Appendix 4.1 SRA EMPLOYEE INVENTORY

VARIABLE MEASURED

The SRA Employee Inventory provides a measure of employee attidues towards the work environment. It is a dignostic instrument identifying attitudinal levels for individuals and groups in such areas as job demands, working conditions, pay, employee benefits, friendliness and cooperation of fellow employees, supervisor-employee interpersonal relations, confidence in management, technical competence of supervision, effectiveness of administration, adequacy of communication, security of job and work relations, status and recognition, identification with the company, opportunity for growth and advancement, and finally reactions to the inventory itself.

DESCRIPTION

The inventory is not just an opinion survey. It is a kind of "morale audit" for work organisations that provides standard scores in each category based upon more than one million employees in a wide variety of business firms. Practical uses include assessing the general level of morale in an organisation, locating the problem departments in the organisation, determining satisfactions and

dissatisfactions among employees, evaluating supervisory and executive training needs, and providing material for supervisory training programmes.

WHERE PUBLISHED:

Science Research Associates, Inc., 259 East Erie Street, Chicago, Illinois. Copyright, 1952, by the Industrial Relations Centre of the University of Chicago. All right reserved. Authors of the inventory include Robert K. Burns, L.L. Thurstone, David G. Moore, and Melony E. Baehr.

RELIABILITY:

Both individual and group reliability have been determined by the test-retest method with an interval of one week between the test administrations. A sample of 134 employees shows a product moment correlation of .89. Group reliabilities range from .96 to .99 with reliability greater for groups of 50 or more employees.

VALIDITY:

Good correspondence was found to exist between the inventory results and the considered judgements of experienced observers. In three of the companies surveyed, validity was established by conducting mondirective interviews among a cross-section of the employees.

STANDARD SCORES:

Well standardised scores are available for comparative analysis of attitude levels in similar business firms and within similar departments.

	Statements	Agree	<u>Neutral</u>	Dis- agree
1.	The hours of work here are O'K	,	-	
2.	Management does everything possible to prevent accidents/problems in our work		Ballburden Wirres request	Market and the making all support
3.	Management is doing its best to give us good working conditions	***************************************	backers to the same	No collection of the colors of
4.	In my opinion, the pay here is lower than in other companies		Sandranderschaft die Laborate system	minutes and confidence of the
5•	They should do a better job of handling pay matters here	Marie and the second second	-	
6.	I understand what the company benefit program provides for employees	Barton arrange - 44 - 14 - 14 - 14 - 14 - 14 - 14 - 1	***************************************	general transfer of the second general parts of the second
7.	The people I work with help each other out when someone falls behind or gets into a problem	***************************************		
8.	My boss is too interested in his own success to care about the needs of employees	***************************************	-	Aprilian hill will be the four-weighter
9.	My boss is always around us some- where he watches us too closely	***************************************		
†O •	My boss gives us credit and praise for work well done	Market Programme	Laboration and American Southern Southern	
11.	Management here does everything it can to see that employees get a fair break on the job	and the second s	Spanning profiles of Parker's skip (Selfeld)	

		Agree	<u>Neutral</u>	Di s agree
12.	If I have complaint to make, I feel free to talk to my supervisor/s			
13.	My boss sees that employees are properly trained for their jobs		Medico-Manage-programs	-
14.	My boss see that we have the things we need to do our jobs		W	dove different personal discovered
15.	Management here is really try- ing to build the organisation and make it successful	-		
16.	Management here sees to it that there is cooperation between departments		- Constitution of the Cons	And the second s
17.	Management tells employees about company plans and developments			
18.	They encourage us to make suggestions for improvements here	**************************************	graphic substrates a verb callidat	programming and project of
19.	I am often bothered by sudden speedips or unexpected slack periods in my work	Same and the later of the states		apmanisma lilagining, gyro mer
20.	Changes are made here with little regard for the welfare of employees		ands Persuggeon P + Hill Mile SynM	40-4-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1
21.	Compared with other employees, we get very little attention from Management	,		and the second s
22.	Sometimes I feel that my job is not considered so much important.		PAGE 1	
23.	The longer you work for this company the more you feel you belong			
24 •	I have a great deal of interest in this company and its future	executation on the ship the	Name and an incident and an incident and a finished	South Street Confession Confessio

	- •	<u>Agree</u>	<u>Neutral</u>	Dis- agree
25•	I have little opportunity to use my abilities in this organisation			Martinia de la constante de la
26.	There are plenty of good jobs here for those who want to get ahead	Names of an orange of the control of		MONTH STATE AND THE STATE OF TH
27.	I often rxhausted and tried on my job	decomposition of the forest company of		30000 Graph Graph - Color of Species
28.	They accept too much work from us around here	The state of the s		No receipt standard and administration
29.	Poor working conditions keep me from doing my best in my work	dängloode sästörnaar Vorsilla ja	phaseministen assumptionspressprang	according the state of the stat
30.	For my kind of job, the working conditions are O'K		March 10 de la labella propries de la construcción de la construcción de la construcción de la construcción de	Secretary and the secretary an
31.	I am paid fairly compared with other employees	اسيوة ۷ تندوند مطايعته	skuppesserp (des rengt) relates near proposes	Bernfridel, p. Marridon (1) Grives
32.	Compared with other companies, employee benefits here are good	appendant of the species	war with the state of the state	
33•	A few of the people I work with think they run the place			
34 •	The people I work with get along well together		spreading of the spoke of the spreading	SORLATION/STRUCTURE ABOUT
35•	My boss has always been fair in his dealings with me			Manager Manager and
36.	My boss gets employees to work together as a team	polymorphic and the second	and the state of t	migoribus a maganishurmitate a
37•	I have confidence in the fairness and honesty of management	#	graphica di chiane per ruma alla di	Strategic de la constitución de la
38.	Management here is really interested in the welfare of employees	SANGER STATE OF THE STATE OF TH	March Styleton and the Control of th	100 to 10
39.	Most of the higher-ups are friendly toward employees	wanted the guillett the P	phyllipses whate solution dates and in process	***************************************
40.	My boss keeps putting things, off, he just lets things ride			

	-	Agree	Neutral	Dis- agree
41.	My boss lets us know exactly what is expected of us		THE CONTRACTOR OF THE CONTRACT	***************************************
42.	Managements falls to give clear- cut orders and instaructions			
43.	I know how my job fits in with other work in this organisation		May - 1980s - half of the state	in the second se
44.	Managements does not inform us about things we ought to know	BALLEL BATTERS OF	Anny Annual	general so the facility of decision
45.	Long service really means something in this organisation			-
46.	You can get discussed here without much causes	Management of the last of the		alia ara- nonananananananananan
47•	I can be sure of my job as I do good work	Minus Market Minus Market	STATE STATE OF THE	hand Minnershaw-yes religions
48.	I have plenty of freedom on the job to use my own judgement	den and many storm recommenders	AP-RESIDENCE OF THE PROPERTY O	Annet Street Construction and Constructi
49.	Everybody in this organisation tries to boss us around	toward lights when your		
`50·	I really feel part of this organisation			dividiposano, antonio mini dilinglia
51.	The people who get promotions around here usually deserve them			
52.	I can learn a great deal on my present job			
53.	My job is often dull and monotonus	Danish makes a resolvent for the Makes comm	Specificação estado de servicio Auditorio	
54 •	There is too much pressure on my job			
55•	Some of the working conditions here are annoying			
56.	I have the facilities to do my work			SEASON SE
57.	My pay is enough to live on comfortably	Charles and the control of the contr		

	Agree	Neutral	Dis agree
58. I am satisfied with the way employee benefits are handled here			
59. The company's employee benefit programme is 0.K	har-man reservation of the second		printer-discontinuous villastina
60. The people I work with are very friendly	adjunction, is seen to array definition.	ggoveler kartenografinos (þýgarsgaðjurphava	
61. My boss really tries to get our ideas about things	and the second s	ykern kann a 18-m² việt ûn relijik diệt verqua an	(DAM Start Starter States
62. My boss ought to be friendlier toward employees	SALES SALES AND A SECRETARIAN	Markey prints to the stage of the stage of the stage of the stage of	0000 de 140000 de 14000 de 1
63. My boss keeps his promises	Stranger and treasure and the analysis and		
64. Management here has a very good personnel policy	global market a statistic specific		
65. Management ignores our suggestions and complaints	***************************************		
66. My boss knows very little about his job	Sphinter or serve the Printeger		March - State
67. My boss has the work well organised			Approximately of the comments
68. This company operates efficiently and smoothly	Separate and the second second	water to the state of the state	gergalgarine nagy y antolet lagratus
69. Management really knows its job	Management was provided the standard of the st		
70. They have a poor way of handling employee complaints here	Name and Address of Spiritual	and the state of t	
At. You can say what you thinkaround here		hand the state of	
72. You always know where you stand with this company	The second second second second		AND THE REAL PROPERTY AND THE PERTY AND THE
73. When lay offs are necessary, they are handled fairly		ge and a first which plays the pages of the	All the second s
74. I am very much underpaid for the work that I do	Nagarana ay mad reference de	Space and the space of the Manager of Space Assessed	pages approximate in terrology and a

	· .	Agree	Neutral	Dis- agree
75•	I am really doing something worthwhile in my jab	deficient annial accompany on the last	energetisetterenservante auch nerver i	paper de service de constitución
76.	I am proud to work for this company	90-anderson also ser House (Castellina	water the second	это точена пино физи
77.	Filling in this inventory is a good way to let management know what employees think	(Office Security Secu	mornda de plane, no de sido lingua ma	em-carely-resident application applications
78.	I think some good may come out of filling in an inventory like this one	Manager for more to the or a promotion	Microsophic State of	Strange (SEE) (SEE) (SEE) (SEE) (SEE) (SEE) (SEE) (SEE) (SEE)

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