has no control over such situations

    c. you say that it was not a good day for you to go to school.

    d. you become angry with the driver.

    e. you request to get help from others.

    f. you try your best to get other means.

    g. Any Other - - - - - - - - - - - - - - -

	Always	Often	Some time	Rare	NEVER

17. You have given assurance for free studentship to deserving students but the principal is denying for it, then -

    a. you are rigid to do the same at any cost.

    b. you want to leave such duties.

    c. you say that one should obey one's authority.

    d. you say that principal has no sense for right decision.

    e. you become angry with the principal.

    f. you feel helpless.

    g. Any Other - - - - - - - - - - - - -

18. You are late today. The Principal has marked you LATE and compels you to take Casual leave for today, then -

    a. you become angry and tear the register.

    b. you hesitate to talk with the principal.

    c. you are firm to sign there.

    d. you do not care for the actions taken by the principal.

    e. you say that what he is doing is necessary for the discipline of the school.

    f. you say that it was not your fault but your bicycle was not in good order.

    g. Any Other - - - - - - - - - - - - -

19. One of the students is coming late regularly. Today you have marked him absent but he is compelling you to mark him present, then -

    a. you scold him.

    b. you become frightened.

    c. you are rigid not to mark him present.

    d. you feel burden to carry these responsibilities.

    e. you say, it is his normal way of behaving.

    f. you say, it is out of your right to make him present.

    g. Any Other - - - - - - - - - - - - -

	Always	Often	Some times	Rare	NEVER

20. You have expelled one of the students for his misconduct but all other students are opposing you and insisting ~~on~~ to be taken the order back, then -

a. you say that only the principal can take this action.

b. you become angry upon them.

c. you lose your self control.

d. you do not change your decision.

e. you feel to get away from such matters.

f. you say that this is nothing for students, these days they may say anything.

g. Any Other - - - - - - - - - - - -

21. You are doing invigilation duty in examination. Some students are using unfair means and threatening to kill you, if reported, then -

a. you become nervous.

b. you are firm not to allow them to use unfairmeans.

c. you show disinterest to invigilation work.

d. you say, the administration of the college is loose.

e. you say, you are employee and so bound to obey the orders.

f. you go and snatch their materials forcely.

g. Any Other - - - - - - - - - - - - -

22. You are very strict in the examination. One of your relatives is using unfair means in your room, then -

a. you scold him badly.

b. you feel shy of his actions.

c. you behave with him in same manner as with others.

d. you want to leave the invigilation work.

e. you say that it is the effect of the environment and not of his home.

f. you say that you have changed your principle these days.

g. Any Other - - - - - - - - - - - - -

	Always	Often	Some times	Rare	NEVER

23. The Principal is allotting you the same class to teach which you do not want to take, then -

    a. you utter harsh words for him.

    b. you hesitate to defy the orders of the principal.

    c. you are not ready to accept that class at any cost.

    d. you feel burden to go in that class.

    e. you say that if you had chosen teaching job then it would be useless to know which class was being allotted.

    f. you say that the principal has no idea of the principles of time table construction.

    g. Any Other — — — — — — — — — — — — — —

24. Management is going to promote some one who is junior to you, then-.

    a. you use to do your duties in normal way.

    b. you show your disappointment in teaching.

    c. you say that you will get chance afterwards.

    d. you say, since you had not flattered him you missed the chance.

    e. you challange the order in court.

    f. you become irregular in your duties.

    g. Any Other — — — — — — — — — — — — — —

25. You are up-to-date and well prepared in your subject matter even then you are unable to satisfy your students, then -

    a. You become angry with them.

    b. you feel as if you will start weeping.

    c. you try to satisfy them.

    d. you feel fed up of teaching.

    e. you say that this generation is very dull academically.

    f. you say that students back-ground is not good so they find difficult to follow you.

    g. Any Other — — — — — — — — — — — — — —

	Always	Often	Some times	Rare	NEVER
26. Your academic qualification is high even then you have been allotted lower classes to teach then -					
a. you utter loose words to the principal.					
b. you start to take maximum leave.					
c. you are not ready to go to that class.					
d. you take no interest in teaching that class.					
e. you say that if is easier to teach lower classes.					
f. you say that you wanted to take that class.					
g. Any Other - - - - - - - - - - - -					
27. Teachers are compelling you to cooperate with them in the protest against illegal matters of the principal and the principal happens to be your relative then -					
a. you utter bad words to the teacher.					
b. you want to take casual leave for some days.					
c. you stick on not to cooperate them.					
d. you want to be away from all responsibilities.					
e. you say that after all he is the principal and would be working, keeping in view the welfare of the college.					
f. you say that teachers have no power to oppose the principal.					
g. Any Other - - - - - - - - - - - -					
28. Your residence is far away from the school You want to be free in the first period but the principal had allotted the same period to you, then -					
a. you show anger to the principal.					
b. you feel as if you will start weeping.					
c. you feel difficulty to change your view.					
d. you take no initiative in teaching.					
e. you say that he cannot please everyone at the same time.					
f. you say that coming late is not good.					
g. Any Other - - - - - - - - - - - -					

	Always	Often	Some times	Rare	Never
29. You are up-to-date and well prepared in your subject even then you are unable to satisfy your students, then -					
a. you say that your teaching is of high order which is impossible to be followed by dull students.					
b. you abuse the students.					
c. you feel as if you will start weeping.					
d. you try to satisfy them.					
e. you think to change the time-table.					
f. you say that you have got worst section.					
g. Any Other - - - - - - - - - - -					
30. Principal allots you the periods of casual arrangements daily and not to others who have more free periods than you, then,					
a. you become angry with the principal.					
b. you use to tell stories in that period.					
c. you teach sincerely even in those classes.					
d. you feel fatigue in those classes.					
e. you say that teaching competence increases in casual teaching.					
f. you say that the principal has enmity with you.					
g. any other. - - - - - - - - -					
31. One of the students has failed in the annual examination but some influencial persons are compelling you to promote him, then -					
a. you scold those people.					
b. you say that you will consult the principal for this.					
c. you say that you are unable to go beyond your principles.					
d. you want to have no relations with those people.					
e. you make them understand that it is better for the student to be in the same class.					
f. you say that only the principle can do this.					
g. any other. - - - - - - - - - - - -					

	Always	Often	Some times	Rare	Never
32. You want to be up-to-date in your subject matter but school library is not well equipped, then -					
a. you utter harsh words to administration.					
b. you pass the time by reading cheap stories.					
c. you try to get material from other sources.					
d. you leave the idea to teach that topic.					
e. you say, it is better to do less labour.					
f. you say to students that the very topic was not important.					
g. Any other. — — — — — — — — — —					
33. You wanted to go to attend the orientation course running by government but principal has permitted to other colleague, then -					
a. you say that making preparations at home is better than attending orientation course.					
b. you say that people just do formalities there and not give proper orientation.					
c. you indulge in hot discussion with principal.					
d. you go and request to the principal in childish way.					
e. you try to convince the principal by any way.					
f. you want to leave the teaching profession.					
g. Any other. — — — — — — — — — —					

	Always	Often	Some times	Rare	Never
34. You want to expel one of the naughty students but principal forgives him without consulting you, then -					
a. you become angry with the principal.					
b. you feel like weeping.					
c. you are rigid to expel him.					
d. you become ready to leave the college.					
e. you say that if the principal is interested, you will not mind.					
f. you say that the principal wants to humiliate you.					
g. any other. — — — — — — — —					
35, You have selected players for college football team honestly but it is the allegation of the students that you were partial, then -					
a. you scold them.					
b. you say that you will reconsider.					
c. you say that what has been done is alright.					
d. you do not care for their allegation.					
e. you say that others have been given chance for practice.					
f. you say that they are disturbing the college.					
g. any other. — — — — — — — —					
36. You are a member of admission committee of your college. Some influencial persons pressurize you to take admission of a student who is not eligible then -					
a. you scold them.					
b. you become silent.					
c. you say that you cannot change the rules.					
d. you want to leave this responsibility.					
e. you say that only principal can do it.					
f. any other. — — — — — — — — — —					

	Always	Often	Some times	Rare	Never
37. You have got an appointment letter for better service and you have to join there on certain date failing which you will miss the chance. You reach there just after the closing hours and the employer is saying that the next one has joined, then -					
a. you abuse him.					
b. you feel like weeping.					
c. you try your best to be considered again.					
d. you do not give importance of losing the chance.					
e. you say that it is a warning for you to be in time in future.					
f. you say that it was not a good service, you had applied only for experience.					
g. any other					
38. Due to some reasons you have not prepared your lesson and you have to take class just after a few minutes, then -					
a. you scold the students without reason.					
b. you say to students that you are not feeling well today.					
c. you manage to teach any how.					
d. you want to leave that class for the day.					
e. you say that it is better time to test your presence of mind.					
f. you say that you teach better even without preparation.					
g. any other					
39. You are the convenor of college function and have invited the Education Minister for inauguration. At the eleventh hour, you came to know that he is unable to come, then -					
a. you utter bad words against him.					
b. you become like frozen ice.					
c. you get the function inaugurated by your principal.					
d. you decide not to engage in such activities in future.					

	Always	Often	Some times	Rare	Never

39. e. you say that the principal is not inferior to him for inauguration.

f. you say that to invite the minister in educational institution was not wise step.

g. any other. — — — — — — — — —

40. One of the students has asked some question and you find yourself unable to answer, then -

a. you scold him and say that he is disturbing the class.

b. you say that you will explain it on the next day.

c. you go forward without attending him, or you take no interest in teaching.

d. you try to explain any how.

e. you say that this question was not related to the present topic.

f. you say that you have no time to think upon such absurd questions.

g. any other — — — — — — — — —

41. The principal is insulting you in presence of other teachers, then -

a. you abuse the principal.

b. you accept that you have made a mistake.

c. you do not lose your temper.

d. you avoid the principal

e. you say that it is his normal way of behaving.

f. you say that he is not insulting but trying to improve your faults.

g. any other. — — — — — — — — —

42. The principal was going to suspend you due to some reasons but pressurised by some influencial people is now ready to forgive if you can request him for the same, then -

a. you become angry with him.

b. you are ready to request for excuse.

c. your behaviour remains unchanged.

d. you do not want to give importance to the principal.

e. you say that to request the authority will not make you inferior.

f. you say that you do not flatter him so he behaves with you in this way.

g. any other. — — — — — — — — — —