

## Appendix – 1

### Occupational Stress Index (OSI)

Please read each statement carefully and decide how you feel about your occupation described by the following statements.

**Scale:**

- 1 = Strongly Disagree (SDA)
- 2 = Disagree (DA)
- 3 = Uncertain (U)
- 4 = Agree (A)
- 5 = Strongly Agree (SA)

Please indicate on a scale of 1 to 5; for example, encircle 5 If you Strongly Agree (SA), or encircle 1 if you Strongly Disagree (SD) and so on.

S.#	Statements	SDA	DA	U	A	SA
1.	I have to do a lot of work in this job	1	2	3	4	5
2.	The available informations relating to my job-role and its outcomes are vague and insufficient.	1	2	3	4	5
3.	My different Officers often give contradictory instructions regarding my works.	1	2	3	4	5
4.	Sometimes it becomes complied problem for me to make adjustment between political/group pressures and formal rules and instructions.	1	2	3	4	5
5.	The responsibility for the efficiency and productivity of many employees is thrust upon me.	1	2	3	4	5
6.	Most of my suggestions are heeded and implemented here.	1	2	3	4	5
7.	My decisions and instructions concerning distribution of assignments among employees are properly followed.	1	2	3	4	5
8.	I have to work with persons whom I like.	1	2	3	4	5
9.	My assignments are of monotonous nature.	1	2	3	4	5
10.	Higher authorities do care for my self respect.	1	2	3	4	5
11.	I get less salary in comparison to the quantum of my labour/work.	1	2	3	4	5
12.	I do my work under tense circumstances.	1	2	3	4	5
13.	Owing to excessive work load I have to manage with insufficient number of employees and resources.	1	2	3	4	5
14.	The objectives of my work-role are quiet clear and adequately planned.	1	2	3	4	5
15.	Officials do not inerefe with my jurisdiction and working methods.	1	2	3	4	5
16.	I have to do some work unwillingly owing to certain group or political pressures.	1	2	3	4	5
17.	I am responsible for the future of a number of employees.	1	2	3	4	5
18.	My co-operation is frequently sort in solving the administrative or industrial problems at higher level.	1	2	3	4	5
19.	My suggestions regarding the training programmes of employees are given due significance.	1	2	3	4	5
20.	Some of my colleagues and subordinates try to defame and malign me as unsuccessful.	1	2	3	4	5

21.	I get ample opportunity to utilise my abilities and experience independently.	1	2	3	4	5
22.	This job has enhance my social status.	1	2	3	4	5
23.	I am seldom rewarded for my hard labour and efficient performance.	1	2	3	4	5
24.	Some of my assignments are quite risky and complicated.	1	2	3	4	5
25.	I have to dispose of my work hurriedly owing to excessive work load.	1	2	3	4	5
26.	I am unable to perform my duties smoothly owing to uncertainty and ambiguity of the scope of my jurisdiction and authorities.	1	2	3	4	5
27.	I am not provided with clear instructions and sufficient facilities regarding the new assignments trusted to me.	1	2	3	4	5
28.	In order to maintain group conformity sometimes I have to do/produce more than usual.	1	2	3	4	5
29.	I bear the great responsibility for the progress and prosperity of this organization.	1	2	3	4	5
30.	My opinions are sought in framing important policies of the Organization/Department.	1	2	3	4	5
31.	Our interest and opinions are duly considered in making appointments for important post.	1	2	3	4	5
32.	My colleagues do cooperate with me voluntarily in solving administrative and industrial problems	1	2	3	4	5
33.	I get ample opportunity to develop my aptitude and proficiency properly.	1	2	3	4	5
34.	My higher authorities do not give due significance to my post and work.	1	2	3	4	5
35.	I often feel that this job has made my life cumbersome	1	2	3	4	5
36.	Being too busy with official work I am not able to devote sufficient time to my domestic and personal problems.	1	2	3	4	5
37.	It is not clear that what type of work and behaviour my higher authorities and colleagues expect from me.	1	2	3	4	5
38.	Employees attach due importance to the official insructions and formal working procedures.	1	2	3	4	5
39.	I am compelled to violate the formal and administrative procedures and policies owing to group/political pressures.	1	2	3	4	5
40.	My opinion is sought in changing or modifying the working system, instrument and conditions.	1	2	3	4	5
41.	There exists sufficient mutual co-operation and team-spirit among the employees of this Organization/Department.	1	2	3	4	5
42.	My suggestions and cooperation are not sought in solving even those problems for which I am quite competent.	1	2	3	4	5
43.	Working conditions are satisfactory here from the point of view of our welfare and convinience.	1	2	3	4	5
44.	I have to do such work as ought to be done by others.	1	2	3	4	5
45.	It becomes difficult to implement all of a sudden the new dealing procedures and policies in place of those already in practice.	1	2	3	4	5
46.	I am unable to carry out my assignment to my satisfaction on account of excessive load of work and lack of time.	1	2	3	4	5

## Sub-scales of Occupational Stress Index (OSI) with their Items Serial Numbers

S. No.	Sub-scales of OSI	Serial of the Items in OSI
1.	Role Overload	01, 13, 25, 34, 44, 46
2.	Role Ambiguity	02, 14*, 26, 37
3.	Role Conflict	03, 15*, 27, 38* ,45
4.	Unreasonable Group and Political Pressure	04, 16, 28, 39
5.	Responsibility for Persons	05, 17, 29
6.	Under participation	06*, 18*, 30*, 40*
7.	Powerlessness	07*, 19*, 31*
8.	Peer Group Relations	08*, 20, 32*, 41*
9.	Intrinsic Impoverishment	09, 21*, 33*,42
10.	Low status	10*, 22*, 34
11.	Strenuous Working Condition	12, 24, 35, 43*
12.	Unprofitability	11, 23
Total		46

\*False keyed Items

The true keyed items were rated as 5 for strongly agree, 4 for agree, 3 for undecided, 2 for disagree and 1 for strongly disagree while the false keyed items were rated as reversed.