

APPENDIX - II

II. 1. Scales utilised in pilot study

A - Attitude scale

B - Self esteem scale

C - Commitment scale

D - Practice Scale

I. 1. ATTITUDE SCALE

The following statements are related to attitude towards empowerment of women beneficiaries through Government Sponsored Economic Upliftment Programmes (GSEUPs) like IRDP and DWCRA. There is no right or wrong answer. Keeping this in mind, indicate your agreement or disagreement in relation to each statement by encircling the appropriate letter

A = Agree

U = Uncertain

D = Disagree

1	Participation of women in GSEUPs would bring out the managerial skills in them.	A	U	D	<input type="checkbox"/>
2	Women beneficiaries of GSEUPs would have some income generation from self employment	A	U	D	<input type="checkbox"/>
3	GSEUPs like IRDP/DWCRA would lead to betterment of women's economic position	A	U	D	<input type="checkbox"/>
4	Women beneficiaries of GSEUPs would be able to raise the consumption level of their house holds.	A	U	D	<input type="checkbox"/>
5	GSEUPs would not give the opportunity to its beneficiaries women to learn to handle their income	A	U	D	<input type="checkbox"/>
6	Women beneficiaries of GSEUPs would be incompetent to start income generating activity	A	U	D	<input type="checkbox"/>
7	Self employed women under GSEUPs would make decisions over money they earn	A	U	D	<input type="checkbox"/>
8	Women beneficiaries of GSEUPs would plan the use of her income to the benefit of the family	A	U	D	<input type="checkbox"/>
9	GSEUPs would give an opportunity to women to be a partner in supporting family.	A	U	D	<input type="checkbox"/>
10	Women beneficiaries of GSEUPs would need male support to handle their IGA	A	U	D	<input type="checkbox"/>
11	Women beneficiaries of GSEUPs would be able to plan investment on their own	A	U	D	<input type="checkbox"/>
12	Women beneficiaries of GSEUPs would find it difficult to raise money in times of need (emergencies)	A	U	D	<input type="checkbox"/>
13	GSEUPs would enable women to build capacity to undertake variety of IGA's in due course of time	A	U	D	<input type="checkbox"/>
14	Women beneficiaries of GSEUPs would not have command over resources generated	A	U	D	<input type="checkbox"/>
15	Due to participation in GSEUPs women beneficiaries would gain access to more resources to generate income	A	U	D	<input type="checkbox"/>

16	GSEUPs (IRDP/DWCRA) would build little capacity in women to raise funds	A	U	D	<input type="checkbox"/>
17	Women beneficiaries would find it difficult to decide independently about the IGA	A	U	D	<input type="checkbox"/>
18	Women beneficiaries of GSEUPs (IRDP / DWCRA) would be equal to their spouses in decision making related to money matters	A	U	D	<input type="checkbox"/>
19	GSEUPs like IRDP/DWCRA would give little/ no ability to women beneficiaries to judge the advantages and disadvantages of different of IGAs	A	U	D	<input type="checkbox"/>
20	Women beneficiaries of GSEUPs would be unable to decide the resources required for selected IGA	A	U	D	<input type="checkbox"/>
21	Women beneficiaries of GSEUPs would be unable to build their selected IGA through necessary contacts	A	U	D	<input type="checkbox"/>
22	Women beneficiaries of GSEUPs would make little/no contribution to rural economic development	A	U	D	<input type="checkbox"/>
23	Women beneficiaries of GSEUPs would become confident in their skill and knowledge to start their own income generation activity	A	U	D	<input type="checkbox"/>
24	Participation of women in GEUPs, would lead to little/no increase in family assets	A	U	D	<input type="checkbox"/>
25	Woman beneficiaries of GSEUPs would not gain freedom to spend her earnings according to her desire	A	U	D	<input type="checkbox"/>
26	Women beneficiaries of GSEUPs would continue to be exploited at the work site, banks etc	A	U	D	<input type="checkbox"/>
27	Family members would support women beneficiaries attend actively in Mahila Mandals	A	U	D	<input type="checkbox"/>
28	Community members would appreciate a successful beneficiaries to participate in village functions	A	U	D	<input type="checkbox"/>
29	Women beneficiaries of GSEUPs would cross socio-cultural barriers like covering head with pallu of saree	A	U	D	<input type="checkbox"/>
30	Community would accept successful women beneficiaries who come out of traditional norms like covering head with pallu	A	U	D	<input type="checkbox"/>
31	Women beneficiaries of GSEUPs would earn social respect from their family members	A	U	D	<input type="checkbox"/>
32	Successful women beneficiaries of GSEUPs would be respected by their community members	A	U	D	<input type="checkbox"/>
33	Social recognition of beneficiaries of GSEUPs as individuals would remain the same in the post IGA period as the pre IGA period,	A	U	D	<input type="checkbox"/>
34	Familial roles (looking after children, cooking etc) of women beneficiaries would remain the same in the post loan period as in pre financial assistance time	A	U	D	<input type="checkbox"/>
35	Participation in GSEUPs would not enable women to become equally powerful as male counterparts, in major family decision making	A	U	D	<input type="checkbox"/>

36	Women beneficiaries of GSEUPs would remain shy in interacting with people outside their community	A	U	D	<input type="checkbox"/>
37	Women would find it difficult to travel to neighbouring towns/cities even though they have been beneficiaries of GSEUPs	A	U	D	<input type="checkbox"/>
38	Community would continue to look with suspicion at women who work late hours / travel even though they have been beneficiaries GSEUPs	A	U	D	<input type="checkbox"/>
39	Participation in GSEUPs would given women potential to bring forth change in customs that are deep rooted in tradition	A	U	D	<input type="checkbox"/>
40	Participation in GSEUPs would enable women to exercise their rights	A	U	D	<input type="checkbox"/>
41	Community would look upon women beneficiaries of GSEUPs for guidance	A	U	D	<input type="checkbox"/>
42	Women beneficiaries of GSEUPs would be able to do much to change the low status of women	A	U	D	<input type="checkbox"/>
43	First generation of women beneficiaries of GSEUPs would lack courage to come out of societal norms for fear of social stigma or social ostracisation	A	U	D	<input type="checkbox"/>
44	Participation of women in GSEUPs would have little to do with their upward mobility in social status	A	U	D	<input type="checkbox"/>
45	Women beneficiaries of GSEUPs might not change their attitude towards accepted norms of behaviour	A	U	D	<input type="checkbox"/>
46	Women beneficiaries of GSEUPs would have little knowledge regarding community goals	A	U	D	<input type="checkbox"/>
47	Further development of women beneficiaries of GSEUPs would be blocked by societal norms	A	U	D	<input type="checkbox"/>
48	Women beneficiaries of GSEUPs would ignore the societal norms that come in their growth	A	U	D	<input type="checkbox"/>
49	The community would continue to criticize women beneficiaries of GSEUPs for taking initiative in IGA	A	U	D	<input type="checkbox"/>
50	The community would continue to criticize women beneficiaries of GSEUPs for her independence in decision making to travel alone, work late hours and so on	A	U	D	<input type="checkbox"/>
51	Women beneficiaries of GSEUPs would be able to undertake official interactions with government / non government institutions	A	U	D	<input type="checkbox"/>
52	GSEUPs would develop self respect in women beneficiaries	A	U	D	<input type="checkbox"/>
53	Women beneficiaries would find it difficult to tolerate gender discrimination in society	A	U	D	<input type="checkbox"/>
54	Women beneficiaries would develop respect and empathy for women counterparts in society	A	U	D	<input type="checkbox"/>
55	Women beneficiaries of GSEUPs would be unable to change power structure in their homes	A	U	D	<input type="checkbox"/>
56	Women beneficiaries of GSEUPs would be unable to set their own agenda / goals	A	U	D	<input type="checkbox"/>

57	Women beneficiaries of GSEUPs would be incompetent to give leadership other less fortunate women in the community	A	U	D	<input type="checkbox"/>
58	Women beneficiaries of GSEUPs would have limited knowledge to deal with cultural issues	A	U	D	<input type="checkbox"/>
59	Women beneficiaries of GSEUPs would continue passive acceptance of traditional roles	A	U	D	<input type="checkbox"/>
60	Women beneficiaries of GSEUPs would surpass societal norms that inhibit their upward mobility in social structure	A	U	D	<input type="checkbox"/>
61	Participation in GSEUPs would have little effect in changing attitude of women beneficiaries	A	U	D	<input type="checkbox"/>
62	Participation in women in GSEUPs would have little effect in changing attitude of men towards women	A	U	D	<input type="checkbox"/>
63	Women beneficiaries would encourage processes of change leading to equality of gender	A	U	D	<input type="checkbox"/>
64	Women beneficiaries of GSEUPs would lack insight into their rights as beneficiaries	A	U	D	<input type="checkbox"/>
65	Women beneficiaries of GSEUPs would realise fulfilling their responsibilities as beneficiaries is important for the success of GSEUsP and their development	A	U	D	<input type="checkbox"/>
66	Women beneficiaries of GSEUPs would lack competency to suggest modifications in strategies of its implementation to achieve greater involvement of women	A	U	D	<input type="checkbox"/>
67	Women beneficiaries of GSEUPs would be able to do little to create their place in decision making bodies	A	U	D	<input type="checkbox"/>
68	Women beneficiaries of GSEUPs would accept authority of male members without questioning in spite of its harm on their development	A	U	D	<input type="checkbox"/>
69	Women beneficiaries would develop competency to select local leader of panchayat	A	U	D	<input type="checkbox"/>
70	Women beneficiaries would have little time to participate in gram panchayat activities	A	U	D	<input type="checkbox"/>
71	Women beneficiaries would develop a desire to find a place in local governance (gram panchayat)	A	U	D	<input type="checkbox"/>
72	Women beneficiaries would lack skill in planning her campaign in gram panchayat elections	A	U	D	<input type="checkbox"/>
73	Women beneficiaries would be competent to draw political agenda (agenda for women devt and rural devt) on their own	A	U	D	<input type="checkbox"/>
74	Women beneficiaries would lack awareness on human rights	A	U	D	<input type="checkbox"/>
75	Women beneficiaries would lack exposure on political scene of the community and nation at large	A	U	D	<input type="checkbox"/>
76	Women beneficiaries would be alert to identify societal issues that need political will to solve	A	U	D	<input type="checkbox"/>
77	Women beneficiaries would be sensitive to exploitation by political leaders	A	U	D	<input type="checkbox"/>

78	Women beneficiaries would know their civil rights	A	U	D	<input type="checkbox"/>
79	Women beneficiaries would be in a position to assess community resources for development planning	A	U	D	<input type="checkbox"/>
80	Women beneficiaries would have little capacity to chalk out long term perspective plans for development	A	U	D	<input type="checkbox"/>
81	Women beneficiaries would lead people to solve their problems on their own	A	U	D	<input type="checkbox"/>
82	Women beneficiaries would expect some one else to solve her problems.	A	u	D	<input type="checkbox"/>
83	Women beneficiaries would have little knowledge about her rights as a citizen	A	U	D	<input type="checkbox"/>
84	Women beneficiaries would be able to enlighten others on their rights as consumers	A	U	D	<input type="checkbox"/>
85	Women beneficiaries would be able to guide women regarding the legal machinery to protect their interests as consumers	A	U	D	<input type="checkbox"/>
86	Women beneficiaries would have little competence to seek redress of grievances in marital disharmony	A	U	D	<input type="checkbox"/>
87	Women beneficiaries would have the political will to oppose child marriage	A	U	D	<input type="checkbox"/>
88	Women beneficiaries would lack confidence to stand for elections in their community	A	U	D	<input type="checkbox"/>
89	Women beneficiaries would support women with ideologies of development and women's cause in their community	A	U	D	<input type="checkbox"/>
90	Women beneficiaries would lack ability to identify women leaders in their communities who would stand by their interests	A	U	D	<input type="checkbox"/>
91	Women beneficiaries would be unable to make judgements in elections	A	U	D	<input type="checkbox"/>
92	Women beneficiaries would be able recognize the value of their right to exercise their votes in local elections	A	U	D	<input type="checkbox"/>
93	Women beneficiaries would abstain from exercising their votes in electing people to any governing bodies	A	U	D	<input type="checkbox"/>
94	Women beneficiaries would make efforts to learn about their rights	A	U	D	<input type="checkbox"/>
Grand total (EE+SE+PE)					<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

1.2 SELF ESTEEM SCALE

The following statements are related to the opinion about oneself i.e. the competence with which one can deal with situations in life. There is no right or wrong answer. Bearing this in mind, please indicate your agreement or disagreement in relation to each statement by encircling the appropriate letter against each.

1	Would find it very difficult to start conversation	A	U	D	<input type="checkbox"/>
2	Would feel afraid or anxious while entering a room where other people have already gathered and are talking	A	U	D	<input type="checkbox"/>
3	Would not need constant approval from others	A	U	D	<input type="checkbox"/>
4	Would feel ignored	A	U	D	<input type="checkbox"/>
5	Would find it hard to talk in front of a group	A	U	D	<input type="checkbox"/>
6	Would be very confident in making decisions	A	U	D	<input type="checkbox"/>
7	Would think they have been more a success than failure	A	U	D	<input type="checkbox"/>
8	Would feel every body likes one (you)	A	U	D	<input type="checkbox"/>
9	Would need the help of others to solve problems	A	U	D	<input type="checkbox"/>
10	Would think one can achieve the things one wants	A	U	D	<input type="checkbox"/>
11	Would feel (you are) is good for nothing	A	U	D	<input type="checkbox"/>
12	Would think one (you) would be able to convince people of what one (you) believes in	A	U	D	<input type="checkbox"/>
13	Would think that most of one's (your) friends are better looking than oneself (yourself)	A	U	D	<input type="checkbox"/>
14	Would find it very simple to take decisions in every day life	A	U	D	<input type="checkbox"/>
15	Would have the strength to act according to what is right	A	U	D	<input type="checkbox"/>
16	Would like oneself (yourself)	A	U	D	<input type="checkbox"/>
17	Would continuously be working over possible problems	A	U	D	<input type="checkbox"/>
18	Would think plans will meet with considerable success	A	U	D	<input type="checkbox"/>
19	Would be helpless	A	U	D	<input type="checkbox"/>
20	Would be afraid that other people would dislike self	A	U	D	<input type="checkbox"/>
21	Would make worth while contribution in group conversation	A	U	D	<input type="checkbox"/>
22	Would find it very difficult to make new friends	A	U	D	<input type="checkbox"/>
23	Would have a feeling there are a few things one (you) could do well	A	U	D	<input type="checkbox"/>
24	Would be successful in handling social interaction	A	U	D	<input type="checkbox"/>
25	Would be constantly under the fear of failing	A	U	D	<input type="checkbox"/>
26	Would be confused	A	U	D	<input type="checkbox"/>
27	Would wish one (you) would be more intelligent	A	U	D	<input type="checkbox"/>
28	Would flourish in one's (your) business	A	U	D	<input type="checkbox"/>
29	Would consider oneself low in status	A	U	D	<input type="checkbox"/>
Total Score					<input type="checkbox"/>

1.3 COMMITMENT SCALE

The following section aims at finding out what you and your family were willing and determined to do to sustain the income generating activity for which loan support was obtained under GSFUPs. There is no right or wrong answer. Please indicate the extent of willingness showed to follow these lines of action, if by doing so you and your family could sustain the IGA started by encircling the appropriate response category.

F = Followed
U = Uncertain
NF = Not followed

1	Husband use free time to buy raw material for IGA	F	U	NF	<input type="checkbox"/>
2	Beneficiaries cut down on her house- hold work time	F	U	NF	<input type="checkbox"/>
3	Adult family members spend less time in social activities	F	U	NF	<input type="checkbox"/>
4	Husband get information on IGA to upgrade it	F	U	NF	<input type="checkbox"/>
5	Husband visit bank to follow up	F	U	NF	<input type="checkbox"/>
6	Husband cut down on items like drinks, beedi, gambling etc	F	U	NF	<input type="checkbox"/>
7	Children spend less time on play	F	U	NF	<input type="checkbox"/>
8	Husband look after IGA in the evening and / or morning hours	F	U	NF	<input type="checkbox"/>
9	Beneficiary cut down on social visits	F	U	NF	<input type="checkbox"/>
10	Husband work overtime	F	U	NF	<input type="checkbox"/>
11	Beneficiary work hard	F	U	NF	<input type="checkbox"/>
12	Other females look after household chores	F	U	NF	<input type="checkbox"/>
13	Family visit city less often	F	U	NF	<input type="checkbox"/>
14	Family spend leisure time at IGA of beneficiary	F	U	NF	<input type="checkbox"/>
15	Family visit PHC in times of sickness	F	U	NF	<input type="checkbox"/>
16	Adults not visit the doctor unless very sick	F	U	NF	<input type="checkbox"/>
17	Husband give up spare time	F	U	NF	<input type="checkbox"/>
18	Adult male members give up spare time	F	U	NF	<input type="checkbox"/>
19	Family cut down on household expenditure	F	U	NF	<input type="checkbox"/>
20	Family cut down on savings	F	U	NF	<input type="checkbox"/>
21	Family reduce expenditure on festival occasions, local activities and the like	F	U	NF	<input type="checkbox"/>
22	Husband market the products on IGA	F	U	NF	<input type="checkbox"/>
23	Beneficiary visit market/supplier to sell / handover products of IGA	F	U	NF	<input type="checkbox"/>
24	Beneficiary work overtime to carry on service oriented IGA (tailoring)	F	U	NF	<input type="checkbox"/>
25	Family members cut down leisure to assist beneficiary in service oriented IGA (tailoring)	F	U	NF	<input type="checkbox"/>

26	Husband attend to repair and maintenance of asset	F	U	NF	<input type="checkbox"/>
27	Beneficiary attend to repair and maintenance of asset	F	U	NF	<input type="checkbox"/>
28	Beneficiary undergo training in IGA	F	U	NF	<input type="checkbox"/>
29	Husband participate in training programme IGA	F	U	NF	<input type="checkbox"/>
30	Beneficiary learn more about IGA	F	U	NF	<input type="checkbox"/>
31	Family grow own vegetables	F	U	NF	<input type="checkbox"/>
32	Beneficiary avoid wastage of time	F	U	NF	<input type="checkbox"/>
33	Family work hard to achieve deadlines	F	U	NF	<input type="checkbox"/>
34	Keep raw material now continuous though available space is less	F	U	NF	<input type="checkbox"/>
35	Beneficiary be prompt in completing orders as per schedule	F	U	NF	<input type="checkbox"/>
36	Beneficiary pursue and not get discouraged by delays in release of loan, receipt of raw material and payments etc	F	U	NF	<input type="checkbox"/>
37	Family remain consistent in extending assistance to IGA even when it is not doing well	F	U	NF	<input type="checkbox"/>
38	Beneficiary look for new buyers of their products	F	U	NF	<input type="checkbox"/>
39	Family introduce quality control measures	F	U	NF	<input type="checkbox"/>
40	Beneficiary eliminate middlemen	F	U	NF	<input type="checkbox"/>
41	Beneficiary seek assistance to select good quality asset	F	U	NF	<input type="checkbox"/>
42	Beneficiary remain responsible for IGA started and attend to it	F	U	NF	<input type="checkbox"/>
43	Beneficiary promptly repay installments to qualify for additional loan support	F	U	NF	<input type="checkbox"/>
44	Beneficiary remain alert to monitor progress of IGA	F	U	NF	<input type="checkbox"/>
45	Beneficiary learn to manage running IGA smoothly and efficiently	F	U	NF	<input type="checkbox"/>
Total score					<input type="checkbox"/>

1.4 PRACTICE SCALE

Impact of IGA respond to each item to indicate the items specified in the post loan period due to IGA of beneficiary. Encircle the relevant letter from I, S and D.

I = Increased

S = Same

D = Decreased

1	Impact of IGA on perceived changes in practices related to multiple role fulfilment				
	1) Gainfull employment	Increased	I	S	D
		Same	3	2	1
		Decreased			
2	2) participation in investment related decision making		I	S	D
3	Participation in decision making bodies in village Mahila Mandal, Panchayat		I	S	D
4	Participation in decision making at home		I	S	D
5	Participation in giving leadership for development work		I	S	D
6	Participation in representing women's problem at offices at taluka / district		I	S	D
7	Participation in lodging grievances at panchayat office etc		I	S	D
8	Decision making related to use of income earned - i.e allocation of income earned.		I	S	D
9	Participation in management of IGA		I	S	D
10	Participation in management of children's future		I	S	D
11	Participation in management of family's farming		I	S	D
12	Participation in management of family's income . what to buy, how much to save, where to invest.		I	S	D
13	Participation in local political life.		I	S	D
14	Participation in management of local school		I	S	D
15	Participation in management of local health care services		I	S	D
16	Participation in local fund raising		I	S	D
17	Employment status		I	S	D
18	Social status		I	S	D
19	Social status in neighbourhood		I	S	D
20	Control on money, income		I	S	D
21	Participation in farm labour		I	S	D
22	Participation in wage labour outside		I	S	D
23	Participation in personal grooming		I	S	D

24	Decision making related to family planning	I	S	D	<div></div>
25	Belief in traditional customs	I	S	D	<div></div>
26	Belief in traditional roles of women	I	S	D	<div></div>
27	Belief in superstitions	I	S	D	<div></div>
28	Indebtedness of the family / self	I	S	D	<div></div>
29	Credit worthiness of the family / self	I	S	D	<div></div>
30	Number of workers	I	S	D	<div></div>
31	Overall consumption level of family / self	I	S	D	<div></div>
32	Social status of family / self	I	S	D	<div></div>
33	Self confidence	I	S	D	<div></div>
34	Self respect	I	S	D	<div></div>
35	Ability to meet emergency situations	I	S	D	<div></div>
36	Ability to move papers at offices	I	S	D	<div></div>
37	Sympathy with self	I	S	D	<div></div>
38	Apathy in life condition	I	S	D	<div></div>
39	Family's financial security (savings)	I	S	D	<div></div>
40	Personal financial security (savings)	I	S	D	<div></div>
	Any other specify				
41	Family income	I	S	D	<div></div>
42	Personal income	I	S	D	<div></div>
	Total score				<div></div>

1.5 Reliability of items on attitude scale, self esteem scale and commitment scale

Attitude scale		Self esteem scale		Commitment scale	
Item No	Reliability on 94 item scale	Item No	Reliability on 29 item scale	Item No	Reliability on 45 item scale
1*	2.14	1	0.88	1	0.68
2*	2.88	2*	2.40	2*	2.88
3*	2.32	3	0.39	3*	2.88
4*	2.32	4*	2.43	4*	3.12
5*	2.87	5	0	5	0.68
6	-1.56	6	0.76	6	0.28
7*	1.81	7	0.64	7*	4.25
8*	1.58	8*	2.67	8	0.68
9*	1.70	9	0.32	9	0.76
10	-2.03	10	0.64	10*	3.85
11*	2.55	11	-0.40	11	0
12	0.93	12*	1.23	12*	1.58
13*	2.58	13*	1.01	13	0
14	0.75	14*	1.11	14	0
15*	4.06	15	0	15	0.34
16*	2.95	16*	2.33	16*	3.64
17	0.39	17*	1.70	17	1.04
18	0.34	18*	3.35	18*	2.37
19	0.76	19	0.61	19	1.23
20	-1.23	20	0.37	20	-0.94
21*	1.37	21	0	21	0.31
22*	1.29	22*	1.23	22	0.61
23*	2.36	23	0.81	23	1.13
24*	3.77	24*	1.06	24*	1.40
25*	1.76	25*	3.87	25	0.68
26	1.07	26*	5.12	26*	1.71
27	1.05	27*	3.87	27	0
28*	1.29	28*	1.32	28	0

29*	5 80	29*	1 62	29	1 02
30*	3 66	-	-	30*	2 37
31*	1 43	-	-	31*	1 26
32	0 37	-	-	32*	1 71
33	0 37	-	-	33	1 11
34	0 37	-	-	34	0 93
35	0 30	-	-	35*	1 58
36	-0 35	-	-	36*	1 45
37	0 31	-	-	37	0 77
38*	1 43	-	-	38*	2 95
39*	1 45	-	-	39	0 95
40*	2 41	-	-	40*	1 58
41*	1 37	-	-	41*	1 58
42*	3 5	-	-	42*	1 58
43*	2 45	-	-	43*	1 58
44	0 27	-	-	44	1 11
45	-0 49	-	-	45	1 17
46	1 21	-	-	-	-
47	2 09	-	-	-	-
48	0 23	-	-	-	-
49	-0 99	-	-	-	-
50	-1 04	-	-	-	-
51*	2 59	-	-	-	-
52*	2 09	-	-	-	-
53	0 42	-	-	-	-
54*	1 67	-	-	-	-
55	0 67	-	-	-	-
56*	3 0	-	-	-	-
57*	3 19	-	-	-	-
58*	1 58	-	-	-	-

59*	2 32	-	-	-	-
60*	2.88	-	-	-	-
61	0 60	-	-	-	-
62	0 69	-	-	-	-
63	0 25	-	-	-	-
64*	1.31	-	-	-	-
65	0.45	-	-	-	-
66	0.59	-	-	-	-
67	0 67	-	-	-	-
68	0.67	-	-	-	-
69*	1 29	-	-	-	-
70	0 32	-	-	-	-
71*	1 37	-	-	-	-
72*	1 27	-	-	-	-
73	0.17	-	-	-	-
74*	2 30	-	-	-	-
75	0 93	-	-	-	-
76*	2 70	-	-	-	-
77*	3 07	-	-	-	-
78*	1 65	-	-	-	-
79*	2 11	-	-	-	-
80*	1 35	-	-	-	-
81	-0 65	-	-	-	-
82*	2 11	-	-	-	-
83	-0 73	-	-	-	-
84	0 73	-	-	-	-
85*	1 88	-	-	-	-
86	-0 87	-	-	-	-
87	-0 87	-	-	-	-
88*	2 37	-	-	-	-

89*	1.50	-	-	-	-
90	0	-	-	-	-
91	0	-	-	-	-
92	0.37	-	-	-	-
93	0	-	-	-	-
94*	1.81	-	-	-	-

* Item included in the final scale

1.6 Serial number of items selected from scales tested in pilot study

		Item Numbers
A	Attitude Scale	1, 2, 3, 4, 5, 7, 8, 9, 11, 13, 15, 16, 21, 22, 23, 24, 25, 28, 29, 30, 31, 38, 39, 40, 41, 42, 43, 51, 52, 54, 56, 57, 58, 59, 60, 64, 69, 71, 72, 74, 76, 77, 78, 79, 80, 82, 85, 88, 89, 94
		Sum of all above numbers
		The reliability coefficient of AS = 0.92
B	Self esteem (PLSE)	2, 4, 8, 12, 13, 14, 16, 17, 18, 22, 24, 25, 26, 27, 28, 29
		The reliability coefficient = 0.910
C	Commitment Scale	Item Numbers
		2, 3, 4, 7, 10, 12, 16, 18, 24, 26, 30, 31, 32, 35, 36, 38, 40, 41, 42, 43
		The reliability coefficient = 0.89
		Item Numbers
D	Practice Scale	1 to 43
		The reliability coefficient of Practice Scale = 0.96