

**APPENDIX - 2**  
**JOB SATISFACTION INVENTORY**

Sir / Madam,

This is in connection with a research on job Satisfaction of Higher Secondary Teachers. Here are statements which are concerned with your satisfaction / dissatisfaction in your work.

Please read each statement carefully in terms of its contribution to your satisfaction / dissatisfaction on the job and state whether you strongly agree / agree / Doubtful / Disagree / with each of them by putting (tick) mark against each in the appropriate place.

There is no Right or Wrong answer. What you feel in your work is the Right Answer.

With any statement:

If you **Strongly Agree** (SA) put '✓' mark in the first bracket opposite to it.

If you **Agree** (A) Put '✓' mark in the second bracket opposite to it.

If you are **Doubtful** (D) put '✓' mark in the Third bracket opposite to it.

If you **Disagree** (DA) put '✓' mark in the Fourth bracket opposite to it.

If you **Strongly Disagree** (SDA) put '✓' mark in the Fifth bracket opposite to it.

Try to **avoid marking in the doubtful category** as far as possible.  
Please answer all the items.

**This is purely for research purpose and all the information will be kept confidential.**

*Please give your opinion correctly.*

## JOB SATISFACTION INVENTORY

		SA	A	D	DA	SDA
1.	I am not satisfied because we do not have an adequate playground, recreation and entertainment facilities in the school.	( )	( )	( )	( )	( )
2.	There are adequate washing and toilet facilities in the school.	( )	( )	( )	( )	( )
3.	I am a successful teacher	( )	( )	( )	( )	( )
4.	I am dissatisfied with the low social prestige value of teaching profession.	( )	( )	( )	( )	( )
5.	There is an adequate laboratory for the school.	( )	( )	( )	( )	( )
6.	The Headmaster does not give reasons for any change in my work.	( )	( )	( )	( )	( )
7.	The Headmaster gives contradictory orders from time to time.	( )	( )	( )	( )	( )

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|-----|--|-----|-----|-----|-----|-----|
| 8.  | Parents are not interested in their children's education.                    | ( ) | ( ) | ( ) | ( ) | ( ) |
| 9.  | I am dissatisfied with the poor quality of the students that come to school. | ( ) | ( ) | ( ) | ( ) | ( ) |
| 10. | We have all the equipment and material necessary for teaching.               | ( ) | ( ) | ( ) | ( ) | ( ) |
| 11. | There is a democratic spirit in the administration of the school.            | ( ) | ( ) | ( ) | ( ) | ( ) |
| 12. | I like my job.   | ( ) | ( ) | ( ) | ( ) | ( ) |
| 13. | Our Headmaster was sympathetic to my personal problems and grievances.       | ( ) | ( ) | ( ) | ( ) | ( ) |
| 14. | There is a good relationship between myself and my students.                 | ( ) | ( ) | ( ) | ( ) | ( ) |
| 15. | I feel important in my job.  | ( ) | ( ) | ( ) | ( ) | ( ) |
| 16. | The Headmaster is interested   | ( ) | ( ) | ( ) | ( ) | ( ) |

17. We have well furnished staff room ( ) ( ) ( ) ( ) ( )
18. I am unhappy with the political affiliation of the teachers. ( ) ( ) ( ) ( ) ( )
19. I am not satisfied because the courses offered are not job oriented. ( ) ( ) ( ) ( ) ( )
20. Girl Students are marriage oriented rather than education oriented ( ) ( ) ( ) ( ) ( )
21. Students have interest in studies ( ) ( ) ( ) ( ) ( )
22. The Headmaster is impartial to all of us. ( ) ( ) ( ) ( ) ( )
23. My ability and performance are recognised by the Headmaster. ( ) ( ) ( ) ( ) ( )
24. I am satisfied with this job because the future of the country is in the hands of teachers like me ( ) ( ) ( ) ( ) ( )
25. I have cordial relationship with my Headmaster. ( ) ( ) ( ) ( ) ( )
26. I am dissatisfied because we do not have a code of conduct ( ) ( ) ( ) ( ) ( )

27. I am getting fatigued rather quickly in this job. ( ) ( ) ( ) ( ) ( )
28. I am not able to devote sufficient time to my profession due to interference of other activities. ( ) ( ) ( ) ( ) ( )
29. There are sufficient inservice training programmes to keep us up-to-date about the new trends in knowledge. ( ) ( ) ( ) ( ) ( )
30. Our Headmaster is not efficient. ( ) ( ) ( ) ( ) ( )
31. I feel troubled because I am far away from my native place. ( ) ( ) ( ) ( ) ( )
32. Our Headmaster trusts me. ( ) ( ) ( ) ( ) ( )
33. Faculty Improvement Programme (F.I.P) facilities are readily available to us. ( ) ( ) ( ) ( ) ( )
34. We are allowed to give suggestions to the Headmaster for improving the quality of work. ( ) ( ) ( ) ( ) ( )
35. We do not have adequate library for the school. ( ) ( ) ( ) ( ) ( )

36. I have the freedom to take initiative in organizing projects etc. ( ) ( ) ( ) ( ) ( )
37. Advance information about the changes that are going to take place is given to the teachers. ( ) ( ) ( ) ( ) ( )
38. I am dissatisfied because teachers who are highly disciplined are teased (made fun of) by their schools. ( ) ( ) ( ) ( ) ( )
39. We get an adequate pension when we retire from the job. ( ) ( ) ( ) ( ) ( )
40. I receive encouragement from the school to try new methods. ( ) ( ) ( ) ( ) ( )
41. My work is suitable to my abilities. ( ) ( ) ( ) ( ) ( )
42. My salary is less than what I deserve for their children's future. ( ) ( ) ( ) ( ) ( )
43. Parents do not feel the responsibility for their children's futures. ( ) ( ) ( ) ( ) ( )
44. We have adequate casual leave, earned leave and medical leave facilities. ( ) ( ) ( ) ( ) ( )