

APPENDIX III

- (A) Institutional Climate Description
Questionnaire. (ICDQ)
 - (B) College Teacher Morale Opinionaire
(CTMO)
 - (C) Student Control Ideology (SCI)
-

MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA

**INSTITUTIONAL CLIMATE, STAFF MORALE
AND STUDENT CONTROL IDEOLOGY**

(For the use of teachers of affiliated colleges of Gujarat University)

Guide

Professor D. M. Desai
Head, Department of Educational
Administration

Investigator

Anjani Mehta
Principal, Sheth M. N. C. College
of Education,
Dabhoi, Baroda Dist.

Dear Friend,

Institutional climate and staff morale are considered two crucial factors in determining the effectiveness of an educational institution. The tools given in this booklet are constructed by this investigator to identify and measure these two vital factors. An institution's ideology of student control has its root in these two facts. These three facts if they can be measured scientifically will provide a key to understand and tackle various problems that confront our colleges to day. Your frank and full co-operation is, therefore, solicited in this important study.

Your response will remain strictly confidential and your college will not be named in the report of the study.

Your co-operation is regarded as precious and very vital necessary.

—Investigator

DEPARTMENT OF EDUCATIONAL ADMINISTRATION

Faculty of Education and Psychology

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PROFORMA FOR BASIC DATA ABOUT RESPONDING COLLEGE TEACHERS

Each one of the following items should be filled in clearly and fully as they are crucial for the present research. The information supplied will be kept strictly confidential and will be used only to study the effect of certain variables in the present research.

1. Name of the Collegecity/town:district:
year of Establishment:.....Total enrolment:.....Total No. of teachers:.....
2. Age of the respondent (college teacher) in full years :.....
3. Sex (Check ☒): Male/Female
4. Characteristic of the place of the respondent's upbringing (check ☒): city/town/village
5. Academic qualifications with class (check ☒):
 - (a) Bachelor's degree : First/Second/Pass Class
 - (b) Master's degree : First/Second/Pass Class
 - (c) Ph.D. degree (check ☒): In academic subject.....in professional subject:.....
in both :.....
6. Teaching experience: (a) In the present college:....., in other colleges:.....
Total :.....
7. Average monthly income from all sources in rupees :.....
8. Visit to a foreign country if any (check ☒): Just a visit/study in foreign university/visit to a foreign university.
9. Number of dependent members in the family:.....
10. (a) Occupation of the father (if not alive, mention his occupation when alive):.....
(b) His education (check ☒): Illiterate/Primary/Middle School/High School/College (Undergraduate, Graduate, Post-Graduate).

(Thanks for your precious co-operation.)

SECTION I

BARODA VERSION: FORM II

INSTITUTIONAL CLIMATE DESCRIPTION QUESTIONNAIRE (ICDQ)

Directions :

Read each statement carefully. Then, keeping your own college in mind, consider each statement and indicate whether it is—

- | | |
|----------------------------|---|
| (i) never true | 1 |
| (ii) rarely true | 2 |
| (iii) sometimes true | 3 |
| (iv) often true | 4 |
| (v) very frequently true | 5 |

Register your answer at the end of each statement in the following manner :

- | | | | | | |
|--|-------|-------|-------|-------|-------|
| If it is never true, circle 1 | (1) | 2 | 3 | 4 | 5 |
| If it is rarely true, circle 2 | 1 | (2) | 3 | 4 | 5 |
| If it is sometimes true, circle 3 | 1 | 2 | (3) | 4 | 5 |
| If it is often true, circle 4 | 1 | 2 | 3 | (4) | 5 |
| If it is very frequently true, circle 5 | 1 | 2 | 3 | 4 | (5) |

Please be Sure that You Mark Each Statement.

- 1 = Never true
 2 = Rarely true
 3 = Sometimes true
 4 = Often true
 5 = Very frequently true

Statements

- | | | | | | |
|--|---|---|---|---|---|
| 1. The principal of this college is always ready to help his colleagues in an hour of need. | 1 | 2 | 3 | 4 | |
| 2. The college staff is one and united. | 1 | 2 | 3 | 4 | |
| 3. Teachers of this college have to teach keeping an eye on examination results. | 1 | 2 | 3 | 4 | |
| 4. The motto of this college is internal autonomy (freedom) for all. | 1 | 2 | 3 | 4 | |
| 5. There is warmth of family relation among the staff members. | 1 | 2 | 3 | 4 | |
| 6. The principal of this college is firm in enforcing all college rules. | 1 | 2 | 3 | 4 | |
| 7. Every teacher is assigned some general duty in regard to different college activities during the year. | 1 | 2 | 3 | 4 | 5 |
| 8. The principal is suspicious of those who do not hold ideas similar to his own. | 1 | 2 | 3 | 4 | 5 |
| 9. Senior teachers in this college carry more authority and power than Junior teachers. | 1 | 2 | 3 | 4 | 5 |
| 10. In the recess, college teachers mix freely and enjoy their social meet in the staff room. | 1 | 2 | 3 | 4 | 5 |
| 11. The principal shares freely his new ideas or his experiences with the staff members. | 1 | 2 | 3 | 4 | 5 |
| 12. The principal is enthusiastic about the development of the college. | 1 | 2 | 3 | 4 | 5 |
| 13. The organizational set-up of this college is dictatorial. | 1 | 2 | 3 | 4 | 5 |
| 14. The non-conformists among the staff members are hard pushing and pressurising others to toe their line. | 1 | 2 | 3 | 4 | 5 |
| 15. The staff of this college is recruited on merits. | 1 | 2 | 3 | 4 | 5 |
| 16. Teachers equate their work with their pay. | 1 | 2 | 3 | 4 | 5 |
| 17. Teachers of this college work under tension. | 1 | 2 | 3 | 4 | 5 |
| 18. In this college, a lot of group work is done by the staff. | 1 | 2 | 3 | 4 | 5 |
| 19. The principal is first to arrive in the college and last to leave. | 1 | 2 | 3 | 4 | 5 |
| 20. Teachers just teach, not bothering whether students learn or not. | 1 | 2 | 3 | 4 | 5 |
| 21. Teachers' attitude towards students is detached and of least concern. | 1 | 2 | 3 | 4 | 5 |
| 22. Academic decisions in this college are taken in staff meeting. | 1 | 2 | 3 | 4 | 5 |
| 23. The college has well organized departments or units. | 1 | 2 | 3 | 4 | 5 |
| 24. Leadership responsibilities in different programmes of the college are distributed mostly on the basis of seniority. | 1 | 2 | 3 | 4 | 5 |
| 25. There is direct communication between the college management and the staff. | 1 | 2 | 3 | 4 | 5 |
| 26. The principal is cool and reserved. | 1 | 2 | 3 | 4 | 5 |
| 27. Staff regards the examination work of the college tests a heavy load. | 1 | 2 | 3 | 4 | 5 |
| 28. The staff members participate in the academic decision-making of the college. | 1 | 2 | 3 | 4 | 5 |
| 29. Only the principal or some senior teachers talk in staff meetings. | 1 | 2 | 3 | 4 | 5 |
| 30. There exists coordination among different departments, units or sections. | 1 | 2 | 3 | 4 | 5 |
| 31. Most of the staff has developed real identification with the college. | 1 | 2 | 3 | 4 | 5 |

- 1 = Never true
 2 = Rarely true
 3 = Sometimes true
 4 = Often true
 5 = Very frequently true

32. As another college shares the building in shift, this college has not been able to develop its image.	1	2	3	4	5
33. The college functions on the principle of decentralized administration.	1	2	3	4	5
34. Teachers have a sense of achievement in their work.	1	2	3	4	5
35. Teachers of this college work by themselves and not as a group.	1	2	3	4	5
36. The principal is sympathetic towards his staff members to help a needy colleague.	1	2	3	4	5
37. Teachers put full confidence in their colleagues.	1	2	3	4	5
38. Teachers feel that a lot of their time is wasted in doing routine things.	1	2	3	4	5
39. The staff of this college feels that all important information is not circulated among them by the principal.	1	2	3	4	5
40. Staff visit their colleague's home frequently.	1	2	3	4	5
41. The principal assumes his importance on the basis of his position.	1	2	3	4	5
42. There is good rapport between the staff and the principal.	1	2	3	4	5
43. The bigness of this college comes in the way of inter-communication among teachers and the principal.	1	2	3	4	5
44. The principal enjoys the gossips circulated about staff members.	1	2	3	4	5
45. This college is really interested in the welfare of the staff and students.	1	2	3	4	5
46. The principal ensures that staff decisions go in his support.	1	2	3	4	5
47. The old members of the staff of the college block innovations and changes.	1	2	3	4	5
48. Teachers have perfect freedom to adopt the teaching method they feel to be the best.	1	2	3	4	5
49. Teachers of this college take initiative in many academic and cultural activities of students.	1	2	3	4	5
50. The principal is present in most of the extracurricular activities of the college.	1	2	3	4	5
51. The principal visits staff cabins and has friendly informal talks with teachers.	1	2	3	4	5
52. The principal gives a hard time to shirkers among the teachers.	1	2	3	4	5
53. Teachers resent if their colleague is unjustly pulled up by the authorities.	1	2	3	4	5
54. The staff believes that unreasonable demands of students which are detrimental to academic standards, should be resisted by the principal at all cost.	1	2	3	4	5
55. Excess of extracurricular activities disturbs the academic programme of the college.	1	2	3	4	5
56. Teachers digress and talk irrelevant things in staff discussion.	1	2	3	4	5
57. The principal emphasizes professional reading to staff members.	1	2	3	4	5
58. Hardworking and sincere teachers get recognition in this college.	1	2	3	4	5
59. The sword of insecurity of service hangs on the head of the staff.	1	2	3	4	5
60. The principal uses internal checks and balances to reduce personal factors in examination of periodical tests.	1	2	3	4	5
61. The family members have social relationship and satisfaction in this place.	1	2	3	4	5
62. The principal is a jovial good fellow.	1	2	3	4	5

1 = Never true
 2 = Rarely true
 3 = Sometimes true
 4 = Often true
 5 = Very frequently true

63. There is co-operative instructional planning in this college.	1	2	3	4	5
64. With the arrival of the principal in the college building, the college buzzes with work.	1	2	3	4	5
65. The college has a climate for experimentation and innovation.	1	2	3	4	5
66. There are frequent inservice programmes for staff development.	1	2	3	4	5
67. An accepted common goal binds the staff of this college together.	1	2	3	4	5
68. In the college building one or the other activity always goes on from morning till late in the evening.	1	2	3	4	5
69. The principal of this college is a human dynamo.	1	2	3	4	5
70. The principal visits his ailing colleague at his home.	1	2	3	4	5
71. The college calender specifies all major events date-wise.	1	2	3	4	5
72. The principal consults his colleagues on college problems.	1	2	3	4	5
73. Teachers of this college have freedom to be members of professional association.	1	2	3	4	5
74. There is an atmosphere of warmth and love for teachers in the college.	1	2	3	4	5
75. The individuality of teachers is respected in this college.	1	2	3	4	5
76. This college has good working conditions.	1	2	3	4	5
77. Teachers seem to be interested much more in safeguarding their interest than that of the institution or students.	1	2	3	4	5
78. Teachers readily follow the call of strike or mass casual leave given by their central leadership.	1	2	3	4	5
79. The principal sets an example to his staff by himself working hard.	1	2	3	4	5
80. This collegé has humane climate.	1	2	3	4	5
81. The principal has double standards in his dealings with the staff.	1	2	3	4	5
82. The authority in this college is hierarchical.	1	2	3	4	5
83. Teachers say they cannot do anything when student attendance is small and indifferent.	1	2	3	4	5
84. Teachers first enjoy casual leave and then put in their report for C.L.	1	2	3	4	5
85. The principal always explains his stand when he differs with one or more staff members.	1	2	3	4	5
86. The instructional planning done in this college is on a co-operative basis.	1	2	3	4	5
87. The atmosphere in the college is such that the teachers are encouraged to indulge in backbiting their colleagues.	1	2	3	4	5
88. Teacher-leaders have frequent clashes with the principal.	1	2	3	4	5
89. The principal likes to take tea with the staff during the recess.	1	2	3	4	5
90. The staff of this college is respected by the local community.	1	2	3	4	5
91. The impact of the leadership of the principal can clearly be seen in the effectiveness of the college.	1	2	3	4	5

(This section on Institutional Climate is over.
 Please now turn to Section II on the next page.)

SECTION II

BARODA VERSION: FORM II

COLLEGE TEACHER MORALE OPINIONAIRE (CTMO)

Directions :

Consider each statement in relation to your own college and in the light of the condition obtaining in your own college answer each statement by indicating whether you **agree**, **probably agree**, **probably disagree** or **disagree** with each statement.

Mark your answers in the following manner :

If you **agree** with the statement, circle 'A'

(A) PA PD D

If you are somewhat uncertain, but **probably agree** with the statement, circle 'PA'

A (PA) PD D

If you are somewhat uncertain, but **probably disagree** with the statement, circle 'PD'

A PA (PD) D

If you **disagree** with the statement, circle 'D'

A PA PD (D)

A = Agree
 PA = Probably Agree
 PD = Probably Disagree
 D = Disagree

Statements

1. We are a family in this college.	A	PA	PD	D
2. Our principal is an amiable personality.	A	PA	PD	D
3. Salary with annual increments is paid regularly.	A	PA	PD	D
4. Our college has adequate building facilities.	A	PA	PD	D
5. Our principal is friendly and helpful.	A	PA	PD	D
6. This college has a staff club.	A	PA	PD	D
7. Teachers invite other staff members to visit them at home.	A	PA	PD	D
8. My teaching load in this college is reasonable.	A	PA	PD	D
9. The staff has much involvement in the decision-making pertaining to the college.	A	PA	PD	D
10. Junior teachers count in this college.	A	PA	PD	D
11. The college has a teachers' common room for teachers to relax.	A	PA	PD	D
12. The college cannot advance loans to teachers because its own funds are small.	A	PA	PD	D
13. Teachers get casual leave easily.	A	PA	PD	D
14. There is ample scope for teachers for their proportional growth in this college.	A	PA	PD	D
15. The college policy is decided through consultation and co-operation of college teachers.	A	PA	PD	D
16. I am satisfied with the pay I get in this college.	A	PA	PD	D
17. The College Management has so far not taken initiative in establishing Co-operative Housing Society for its teachers.	A	PA	PD	D
18. Teachers get regular and full salary.	A	PA	PD	D
19. Teachers take tea together during the recess.	A	PA	PD	D
20. In hours of need, teachers stand by their colleagues.	A	PA	PD	D
21. Teachers of this college work in co-operative groups on many college programmes.	A	PA	PD	D
22. Location of the college being distant from the town is a hindrance for many teachers of this college.	A	PA	PD	D
23. The typing and duplicating services for teachers are satisfactory in this college.	A	PA	PD	D
24. Teachers of this college have scope for experimentation and innovations.	A	PA	PD	D
25. Teachers have full freedom of expression in the college.	A	PA	PD	D
26. There is fellow-feeling among the staff.	A	PA	PD	D
27. Teachers in this college are deputed to Summer Institutes, Seminars and Conferences at college expense.	A	PA	PD	D
28. Staff seminars satisfy the intellectual needs of teachers.	A	PA	PD	D
29. Teaching gives me maximum intellectual and emotional satisfaction.	A	PA	PD	D
30. The atmosphere of this college is cosy and warm.	A	PA	PD	D
31. The principal secures loans from the college management for a needy colleague.	A	PA	PD	D
32. There is a belief in this college that even junior most teachers have some ideas to contribute.	A	PA	PD	D
33. Staff members participate in the College Recreation Club.	A	PA	PD	D
34. There are cliques and groupism among the staff.	A	PA	PD	D
35. Teachers feel free to criticise college administrative policy at staff meetings.	A	PA	PD	D
36. College hours of work are quite convenient to the teachers.	A	PA	PD	D
37. Teachers open out their hearts to their colleagues.	A	PA	PD	D
38. The college staff has many joint picnics and parties.	A	PA	PD	D

A = Agree
 PA = Probably Agree
 PD = Probably Disagree
 D = Disagree

39. The college provides me with adequate classroom facilities and teaching aids.	A	PA	PD	D
40. The environment in the college is lively.	A	PA	PD	D
41. The furniture and equipment in this college is up-to-date	A	PA	PD	D
42. The staff feels that their views on academic reforms are listened to with respect by administrators.	A	PA	PD	D
43. Teachers of this college have adequate facilities for recreation and enjoyment.	A	PA	PD	D
44. The best friends of the teachers of this college are other staff members.	A	PA	PD	D
45. The correction and examination load of the teachers in this college is reasonable.	A	PA	PD	D
46. Teachers enjoy security of service.	A	PA	PD	D
47. There are enough audio-visual materials and aids in the college for use in the classroom.	A	PA	PD	D
48. Conditions of work in this college are satisfactory.	A	PA	PD	D
49. Administratively the climate of this college is controlled.	A	PA	PD	D
50. Senior teachers associate junior teachers in academic planning.	A	PA	PD	D
51. Teachers are loved and respected by students.	A	PA	PD	D
52. College teaching at this place is prestigious.	A	PA	PD	D
53. If I could plan my career again, I would choose college teaching.	A	PA	PD	D
54. I find contact with students in the class and outside satisfying and rewarding.	A	PA	PD	D
55. Our children's higher education is a heavy load on our meagre salary.	A	PA	PD	D
56. This college has a challenging curriculum.	A	PA	PD	D
57. Staff members celebrate events of rejoicing together.	A	PA	PD	D
58. The payment of our monthly salary is regular.	A	PA	PD	D
59. We have ample scope for professional advancement in this college.	A	PA	PD	D
60. There is a Contributory Fund to help needy teachers.	A	PA	PD	D
61. I teach in this college the subject I like most.	A	PA	PD	D
62. I would not like to change this college for better position or salary.	A	PA	PD	D
63. I feel that I am an important part of my college.	A	PA	PD	D
64. I really enjoy working with my colleagues in the college.	A	PA	PD	D
65. Teachers and the principal have similar views on major problems of the college.	A	PA	PD	D
66. My work in the college enables me to make my contribution to the local community.	A	PA	PD	D
67. Teachers have full involvement in curriculum improvement.	A	PA	PD	D
68. Teachers are consulted on college developmental needs and problems.	A	PA	PD	D
69. The college timings and time-table facilitate our doing the best.	A	PA	PD	D
70. My merits and abilities are recognized and appreciated in this college.	A	PA	PD	D
71. The principals' attitude as an administrator irritates me.	A	PA	PD	D
72. The administrators believe in 'taking' or 'receiving' rather than 'giving' or 'sharing'.	A	PA	PD	D
73. The management welcomes teachers asking for study leave.	A	PA	PD	D
74. If permanent teachers get disabled, they are given financial help by the management.	A	PA	PD	D
75. College teachers have profession orientation in understanding adolescents and instructional methods.	A	PA	PD	D
76. I feel it is rather too much to expect me to teach a large class.	A	PA	PD	D
77. Senior and experienced teachers also need professional training.	A	PA	PD	D

(This section on Teacher Morale is over.
 Please turn to Section III on the next page.)

SECTION III
STUDENT CONTROL IDEOLOGY
(SCI)

(Adapted from the PCI developed by Donald Willower, Terry Eidell and
Wayne Hoy of Pennsylvania State University, U.S.A.)

Directions :

Following are 20 statements about colleges, teachers and students. Please indicate your personal opinion about each statement by encircling the appropriate response at the right of the statement.

The purpose of the investigator is to gather information regarding the actual attitudes of college teachers in the Gujarat University area concerning these statements.

You will recognize that the statements are of such a nature that there are no correct or incorrect answers. The investigator is interested only in your frank and true opinion of them.

If you **strongly agree**, encircle SA

If you **agree**, encircle A

If you are **undecided**, encircle U

If you **disagree**, encircle D

If you **strongly disagree**, encircle SD.

SA = Strongly Agree
 A = Agree
 U = Undecided
 D = Disagree
 SD = Strongly Disagree

Statements

- | | | | | | |
|---|----|---|---|---|----|
| 1. It is desirable to require each student to sit in the seat assigned to him or her in the class. | SA | A | U | D | SD |
| 2. Students are usually not capable of solving their problems through logical reasoning. | SA | A | U | D | SD |
| 3. Directing sarcastic remarks toward a defiant student is a good disciplinary technique. | SA | A | U | D | SD |
| 4. Junior fresh lecturers are not likely to maintain strict enough control over their students. | SA | A | U | D | SD |
| 5. Teachers should consider revision of their examination marks if they are criticized by the students. | SA | A | U | D | SD |
| 6. The best principals give unquestioned support to teachers in disciplining and controlling students. | SA | A | U | D | SD |
| 7. Students should not be allowed to challenge the statements of a teacher in class. | SA | A | U | D | SD |
| 8. It is justifiable to require students learn many facts about a subject even if they are uninteresting and have no immediate application value. | SA | A | U | D | SD |
| 9. Too much student time is spent on extra-curricular and student activities and too little on academic preparation. | SA | A | U | D | SD |
| 10. Being freindly with students often leads them to take undue liberty with teachers. | SA | A | U | D | SD |
| 11. It is more important for students to learn to obey rules than that they make their own decisions. | SA | A | U | D | SD |
| 12. Student governments are a good 'safety valve' but should not have much influence on college policy. | SA | A | U | D | SD |
| 13. Students can be trusted to work together without supervision. | SA | A | U | D | SD |
| 14. If a student uses dirty language in college, it must be considered a moral offense. | SA | A | U | D | SD |
| 15. If students are allowed to make their suggestions on teaching and examination work in colleges, this privilege will be abused. | SA | A | U | D | SD |
| 16. A few students are just young ruffians and should be treated accordingly. | SA | A | U | D | SD |
| 17. It is often necessary to remind students that their place in college differs from that of teachers. | SA | A | U | D | SD |
| 18. A student who destroys college material or property should be severely punished. | SA | A | U | D | SD |
| 19. Students cannot see the difference between democracy and lawlessness in the classroom. | SA | A | U | D | SD |
| 20. Students often misbehave with college administrators and teachers in order to make them accept their demand through pressurising them. | SA | A | U | D | SD |

(All the three sections are over.)

Thanks for your precious co-operation.)