

ANNEXURE XII
FACULTY CLIMATE PROFILE

Disengagement	Hindrance	Esprit	Intimacy	Alloofness	Production Emphasis	Thrust	Consideration
59-68 Highest	63-72	59-66	59-65	62-72	63-70	61-66	58-62
49-58 High	53-62	51-58	52-58	51-61	55-62	55-60	53-57
39-48 Low	43-52	43-50	45-51	40-50	47-54	49-54	48-52
29-38 Lowest	33-42	35-42	38-44	29-39	39-46	43-48	43-47

Communi- cation	Organizational Structure	Freedom & Democrati- zation	Human Relations
52-56	67-77	54-58	55-61
47-51	56-66	49-53	48-54
42-46	45-55	44-48	41-47
37-41	34-44	39-43	34-40

In Disengagement, Hindrance, Alloofness, Production Emphasis Negative dimensions.

If Highest disengagement - Score (1) While in other dimensions (Positive)

" High disengagement - "	2	Highest Esprit - 4
" Low disengagement - "	3	High " - 3
" Lowest disengagement - "	4	Low " - 2
		Lowest - 1

etc.