

**Appendices**  
**Consent Form**

MENTAL HEALTH, BURNOUT AND WORK ADJUSTMENT AS FUNCTION OF  
PERSONALITY DIMENSIONS IN THE INDUSTRIAL ORGANIZATION

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Thank you for agreeing to participate in this study. This form outlines the purposes of the study and provides a description of your involvement and rights as a participant.

The purposes of this Research are:

- To examine the effect of personality dimension on the work adjustment, mental health, and burnout of the employees.
- To study relation among mental health, burnout and work adjustment.

This research study is being conducted by Ms. Kamini Deshmukh, under guidance of Dr. Anjali Verma M.S. University Baroda to gain insight and experience in the topic of mental health, burnout and work adjustment as function of personality dimensions. The methods to be used to collect information for this study are explained below. From this information, I will write a case report about you.

You will be asked to complete a questionnaire. The 5 questionnaire consists of objectives questions and one questionnaire consist of subjective questions will take approximately 35 minutes. Questions will include details about your work and organizational behavior and your own personal beliefs about your work. Participants may volunteer to be part of a focus group. Researchers will contact those who volunteer with more information regarding the time and place. The focus group will last for approximately 45 minutes and consist of more in-depth questions similar to those of the questionnaire. It will be tape-recorded and then transcribed.

You are encouraged to ask any questions at any time about the nature of the study and the methods that I am using. Your suggestions and concerns are important to me; please contact me at any time on phone number listed above.

I will use the information from this study to write a case report about you. This report will be read by you, the course instructor, and optionally, by one other person if you give permission, in order to check on the accuracy of the report. The case report will not be available to any other person to be read without your permission.

I guarantee that the following conditions will be met:

- 1) Your real name will not be used at any point of information collection, or in the written case report; instead, you and any other person and place names involved in your case will be given pseudonyms that will be used in all verbal and written records and reports.

- 2) If you grant permission for audio taping, no audio tapes will be used for any purpose other than to do this study, and will not be played for any reason other than to do this study. At your discretion, these tapes will either be destroyed or returned to you.
- 3) Your participation in this research is voluntary; you have the right to withdraw at any point of the study, for any reason, and without any prejudice, and the information collected and records and reports written will be turned over to you.
- 4) You will receive a copy of the final report before it is handed in, so that you have the opportunity to suggest changes to the researcher, if necessary.
- 5) You will receive a copy of the report that is handed in to the instructor.

Please filled following information about yourself

Job title:	
Working at a:	
Has been in profession:	
Works:	
Age:	
Gender	
Marital status:	
RESIDENT ADDRESS & PHONE NO.:	
TRAVELING TIME TO REACH AT WORK:	

Do you grant permission to be quoted directly?

Yes \_\_\_\_\_ No \_\_\_\_\_

Do you grant permission to be audiotape?

Yes \_\_\_\_\_ No \_\_\_\_\_

I agree to the terms

Respondent \_\_\_\_\_ Date \_\_\_\_\_

I agree to the terms:

Researcher \_\_\_\_\_ Date \_\_\_\_\_

## QUESTIONNAIRE -1

Given below are the statements describing our experience at work you are requested to mark the point in red color on the continuum that correctly express how often you experiences what statement describes.

0 Never	1 A FEW TIME A YEAR/ LESS	2 ONCE A MONTH/LESS	3 A FEW TIMES A MONTH	4 ONCE IN A WEEK	5 A FEW TIMES A WEEK	6 EVERYDAY
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1. I feel emotionally drained from my daily routine.  
0 1 2 3 4 5 6
2. I feel used up at the end of the day.  
0 1 2 3 4 5 6
3. I feel fatigue when I get up in the morning and have to face another day on the job.  
0 1 2 3 4 5 6
4. I can easily understand how my colleagues (with you are doing the project or any work) feel about the things.  
0 1 2 3 4 5 6
5. I feel I treat some colleagues as if they were impersonal objects.  
0 1 2 3 4 5 6
6. Working with people all the day is really strain for me.  
0 1 2 3 4 5 6
7. I deal very effectively with the problem of my colleagues.  
0 1 2 3 4 5 6
8. I feel burnout from my work  
0 1 2 3 4 5 6
9. I feel I am positively influencing other people's lives through my work.  
0 1 2 3 4 5 6
10. I have become more callous towards people since I took this job.  
0 1 2 3 4 5 6

11. I worry this course is hardening me emotionally.  
0 1 2 3 4 5 6
12. I feel energetic  
0 1 2 3 4 5 6
13. I feel frustrated of my job.  
0 1 2 3 4 5 6
14. I feel I am working too hard on my router  
0 1 2 3 4 5 6
15. I don't really care what happens to my colleagues.  
0 1 2 3 4 5 6
16. Working with people directly puts too much stress on me.  
0 1 2 3 4 5 6
17. I can easily create a relaxed atmosphere with my colleagues.  
0 1 2 3 4 5 6
18. I feel exhilarated after working closely with my colleagues.  
0 1 2 3 4 5 6
19. I have accomplished many worthwhile things at work.  
0 1 2 3 4 5 6
20. I feel like I am at the end of my rope.  
0 1 2 3 4 5 6
21. In my work, I deal with emotional problems very calmly.  
0 1 2 3 4 5 6
22. I feel some of my colleagues blame for some of their problems.  
0 1 2 3 4 5 6

**QUESTIONNAIRE – 2**

**Please respond the following questions the alternative most of applicable to you**

- |  |     |    |
|--|-----|----|
| 1. I feel emotionally drained from my work.  | YES | NO |
| 2. I feel used up at the end of the day.   | YES | NO |
| 3. I feel fatigued when I get up in the morning and have to face another day on the job. | YES | NO |
| 4 Working with people all day is a strain for me.  | YES | NO |
| 5. I feel burned-out from my work.   | YES | NO |
| 6. I feel frustrated by my job.  | YES | NO |
| 7. I feel I'm working too hard on my job.  | YES | NO |
| 8. Working with people directly puts too much stress on me.                              | YES | NO |
| 9. I feel like I'm at the end of my rope.  | YES | NO |
| 10. I feel I treat some people in an impersonal manner.                                  | YES | NO |
| 11. I've become more callous toward people since I took this job.                        | YES | NO |
| 12. I worry that this job is hardening me.   | YES | NO |
| 13. I don't really care what happens to some people I encounter at work.                 | YES | NO |
| 14. I feel others at work blame me for some of their problems.                           | YES | NO |
| 15. I can easily understand how people I work with feel about things.                    | YES | NO |
| 16. I deal very effectively with problems people bring me at work.                       | YES | NO |
| 17. I feel I'm making a difference in other people's lives through my work.              | YES | NO |
| 18. I feel very energetic.   | YES | NO |
| 19. I can easily create a relaxed atmosphere with people at work.                        | YES | NO |
| 20. I feel exhilarated after working with people closely on my job.                      | YES | NO |
| 21. I have accomplished many worthwhile things in this job.                              | YES | NO |

### QUESTIONNAIRE- 3

Given below are the lists of physiological/ behavioral indices. Please rate each item on how often have you felt like this during the past 6 months.

You are requested to rate the frequency of the behavioral index in each item on a 4 point scale,

1 NOT AT ALL	2 A LITTLE BIT	3 QUITE BIT	4 EXTREMELY
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1.	Headache	1	2	3	4
2.	Nervousness and shaking inside	1	2	3	4
3.	Being unable to get rid of bad thoughts or ideas.	1	2	3	4
4.	Fairness and dizziness	1	2	3	4
5.	Loss of sexual interest of pleasure	1	2	3	4
6.	Feeling critical to others.	1	2	3	4
7.	Bad dream	1	2	3	4
8.	Difficulty in speaking when you are requested	1	2	3	4
9.	Trouble remembering	1	2	3	4
10.	Worried about sloppiness or carelessness.	1	2	3	4
11.	Feeling easily annoyed or irritated.	1	2	3	4
12.	Pains in heart or chest	1	2	3	4
13.	Feeling afraid in open spaces or on the streets	1	2	3	4
14.	Feeling low in energy and or slowed down	1	2	3	4
15.	Thoughts of ending your life.	1	2	3	4
16.	Hearing voices that other people do not hear	1	2	3	4
17.	Trembling	1	2	3	4
18.	Feeling that most people can not trusted	1	2	3	4
19.	Poor appetite	1	2	3	4
20.	Crying easily	1	2	3	4
21.	Feeling shy or uneasy with opposite sex	1	2	3	4
22.	Feeling being trapped or caught.	1	2	3	4
23.	Suddenly scared for no reason.	1	2	3	4
24.	Temper outburst that you could not control.	1	2	3	4
25.	Feeling afraid to go out of your house alone.	1	2	3	4
26.	Constipation	1	2	3	4
27.	Blaming you for things.	1	2	3	4
28.	Pains in lower parts of your back	1	2	3	4
29.	Feeling lonely.	1	2	3	4
30.	Feeling blue	1	2	3	4
31.	Worrying stewing about the things.	1	2	3	4
32.	Feeling no interest in things.	1	2	3	4
33.	Feeling fearful.	1	2	3	4

34.	Your feeling being easily hurt.	1	2	3	4
35.	Having to ask other what you should do	1	2	3	4
36.	Feeling others does not understand you or are unsympathetic.	1	2	3	4
37.	Feeling that people are unfriendly or dislike you.	1	2	3	4
38.	Having to do things very slowly in order to be sure you are doing them right.	1	2	3	4
39.	Heart pounding or racing.	1	2	3	4
40.	Nausea or upset stomach.	1	2	3	4
41.	Feeling inferior to others.	1	2	3	4
42.	Soreness to your muscle.	1	2	3	4
43.	Loose bowel movement.	1	2	3	4
44.	Difficulty in following sleep.	1	2	3	4
45.	Having check and double check what you do.	1	2	3	4
46.	Difficulty making decision.	1	2	3	4
47.	Wanting to be alone.	1	2	3	4
48.	Trouble getting your breath.	1	2	3	4
49.	Hot or cool spells	1	2	3	4
50.	Having to avoid certain places or activities because they freighted you.	1	2	3	4
51.	Your mind going blank.	1	2	3	4
52.	Numbness and tingling in parts of your body.	1	2	3	4
53.	Lump in your throat.	1	2	3	4
54.	Feeling hopeless at future	1	2	3	4
55.	Trouble concentrating.	1	2	3	4
56.	Weakness in part of your body.	1	2	3	4
57.	Feeling tensed or keyed up.	1	2	3	4
58.	Heavy feeling in your arms or legs.	1	2	3	4

## QUESTIONNAIRE- 4

Please respond the following questions by encircling alternative most applicable to you.

1	2	3	4	5	6
Disagree very much	Disagree	Disagree slightly	Agree slightly	Agree moderately	Agree very much

1. A job is what you make it  
1 2 3 4 5 6
2. On most jobs, people can pretty much accomplish whatever they set out to accomplish.  
1 2 3 4 5 6
3. If you know what you want of job, you can find a job that gives it to you.  
1 2 3 4 5 6
4. If employees are unhappy with decision made by their boss, they should do something about it.  
1 2 3 4 5 6
5. Getting the job you want is mostly a matter of luck.  
1 2 3 4 5 6
6. Making money primarily matter of good fortune.  
1 2 3 4 5 6
7. Most people are capable of doing their job well if they make effort.  
1 2 3 4 5 6
8. In order to get really good job you need to have family members or friends in high places.  
1 2 3 4 5 6
9. Promotion are usually matter of good luck  
1 2 3 4 5 6
10. When it comes to landing a really good job, who you know is more important that what you know.  
1 2 3 4 5 6
11. Promotions are given to employees who perform well in the job.  
1 2 3 4 5 6

12. To make a lot of money you have to know the right people.  
1 2 3 4 5 6
13. It takes lot of luck to be an outstanding employee on most jobs.  
1 2 3 4 5 6
14. People who perform their jobs well generally yet rewarded for it.  
1 2 3 4 5 6
15. Most employees have more influence on their supervisors than they think they do.  
1 2 3 4 5 6
16. The main difference between people who make lot of money and people who make a little money is luck.  
1 2 3 4 5 6

### QUESTIONNAIRE-5

**Instructions:**

Please respond following questions by encircling alternative most applicable to you.

1 Not at all	2 A few time a year	3 Once a month	4 Moderately	5 Completely
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1.	To Get cooperation of your colleagues	1	2	3	4	5
2.	Often worried in completing your work.	1	2	3	4	5
3.	To feel disturbed and depressed when your boss asked you any questions about your work.	1	2	3	4	5
4.	Feeling of not making good progress at your work	1	2	3	4	5
5.	Difficulty in selecting suitable work mate.	1	2	3	4	5
6.	Difficulty in organizing your work effectively	1	2	3	4	5
7.	To unpleasant aspects of jobs	1	2	3	4	5
8.	To present good image to others at work	1	2	3	4	5
9.	Often experience difficulty in the family community and neighborhood.	1	2	3	4	5
10.	Social pressure or factors in the home or community reduces your job or training effectiveness.	1	2	3	4	5
11.	To lacks strength, stamina, or physical capacity to work at appropriate jobs or tasks.	1	2	3	4	5
12.	Discomfort or anxiety when under supervision	1	2	3	4	5
13.	Difficulty in accepting and profiting from instruction or criticism	1	2	3	4	5
14.	The quality of work is below minimum industrial standard.	1	2	3	4	5