

## Appendix 3.6

## WORK VALUE INVENTORY

Work is the most important activity in one's life. Different people look for different things in their work. The objectives of this study is to find out -- What one seeks from his job.

Please read each of the pairs and tick-mark ( \_/ ) one of the two alternatives, i.e. (a) or (b), which best describes your work. Even when you feel that both the alternatives are equally attractive to you, choose the better of the two.

1. \_\_\_\_\_ (a) Work which earns me a good name.  
\_\_\_\_\_ (b) Work which gives me the opportunities of learning maximum income.
2. \_\_\_\_\_ (a) Work which makes people regard me respectfully.  
\_\_\_\_\_ (b) Work in which I can mostly do things the way I like.
3. \_\_\_\_\_ (a) Work which gives me opportunity to create a good image for myself among colleagues OR in community.  
\_\_\_\_\_ (b) Work place wherein one gets the best friends.
4. \_\_\_\_\_ (a) Work which adds to my status.  
\_\_\_\_\_ (b) Work which provides opportunities for trying one's hand on various other activities.
5. \_\_\_\_\_ (a) Work which increases my value to the organisation.  
\_\_\_\_\_ (b) Work which enables one to go ahead with one's main plans in life.

6. \_\_\_\_\_ (a) Work which raises my colleagues esteem for me.  
\_\_\_\_\_ (b) Work which gives opportunity to achieve one's life goal in one's own way.
7. \_\_\_\_\_ (a) Work which brings out how much useful I am to the organisation.  
\_\_\_\_\_ (b) Work in which one gets the opportunity of providing one's loyalty to one's organisation.
8. \_\_\_\_\_ (a) Work which helps me to earn a unique position for myself in the organisation.  
\_\_\_\_\_ (b) Work which gives one opportunity to be innovative.
9. \_\_\_\_\_ (a) Work in which I am rated very near my real market worth.  
\_\_\_\_\_ (b) Work in which I can try out new ways of doing things or new ideas.
10. \_\_\_\_\_ (a) Work that improves my earning capacity.  
\_\_\_\_\_ (b) Work-place wherein one gets maximum opportunity.
11. \_\_\_\_\_ (a) Work that adds to my market value.  
\_\_\_\_\_ (b) Work which comprises of a number of activities demanding various skills.
12. \_\_\_\_\_ (a) Work that prepares me for a more lucrative job in future.  
\_\_\_\_\_ (b) Work which permits one to look forward to future with confidence.
13. \_\_\_\_\_ (a) Work with good financial prospects.  
\_\_\_\_\_ (b) Work which permits one to live the kind of life he chooses.
14. \_\_\_\_\_ (a) Work that helps me earn as much as my friends with similar qualification earn elsewhere in reputed organisation.  
\_\_\_\_\_ (b) Work in which one can contribute to the achievement of organisational goals even at the cost of personal goal.

15. \_\_\_\_\_ (a) Work which gives me good returns on my investment in education.  
\_\_\_\_\_ (b) Work which contains challenges for using one's talents for problem-solving in a novel way.
16. \_\_\_\_\_ (a) Work in which I am not tied down rigidly by rules.  
\_\_\_\_\_ (b) Work place where one gets opportunity for Satisfactory interaction with colleagues.
17. \_\_\_\_\_ (a) Work in which I do not have to depend so much on others.  
\_\_\_\_\_ (b) Work which is not too much routine.
18. \_\_\_\_\_ (a) Work in which there is not too much reporting to the business boss.  
\_\_\_\_\_ (b) Work in which one's career in the organisation is duly protected.
19. \_\_\_\_\_ (a) Work in which I have powers to take important decisions.  
\_\_\_\_\_ (b) Work in which there is no contradiction between personal values and occupational/professional values.
20. \_\_\_\_\_ (a) Work in which I can make necessary changes without having to seek previous sanction.  
\_\_\_\_\_ (b) Work in which one gets the maximum opportunity of working for the organisation.
21. \_\_\_\_\_ (a) Work in which there is some discretionary power for rewarding or punishing subordinates.  
\_\_\_\_\_ (b) Work which gives freedom for experimenting.
22. \_\_\_\_\_ (a) Work place wherein one can discuss one's problems and difficulties with colleagues.  
\_\_\_\_\_ (b) Work which is not too much monotonous.
23. \_\_\_\_\_ (a) Work place wherein one has harmonious relations with colleagues.  
\_\_\_\_\_ (b) Work which does not expose one to sudden/abrupt changes.

24. \_\_\_\_\_ (a) Work place wherein one gets a feeling that one belongs to some place.  
\_\_\_\_\_ (b) Work which gives one satisfaction that one's world of work gives one ample opportunities to actualise one's potential.
25. \_\_\_\_\_ (a) Work place wherein one realises one's social worth.  
\_\_\_\_\_ (b) Work in which one can go beyond one's personal values, likes and dislikes for organisational work.
26. \_\_\_\_\_ (a) Work place which provides a non-confictual type of work.  
\_\_\_\_\_ (b) Work which is not amenable to stereo-type handling.
27. \_\_\_\_\_ (a) Work which provides a rich job experience.  
\_\_\_\_\_ (b) Work wherein an individual is not exposed to arbitrary action by superiors.
28. \_\_\_\_\_ (a) Work in which one does not have to attend to various activities but can concentrate on a selected few.  
\_\_\_\_\_ (b) Work through which one can became the person one wants to become.
29. \_\_\_\_\_ (a) Work in which one becomes an outright specialist.  
\_\_\_\_\_ (b) Work in which one can perform one's duties impersonally and selflessly.
30. \_\_\_\_\_ (a) Work which really gives an opportunity for alround development.  
\_\_\_\_\_ (b) Work which demand lot of thinking.
31. \_\_\_\_\_ (a) Work which increases one's confidence on one's competence in working.  
\_\_\_\_\_ (b) Work which enables one to lead of a good life according to one's ideas.
32. \_\_\_\_\_ (a) Work which increases one's confidence that one gets a good job everywhere.  
\_\_\_\_\_ (b) Work which integrates one into the organisa-tional life to one's satisfaction.

33. \_\_\_\_\_ (a) Work in which one can afford honest differences of opinions in superiors.  
\_\_\_\_\_ (b) Work which demands use of one's imagination and practicality utmost.
34. \_\_\_\_\_ (a) Work which provides consistency between what one thinks useful and good and what one has to do at the work place.  
\_\_\_\_\_ (b) Work through which one can add organisational effectiveness and its reputation.
35. \_\_\_\_\_ (a) Work which helps one create an image of one's self which is acceptable to one's self from all angles.  
\_\_\_\_\_ (b) Work which contributes to the development of new schemes.
36. \_\_\_\_\_ (a) Work through which one can prove one's worth to the society.  
\_\_\_\_\_ (b) Work which has no readymade blue-print to go by.

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