

APPENDIX I

Pretest form of the Continuance
Commitment Scale

WHAT PREVENTS YOU FROM LEAVING TEACHING ?

Assuming the following conditions described below are available and applicable to you only if you continue to be in the teaching profession, which of these would prevent you from leaving teaching ? And how definitely ?

Indicate your response by checking (/) in the appropriate column.

CONDITIONS	Will de- finitely prevent	Most likely to pre- vent	Somewhat likely to prevent	Will de- finitely not prevent
1. Job security, employment guaranteed for a certain period.				
2. Convenient job timings				
3. Freedom from political pressures and competitiveness				
4. Opportunity to impart knowledge and experience				
5. Good salary				
6. Opportunity for intellectual development				
7. Opportunity to work with people rather than things or do table work				
*8. Opportunity for high level administration				
a9. Social esteem in which a teacher is held				
10. Safe job for women				

CONDITIONS	Will de- finitely prevent	Most likely to pre- -vent	Somewhat likely to prevent	Will de- finitely not prevent
11. Opportunity for development of personality				
12. Suitability of present qualifications for teaching				
*13. Opportunity to fulfil parents wish				
14. Opportunity to remain in touch with subject of interest				
15. Less work, outside place of job				
*16. Scope to share college vacations with the family				
17. Opportunity to do creative work				
18. Opportunity to help young people grow and develop				
*19. Opportunity to main- tain high standard of living				
*20. Less hours of work required compared to other jobs.				
21. Opportunity to be in the company of young people				
*22. Feeling of importance amongst peers and family				

CONDITIONS	Will de- finitely prevent	Most likely to pre- vent	Somewhat likely to prevent	Will de- finitely not prevent
*23. Recognition by students				
24. Opportunity to attend short courses, seminars summer institutes				
*25. Favourable prospects for professional advancement (promotions)				
26. Utilises aptitude for teaching				
*27. Scope to follow family's traditional occupation				
b28. Opportunity for new experiences such as meeting different students.				
29. Time to pursue other interests				
30. Freedom to plan own use of time				
31. Opportunity to incul- cate values in students				
*32. Supplementary income to the family				
33. Intellectually stimula- ting environment				
*34. Opportunity to be widely known				
c35. Friendliness of co-workers				

CONDITIONS	Will de- finitely prevent	Most likely to pre- -vent	Somewhat likely to prevent	Will de- finitely not prevent
*36. Opportunity to exercise leadership				
*37. Respect of the community I get in my position as teacher				
*38. Socially acceptable job for women				
39. Opportunity to keep my knowledge of the field updated				
*40. Gain in seniority of service				
41. Specialised training for teaching				
*42. Opportunity to meet expectations of the family				
d43. Opportunity for research in area of interest				
*44. Less travel on business errands				
*45. Long vacations(summer)				
46. Opportunity to render service to the community				
*47. Retirement benefits				
*48. Ability to give necessary guidance to my children in their education				
49. Opportunity for making wider contacts				

CONDITIONS	Will de- finitely prevent	Most likely to pre- vent	Somewhat likely to prevent	Will de- finitely not prevent
*50. Opportunity for approval and recognition				
51. Scope for higher education				
*52. Opportunity to acquire better facilities for dependents				
*53. Less strenuous job compared to other jobs				
*54. Time to attend to my household				
*55. Freedom from close supervision				
56. Satisfaction of doing important, useful work				
*57. Economic independence				
58. Contact with learned scholars				
59. Congenial colleagues				
*60. Housing facilities provided by the university				
*61. Opportunity to exercise power, authority				
*62. Improved social status				
*63. Personal adjustments made to the teaching job				
*64. Opportunity to meet professional people				

CONDITIONS	Will de- finitely prevent	Most likely to pre- -vent	Somewhat likely to prevent	Will de- finitely not prevent
65. Opportunity to use qualifications gained				
*66. Conforms with husbands favourable attitude to teaching				
67. Library facilities				
d68. Possibilities for conducting research				
b69. Novelty and variety in work				
*70. Opportunity to travel and visit places officially.				
Any other :				

* Items eliminated on the basis of critical ratio of 2.03
at .05 level of significance.

a,b,c,d. Pairs of items retained as reliability checks
in the scale.