

APPENDIX - II

II.1 Scales used in Pilot Study

II.1.1 Employment Organisation Stressors Scale (EOSS)

Kindly read each statement given below and indicate how often hyou have the feeling expressed in the statement in relation to your role in your employment organisation.

- Encircle A if you Always (5 times in a day) feel this way
 F if you Frequently (4 times in a day) feel this way
 S if you Sometimes (2-3 times in a day) feel this way
 R if you Rarely (1 time in a day) feel this way
 N if you Never (0 time in a day) feel this way

S.No.	STATEMENTS	A	F	S	R	N
8.1	I am fed up to follow the same routine day in and day out	A	F	S	R	N
8.2	Working conditions are satisfactory in my organisation from the point of view of workers welfare and convenience.	A	F	S	R	N
8.3	I am unable to carry out my work to my satisfaction on account of deadlines drawn.	A	F	S	R	N
8.4	I manage to cope up well with the demands from my work.	A	F	S	R	N
8.5	My job lacks opportunities to utilize my skills and abilities.	A	F	S	R	N
8.6	The time passes without my notice each day at my work.	A	F	S	R	N
8.7	I find it difficult to concentrate on my work because of the noise I am exposed to	A	F	S	R	N
8.8	I set deadlines and work at my own pace peacefully.	A	F	S	R	N
8.9	I am waiting for the day to come when I can relax.	A	F	S	R	N
8.10	The norms and expectations put a curb on my enthusiasm.	A	F	S	R	N
8.11	I look forward to face another day in my work life.	A	F	S	R	N
8.12	I enjoy working long hours at my task.	A	F	S	R	N
8.13	I am fed up by keeping myself busy all the time to meet deadlines.	A	F	S	R	N
8.14	I love when my hands are full which keeps me busy at my work.	A	F	S	R	N
8.15	The complex nature of my work does not baffle me.	A	F	S	R	N
8.16	Most of the time I have to force myself to start work.	A	F	S	R	N
8.17	Segregation by role is visible in my organisation to the extent of discomfort.	A	F	S	R	N
8.19	My role in the organisatin is adequately planned.	A	F	S	R	N
8.20	I get baffled with the contradictory instructions given by different members in the organisation regarding my work.	A	F	S	R	N
8.21	I feel concerned due to poor information in flow which restricts my output.	A	F	S	R	N
8.22	I am able to use my training and expertise in my role.	A	F	S	R	N
8.23	Repeated incidents where my contributions are taken very lightly puts me off.	A	F	S	R	N
8.24	My employment organisational responsibilities interfere with my family organisational roles.	A	F	S	R	N
8.25	People in the organisation can understand my priorities.	A	F	S	R	N
8.26	Sufficient mutual co-operation and teamspirit exist among the members in the organisation.	A	F	S	R	N
8.27	It is not clear as to what type of work and behaviour my higher authorities and colleagues expect from me.	A	F	S	R	N
8.28	I know what the people with whom I work expect from me.	A	F	S	R	N
8.29	I am exposed to opportunities to enhance my efficiency.	A	F	S	R	N
8.30	I am constrained in my role fulfilment due to lack of knowledge and skill.	A	F	S	R	N
8.31	My presence is felt in the organisaion.	A	F	S	R	N
8.32	I enjoy fulfilling my responsibilities in employment organisation and in family organisaion.	A	F	S	R	N
8.33	I end up seeking suggestions from my colleagues due to my inexperience.	A	F	S	R	N
8.34	I am basically a lazy person so I am happy with less responsibilities.	A	F	S	R	N
8.35	My roles that I fulfil give scope for exposure to the latest technologies.	A	F	S	R	N

8.36	Stability in my job makes me take up challenging tasks enthusiastically as failures are not dealt with drastically.	A	F	S	R	N
8.37	My wish to achieve the top position gives me extra energy to work in the organisation.	A	F	S	R	N
8.38	My work in the organisation goes as per my plan.	A	F	S	R	N
8.39	My inability to cope with the level of excellence set up in my organisation leaves me with night mares.	A	F	S	R	N
8.40	The feeling that success and gender bear no association with each other in my organisation is an encouraging notion to me as a member of the same.	A	F	S	R	N
8.41	I rise to any occasion by building competence through my initiative which earns me respect from my colleagues.	A	F	S	R	N
8.42	My college peers with same qualification are in better positions than me.	A	F	S	R	N
8.43	I have aspirations and qualifications but the system does not have better positions for me.	A	F	S	R	N
8.44	My inability to take up challenging tasks due to the nature of my appointment puts me off at work.	A	F	S	R	N
8.45	It is hard for me when I need to sacrifice my professional ambitions in favour of familial ambitions.	A	F	S	R	N
8.46	My conscience pricks me at the loss of interest I exhibit to initiate work due to internal politics in the organisation.	A	F	S	R	N
8.47	The good will and co-operation I earn from my fellow beings in the organisation make me strive forward to achieve greater things.	A	F	S	R	N
8.48	Extra efforts I need to take to prove my self in my role as a female puts pressure on me.	A	F	S	R	N
8.49	My relations with my superiors cause me a great deal of anxiety.	A	F	S	R	N
8.50	Advice from colleagues when faced with a problem is a rarity in my life.	A	F	S	R	N
8.51	The relations with my subordinates make my life worthwhile.	A	F	S	R	N
8.52	The faith bestowed on me by my superiors is encouraging.	A	F	S	R	N
8.53	Affectionate behaviour from my colleagues is unimaginable to me.	A	F	S	R	N
8.54	The kind of support I get from my subordinates causes me a great deal of stress.	A	F	S	R	N
8.55	I have the freedom to express my ideas in front of my superiors.	A	F	S	R	N
8.56	My colleagues can be relied on when things get tough for me at work.	A	F	S	R	N
8.57	Extracting work from my subordinates is an ordeal for me.	A	F	S	R	N
8.58	I have cordial relation with my superiors.	A	F	S	R	N
8.59	My colleagues go out of their way to make my life easier.	A	F	S	R	N
8.60	My subordinates feel free to discuss their personal problems with me.	A	F	S	R	N
8.61	I lack the freedom to ask for any sort of help when I need from my superiors.	A	F	S	R	N
8.62	My colleagues are approachable.	A	F	S	R	N
8.63	The wall that exist between me and my subordinates leads to a sense of loss.	A	F	S	R	N
8.64	My relations with my colleagues cause me a great deal of anxiety.	A	F	S	R	N
8.65	Freedom is given to me to plan my work in the organisation.	A	F	S	R	N
8.66	Considerable environment tolerance that persist in my organisation make me irritated.	A	F	S	R	N
8.67	My point of view is ignored in the organisation.	A	F	S	R	N
8.68	I feel I am a part of my organisation	A	F	S	R	N
8.69	The expectations of my organisation to do certain works which are not to my liking is unbearable.	A	F	S	R	N
8.70	Sympathetic approach of my organisation towards its members gives me relaxed work environment.	A	F	S	R	N
8.71	I am sought after in my organisation in times of emergencies.	A	F	S	R	N
8.72	The subordination I am subjected to in my role in the organisation gives me an unpleasant feeling.	A	F	S	R	N
8.73	I find it suffocating to function within my organisational system where there is no place for questioning approach.	A	F	S	R	N
8.74	My superiors understand my personal problems with sympathy.	A	F	S	R	N
8.75	Secrecy maintained by my superiors in decision making is disgusting.	A	F	S	R	N
8.76	I get motivation to work hard since I am made to feel responsible for the organisation	A	F	S	R	N
8.77	Lack of my involvement in decision making in my organisation reduces responsibility on my shoulders.	A	F	S	R	N

8.78	Decisions made by superiors keeping in view the good of the organisation rather than the individual members are unpalatable.	A	F	S	R	N
8.79	I enjoy executing decisions in my organisations as I am also a party to it at one level or the other.	A	F	S	R	N
8.80	The participatory model followed in my organisational set up enhances my responsibility to the point of exhaustion.	A	F	S	R	N

II.1.2 FAMILY ORGANISATION SOURCES OF STRESSORS SCALE

Kindly read each statement given below and indicate how often you have the feeling expressed in the statement in relation to your role in your family organisation.

Encircle A if you Always (5 times in a day) feel this way
F if you Frequently (4 times in a day) feel this way
S if you Sometimes (2-3 times in a day) feel this way
R if you Rarely (1 time in a day) feel this way
N if you Never (0 time in a day) feel this way

No.	STATEMENTS					
9.1	I find enjoyment in my work in the family.	A	F	S	R	N
9.2	My work place in the home is comfortable to work.	A	F	S	R	N
9.3	I enjoy liberty to chalk out my plan of work and time frame in my family organisation.	A	F	S	R	N
9.4	I am left with little time to attend to religious and social interests.	A	F	S	R	N
9.5	Obligations and duties to be fulfilled in relation to my familial roles put me on an edge.	A	F	S	R	N
9.6	My work in the home fills me with enthusiasm.	A	F	S	R	N
9.7	I enjoy working long hours at my task in the home.	A	F	S	R	N
9.8	I am fed up by keeping myself busy all the time to meet deadlines in the family.	A	F	S	R	N
9.9	I manage to cope up well with the demands from my family.	A	F	S	R	N
9.10	I have full freedom in the family to search for and implement new ideas.	A	F	S	R	N
9.11	I feel frustrated by lack of novelty in my day to day work in the family.	A	F	S	R	N
9.12	I get tired soon because of the working conditions in the home.	A	F	S	R	N
9.13	My work in the home gets postponed in the presence of deadlines.	A	F	S	R	N
9.14	I enjoy doing my household work single handedly irrespective of work load.	A	F	S	R	N
9.15	I find it difficult to come to terms with the way the things are going on in my family organisation.	A	F	S	R	N
9.16	I wish I had more challenging tasks to do in the family.	A	F	S	R	N
9.17	I enjoy freedom to do things in my familial role that are not against my better judgment.	A	F	S	R	N
9.18	We in the family enjoy planning and implementing new ideas together.	A	F	S	R	N
9.19	I am clear on the scope and responsibilities of my familial role.	A	F	S	R	N
9.20	I am over burdened with conflicting demands and expectations by members in the family organisation.	A	F	S	R	N
9.21	I experience resource constraints in effective execution of my role related tasks in the family.	A	F	S	R	N
9.22	I feel competent to handle my responsibilities in my role.	A	F	S	R	N
9.23	It gives me immense pleasure to be in this key role in my family.	A	F	S	R	N
9.24	I feel guilty when I give time to my employment organisation at the cost of my family organisation.	A	F	S	R	N
9.25	I have difficult times with my family members as I do not compromise with my values easily.	A	F	S	R	N
9.26	We fail to solve our problems with joint effort in the family.	A	F	S	R	N
9.27	I end up in doubts as I do not know what exactly I am expected to do in the family.	A	F	S	R	N
9.28	I enjoy meeting the various demands put on me in the family.	A	F	S	R	N

9.29	I am encouraged by providing modern facilities to carry out my household work.	A	F	S	R	N
9.30	This role is not my cup of tea.	A	F	S	R	N
9.31	I am taken for granted in my family.	A	F	S	R	N
9.32	I am happy as I am a part and parcel of both employment and family organisations.	A	F	S	R	N
9.33	The feeling of the family members that I neglect to take care of them is unpleasant.	A	F	S	R	N
9.34	My family members express dissatisfaction as I fail to fulfil social obligations.	A	F	S	R	N
9.35	The family organisation of which I am integral part provides me little scope to learn new things.	A	F	S	R	N
9.36	The fear of loosing my place in the family affects my concentration and performance at my work.	A	F	S	R	N
9.37	My aim to gain a name as an efficient home maker makes me to take extra pains in my family organisation.	A	F	S	R	N
9.38	My work in the family goes as per my plan.	A	F	S	R	N
9.39	My inability to prove myself in my role puts me off.	A	F	S	R	N
9.40	Male members in my family feel that my decisions are unsound as I am a female	A	F	S	R	N
9.41	My family memhrs recognise that the family is taken care inspite of my busy career schedule.	A	F	S	R	N
9.42	The feeling of the family members that I take extra care in children's education gives me joy.	A	F	S	R	N
9.43	I am encouraged with appreciations to implement new ideas.	A	F	S	R	N
9.44	The stability attached to my permanent position makes me take my work in the family in a casual manner.	A	F	S	R	N
9.45	I face hard times when I sacrifice my family to achieve my professional goals.	A	F	S	R	N
9.46	The need to learn new skills to further my position in the family worries me.	A	F	S	R	N
9.47	The appreciations for me as a successful homemaker fills me with greater aspirations.	A	F	S	R	N
9.48	Male members in my family respect my views.	A	F	S	R	N
9.49	My relations with my in-laws cause me a great deal of anxiety.	A	F	S	R	N
9.50	Advice from my husband when faced with a problem is a rarity in my life.	A	F	S	R	N
9.51	The relations with my children make my life worthwhile.	A	F	S	R	N
9.52	The faith bestowed on me by my in-laws is encouraging.	A	F	S	R	N
9.53	Affectionate behaviour from my husband is unimaginable to me.	A	F	S	R	N
9.54	The kind of support I get from my children causes me a great deal of stress.	A	F	S	R	N
9.55	I have the freedom to express my ideas in front of my in-laws.	A	F	S	R	N
9.56	My husband can be relied on when things get tough for me at home	A	F	S	R	N
9.57	Extracting help in household work from my children is an ordeal for me.	A	F	S	R	N
9.58	I have cordial relation with my in-laws.	A	F	S	R	N
9.59	My husband go out of his way to make my life easier.	A	F	S	R	N
9.60	My children feel free to discuss their persona problems with me.	A	F	S	R	N
9.61	I lack the freedom to ask for any sort of help when I need from my in-laws.	A	F	S	R	N
9.62	My husband is approachable.	A	F	S	R	N
9.63	The wall that exist between me and my children leads to a sense of loss.	A	F	S	R	N
9.64	My relations with my husband causes me a great deal of anxiety.	A	F	S	R	N
9.65	Freedom is given to me to plan my work in the family organisation.	A	F	S	R	N
9.66	Considerate environment tolerance that persist in my family organisation makes me irritated.	A	F	S	R	N
9.67	My point of view is ignored in the family.	A	F	S	R	N
9.68	I feel I am a part of my family organisation.	A	F	S	R	N
9.69	The expectations of my family members to do certain works which are not to my liking is unbearable.	A	F	S	R	N
9.70	Sympathetic approach of my family members towards me gives me relaxed work environment.	A	F	S	R	N
9.71	I am sought after in my family in times of emergencies.	A	F	S	R	N
9.72	The subordination I am subjected to in my family organisation gives me an unpleasant feeling.	A	F	S	R	N
9.73	I find it suffocating to function with in my family system where there is no place for questioning approach.	A	F	S	R	N

9.74	My family members understand my personal problems with sympathy.	A	F	S	R	N
9.75	Secrecy maintained by my husband in decision making is disgusting.	A	F	S	R	N
9.76	I get motivation to work hard since I am made to feel responsible for the family.	A	F	S	R	N
9.77	Lack of my involvement in decision making in my family organisation reduces responsibility on my shoulders	A	F	S	R	N
9.78	Decisions made by my husband keeping in view the good of the family rather than individual members are unpalatable.	A	F	S	R	N
9.79	I enjoy executing family decisions as I am also a party to it at one level or the other.	A	F	S	R	N
9.80	The participatory model followed in my family set up enhances my responsibility to the point of exhaustion.	A	F	S	R	N

II.1.3 EMPLOYMENT ORGANISATION STRESS COPING STRATEGIES (EOSCS) SCALE

Following are a few situations which one may come across in employment organisation. Four possible options are given to deal with each of the particular situation cited.

* Now encircle the number of the one most appropriate option from the four options given.

* And indicate the extent to which you would pursue it by encircling the appropriate letter given below each situation (A-F-S-R-N)

In case if you have not faced with that particular situation, imagine your self in that particular situation. and respond.

S.No.	STATEMENTS
15.1	Under situations where lack of enthusiasm is experienced 1. Would discuss with superiors or persons concerned and see what is to be done. 2. Would think about the challenges one can find in the existing situations. 3. Would accept the situation because there is nothing one can do to change it. 4. Would tell oneself that time takes care of situations like this. <i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never
15.2	When too much of work is expected in too little time. 1. Would enjoy by handling the extra work. 2. Would think of delegating the work to others. 3. Would think of putting extra attention on planning and scheduling the work. 4. Would resort to do as much as can be done. <i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never
15.3	When faced with lack of opportunities to utilize skills and abilities in the organisation. 1. Would resort to the belief that things will get sorted out in due course of time. 2. Would think of seeking advice from people outside the situation to bring about changes 3. Would leave it as nothing can be done at individual level. 4. Would work on changing policies which caused this situation. <i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never

15.5	<p>When faced with conflicting demands by different people in the organisation.</p> <ol style="list-style-type: none"> 1. Would ignore the conflicting demands 2. Would try to talk with people who are involved. 3. Would put extra effort to fulfil those demands 4. Would think and plan to get out of the situation gracefully. <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.6	<p>When necessary resources are not available to carry out the work.</p> <ol style="list-style-type: none"> 1. Would convince the person concerned and get necessary resources. 2. Would think and chalk out plans to carry out the work with the available resources 3. Would relegate to the background for taking up the job when the resources are provide 4. Would think of putting the blame on the non-availability of resources to carry out the work. <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.7	<p>When not able to carry out the work due to lack of competence.</p> <ol style="list-style-type: none"> 1. Would consider the possibilities of ignoring the work. 2. Would think of equipping oneself to build competence. 3. Would request and get help from people who can do something. 4. Would avoid taking up the work when not competent enough. <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.8	<p>When few opportunities for learning and growth exist in the organisation.</p> <ol style="list-style-type: none"> 1. Would not get concerned about it because there is nothing one can do to change it. 2. Would think of plans to work out things to one's advantage. 3. Would convince oneself to wait for the opportunities to come. 4. Would request help from people who have the power to do something. <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.9	<p>When not able to prove one self in one's role.</p> <ol style="list-style-type: none"> 1. Would take extra pains to prove oneself 2. Would tell one self that work isn't everything. 3. Would think about the possible ways to be more organised and efficient. 4. Would ignore the situation and do what can be done. <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.10	<p>When personal contributions in the work are not recognised</p> <ol style="list-style-type: none"> 1. Would take extra care to make the members in the organisation understand one's contributions. 2. Would not care because one cannot get something which is not possible. 3. Would tell oneself that time takes care of everything. 4. Would think about ways and means to get one's work recognised. <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.11	<p>When lack of good and cordial relationship with other members in the organisation is experienced.</p> <ol style="list-style-type: none"> 1. Would not bother about maintaining personal relations as it is not everyone's concern. 2. Would prepare oneself mentally to work mechanically. 3. Would think of making an effort to resolve the situation. 4. Would take extra care to maintain good and cordial relationship with other members in the organisation. <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>

15.12	<p>When feeling of being lost in the organisation is experienced.</p> <ol style="list-style-type: none"> 1. Would try to work individually 2. Would get together with superiors to discuss and see what is to be done. 3. Would ignore the situation 4. Would try to analyse the situation and plan to do something. <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.13	<p>When lack of sympathy from superiors towards the personal problems of its employees is experienced.</p> <ol style="list-style-type: none"> 1. Would never expect sympathy as it is next to impossible. 2. Would think of putting the situation in a different way in front of the superiors. 3. Would make superiors understand the problem 4. Would anticipate the negative attitude and prepare oneself for it. <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.14	<p>When one's point of view is ignored in organisational decision.</p> <ol style="list-style-type: none"> 1. Would convince the authorities to consider one's point of view. 2. Would think of putting extra efforts to make the concerned persons recognise one's point of view. 3. Would set one's own priorities and work accordingly. 4. Would think and prepare oneself not to get concerned about it. <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.15	<p>When feeling of being subordinated is experienced.</p> <ol style="list-style-type: none"> 1. Would think of making an effort to exercise rights. 2. Would gracefully accept because nothing can be done at one's level. 3. Would make efforts to train oneself to get adjusted with the prevailing situations to live happily. 4. Would make superiors or concerned persons to change their attitude. <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>

II.1.4 FAMILY ORGANISATION STRESS COPING STRATEGIES (FOSCS) SCALE

Following are a few situations which one may come across in family organisation. Four possible options were given to deal with each of the particular situation cited.

* Now encircle the number of the one most appropriate option from the four options given.

* And indicate the extent to which you would pursue it by encircling the appropriate letter given below each situation (A-F-S-R-N)

In case if you have not faced with that particular situation, imagine your self in that particular situation. and respond.

S.No	STATEMENTS
16.1	<p>Under situations where lack of enthusiasm is experienced in the family.</p> <ol style="list-style-type: none"> 1. Would discuss with persons concerned in the family and see what is to be done. 2. Would think about the challenges one can find in the existing situations. 3. Would accept the situation because there is nothing one can do to change it. 4. Would tell one self that time takes care of situations like this. <p><i>Extent to which you would pursue it</i> A-Always F-Frequently S-Sometimes O-Occasionally N-Never</p>

16.2	<p>When too much of work is expected by family members in too little time.</p> <ol style="list-style-type: none"> 1. Would enjoy by handling the extra work. 2. Would think of delegating the work to other members in the family. 3. Would think of putting extra attention on planning and scheduling the work. 4. Would resort to do as much as can be done. <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.3	<p>When faced with lack of opportunities to utilize skills and abilities in the family.</p> <ol style="list-style-type: none"> 1. Would resort to the belief that things will get sorted out in due course of time. 2. Would think of seeking advice from people outside the situation to bring about changes. 3. Would leave it As nothing can be done at individual level. 4. Would work on changing policies which caused this situation. <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.4	<p>Under circumstances where values need to be sacrificed to meet familial role obligation.</p> <ol style="list-style-type: none"> 1. Would assess the relevance of one's values in the context 2. Would escape from the situation 3. Would chalkout the ways and means to keep away from the situation. 4. Would make one's values clear to the persons concerned. <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.5	<p>When faced with conflicting demands by different people in the family.</p> <ol style="list-style-type: none"> 1. Would ignore the conflicting demands. 2. Would try to talk with people who are involved. 3. Would put extra efforts to fulfil those demands. 4. Would think and plan to get out of the situation gracefully. <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.6	<p>When necessary reources are not available to carry out the work in the family.</p> <ol style="list-style-type: none"> 1. Would convince the person concerned and get necessary resources. 2. Would thnik and chalk out plans to carry out the work with the available resources. 3. Would relequate to the background for taking up the job when the resources are provided. 4. Would think of putting the blame on the non-availability of resources to carry out the work. <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.7	<p>When not able to carry out any work in the family due to lack of competence.</p> <ol style="list-style-type: none"> 1. Would consider the possibilities of ignoring the work. 2. Would think of equipping oneself to build competence. 3. Would request and get help from people who can do something. 4. Would avoid taking up the work when not competent enough. <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>

16.8	<p>When few opportunities for learning and growth are existing in the family.</p> <ol style="list-style-type: none"> 1. Would not get concerned about it because there is nothing one can do to change it. 2. Would think of plans to work out things to one's advantage. 3. Would convince oneself to wait for the opportunities to come. 4. Would request help from people who have the power to do something. <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.9	<p>When not able to prove one self in one's role in the family.</p> <ol style="list-style-type: none"> 1. Would take extra pains to prove oneself. 2. Would tell oneself that work isn't everything. 3. Would think about the possible ways to be more organised and efficient. 4. Would ignore the situation and do what can be done. <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.10	<p>When personal contributions in the family are not recognised.</p> <ol style="list-style-type: none"> 1. Would take extra care to make the members in the family understand one's contributions. 2. Would not care because one cannot get something which is not possible. 3. Would tell oneself that time takes care of everything. 4. Would think about ways and means to get one's work recognised. <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.11	<p>When lack of good and cordial relationship with members in the family is experienced.</p> <ol style="list-style-type: none"> 1. Would not bother about maintaining personal relations as it is not everyone's concern. 2. Would prepare oneself mentally to work mechanically. 3. Would think of making an effort to resolve the situation. 4. Would take extra care to maintain good and cordial relationship with members in the family. <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.12	<p>When feeling of being lost in the family is experienced.</p> <ol style="list-style-type: none"> 1. Would try to work individually. 2. Would get together with members in the family to discuss and see what is to be done. 3. Would ignore the situation 4. Would try to analyse the situation and plan to do something. <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.13	<p>When lack of sympathy from family members towards one's personal problems is experienced.</p> <ol style="list-style-type: none"> 1. Would never expect sympathy as it is next to impossible. 2. Would think of putting the situation in a different way in front of the family members 3. Would make family members understand the problem. 4. Would anticipate the negative attitude and prepare oneself for it. <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.14	<p>When one's point of view is ignored in familial decisions</p> <ol style="list-style-type: none"> 1. Would convince the family members to consider one's point of view 2. Would think of putting extra efforts to make the family members recognise one's point of view 3. Would set one's own priorities and work accordingly. 4. Would think and prepare oneself not to get concerned about it. <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.15	<p>When feeling of being subordinated is experienced in the family.</p> <ol style="list-style-type: none"> 1. Would think of making an effort to exercise rights. 2. Would gracefully accept because nothing can be done at one's level. 3. Would make efforts to train oneself to get adjusted with the prevailing situations to live happily. 4. Would make the concerned members in the family to change their attitude. <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>

II. 1.5 SOCIAL SUPPORT EMPLOYMENT ORGANISATION (SSEO) SCALE

Given below are statements indicating social support that may be extended by any organisation in the context of ones role fulfilment in that organisation. Indicate the extent to which the social support is given to you by your employment organisation and family organisation

Encircle A if you Always get it F if you Frequently get it S if you Sometimes get it
R if you Rarely get it N if you Never get it

S.No.	STATEMENTS					
18.1	Would get necessary machinery and facilities by management to carryout work in the organisation.	A	F	S	R	N
18.2	Members in the organisation would listen to personal problems.	A	F	S	R	N
18.3	Work would be taken care of by other members in the organisation when not able to attend to it	A	F	S	R	N
18.4	Members in the organisation go out of their way to make ones life easier.	A	F	S	R	N
18.5	Would get leave from organisation in times of emergency.	A	F	S	R	N
18.6	Members in the organisation can be relied on when things get tough at work.	A	F	S	R	N
18.7	Would get clear cut instructions to carryout the delegated work in the organisation.	A	F	S	R	N
18.8	Superiors in the organisation provide a new way of seeing the problem.	A	F	S	R	N
18.9	Would get chanaces to get exposed to recent technologies related to work in the organisation.	A	F	S	R	N
18.10	Sharing of problems with each other in the organisation is a common practice.	A	F	S	R	N
18.11	Would get transport facilities when there is a need to attend the office in odd hours.	A	F	S	R	N
18.12	Solace from colleagues in times of troubles is prevelent.	A	F	S	R	N
18.13	Would get quick response from colleagues to implement new ideas.	A	F	S	R	N
18.14	Advices from superiors when required is immaginable	A	F	S	R	N
18.15	Would get help from subordinates to complete the work in time	A	F	S	R	N
18.16	Superiors assits its employees in active copying efforts.	A	F	S	R	N

II. 1.6 FAMILY ORGANISATION SOCIAL SUPPORT (FOSS) SCALE

S.No.	STATEMENTS					
19.1	Would get necessary equipment and facilities to carryout the household work up to satisfaction	A	F	S	R	N
19.2	Family members would pay attention to personal problems.	A	F	S	R	N
19.3	Household work would be taken care of by family members, when not able to attend to it due to official work.	A	F	S	R	N
19.4	Family members go out of their way to make life easier.	A	F	S	R	N
19.5	Would get help from elder members in the family to take care of the family when the need arises.	A	F	S	R	N
19.6	Family members can be relied on when things get tough	A	F	S	R	N
19.7	Would get the services of good paid help in household chores.	A	F	S	R	N
19.8	Family members provide a new way of seeing the problem.	A	F	S	R	N
19.9	Would get co-operation from family members to adjust themselves with ready to eat foods in times of emergencies.	A	F	S	R	N
19.10	Enjoy the freedom of talking about problems with family members.	A	F	S	R	N
19.11	Would get help from family members in shopping and marketing.	A	F	S	R	N
19.12	Solace from family members when faced with problems is prevelent.	A	F	S	R	N
19.13	Household responsibilities are shared among all the family members.	A	F	S	R	N
19.14	Timely advice from family members when required is immaginable.	A	F	S	R	N
19.15	Family members help themselves when not able to attend to their needs due to lack of time.	A	F	S	R	N

II. 1.7 PGI- Health Questionnaire - N2

Q 10. HEALTH QUESTIONNAIRE

Below are Given statements regarding your physical and mental well being Read them carefull and tick (✓) only those item swchich refer to you. Put the tick (✓) in the space provided on the right side of the item.

S.No.	STATEMENTS	
10.1	I often get watering eyes.	
10.2	I feel heaviness of the eyes	
10.3	I feel burning sensation in the eyes.	
10.4	My appetite is not good.	
10.5	My digestion is poor.	
10.6	I get belching (burp)	
10.7	My taste temains bad.	
10.8	I often get wind formation in stomach.	
10.9	I feel heaviness of stomach and often it gets distended.	
10.10	I have to go to toilet straight after meals.	
10.11	I feel sick in stomach.	
10.12	I get vomiting.	
10.13	I always feel thirsty.	
10.14	I have got fears like- fear of dark, crowds, closed space etc.	
10.15	I find trouble in getting off to sleep or staying asleep.	
10.16	I feel run down (hunt, catch)	
10.17	I get shakes of hands or body.	
10.18	I suffer from backache.	
10.19	I feel tired all the time.	
10.20	I wish to do everything but I can't	
10.21	I don't feel like doing anything.	
10.22	I feel heaviness in the head.	
10.23	I feel as if head is going to explode.	
10.24	I often get headaches.	
10.25	I feel "heat" coming out of the body.	
10.26	I get pessimistic ideas.	
10.27	I get sinking sensation.	
10.28	I get palpitation of heart.	
10.29	I get empty headedness.	
10.30	I find difficulty in urniation.	
10.31	I get panic or fainting attacks.	
10.32	I feel edgy (nervous/tense).	
10.33	I feel my "brain is getting weak".	
10.34	I am becoming forgetful.	
10.35	I feel scared if someone speaks loud.	
10.36	I remain frightened all the time; not sure what will happen next.	
10.37	I feel mixed up (confused) when I talk to others.	
10.38	I can't tolerate noises.	
10.39	I get easily irritated.	
10.40	I have become superstitious.	
10.41	Many silly ideas come into my head.	
10.42	I can't forget the past happenings.	
10.43	I don't feel like talking and mixing with others.	
10.44	I feel lilke crying.	

10.45	I don't feel happy.	
10.46	I don't feel interested enough in the family.	
10.47	I feel like going away somewhere.	
10.48	Many times I wish I was dead.	
10.49	I am afraid that I may or have become the victim of some incurable disease.	
10.50	I find no relief even after consulting many doctors.	
10.51	I never lose my temper.	
10.52	All my habits are good.	
10.53	I always speak the truth.	
10.54	I always remain calm and composed.	
10.55	Nothing irritates me.	
10.56	I never hide anything from anybody.	
10.57	I never indulge in back biting.	
10.58	I don't like people praising me.	
10.59	I never speak nonsense.	
10.60	I like everybody without exception	

II.2 Reliability of items on various scales

II.2.1 Reliability of items on EOSSS

Item No	Reliability on 80 Item Scale	Item	Reliability on 80 Item Scale	Item No.	Reliability on 80 Item Scale	Item No	Reliability on 80 Item Scale
8.1	0.6847	8.21	0.6820	8.41	0.6723	8.61	0.6692
8.2	0.6708	8.22	0.4896	8.42	0.4605	8.62	0.5307
8.3	0.6898	8.23	0.7009	8.43	0.6321	8.63	0.6086
8.4	0.5920	8.24	0.6726	8.44	0.5295	8.64	0.4334
8.5	0.5341	8.25	0.6002	8.45	0.3062	8.65	0.3593
8.6	0.5435	8.26	0.6969	8.46	0.6682	8.66	0.4617
8.7	0.7533	8.27	0.7834	8.47	0.7991	8.67	0.7055
8.8	0.5750	8.28	0.7085	*8.48	0.0605	8.68	0.7158
8.9	0.6392	8.29	0.6820	8.49	0.6491	8.69	0.7237
8.10	0.6668	8.30	0.5813	8.50	0.3070	8.70	0.6737
8.11	0.5282	8.31	0.6281	8.51	0.3956	8.71	0.5158
8.12	0.6363	8.32	0.5376	8.52	0.7315	8.72	0.8011
8.13	0.3809	8.33	0.3100	8.53	0.3164	8.73	0.4879
8.14	0.7210	*8.34	-0.4381	8.54	0.4505	8.74	0.7068
8.15	0.3767	8.35	0.6898	8.55	0.7052	8.75	0.7139
8.16	0.6909	8.36	0.7060	8.56	0.3128	8.76	0.7815
8.17	0.6250	8.37	0.6562	8.57	0.3276	*8.77	-0.3712
8.18	0.6248	8.38	0.7142	8.58	0.4243	8.78	0.3607
8.19	0.5985	8.39	0.6219	8.59	0.3355	8.79	0.7043
8.20	0.7606	8.40	0.6323	8.60	0.5631	*8.80	0.2286

* Items not included in the final scale.

II.2.2 Reliability of items on FOSSS

Item No.	Reliability on 80 item scale	Item No.	Reliability on 80 item scale	Item No.	Reliability on 80 item scale	Item No.	Reliability on 80 item scale
9.1	0.4881	9.21	0.6068	9.41	0.8018	9.61	0.5524
9.2	0.5841	9.22	0.5676	9.42	0.6346	9.62	0.7702
9.3	0.6305	9.23	0.6947	9.43	0.7938	9.63	0.6633
9.4	0.3916	*9.24	0.0774	*9.44	-0.3742	9.64	0.7879
9.5	0.6788	9.25	0.5355	*9.45	0.0499	9.65	0.8312
9.6	0.5870	9.26	0.7696	9.46	0.7508	9.66	0.7377
9.7	0.4621	9.27	0.7463	9.47	0.7406	9.67	0.8009
9.8	0.7595	9.28	0.7338	9.48	0.8046	9.68	0.6851
9.9	0.5280	9.29	0.6110	9.49	0.7522	9.69	0.7201
9.10	0.6827	9.30	0.7453	9.50	0.7623	9.70	0.5636
9.11	0.6778	9.31	0.7778	9.51	0.6910	9.71	0.8048
9.12	0.7380	9.32	0.3805	9.52	0.7765	9.72	0.8093
*9.13	0.0291	9.33	0.3955	*9.53	-0.0038	9.73	0.7542
9.14	0.3421	9.34	0.6954	9.54	0.7950	9.74	0.8141
9.15	0.6836	9.35	0.6527	9.55	0.7287	9.75	0.7903
*9.16	0.1017	9.36	0.6730	9.56	0.8114	9.76	0.7299
9.17	0.5009	*9.37	-0.2039	9.57	0.4220	*9.77	-0.5292
9.18	0.7383	9.38	0.7209	9.58	0.6895	9.78	0.7818
9.19	0.4545	9.39	0.7080	9.59	0.6033	9.79	0.8293
9.20	0.7201	9.40	0.7805	9.60	0.5976	9.80	0.7943

*Items not included in the final scale

II.2.3 Reliability of items on SCSEO

II.2.4 Reliability of items on SCSFO

Item No.	Reliability on 15 item scale	Item No.	Reliability on 15 item scale
15.1	0.5574	16.1	0.5709
15.2	0.6752	16.2	0.3226
15.3	0.5046	16.3	0.7338
15.4	0.7484	16.4	0.6682
15.5	0.5269	16.5	0.6481
15.6	0.7686	16.6	0.6727
15.7	0.3116	16.7	0.5371
15.8	0.3870	16.8	0.3353
15.9	0.6315	16.9	0.8061
15.10	0.5095	16.10	0.5188
15.11	0.6326	16.11	0.8261
15.12	0.5155	16.12	0.6946
15.13	0.4691	16.13	0.6304
15.14	0.5843	16.14	0.4462
15.15	0.3286	16.15	0.7085

II.2.5 Reliability of items on SSSEO

II.2.6 Reliability of item on SSFO Scale

Item No.	Reliability on 16 item Scale	Item No.	Reliability on 16 item scale
18.1	0.7688	19.1	0.7569
18.2	0.7847	19.2	0.8279
18.3	0.8409	19.3	0.7998
18.4	0.8242	19.4	0.8690
18.5	0.5202	19.5	0.8131
18.6	0.7907	19.6	0.8729
18.7	0.6445	19.7	0.7869
18.8	0.8801	19.8	0.9078
18.9	0.7653	19.9	0.8439
18.10	0.8592	19.10	0.8478
18.11	0.5798	19.11	0.8818
18.12	0.8195	19.12	0.8615
18.13	0.8418	19.13	0.9117
18.14	0.6794	19.14	0.6267
18.15	0.5718	19.15	0.8775
18.16	0.7769	19.16	0.8816

II.3 Positive and Negative Statements in Various Scales

II.3.1 EOSS

Sub Scale	Positive Statements	Negative Statements
EOWSP	Sr.No.8.1, 8.3, 8.5, 8.7, 8.9, 8.10, 8.13, 8.16	Sr.No.8.2, 8.4, 8.6, 8.8, 8.11, 8.12, 8.14, 8.15
EORSP	Sr.No.8.17, 8.18, 8.20, 8.21, 8.23, 8.24, 8.27, 8.30	Sr.No.8.19, 8.22, 8.25, 8.26, 8.28, 8.29, 8.31, 8.32
EOPDSP	Sr.No.8.33, 8.39, 8.42, 8.43, 8.44, 8.45, 8.46, 8.48	Sr.No.8.34, 8.35, 8.36, 8.37, 8.38, 8.40, 8.41, 8.47
EOIRSP	Sr.No.8.49, 8.50, 8.53, 8.54, 8.57, 8.61, 8.63, 8.64	Sr.No.8.51, 8.52, 8.55, 8.56, 8.58, 8.59, 8.60, 8.62
EOCSP	Sr.No.8.66, 8.67, 8.69, 8.73, 8.72, 8.75, 8.78, 8.80	Sr.No.8.65, 8.68, 8.70, 8.71, 8.74, 8.76, 8.77, 8.79

II.3.2 FOSS

Sub Scale	Positive Statements	Negative Statements
FOWSP	Sr.No.9.4, 9.5, 9.8, 9.11, 9.12, 9.13, 9.15, 9.16	Sr.No.9.1, 9.2, 9.3, 9.6, 9.7, 9.9, 9.10, 9.14
FORSP	Sr.No.9.20, 9.21, 9.24, 9.25, 9.26, 9.27, 9.30, 9.31	Sr.No.9.17, 9.18, 9.19, 9.22, 9.23, 9.28, 9.29, 9.32
FOPDSP	Sr.No.9.33, 9.34, 9.35, 9.36, 9.39, 9.40, 9.45, 9.46	Sr.No.9.37, 9.38, 9.41, 9.42, 9.43, 9.44, 9.47, 9.48
FOIRSP	Sr.No.9.49, 9.50, 9.53, 9.54, 9.57, 9.61, 9.63, 9.64	Sr.No.9.51, 9.52, 9.55, 9.56, 9.58, 9.59, 9.60, 9.62
FOCSP	Sr.No.9.66, 9.67, 9.69, 9.72, 9.73, 9.75, 9.78, 9.80	Sr.No.9.65, 9.68, 9.70, 9.71, 9.74, 9.76, 9.77, 9.79

II.3.3 EOSCS

S.No.	Positive	Negative	Sr.No.	Positive	Negative	Sr.No.	Positive	Negative
15.1	1, 2	3, 4	15.6	1, 2	3, 4	15.11	3, 4	1, 2
15.2	1, 3	2, 4	15.7	2, 3	1, 4	15.12	2, 4	1, 3
15.3	2, 4	1, 3	15.8	2, 4	1, 3	15.13	2, 3	1, 4
15.4	1, 4	2, 3	15.9	1, 3	2, 4	15.14	1, 2	2, 3
15.5	2, 3	1, 4	15.10	1, 4	2, 3	15.15	1, 4	2, 3

II.3.4 FOSCS

S.No.	Positive	Negative	Sr.No.	Positive	Negative	Sr.No.	Positive	Negative
16.1	1, 2	3, 4	16.6	1, 2	3, 4	16.11	3, 4	1, 2
16.2	1, 3	2, 4	16.7	2, 3	1, 4	16.12	2, 4	1, 3
16.3	2, 4	1, 3	16.8	2, 4	1, 3	16.13	2, 3	1, 4
16.4	1, 4	2, 3	16.9	1, 3	2, 4	16.14	1, 2	2, 3
16.5	2, 3	1, 4	16.10	1, 4	2, 3	16.15	1, 4	2, 3

ACRONYMS

EOSE	:	Extent of Stress Experienced
PLCRF	:	Perceived Level of Career Role Fulfilment
PLFRF	:	Perceived Level of Familial Role Fulfilment.
EOOS	:	Employment Organisation Overall Stressors.
FOOS	:	Family Organisation Overall Stressors
EOWSP	:	Employment Organisation Work Stressors Perception.
FOWSP	:	Family Organisation Work Stressors Perception.
EORSP	:	Employment Organisation Role Stressors Perception.
FORSP	:	Family Organisation Role Stressors Perception.
EOPDSP	:	Employment Organisation Personal Development Stressors Perception.
FOPDSP	:	Family Organisation Personal Development Stressors Perception.
EOIRSP	:	Employment Organisation Interpersonal Relations Stressors Perception.
FOIRSP	:	Family Organisation Interpersonal Relations Stressors Perception.
EOCSP	:	Employment Organisation Climate Stressors Perception.
FOCSP	:	Family Organisation Climate Stressors Perception
SSEO	:	Social Support from Employment Organisation
SSFO	:	Social Support from Family Organisation.
EOSS	:	Employment Organisation Stressors Scale.
FOSS	:	Family Organisation Stressors Scale.
EOSCS	:	Employment Organisation Stress Coping Strategies.
FOSCS	:	Family Organisation Stress Coping Strategies.
CW	:	Career Women
DCF	:	Dual Career Family.
EO	:	Employment Organisation
FO	:	Family Organisation.