

ANNEXURE

QUESTIONNAIRE

Dear Participant,

I'm a scholar and I am researching in the field of psychology to “Study the of Role Efficacy and Role Stress among Insurance Sector Employees Working in Government and Private Companies at Vadodara District, Gujarat, India.” I request you to kindly respond to the following questions. Your responses would enable me in exploration of new dimensions related to my research work.

1. As an employee your potential effectiveness for a particular role in your organization is expressed as Role Efficacy. Select the one from the following that best can describes your experience about your effectiveness and your role on a broader side:
 - a. My effectiveness perfectly matches with my role
 - b. My effectiveness is much more than what my role demand
 - c. My role demands me to be more effective than what I am now
 - d. None of the above describe my experience

2. Following are the twenty sets of three statements each named a, b and c. Kindly read the statement and select that most accurately describes your own experience in your organizational role. Choose only one statement in each set.

i.	a. <input type="checkbox"/> My role is very import in this organization; I feel central here. b. <input type="checkbox"/> I am doing a useful and fairly important work. c. <input type="checkbox"/> Very little importance is given to my role in this organization. I feel peripheral here
ii.	a. <input type="checkbox"/> My training and expertise are not fully utilized in my present role. b. <input type="checkbox"/> My training and knowledge are not used in my present role. c. <input type="checkbox"/> I am able to use my knowledge and training very well here.
iii.	a. <input type="checkbox"/> I have little freedom in my role; I am only an errand boy. b. <input type="checkbox"/> I operate according to directions given to me. c. <input type="checkbox"/> I can take initiative and act on my own in my role
iv.	a. <input type="checkbox"/> I am doing usual, routine work in my role. b. <input type="checkbox"/> In my role I am able to use my creativity and do something new. c. <input type="checkbox"/> I have no time for creative work in my role
v.	a. <input type="checkbox"/> No one in the organization responds to my ideas and suggestions. b. <input type="checkbox"/> I work in close collaboration with some other colleagues. c. <input type="checkbox"/> I am alone and have almost no one to consult in my role
vi.	a. <input type="checkbox"/> When I need some help, none is available. b. <input type="checkbox"/> Whenever I have a problem, others help me.

	c. <input type="checkbox"/> I get every hostile responses when I ask for help
vii.	a. <input type="checkbox"/> I regret that I do have the opportunity to contribute to society in my role. b. <input type="checkbox"/> What I am doing in my role is likely to help other organizations or Society. c. <input type="checkbox"/> I have the opportunity to have some effect on the larger society in my role.
viii.	a. <input type="checkbox"/> I contribute to some decisions. b. <input type="checkbox"/> I have no power here. c. <input type="checkbox"/> My advice is accepted by my seniors
ix.	a. <input type="checkbox"/> Some of what I do contribute to my learning. b. <input type="checkbox"/> I am slowly forgetting all that I learnt (my professional knowledge) c. <input type="checkbox"/> I have tremendous opportunities for professional growth in my role
x.	a. <input type="checkbox"/> I dislike being bothered with problems b. <input type="checkbox"/> When a subordinate brings a problem to me, I help to find a solution. c. <input type="checkbox"/> I refer the problem to my boss or to some other person
xi.	a. <input type="checkbox"/> I feel quite central in the organization b. <input type="checkbox"/> I think I am doing fairly important work c. <input type="checkbox"/> I feel I am peripheral in this organization
xii.	a. <input type="checkbox"/> I do not enjoy my role b. <input type="checkbox"/> I enjoy my role very much. c. <input type="checkbox"/> I enjoy some parts of my role and not others
xiii.	a. <input type="checkbox"/> I have little freedom in my role b. <input type="checkbox"/> I have a great deal of freedom in my role c. <input type="checkbox"/> I have enough freedom in my role
xiv.	a. <input type="checkbox"/> I do a good job according to a pre-decided schedule. b. <input type="checkbox"/> I am able to be innovative in my role. c. <input type="checkbox"/> I have no opportunity to be innovative or to do something creative.
xv.	a. <input type="checkbox"/> Others in the organization see my role significant to their work. b. <input type="checkbox"/> I am a member of a task force of a committee. c. <input type="checkbox"/> I do not work on any committees.
xvi.	a. <input type="checkbox"/> Hostility rather than cooperation is evident here. b. <input type="checkbox"/> I experience enough mutual help here. c. <input type="checkbox"/> People operate more in isolation here.
xvii.	a. <input type="checkbox"/> I am able to contribute to the company in my role. b. <input type="checkbox"/> I am able to serve the larger parts of society in my role. c. <input type="checkbox"/> I wish I could do some useful work in my role.

xviii.	a. <input type="checkbox"/> I am able to influence relevant decisions. b. <input type="checkbox"/> I am sometimes consulted on important matters. c. <input type="checkbox"/> I cannot make any independent decisions.
xix.	a. <input type="checkbox"/> I learn a great deal in my role. b. <input type="checkbox"/> I learn a few new things in my role. c. <input type="checkbox"/> I am involved in routine or unrelated activities and have learnt nothing.
xx.	a. <input type="checkbox"/> When people bring problems to me, I tend to ask them to work it out themselves. b. <input type="checkbox"/> I dislike being bothered with interpersonal conflict c. <input type="checkbox"/> I enjoy solving problem related to my work.

3. Consider your present role in the organization to rate your level of overall job satisfaction:

Highly Satisfied 5	Satisfied 4	Neutral 3	Dissatisfied 2	Highly Dissatisfied 1
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4. In a working week how frequent do you feel motivated at work due to your role in the organization:

- a. Extremely regular
- b. Occasionally
- c. Seldom
- d. Hardly Ever
- e. Never

5. How well are you remunerated (paid) for the work you do in the assigned role

- a. Extremely Well
- b. Good enough
- c. Fair enough
- d. Minimum required
- e. Not at all Well

6. Consider your stay in the organization so far, rate your level of overall motivation at your job

Highly Motivated 5	Motivated 4	Neutral 3	Demotivated 2	Highly Demotivated 1
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7. Consider for a while that you want to leave this organization. In such a case the major reason would be related to:

- a. Role Stress
- b. Job Role
- c. Overall Job Satisfaction
- d. Overall Motivation
- e. Others

8. Please read the following statements given below and check how often you have the feeling expressed in the statement.

- Write '0' if you never or scarcely feel this way
- Write '1' if you occasionally (a few times) feel this way
- Write '2' if you sometime feels this way
- Write '3' if you frequently feel this way
- Write '4' if you always feel this way

i.	I am not able to do many things for which have a great liking.	0	1	2	3	4
ii.	My role in the family conflicts with my work role.	0	1	2	3	4
iii.	I feel duty-bound as an employee.	0	1	2	3	4
iv.	I don't have enough knowledge / skills needed to do justice in my role.	0	1	2	3	4
v.	I am not able to use my strength in the various things I do.	0	1	2	3	4
vi.	I do not get enough time for my family or friends because of my other responsibilities.	0	1	2	3	4
vii.	The obligations of my roles are more important to me than my own wishes.	0	1	2	3	4
viii.	I feel I am not doing justice to my family role (as a son, daughter/ husband, wife/ father, mother).	0	1	2	3	4
ix.	What I do in various spheres (home, institution, organizations etc.) conflicts with my values.	0	1	2	3	4
x.	I have some other obligations (in a club, a voluntary organization, a party etc.) which conflict with my main work.	0	1	2	3	4
xi.	I am prepared to sacrifice my own values if they conflict with my duties in various roles.	0	1	2	3	4
xii.	I wish I could be better equipped to perform my role more adequately.	0	1	2	3	4

9. Kindly consider your career history and your competencies, Do you think you don't have a better alternative employer than your present employer:

- a. Yes
- b. No
- c. Can't Say

10. In a worst situation if your organization need to change your role to a new one that you don't like. I Under these circumstances you would

- a. Deny upfront

- b. Ask to consider someone else
- c. Agree to take a try
- d. Agree and do your best
- e. Agree and do whatever it takes

11. Consider your experience with your present organization to rate your level of overall commitment toward your organization

Highly Committed 5	Reasonably Committed 4	Optimally Committed 3	Somewhat Committed 2	A bit Committed 1
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Something about you:

12. Your professional designation belongs to

- a. Managerial Level
- b. Executive Level (Marketing/Sales Executive, HR Executive, etc.)

13. Is your company a

- a. Government Company
- b. Private Company

14. Gender

- a. Male
- b. Female

15. Your Age (kindly mention years only) : _____

16. Are you

- a. Married
- b. Single
- c. Other

17. What is your highest level of education

- a. Up to 12th class
- b. Graduate
- c. Post Graduate
- d. Doctorate
- e. Other

18. Your annual salary package (Kindly mention in nearby round figure) _____

19. Your total work Experience so far _____

20. Your service length at present company _____ (Kindly quote years only, in case of less than one year consider it as 1 year)

Thanks for your time and responses.