
ANNEXURES

ANNEXURE I

CASE STUDY SCHEDULE FOR TEACHERS (2009)

Dr. Hemalatha Natesan
Department of Psychology
Avinashilingam University for Women, Coimbatore

Name:

Date:

Age:

Sex:

Education:

Occupation:

Class handling:

Subject:

Income per month:

Experience:

Address:

Phone:

Marital status: Married / Single / Divorced / Separated

If you are Married are you happy with your Married Life? Yes / No

If 'No', reasons:

No. of Children:

Type of Family: Joint / Nuclear

Family Background:

S.No.	RELATIONSHIP	AGE	EDUCATION	OCCUPATION	INCOME

WORK DETAILS

1. Number of Working Days Per Week:

2. Do you find your Job: Interesting / Monotonous

3. Methods of Teaching:

Lecture Questioning Discussion Use of Aids

Use of Illustrations / Stories Quiz

Any other, specify:

MANAGEMENT OF STUDENTS – REINFORCEMENTS USED

Positive: Verbal: Appreciation

Nonverbal: Gestures – Smile / Nodding / Patting / Clapping

Negative: Scold / Beat / Send Out of Class / Impositions / Kneel Down

Any other, specify:

EVALUATION: Very Strict / Strict / Just / Lenient / Very Lenient

RELATIONSHIP: Very Close Friendly Maintain a Distance Indifferent

1. Higher Authorities:

2. Colleagues:

3. Students:

NEGATIVE EMOTIONS

Indicate if you experience any of the following frequently:

Fear	Worry	Anger	Anxiety
Hatred	Hostility	Depression	Jealousy
Any other, specify			

SYMPTOMS

Indicate if you experience any of the following frequently:

Short temper	Irritability	Confusion	Restlessness
Breathlessness	Giddiness	Perspiration	
Sleep Disturbances	General Weakness	Fatigue	
Swelling of Legs / Hands	Trembling	Stiffness	
Loss of Appetite	Nausea	Vomitting	Indigestion
Loss of Interest	Withdrawn		

PAIN – Neck / Back / Chest / Hands / Legs / Headache / Stomachache

Any other, specify:

Do you have any **HEALTH PROBLEMS**? Yes / No

If yes, specify:

Since when:

Indicate the **POOR HEALTH HABITS** followed often:

Lack of Physical Activity	Less than 7 hours of Sleep	
Overeating	Eating Junk Food	Skipping Breakfast/ Lunch / Supper
Excessive Coffee Consumption (more than 6 cups)		

CAUSES OF STRESS

Tick the ones, which cause stress in you:

A. PERSONAL FACTORS

1. Adjustment Problems at Home
2. Educating Children
3. Psychological Disorders in Family Members
4. Lack of Recreation at Home
5. Lack of Time for Socialization
6. Financial Problems
7. Any other, specify

B. OCCUPATIONAL FACTORS

1. Reaching School on Time
2. Lack of Freedom
3. Work Overload
4. Heavy Responsibility
5. Poor Communication
6. Strict Rules
7. Getting Good Results
8. Poor Academic Performance of Students
9. Behaviour Problems of Students
10. Job Insecurity
11. Low Salary
12. Any other, specify

ANNEXURE II

OCCUPATIONAL STRESS INDEX

Dr. A. K. Srivastava and Dr. A. P. Singh

Department of Psychology, Banaras Hindu University, Varanasi

INSTRUCTIONS

This questionnaire is meant for a psychological investigation. The Questionnaire consists of some statements that employees say or feel about various components and conditions of their job. You are required to select any one of the following 'five responses' to indicate the extent to which you agree or disagree with each statement to describe the nature and conditions of your job and also your own experiences and feelings about your job.

I have to do such work as ought to be done by others	STRONGLY DISAGREE	DISAGREE	UNDECIDED	AGREE	STRONGLY AGREE
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Give your responses frankly. Your responses will be kept strictly confidential.

MANOVAIGIYANIK PARIKSHAN SANSTHAN

UHB-28, SANJAY NAGAR COLONY

CHOWKAGHAT – VARANASI

KINDLY ANSWER ALL THE QUESTIONS

1	I have to do a lot of work in this job	SD	D	UD	A	SA
2	The available informations relating to my job-role and its outcomes are vague and insufficient	SD	D	UD	A	SA
3	My different officers often give contradictory instructions regarding my works	SD	D	UD	A	SA
4	Sometimes it becomes complied problem for me to make adjustment between political/group pressures and formal rules and instructions	SD	D	UD	A	SA

5	The responsibility for the efficiency and productivity of many employees is thrust upon me	SD	D	UD	A	SA
6	Most of my suggestions are heeded and implemented here	SD	D	UD	A	SA
7	My decisions and instructions concerning distribution of assignments among employees are properly followed	SD	D	UD	A	SA
8	I have to work with persons whom I like	SD	D	UD	A	SA
9	My assignments are of monotonous nature	SD	D	UD	A	SA
10	Higher authorities do care for my self-respect	SD	D	UD	A	SA
11	I get less salary in comparison to the quantum of my labour/work	SD	D	UD	A	SA
12	I do my work under tense circumstances	SD	D	UD	A	SA
13	Owing to excessive workload, I have to manage with insufficient number of employees and resources	SD	D	UD	A	SA
14	The objectives of my work-role are quite clear and adequately planned	SD	D	UD	A	SA
15	Officials do not interfere with my jurisdiction and working methods	SD	D	UD	A	SA
16	I have to do some work unwillingly owing to certain group/political pressures	SD	D	UD	A	SA
17	I am responsible for the future of a number of employees	SD	D	UD	A	SA
18	My cooperation is frequently sought in solving the administrative or industrial problems at higher level	SD	D	UD	A	SA
19	My suggestions regarding the training-programmes of the employees are given due significance	SD	D	UD	A	SA
20	Some of my colleagues and subordinates try to defame and malign me as unsuccessful	SD	D	UD	A	SA
21	I get ample opportunity to utilize my abilities and experience independently	SD	D	UD	A	SA

22	This job has enhanced my social status	SD	D	UD	A	SA
23	I am seldom rewarded for my hard labour and efficient Performance	SD	D	UD	A	SA
24	Some of my assignments are quite risky and Complicated	SD	D	UD	A	SA
25	I have to dispose of my work hurriedly owing to excessive work load	SD	D	UD	A	SA
26	I am unable to perform my duties smoothly owing to uncertainty and ambiguity of the scope of my jurisdiction and authorities	SD	D	UD	A	SA
27	I am not provided with clear instructions and sufficient facilities regarding the new assignments trusted to me	SD	D	UD	A	SA
28	In order to maintain group conformity sometimes, I have to do/produce more than the usual	SD	D	UD	A	SA
29	I bear the great responsibility for the progress and prosperity of this organization	SD	D	UD	A	SA
30	My opinions are sought in framing important policies of the organisation / department	SD	D	UD	A	SA
31	Our interests and opinion are duly considered in making appointments for important posts	SD	D	UD	A	SA
32	My colleagues do cooperate with me voluntarily in solving administrative and industrial problems	SD	D	UD	A	SA
33	I get ample opportunity to develop my aptitude and proficiency properly	SD	D	UD	A	SA
34	My higher authorities do not give due significance to my post and work	SD	D	UD	A	SA
35	I often feel that this job has made my life cumbersome	SD	D	UD	A	SA
36	Being too busy with official work, I am not able to devote sufficient time to my domestic and personal problems	SD	D	UD	A	SA
37	It is not clear that what type of work and behaviour my higher authorities and colleagues expect from me	SD	D	UD	A	SA

38	Employees attach due importance to the official instructions and formal working procedures	SD	D	UD	A	SA
39	I am compelled to violate the formal and administrative procedures and policies owing to Group/Political Pressures	SD	D	UD	A	SA
40	My opinion is sought in changing or modifying the working system, instruments and conditions	SD	D	UD	A	SA
41	There exists sufficient mutual cooperation and team-spirit among the employees of this Organization / Department	SD	D	UD	A	SA
42	My suggestions and cooperation are not sought in solving even those problems for which I am quite competent	SD	D	UD	A	SA
43	Working conditions are satisfactory here from the point of view of our welfare and convenience	SD	D	UD	A	SA
44	I have to do such work as ought to be done by others	SD	D	UD	A	SA
45	It becomes difficult to implement all of a sudden the new dealing procedures and policies in place of those already in practice	SD	D	UD	A	SA
46	I am unable to carry out my assignments to my satisfaction on account of excessive load of work and lack of time	SD	D	UD	A	SA

SCORING KEY FOR OCCUPATIONAL STRESS INDEX
DR. A. K. SRIVASTAVA AND DR. A. P. SINGH

SCORING KEY	QUESTION NUMBERS	SCORES
TRUE KEY	1, 2, 3, 4, 5, 8, 9, 11, 12, 13, 16, 17, 20, 23, 24, 25, 26, 27, 28, 34, 35, 36, 37, 39, 42, 44, 45,46	1, 2, 3, 4, 5
FALSE KEY	6, 7, 10, 14, 15, 18, 19, 21, 22, 29,30, 31, 32, 33, 38, 40, 41, 43	5, 4, 3, 2, 1

NORMS

SCORES	LEVEL OF OCCUPATIONAL STRESS
156-230	HIGH
123-155	MODERATE
46-122	LOW

ANNEXURE III
NOVACO ANGER INVENTORY (SHORT FORM)

The items on this scale describe situations that are related to anger arousal. For each of the items please rate the degree to which the incident described would anger or provoke you by ticking the appropriate degree of annoyance. Try to imagine the incident actually happening to you and then indicate the extent to which it would have made you angry.

In the actual situations, the degree of anger that you would experience would depend on other factors that are not specified in the items (such as what kind of situation, how the act occurred, etc.). This scale is concerned with your general reactions and so the details of the particular situations have been omitted. Please do your best to rate your responses in this general fashion.

Tick the degree to which you would feel angry or annoyed in the following situations (please tick only one rating for each situation).

SITUATION	VERY LITTLE	LITTLE	MODERATE	MUCH	VERY MUCH
You unpack an appliance you have just bought, plug it in and discover that it doesn't work					
Being overcharged by a repair person who has you over a barrel					
Being singled out for a correction, while the actions of others go unnoticed					
Getting your car stuck in the mud or sand					
You are talking to someone and they don't answer you					
Someone pretends to be something they are not					
While you are struggling to carry four cups of coffee to your table at a					

cafeteria, someone bumps into you, spilling the coffee					
You have hung up your clothes, but someone knocks them to the floor and fails to pick them up					
You are hounded by a sales person from the moment you walk into the store					
You have made arrangements to go somewhere with a person who backs off at the last minute and leaves you dangling					
Being joked about or teased					
Your car is stalled at a traffic light and the person behind you keeps blowing his horn					
You accidentally make the wrong kind of turn in a car park. As you get out of your car someone yells at you, "where did you learn to drive?"					
Someone makes a mistake and blames it on you					
You are trying to concentrate, but a person near you is tapping their foot					
You lend someone an important book or tool and they fail to return it					
You have had a busy day and the person you live with starts to complain about how you forgot to do something you agreed to					
You are trying to discuss something important with your mate or partner who isn't giving you a chance to express your feelings					
You are in a discussion with someone who persists in arguing about a topic they know very little about					
Someone sticks his or her nose into an argument between you and someone					

else					
You need to get somewhere quickly, but the car in front of you is going 40 km/h in a 60 km/h zone and you can't pass					
Stepping on a lump of chewing gum					
Being mocked by a small group of people as you pass them					
In a hurry to get somewhere, you tear a good pair of trousers / skirt on a sharp object					
You use your last coin to make a phone call, but you are disconnected before you finish dialling and the coin is lost					

SCORING KEY

SCORES	RATINGS
0	Very Little
1	Little
2	Moderate
3	Much
4	Very Much

Add up your score for each of the twenty five incidents. You can interpret your total score according to the following norms.

NORMS

SCORES	INTERPRETATION
0 – 45	Very Low
46 – 55	Low
56 – 75	Moderate

76 – 85	High
86 – 100	Very High

ANNEXURE IV

MANGAL TEACHER ADJUSTMENT INVENTORY (SHORT FORM)

S. K. MANGAL

Please fill up the following:-

Name : Sex: Age:
 Education : Teaching Experience:
 Marital status :
 Name of the school :
 Place : Date:

INSTRUCTIONS

What type of person are you? Are you satisfied with yourself, your environment and profession? For knowing all this, you will have to answer the question given in the booklet. Please, be careful about the following while answering:

- 1) No answer is right or wrong. Your answer simply tells about you. Therefore, respond freely and frankly as you feel about yourself.
- 2) For your respond you have to put a sign of right () in any cell indicative of 'yes' of 'No' alternatives.
- 3) Do not leave any question unanswered.
- 4) Some question have two parts as (a) and (b); you have to answer either (a) or (b) depending upon your sex and marital status.
- 5) Although no time limit is fixed, still you are requested to complete the work within 30 minutes or as earliest as possible.

S.No	Questions	Yes	No
1	Do you think yourself incompetent in teaching certain portion of syllabi of your classes?	<input type="checkbox"/>	<input type="checkbox"/>
2	Do you feel too lethargic to do any work?	<input type="checkbox"/>	<input type="checkbox"/>
3	Are you always worried about the uncertainty and insecurity hanging on your present profession?	<input type="checkbox"/>	<input type="checkbox"/>
4	Do you often have contradictory feeling of love and disgust for the members of your family?	<input type="checkbox"/>	<input type="checkbox"/>
5	Do you feel that it is impossible for our country to get developed and become prosperous?	<input type="checkbox"/>	<input type="checkbox"/>
6	Do you realize that the head of the institution does not like you or feel jealous of you?	<input type="checkbox"/>	<input type="checkbox"/>
7	(a) (For married persons) would you like to marry your partner again if you are given an opportunity for remarriage?	<input type="checkbox"/>	<input type="checkbox"/>
	(b) (For unmarried or single persons) Do you think that people cast doubt about your character on account of your being without a life partner?	<input type="checkbox"/>	<input type="checkbox"/>
8	Would you like to shift now to some other profession?	<input type="checkbox"/>	<input type="checkbox"/>
9	Do you think that the officials of education Department/Managing Committee keep over vigilance on your activities?	<input type="checkbox"/>	<input type="checkbox"/>
10	Do you like to remain with your friends on a holiday instead of performing family duties or enjoying holiday with the members of your family?	<input type="checkbox"/>	<input type="checkbox"/>
11	Do you think that your present status in your institution or department is too inferior?	<input type="checkbox"/>	<input type="checkbox"/>
12	Do you think that it would have been better for you to be a follower of some other religion?	<input type="checkbox"/>	<input type="checkbox"/>
13	Do you often feel hesitant in taking decision about your programmes or future?	<input type="checkbox"/>	<input type="checkbox"/>
14	Do you think that you do not get justice from the school board in the appointment of examiners?	<input type="checkbox"/>	<input type="checkbox"/>

S.No	Questions	Yes	No
15	Do you feel that you are being harassed by some officials by putting unnecessary blame on you?	<input type="checkbox"/>	<input type="checkbox"/>
16	Do you sometimes become very sad or perturbed over the irregularities committed in the examinations?	<input type="checkbox"/>	<input type="checkbox"/>
17	Do you remain too worried for not completely feeling satisfied with your performance?	<input type="checkbox"/>	<input type="checkbox"/>
18	Do you think you will work more efficiently or get mental peace under some other head of the institution?	<input type="checkbox"/>	<input type="checkbox"/>
*19	Do you easily digest the food you eat?	<input type="checkbox"/>	<input type="checkbox"/>
20	Do you sometimes feel that you are not quite fit for this profession?	<input type="checkbox"/>	<input type="checkbox"/>
*21	Are you satisfied in your present family set up (single or joint family)?	<input type="checkbox"/>	<input type="checkbox"/>
22	Do you feel the urgent necessity of improving the available facilities and environment of your school?	<input type="checkbox"/>	<input type="checkbox"/>
23	Does the head of your institution try to help you after knowing about your difficulties and troubles?	<input type="checkbox"/>	<input type="checkbox"/>
24	Have you involved yourself in some immoral activities against your will?	<input type="checkbox"/>	<input type="checkbox"/>
25	Do you sometimes become so much excited with the spoiled environment of your school that you start thinking of leaving it?	<input type="checkbox"/>	<input type="checkbox"/>
26	Do you get frightened in being alone in darkness or visiting unknown place?	<input type="checkbox"/>	<input type="checkbox"/>
27	Does your mind to travel somewhere else while engaged in some task?	<input type="checkbox"/>	<input type="checkbox"/>
28	(a) (For married persons) Do you think that your life companion neglects you on account of his/her interest in children or in somebody else?	<input type="checkbox"/>	<input type="checkbox"/>
	(b) (For unmarried or single persons) Do you feel that peoples' unusual interest in you shows sympathy or apathy on account of your being without a life partner?	<input type="checkbox"/>	<input type="checkbox"/>
29	Do you think that the rules or policies of Education Department/Managing Committee are not justified?	<input type="checkbox"/>	<input type="checkbox"/>

S.No	Questions	Yes	No
30	Do you like the company of books or nature in place of friends?	<input type="checkbox"/>	<input type="checkbox"/>
*31	Do you think that in your profession you may lead a happy and comfortable life free from anxieties and troubles?	<input type="checkbox"/>	<input type="checkbox"/>
32	(a) (For married persons) Do you think that your life partner does not care much about you as she/he should otherwise do?	<input type="checkbox"/>	<input type="checkbox"/>
	(b) (For unmarried or single persons) Do you remain sad or perturbed on account of losing your life partner/getting deceived in your love affair or having obstacles in your marriage path?	<input type="checkbox"/>	<input type="checkbox"/>
33	Do you remain perturbed for long on being insulted by somebody?	<input type="checkbox"/>	<input type="checkbox"/>
34	Do your students, sometimes, behave in such a way that makes you quite uneasy and disturbed?	<input type="checkbox"/>	<input type="checkbox"/>
35	Do you usually take medicines?	<input type="checkbox"/>	<input type="checkbox"/>
36	Do you think that your colleagues are getting more salary and facilities inspite of their being less qualified and intelligent than you?	<input type="checkbox"/>	<input type="checkbox"/>
37	Do you often feel perturbed while teaching your class due to noisy environment?	<input type="checkbox"/>	<input type="checkbox"/>
*38	Do you see the parents or guardians of your students for acquainting them with the academic progress and their behaviour?	<input type="checkbox"/>	<input type="checkbox"/>
39	Do you remain perturbed on account of transfer problem in your service or not getting opportunity for transfer for having a nontransferable job?	<input type="checkbox"/>	<input type="checkbox"/>
40	Do you think that some of your colleagues are working against you?	<input type="checkbox"/>	<input type="checkbox"/>
41	Do you think that you do not get proper respect in this profession by being treated as a poor teacher?	<input type="checkbox"/>	<input type="checkbox"/>
42	Do you remain perturbed on account of the unsuitability of the school time table?	<input type="checkbox"/>	<input type="checkbox"/>
43	Are you afraid of falling from a height or getting drowned?	<input type="checkbox"/>	<input type="checkbox"/>

S.No	Questions	Yes	No
44	Do you wish to be transferred or get some new appointment on account of the improper behaviour of the authorities?	<input type="checkbox"/>	<input type="checkbox"/>
45	Do you think that the members of the community or society unnecessarily criticize your dress, habits and character?	<input type="checkbox"/>	<input type="checkbox"/>
46	Do think that other people are earning more than you inspite of their inferior abilities and less education?	<input type="checkbox"/>	<input type="checkbox"/>
*47	Do you think that teaching profession is for serving the society or nation?	<input type="checkbox"/>	<input type="checkbox"/>
48	Do you feel ashamed in showing your school to the outsiders?	<input type="checkbox"/>	<input type="checkbox"/>
49	Do you think that there is none in this world to show genuine sympathy for you?	<input type="checkbox"/>	<input type="checkbox"/>
50	Do you feel mentally tired?	<input type="checkbox"/>	<input type="checkbox"/>
51	Do you often think of taking revenge on the society or changing it?	<input type="checkbox"/>	<input type="checkbox"/>
52	Do you become perturbed over the immoral activities of your colleagues and authorities?	<input type="checkbox"/>	<input type="checkbox"/>
53	Do you like to take your meals at some hotel or restaurant instead of your home?	<input type="checkbox"/>	<input type="checkbox"/>
54	Do you think that you are a mental patient or likely to become so?	<input type="checkbox"/>	<input type="checkbox"/>
55	Do you think your life is a burden or useless for living in this world?	<input type="checkbox"/>	<input type="checkbox"/>
56	(a) (For married persons) Do you think that while having an intercourse you or your life partner does not get proper sexual satisfaction?	<input type="checkbox"/>	<input type="checkbox"/>
	(b) (For Unmarried or single Persons) Are you in a fix to get married or remain without a life partner?	<input type="checkbox"/>	<input type="checkbox"/>
57	Do you usually take sound sleep?	<input type="checkbox"/>	<input type="checkbox"/>
58	Do you remain perturbed on account of your anxiety for maintaining a good pass percentage?	<input type="checkbox"/>	<input type="checkbox"/>
59	(a) (For males) Are you too much worried on account of having frequent wet dreams or suffering from particular	<input type="checkbox"/>	<input type="checkbox"/>

S.No	Questions	Yes	No
	venereal disease?	<input type="checkbox"/>	<input type="checkbox"/>
	(b) (For Females) Are you perturbed on account of your menses irregularities or suffering from some particular female disease?	<input type="checkbox"/>	<input type="checkbox"/>
60	Do you think that your mind is not so much fertile and effective as it should have been?	<input type="checkbox"/>	<input type="checkbox"/>
61	Do you remain engaged in useless gossips, criticism or crowded with the feelings of unnecessary anxieties, frustration and inferiority in your leisure time?	<input type="checkbox"/>	<input type="checkbox"/>
62	Do you not like the company or even talking to some of your colleagues?	<input type="checkbox"/>	<input type="checkbox"/>
*63	Do you easily make friendship or acquaintance with others?	<input type="checkbox"/>	<input type="checkbox"/>
64	Are you perturbed for thinking yourself inferior to others?	<input type="checkbox"/>	<input type="checkbox"/>
65	Are you always worried about your economic responsibilities on account of your limited income?	<input type="checkbox"/>	<input type="checkbox"/>
66	Do you sometime get angry over the errors found or low standard of the text books of your subjects?	<input type="checkbox"/>	<input type="checkbox"/>
67	Are you not very hopeful of your future in the present profession?	<input type="checkbox"/>	<input type="checkbox"/>
68	Do you think you are not given proper respect by the parents of your students or society	<input type="checkbox"/>	<input type="checkbox"/>
69	Do you sometimes think to leave your home and family and go somewhere else?	<input type="checkbox"/>	<input type="checkbox"/>
70	Is your daily routine so set that you do not suffer from the leisure time problems?	<input type="checkbox"/>	<input type="checkbox"/>

SCORING KEY

SCORES	INTERPRETATION
34 BELOW	VERY POOR
35-44	POOR
45-55	AVERAGE
56-64	GOOD
65 ABOVE	VERY GOOD

ANNEXURE V

CASE STUDY REASSESSMENT SCHEDULE FOR TEACHERS (2009)

Dr. Hemalatha Natesan
Department of Psychology
Avinashilingam University for Women, Coimbatore

Name:

Date:

If you are married are you happy with your married life? Yes / No

If 'No', reasons:

WORK DETAILS

1. Do you find your job: Interesting / Monotonous
2. Methods of Teaching:
Lecture Questioning Discussion
Use of Aids Quiz Use of Illustrations / Stories
Any other, specify:

MANAGEMENT OF STUDENTS – REINFORCEMENTS USED

Positive: Verbal: Appreciation

Nonverbal: Gestures – Smile / Nodding / Patting / Clapping

Negative: Scold / Beat / Send out of Class / Impositions / Kneel Down

Any other, specify:

EVALUATION: Very Strict / Strict / Just / Lenient / Very Lenient

RELATIONSHIP: Very Close Friendly Maintain a Distance Indifferent

1. Higher Authorities:
2. Colleagues:
3. Students:

CAUSES OF STRESS

Tick the ones, which cause stress in you:

A. PERSONAL FACTORS

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2. Educating Children
3. Psychological Disorders in Family Members
4. Lack of Recreation at Home
5. Lack of Time for Socialization
6. Financial Problems
7. Any other, specify

B. OCCUPATIONAL FACTORS

1. Reaching School on Time
2. Lack of Freedom
3. Work Overload
4. Heavy Responsibility
5. Poor Communication
6. Strict Rules
7. Getting Good Results
8. Poor Academic Performance of Students
9. Behaviour Problems of Students
10. Job Insecurity
11. Low Salary
12. Any other, specify