

## IV.I

## QUESTIONNAIRE TO ELICIT THE INFORMATION REGARDING THE STRESS EXPERIENCED AND ROLE FULFILMENT BY CAREER WOMEN IN DUAL CAREER FAMILIES

Dear Respondent,

I take this opportunity to introduce myself as a Ph.D. Scholar from the M S University of Baroda. My topic for research is entitled as "STRESS EXPERIENCED AND ROLE FULFILMENT BY CAREER WOMEN IN DUAL CAREER FAMILIES".

It is my pleasure to inform you that you have been selected as a sample to build up the data required for my study. This is an academic exercise. The information furnished by you will be kept strictly confidential. Kindly go through the instructions carefully and provide the answers in the space provided for.

I humbly request you to co-operate for the successful completion of the investigation.

Thanking you,

Yours sincerely,

Neeraja Telaprolu  
(Ph.D Scholar,  
M.S.University of Baroda)

Prof Rachel George  
Ph D  
Research Guide  
Home Management Dept  
Faculty of Home Science  
M.S University, Baroda



## SECTION - I. BACKGROUND INFORMATION

Kindly furnish the following information

- Q 1 Name and Designation \_\_\_\_\_  
 Q.2 Address for Communication \_\_\_\_\_  
 Q.3 Telephone number to contact: \_\_\_\_\_  
 Q.4 FAMILY BACKGROUND

Kindly furnish the following details of each member of your family living together at present/over 9 months in a year

SN	Relationship with you	Age in Completed Years	Educa-tion	Occu-pation	Married Yes/No	Staying in the family Yes/No	If 'No' where do they stay	Any Medical complaint Yes/No	If 'Yes' What
1	Self								
2	Husband								
3.	Daughter I								
4.	Daughter II								
5.	Son I								
6.	Son II								
7.	Mother-in-law								
8.	Father-in-law								
9	Any other								

The table below to be filled up by the investigator. Please do not write anything here.

4.1	Type of family (1. Joint 2 Nuclear)	
4.2	Number of family members living together	
4.3	Size of the family ( 1 Large 2 Medium 3 Small)	
4.4	Number of adults in the family > 18 years	
4.5	Number of minors in the family > 16-18 years	
4.6	Number of children in the family < 16 years	
4.7	Age of the oldest member in the family	
4.8	Age of the youngest member in the family	
4.9	Age of the respondent	
4.10	Age of the husband	
4.11	Education of the respondent (1. Graduation, 2. Post Graduation 3. Professional Degree 4 P.G. Diploma. Any other)	
4.12	Education of the husband	
4.13	Number of children in school education	
4.14	Occupation of the respondent (1 University teacher 2. Medical officer 3. Scientist 4 Bank officer 5. Officer in State Govt. Organisation 6 Officer in central Govt organisation 7. Officer in Telephone dept. 8. Officer in transport sector 9. Industries 10. Private sector Any other)	
4.15	Occupation of the husband.	
4.16	Number of employed members in the family other than the couple	
4.17	Number of married children	
4.18	Number of children married and staying with the family.	
4.19	Number of children married and staying separately	
4.20	Presence of members with any medical complaint (1. Yes 2 No)	
4.21	If 'Yes' type of disorder 1. Mental disorder 2 Physical disability 3 Chronic diseases 4. Hard dis. 5. BP 6. Diabetic 7. Asthma 8. Genetic disorder 9. Depression. Any other)	
4.22	Relationship of the disabled person to the respondent (1. Husband 2. Son 3 Daughter 4. Mother-in-law 5 Father-in-law. Any other)	
4.23	Stage of family life cycle (1. Beginning stage 2. Expanding stage 3 Contracting stage	

- Q.5. Details of your career  
Would you please furnish the following information.
- 5.1 When have you started your career? Please specify calendar year.
- 5.2 When it was? Please tick the appropriate answer
1. Before marriage  
2. Soon after marriage  
3. After the birth of first child  
4. When the last child started going for school  
Any other? Please specify
- 5.3 Reasons for taking up a job, when the first job was taken up. Rank them in the order of preference.
- a. Economic necessity  
b. To accumulate money  
c. To have financial security  
d. To enjoy economic liberty  
e. To enhance self image  
f. To serve the community  
g. Enjoy the feeling of being a career woman  
h. To secure permanent assets like house  
i. To provide better education for children  
Any other? Please specify
- Rank:  
a. ( )  
b. ( )  
c. ( )  
d. ( )  
e. ( )  
f. ( )  
g. ( )  
h. ( )  
i. ( )  
j. ( )
- 5.4 Who were the two major motivating persons in your choice of education and your professional career.
- Education Career
- a. First in importance  
b. Second in importance  
1. Spouse, 2. Mother, 3. Father, 4. In-laws, 5. Teacher, 6. Friends, 7. Other family members, Any other.
- 5.5 May I know whether you are pursuing your career out of your own choice?
1. Yes  
2. No
- 5.6 If 'No' out of whose choice you have taken up career tick your answer (Multiple answers possible)
1. Parent  
2. Spouse  
3. Children  
Any other? Please Specify
- 5.7 If 'Yes' did you face any objection to take up career
1. Yes 2. No
- 5.8 If 'Yes' from who? (Multiple answer possible)
1. Parents  
2. Spouse  
3. In-laws  
Any other? Please Specify
- 5.9 Of the following in which category your employment organisation fall
1. State Govt.  
2. Central Govt.  
3. Quasi Govt.  
4. Autonomous  
5. Private Management  
Any other? Please Specify
- 5.10 What is the total length of your service
- Year Months
- 5.11 What is the total length of your service in the present organisation
- Year Months

- 5.12 Did you have any interruptions in your professional career 1. Yes  
INTERRUPTION: The period in which you had not received your pay 2. No
- 5.13 If 'Yes' kindly indicate the duration and reason for it  
SN. DURATION REASONS  
Year Month
1.  
2.  
3
- Reasons: 1. Marriage 2. Childbirth 3. Family Obligation 4. Transfer of Spouses 5. Yor transfer 6 Further education  
7. Dissatisfaction with job 8. Anyother? Please specify
- 5.14 Did you get the opportunity to equip your self to be more efficient at your work through pre-service training 1. Yes 2. No
- 5.15 If 'Yes' was it helpful? 1. Yes 2. No
- 5.16 Were you given an opportunity to build up your competency through in service training? 1. yes 2. No
- 5.17 If 'Yes' was it helpful? 1 Yes 2. No
- 5.18 At present, do you feel competent enough tto carry out the tasks in your employment organisation. 1. Yes 2. No
- 5.19 If 'No' what are the reasons? Kindly list them
- 5.20 Do you have the power of delegation of work to other employees in the organisation? 1. Yes 2. No
- 5.21 Do you participate in planning the programmes or activities in your employment organisation. 1. Yes 2. No
- 5.22 Do you have the power of control in the employment organisation. 1. Yes 2. No
- 5.23 Do you feel that your are able to act on and affect your organisaitonal environment. 1 yes 2. No
- 5.24 Do you have a comfortable working place in the organisaiton. 1. Yes 2. No
- 5.25 Mostly what is the means of transport to go to your employment organisation. 1 Auto 2 City but 3. Own Vehicle 4. Office Vehicle Any other.
- 5.26 Do you face any transport problems to go to your employment organisation. 1 yes 2. No
- 5.27 If 'Yes' what are they? Please Specify
- 5.28 Do you enjoy professional liberty in the organisation? 1. yes 2. No
- 5.29 Do you experience cut throat competition in your career? 1. yes 2. No
- 5.30 Is the feeling of jealous among the employees persist in your employment organisation 1 yes 2. No
- 5.31 Do you feel uncomfortable due to the feeling of jealous among the employees of your organisation 1. yes 2. No
- 5.32 Do you have career ambitions 1. Yes 2. No
- 5.33 Do you take extra pains to achieve your career ambitions 1. Yes 2. No
- 5.34 On the whole how would you rate your career life. 1. Very much satisfied  
2. Satisfied 3. Undecided 4. Not Satisfied 5. Not at all satisfied
- 5.35 Do you carry your work home 1. Yes 2. No
- 5.36 If 'Yes' on an average what is the time you spend on it at home. Hours \_\_\_\_\_  
Minutes \_\_\_\_\_
- 5.37 Including the transportation time how much time do you spend in your Employment organisation. Hours \_\_\_\_\_  
Minutes \_\_\_\_\_

Q.6. DETAILS OF FAMILY INCOME

Could you please furnish the following details

- 6.1 Total amount of your Gross pay per month Rs.
- 6.2 What are the different sources of your family Income
1. Your Salary
  2. Spouse's Salary
  3. House Rent
  4. Interest on Bank Account
  5. Agriculture Income
  - Any other? Please specify
- 6.3 What is the total amount of your family income
- Per Month Rs. \_\_\_\_\_
- Per Annum Rs. \_\_\_\_\_

Q.7. OTHER INFORMATION

- 7.1 On an average how many hours do you daily spend on following household duties
- |                                  |             |               |
|----------------------------------|-------------|---------------|
| a. Morning Cooking:              | hours _____ | Minutes _____ |
| b. Evening Cooking:              | hours _____ | Minutes _____ |
| c. Care of children:             | hours _____ | Minutes _____ |
| d. Care of other family members: | hours _____ | Minutes _____ |
| e. Personal care :               | hours _____ | Minutes _____ |
| f. Household maintenance :       | hours _____ | Minutes _____ |
| g. Marketing:                    | hours _____ | Minutes _____ |
| Any other? Please specify        |             |               |
| _____ :                          | hours _____ | Minutes _____ |
| _____ :                          | hours _____ | Minutes _____ |
- 7.2 Please indicate in percentages the amount of household work (considering all the activities in and out of the house) normally done by the following members of your household taking care that the total is 100%
- |                           |         |
|---------------------------|---------|
| a. Yourself :             | _____ % |
| b. Spouses :              | _____ % |
| c. Children :             | _____ % |
| d. Other family members : | _____ % |
| e. Servants :             | _____ % |
- 7.3 Do you alone are responsible for childcare now? 1. Yes 2. No
- 7.4 Do you have a full time paid help? 1. Yes 2. No
- 7.5 Do you have a part-time paid help? 1. Yes 2. No
- 7.6 Do you face any problems at home because of the maid 1. Yes 2. No
- 7.7 If 'Yes' what are they? kindly list them
- 7.8 Do you get any help from older family members 1. Yes 2. No
- 7.9 Do you get help from your husband to carry out domestic duties 1. Yes 2. No
- 7.10 Do you have the power of control in the family organisation. 1. Yes 2. No
- 7.11 Do you enjoy the power or delegation of work
- 7.12 Do you participate in family decision making 1. Yes 2. No
- 7.13 Do you get support from your husband in carrying out your multiple role. 1. Yes 2. No
- 7.14 Does your husband has a positive attitude towards your career? 1. Yes 2. No
- 7.15 Do you enjoy the economic liberty in the family. 1. Yes 2. No
- 7.16 Do you share all your feeling with your husband. 1. Yes 2. No
- 7.17 Does your husband get time to spend with you. 1. Yes 2. No

- 7.18 Are you satisfied with your child's/children's academic performance. 1. Yes 2. No
- 7.19 Do you feel that your husband's role is more comfortable than your role in the family. 1. Yes 2. No
- 7.20 On the whole how would you rate your married life. 1 Very much satisfied  
2. Satisfied  
3 Undecided  
4. Not satisfied  
5 Not at all satisfied
- 7.21 Of the following equipment tick (✓) the equipment which you have.  
Indicate how often do you use it.
- | Equipment         | Always | Frequency of use<br>Sometimes | Never |
|-------------------|--------|-------------------------------|-------|
| Grinder cum Mixer |        |                               |       |
| Wet Grinder       |        |                               |       |
| Washing Machine   |        |                               |       |
| Vacuum cleaner    |        |                               |       |
| Cooking range     |        |                               |       |
| Microwave cooking |        |                               |       |
| Electric oven     |        |                               |       |
| Any other.        |        |                               |       |
- 7.22 Do you feel that the electrical equipment help you to perform your household duties without tension. 1. Yes 2. No
- 7.23 Do you depend on ready to cook and serve (instant foods) to reduce your time of cooking. 1. Yes 2. No
- 7.24 Of the following equipment tick (✓) the equipment which you have.  
Indicate the frequency.
- | Equipment           | Always | Frequency of use<br>Sometimes | Never |
|---------------------|--------|-------------------------------|-------|
| Dosa Mix            |        |                               |       |
| Idli Mix            |        |                               |       |
| Gulabjamoon Mix     |        |                               |       |
| Sambar Powder       |        |                               |       |
| Rasam Powder        |        |                               |       |
| Ginger Garlic Paste |        |                               |       |
| Pickels             |        |                               |       |
| Ano other           |        |                               |       |
- 7.25 Do you feel that these items help you to perform your duties without tension. 1 Yes 2. No

## SECTION - II : STRESSORS SCALES

### Q.8. Employment Organisation

Kindly read each statement given below and indicate how often you have the feeling expressed in the statement in relation to your role in your employment organisation.

Encircle A if you Always (5 times in a day) feel this way  
 F if you Frequently (4 times in a day) feel this way  
 S if you Sometimes (2-3 times in a day) feel this way  
 R if you Rarely (1 time in a day) feel this way  
 N if you Never (0 times in a day) feel this way

S.No.	STATEMENTS	A	F	S	R	N
8.1	I am fed up to follow the same routine day in and day out	A	F	S	R	N
8.2	Working conditions are satisfactory in my organisation from the point of view of workers welfare and convenience.	A	F	S	R	N
8.3	I am unable to carry out my work to my satisfaction on account of deadlines drawn.	A	F	S	R	N
8.4	I manage to cope up well with the demands from my work.	A	F	S	R	N
8.5	My job lacks opportunities to utilize my skills and abilities.	A	F	S	R	N
8.6	The time passes without my notice each day at my work.	A	F	S	R	N
8.7	I find it difficult to concentrate on my work because of the noise I am exposed to	A	F	S	R	N
8.8	I set deadlines and work at my own pace peacefully.	A	F	S	R	N
8.9	I am waiting for the day to come when I can relax	A	F	S	R	N
8.10	The norms and expectations put a curb on my enthusiasm.	A	F	S	R	N
8.11	I look forward to face another day in my work life.	A	F	S	R	N
8.12	I enjoy working long hours at my task.	A	F	S	R	N
8.13	I am fed up by keeping myself busy all the time to meet deadlines.	A	F	S	R	N
8.14	I love when my hands are full which keeps me busy at my work.	A	F	S	R	N
8.15	The complex nature of my work does not baffle me.	A	F	S	R	N
8.16	Most of the time I have to force myself to start work.	A	F	S	R	N
8.17	Segregation by role is visible in my organisation to the extent of discomfort.	A	F	S	R	N
8.19	My role in the organisation is adequately planned.	A	F	S	R	N
8.20	I get baffled with the contradictory instructions given by different members in the organisation regarding my work.	A	F	S	R	N
8.21	I feel concerned due to poor information in flow which restricts my output.	A	F	S	R	N
8.22	I am able to use my training and expertise in my role.	A	F	S	R	N
8.23	Repeated incidents where my contributions are taken very lightly puts me off.	A	F	S	R	N
8.24	My employment organisational responsibilities interfere with my family organisational roles.	A	F	S	R	N
8.25	People in the organisation can understand my priorities.	A	F	S	R	N
8.26	Sufficient mutual co-operation and teamspirit exist among the members in the organisation.	A	F	S	R	N
8.27	It is not clear as to what type of work and behaviour my higher authorities and colleagues expect from me.	A	F	S	R	N
8.28	I know what the people with whom I work expect from me.	A	F	S	R	N
8.29	I am exposed to opportunities to enhance my efficiency.	A	F	S	R	N
8.30	I am constrained in my role fulfilment due to lack of knowledge and skill.	A	F	S	R	N
8.31	My presence is felt in the organisation.	A	F	S	R	N
8.32	I enjoy fulfilling my responsibilities in employment organisation and in family organisation.	A	F	S	R	N
8.33	I end up seeking suggestions from my colleagues due to my inexperience.	A	F	S	R	N
8.34	My roles that I fulfil give scope for exposure to the latest technologies.	A	F	S	R	N
8.35	Stability in my job makes me take up challenging tasks enthusiastically as failures are not dealt with drastically.	A	F	S	R	N

8.36	My wish to achieve the top position gives me extra energy to work in the organisation.	A	F	S	R	N
8.37	My work in the organisation goes as per my plan.	A	F	S	R	N
8.38	My inability to cope with the level of excellence set up in my organisation leaves me with night mares.	A	F	S	R	N
8.39	The feeling that success and gender bear no association with each other in my organisation is an encouraging notion to me as a member of the same.	A	F	S	R	N
8.40	I rise to any occasion by building competence through my initiative which earns me respect from my colleagues.	A	F	S	R	N
8.41	My college peers with same qualification are in better positions than me.	A	F	S	R	N
8.42	I have aspirations and qualifications but the system does not have better positions for me.	A	F	S	R	N
8.43	My inability to take up challenging tasks due to the nature of my appointment puts me off at work.	A	F	S	R	N
8.44	It is hard for me when I need to sacrifice my professional ambitions in favour of familial ambitions.	A	F	S	R	N
8.45	My conscience pricks me at the loss of interest I exhibit to initiate work due to internal politics in the organisation.	A	F	S	R	N
8.46	The good will and co-operation I earn from my fellow beings in the organisation make me strive forward to achieve greater things.	A	F	S	R	N
8.47	My relations with my superiors cause me a great deal of anxiety.	A	F	S	R	N
8.48	Advice from colleagues when faced with a problem is a rarity in my life.	A	F	S	R	N
8.49	The relations with my subordinates make my life worthwhile.	A	F	S	R	N
8.50	The faith bestowed on me by my superiors is encouraging.	A	F	S	R	N
8.51	Affectionate behaviour from my colleagues is unimaginable to me.	A	F	S	R	N
8.52	The kind of support I get from my subordinates causes me a great deal of stress.	A	F	S	R	N
8.53	I have the freedom to express my ideas in front of my superiors.	A	F	S	R	N
8.54	My colleagues can be relied on when things get tough for me at work.	A	F	S	R	N
8.55	Exxtracting work from my subordinates is an ordeal for me.	A	F	S	R	N
8.56	I have cordial relation with my superiors.	A	F	S	R	N
8.57	My colleagues go out of their way to make my life easier.	A	F	S	R	N
8.58	My subordinates feel free to discuss their personal problems with me.	A	F	S	R	N
8.59	I lack the freedom to ask for any sort of help when I need from my superiors.	A	F	S	R	N
8.60	My colleagues are approachable.	A	F	S	R	N
8.61	The wall that exist between me and my subordinates leads to a sense of loss.	A	F	S	R	N
8.62	My relations with my colleagues cause me a great deal of anxiety.	A	F	S	R	N
8.63	Freedom is given to me to plan my wwork in the organisation.	A	F	S	R	N
8.64	Considerable environment tolerance that persist in my organisation make me irritated.	A	F	S	R	N
8.65	My point of view is ignored in the organisation.	A	F	S	R	N
8.66	I feel I am a part of my organisation	A	F	S	R	N
8.67	The expectations of my organisation to do certain works which are not to my liking is unbearable.	A	F	S	R	N
8.68	Sympathetic approach of my organisation towards its members gives me relaxed work environment.	A	F	S	R	N
8.69	I am sought after in my organisation in times of emergencies.	A	F	S	R	N
8.70	The subordination I am subjected to in my role in the organsiation gives me an unpleasant feeling.	A	F	S	R	N
8.71	I find it suffocating to function within my organisational system where there is no place for questioning approach.	A	F	S	R	N
8.72	My superiors understand my personal problems with sympathy.	A	F	S	R	N
8.73	Secrecy maintained by my superiors in decision making is disgusting.	A	F	S	R	N
8.74	I get motivation to work hard since I am made to feel responsible for the organisation	A	F	S	R	N
8.75	Decisions made by superiors keeping in view the good of the organisation rather than the individual members are unpalatable.	A	F	S	R	N
8.76	I enjoy executing decisions in my organisations as I am also a party to it at one level or the other.	A	F	S	R	N



### Q.9. Family Organisation

Kindly read each statement given below and indicate how often you have the feeling expressed in the statement in relation to your role in your employment organisation.

- Encircle A if you Always (5 times in a day) feel this way  
 F if you Frequently (4 times in a day) feel this way  
 S if you Sometimes (2-3 times in a day) feel this way  
 R if you Rarely (1 time in a day) feel this way  
 N if you Never (0 times in a day) feel this way

S.No.	STATEMENTS	A	F	S	R	N
9.1	I find enjoyment in my work in the family.	A	F	S	R	N
9.2	My work place in the home is comfortable to work.	A	F	S	R	N
9.3	I enjoy liberty to chalk out my plan of work and time frame in my family organisation.	A	F	S	R	N
9.4	I am left with little time to attend to religious and social interests.	A	F	S	R	N
9.5	Obligations and duties to be fulfilled in relation to my familial roles put me on an edge.	A	F	S	R	N
9.6	My work in the home fills me with enthusiasm.	A	F	S	R	N
9.7	I enjoy working long hours at my task in the home.	A	F	S	R	N
9.8	I am fed up by keeping myself busy all the time to meet deadlines in the family.	A	F	S	R	N
9.9	I manage to cope up well with the demands from my family.	A	F	S	R	N
9.10	I have full freedom in the family to search for and implement new ideas.	A	F	S	R	N
9.11	I feel frustrated by lack of novelty in my day to day work in the family.	A	F	S	R	N
9.12	I get tired soon because of the working conditions in the home.	A	F	S	R	N
9.13	I enjoy doing my household work single handedly irrespective of work load.	A	F	S	R	N
9.14	I find it difficult to come to terms with the way the things are going on in my family organisation.	A	F	S	R	N
9.15	I enjoy freedom to do things in my familial role that are not against my better judgment.	A	F	S	R	N
9.16	We in the family enjoy planning and implementing new ideas together.	A	F	S	R	N
9.17	I am clear on the scope and responsibilities of my familial role.	A	F	S	R	N
9.18	I am over burdened with conflicting demands and expectations by members in the family organisation.	A	F	S	R	N
9.19	I experience resource constraints in effective execution of my role related tasks in the family.	A	F	S	R	N
9.20	I feel competent to handle my responsibilities in my role.	A	F	S	R	N
9.21	It gives me immense pleasure to be in this key role in my family.	A	F	S	R	N
9.22	I have difficult times with my family members as I do not compromise with my values easily.	A	F	S	R	N
9.23	We fail to solve our problems with joint effort in the family.	A	F	S	R	N
9.24	I end up in doubts as I do not know what exactly I am expected to do in the family.	A	F	S	R	N
9.25	I enjoy meeting the various demands put on me in the family.	A	F	S	R	N
9.26	I am encouraged by providing modern facilities to carry out my household work.	A	F	S	R	N
9.27	This role is not my cup of tea.	A	F	S	R	N
9.28	I am taken for granted in my family.	A	F	S	R	N
9.29	I am happy as I am a part and parcel of both employment and family organisations.	A	F	S	R	N
9.30	The feeling of the family members that I neglect to take care of them is unpleasant.	A	F	S	R	N
9.31	My family members express dissatisfaction as I fail to fulfil social obligations.	A	F	S	R	N
9.32	The family organisation of which I am integral part provides me little scope to learn new things	A	F	S	R	N
9.33	The fear of loosing my place in the family affects my concentration and performance at my work.	A	F	S	R	N
9.34	My work in the family goes as per my plan.	A	F	S	R	N
9.35	My inability to prove myself in my role puts me off.	A	F	S	R	N
9.36	Male members in my family feel that my decisions are unsound as I am a female	A	F	S	R	N

9.37	My family membrs recognise that the family is taken care inspite of my busy career schedule.	A	F	S	R	N
9.38	The feeling of the family members that I take extra care in children's education gives me joy.	A	F	S	R	N
9.39	I am encouraged with appreciations to implement new ideas.	A	F	S	R	N
9.40	The need to learn new skills to further my position in the family worries me.	A	F	S	R	N
9.41	The appreciations for me as a successful homemaker fills me with greater aspirations.	A	F	S	R	N
9.42	Male members in my family respect my views.	A	F	S	R	N
9.43	My relations with my in-laws cause me a great deal of anxiety.	A	F	S	R	N
9.44	Advice from my husband when faced with a problem is a rarity in my life.	A	F	S	R	N
9.45	The relations with my children make my life worthwhile.	A	F	S	R	N
9.46	The faith bestowed on me by my in-laws is encouraging.	A	F	S	R	N
9.47	The kind of support I get from my children causes me a great deal of stress.	A	F	S	R	N
9.48	I have the freedom to express my ideas in front of my in-laws.	A	F	S	R	N
9.49	My husband can be relied on when things get tough for me at home	A	F	S	R	N
9.50	Extracting help in household work from my children is an ordeal for me.	A	F	S	R	N
9.51	I have cordial relation with my in-laws.	A	F	S	R	N
9.52	My husband go out of his way to make my life easier.	A	F	S	R	N
9.53	My children feel free to discuss their persona problems with me.	A	F	S	R	N
9.54	I lack the freedom to ask for any sort of help when I need from my in-laws.	A	F	S	R	N
9.55	My husband is approachable.	A	F	S	R	N
9.56	The wall that exist between me and my children leads to a sense of loss.	A	F	S	R	N
9.57	My relations with my husband causes me a great deal of anxiety.	A	F	S	R	N
9.58	Freedom is given to me to plan my work in the family organisation.	A	F	S	R	N
9.59	Considerate environment tolerance that persist in my family organisation makes me irritated.	A	F	S	R	N
9.60	My point of view is ignored in the family.	A	F	S	R	N
9.61	I feel I am a part of my family organisation.	A	F	S	R	N
9.62	The expectations of my family members to do certain works which are not to my liking is unbearable.	A	F	S	R	N
9.63	Sympathetic approach of my family members towards me gives me relaxed work environment.	A	F	S	R	N
9.64	I am sought after in my family in times of emergencies.	A	F	S	R	N
9.65	The subordination I am subjected to in my family organisation gives me an unpleasant feeling.	A	F	S	R	N
9.66	I find it suffocating to function with in my family system where there is no place for questioning approach.	A	F	S	R	N
9.67	My family members understand my personal problems with sympathy.	A	F	S	R	N
9.68	Secrecy maintained by my husband in decision making is disgusting.	A	F	S	R	N
9.69	I get motivation to work hard since I am made to feel responsible for the family.	A	F	S	R	N
9.70	Decisions made by my husband keeping in view the good of the family rather than individual members are unpalatable.	A	F	S	R	N
9.71	I enjoy executing family decisions as I am also a party to it at one level or the other.	A	F	S	R	N
9.72	The participatory model followed in my family set up enhances my responsibility to the point of exhaustion.	A	F	S	R	N

### SECTION - III : EXTENT OF STRESS EXPERIENCED

#### Q.10. HEALTH QUESTIONNAIRE

Below are Given statements regarding your physical and mental well being. Read them carefull and tick (✓) only those item swchich refer to you. Put the tick (✓) in the space provided on the right side of the item.

S.No.	STATEMENTS	
10.1	I often get watering eyes.	
10.2	I feel heaviness of the eyes.	
10.3	I feel burning sensation in the eyes.	
10.4	My appetite is not good.	
10.5	My digestion is poor.	
10.6	I get belching (burp)	
10.7	My taste temains bad.	
10.8	I often get wind formation in stomach.	
10.9	I feel heaviness of stomach and often it gets distended.	
10.10	I have to go to toilet straight after meals.	
10.11	I feel sick in stomach.	
10.12	I get vomiting.	
10.13	I always feel thirsty.	
10.14	I have got fears like- fear of dark, crowds, closed space etc.	
10.15	I find trouble in getting off to sleep or staying asleep.	
10.16	I feel run down (hunt, catch)	
10.17	I get shakes of hands or body.	
10.18	I suffer from backache.	
10.19	I feel tired all the time.	
10.20	I wish to do everything but I can't	
10.21	I don't feel like doing anything.	
10.22	I feel heaviness in the head.	
10.23	I feel as if head is going to explode.	
10.24	I often get headaches.	
10.25	I feel "heat" coming out of the body.	
10.26	I get pessimistic ideas.	
10.27	I get sinking sensation.	
10.28	I get palpitation of heart.	
10.29	I get empty headedness.	
10.30	I find difficulty in urniation.	
10.31	I get panic or fainting attacks.	
10.32	I feel edgy (nervous/tense).	
10.33	I feel my "brain is getting weak".	
10.34	I am becoming torgetful.	
10.35	I feel scared if someone speaks loud.	
10.36	I remain frightened all the time; not sure what will happen next.	
10.37	I feel mixed up (confused) when I talk to others.	
10.38	I can't tolerate noises.	
10.39	I get easily irritated.	
10.40	I have become superstitious.	
10.41	Many silly ideas come into my head.	
10.42	I can't forget the past happenings.	
10.43	I don't feel like talking and mixing with others.	

10.44	I feel like crying.	
10.45	I don't feel happy.	
10.46	I don't feel interested enough in the family.	
10.47	I feel like going away somewhere.	
10.48	Many times I wish I was dead.	
10.49	I am afraid that I may or have become the victim of some incurable disease.	
10.50	I find no relief even after consulting many doctors.	
10.51	I never lose my temper.	
10.52	All my habits are good.	
10.53	I always speak the truth.	
10.54	I always remain calm and composed.	
10.55	Nothing irritates me.	
10.56	I never hide anything from anybody.	
10.57	I never indulge in back biting	
10.58	I don't like people praising me.	
10.59	I never speak nonsense.	
10.60	I like everybody without exception.	

#### SECTION IV

##### PERCEIVED LEVEL OF CAREER AND FAMILIAL ROLE

Here is a list of goals related to your career role and familial role are provided. Assuming that these are the desirable goals pertaining to your career and familial roles

Rank order them according to the priority attached to each goal by giving a particular rank. Rank 1 to most important goal, rank 2 to the next most important goal, rank 3 to the next most important goal and so on. Please see that the same rank is not given to two or more goals.

##### Q.11. CAREER GOALS

Sr. No.	GOALS	Rank Order
11.1	Achieve Excellence.	
11.2	Be regular and punctual	
11.3	Minimise piling up of work	
11.4	Strive for next higher position in the organisation (to climb vertically)	
11.5	Build reputation as a reliable employee.	
11.6	Build reputation as an efficient employee.	
11.7	Be well organised.	
11.8	Be well versed with terms and conditions pertaining to administration	
11.9	Be well versed with the code of conduct of the organisation	
11.10	Build competency or proficiency through in-service training/higher education.	
11.11	Maintain good relations with other members in the organisation	
11.12	Career planning	
11.13	Any other? Please specify	

##### Q.12. FAMILY GOALS

Sr. No.	GOALS	Rank Order
12.1	Build real estate (own house, landed property)	
12.2	Own a four wheeler.	
12.3	Sustain good paid help	
12.4	Maintain good inter family relations	
12.5	Establish child/children in good careers.	
12.6	Develop child/children into well groomed and all round personalities.	
12.7	Develop appreciation of good interpersonal relationship.	

- 12.8 Maintain wide social circle.
- 12.9 Maintain limited social circle
- 12.10 Ensure financial security through liquid assets. Ex. Bank balance.
- 12.11 Shoulder the responsibilities on equal footing with the spouse and enhance dependability.
- 12.12 Achieve efficiency in management of family resources (income, materials goods).
- 12.13 Any other? Please specify.

With reference to the major roles you have assumed viz. career role and familial role you have identified certain goals. To achieve them you are required to put in efforts over a long period of time.

These goals held by you together will form a goal complex centring around each role. Thus, you will be writing two goal complex viz. career role goal complex and familial role goal complex. Some goals may be more important pressing and urgent while some may be less. You would be working towards achieving various goals in your goal complex simultaneously and individually.

Now look at the ladder provided in Q.No.13. This is a scale to denote your perception regarding your level of goal achievement with reference to your career role goal complex and familial role goal complex.

If you feel that you have achieved all the goals in your role goal complex at a particular reference period you would place your self on the top most rung, and if you feel that you have not yet made a beginning in achieving your goals in your role goal complex, then you would place your self at the bottom of the ladder. The positions from '0' to '10' are to indicate the level of your role goal complex achievement.

If you perceive that you could make progress to the level of 50% to achieve goals in your role goal complex then you would place yourself at rung number 5. Keeping this in mind kindly respond to the level of achievement of your goal complex with reference to your career and family roles.

#### Q.13. CAREER ROLE GOAL COMPLEX

Please indicate the position on the ladder to correspond to your rate of career role goal complex achievement.

- 13.1 Three years ago. \_\_\_\_\_
- 13.2 At present \_\_\_\_\_
- 13.3 Three years from now \_\_\_\_\_

#### Q.14. FAMILIAL ROLE GOAL COMPLEX

Please indicate the position on the ladder to correspond to your rate of familial role goal complex achievement

- 14.1 Three years ago. \_\_\_\_\_
- 14.2 At present \_\_\_\_\_
- 14.3 Three years from now \_\_\_\_\_

10
9
8
7
6
5
4
3
2
1
0

## SECTION V - COPING STRATEGIES

### Q.15 Employment Organisation

Following are a few situations which one may come across in employment organisation. Four possible options were given to deal with each of the particular situation cited.

\* Now encircle the number of the one most appropriate option that you would follow from four options given.

\* And indicate the extent to which you would pursue it by encircling the appropriate letter given below each situation (A-F-S-R-N)

In case if you have not faced with that particular situation, imagine your self in that particular situation and respond.

S.No.	STATEMENTS
15.1	<p>Under situations where lack of enthusiasm is experienced</p> <ol style="list-style-type: none"> <li>1. Would discuss with superiors or persons concerned and see what is to be done.</li> <li>2. Would think about the challenges one can find in the existing situations.</li> <li>3. Would accept the situation because there is nothing one can do to change it.</li> <li>4. Would tell oneself that time takes care of situations like this.</li> </ol> <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.2	<p>When too much of work is expected in too little time.</p> <ol style="list-style-type: none"> <li>1. Would enjoy by handling the extra work.</li> <li>2. Would think of delegating the work to others.</li> <li>3. Would think of putting extra attention on planning and scheduling the work.</li> <li>4. Would resort to do as much as can be done.</li> </ol> <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.3	<p>When faced with lack of opportunities to utilize skills and abilities in the organisation.</p> <ol style="list-style-type: none"> <li>1. Would resort to the belief that things will get sorted out in due course of time.</li> <li>2. Would think of seeking advice from people outside the situation to bring about changes.</li> <li>3. Would leave it as nothing can be done at individual level.</li> <li>4. Would work on changing policies which caused this situation.</li> </ol> <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.5	<p>When faced with conflicting demands by different people in the organisation.</p> <ol style="list-style-type: none"> <li>1. Would ignore the conflicting demands</li> <li>2. Would try to talk with people who are involved.</li> <li>3. Would put extra effort to fulfil those demands.</li> <li>4. Would think and plan to get out of the situation gracefully.</li> </ol> <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.6	<p>When necessary resources are not available to carry out the work.</p> <ol style="list-style-type: none"> <li>1. Would convince the person concerned and get necessary resources.</li> <li>2. Would think and chalk out plans to carry out the work with the available resources.</li> <li>3. Would relegate to the background for taking up the job when the resources are provide.</li> <li>4. Would think of putting the blame on the non-availability of resources to carry out the work.</li> </ol> <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>

15.7	<p>When not able to carry out the work due to lack of competence.</p> <ol style="list-style-type: none"> <li>1. Would consider the possibilities of ignoring the work.</li> <li>2. Would think of equipping oneself to build competence.</li> <li>3. Would request and get help from people who can do something.</li> <li>4. Would avoid taking up the work when not competent enough.</li> </ol> <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.8	<p>When few opportunities for learning and growth exist in the organisation.</p> <ol style="list-style-type: none"> <li>1. Would not get concerned about it because there is nothing one can do to change it.</li> <li>2. Would think of plans to work out things to one's advantage.</li> <li>3. Would convince oneself to wait for the opportunities to come.</li> <li>4. Would request help from people who have the power to do something.</li> </ol> <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.9	<p>When not able to prove one self in one's role.</p> <ol style="list-style-type: none"> <li>1. Would take extra pains to prove oneself</li> <li>2. Would tell one self that work isn't everything.</li> <li>3. Would think about the possible ways to be more organised and efficient.</li> <li>4. Would ignore the situation and do what can be done.</li> </ol> <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.10	<p>When personal contributions in the work are not recognised.</p> <ol style="list-style-type: none"> <li>1. Would take extra care to make the members in the organisation understand one's contributions.</li> <li>2. Would not care because one cannot get something which is not possible.</li> <li>3. Would tell oneself that time takes care of everything.</li> <li>4. Would think about ways and means to get one's work recognised.</li> </ol> <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.11	<p>When lack of good and cordial relationship with other members in the organisation is experienced.</p> <ol style="list-style-type: none"> <li>1. Would not bother about maintaining personal relations as it is not everyone's concern</li> <li>2. Would prepare oneself mentally to work mechanically.</li> <li>3. Would think of making an effort to resolve the situation.</li> <li>4. Would take extra care to maintain good and cordial relationship with other members in the organisation.</li> </ol> <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.12	<p>When feeling of being lost in the organisation is experienced.</p> <ol style="list-style-type: none"> <li>1. Would try to work individually</li> <li>2. Would get together with superiors to discuss and see what is to be done.</li> <li>3. Would ignore the situation.</li> <li>4. Would try to analyse the situation and plan to do something.</li> </ol> <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.13	<p>When lack of sympathy from superiors towards the personal problems of its employees is experienced.</p> <ol style="list-style-type: none"> <li>1. Would never expect sympathy as it is next to impossible.</li> <li>2. Would think of putting the situation in a different way in front of the superiors.</li> <li>3. Would make superiors understand the problem</li> <li>4. Would anticipate the negative attitude and prepare oneself for it.</li> </ol> <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>

15.14	<p>When one's point of view is ignored in organisational decision.</p> <ol style="list-style-type: none"> <li>1. Would convince the authorities to consider one's point of view.</li> <li>2. Would think of putting extra efforts to make the concerned persons recognise one's point of view.</li> <li>3. Would set one's own priorities and work accordingly</li> <li>4. would think and prepare oneself not to get concerned about it.</li> </ol> <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>
15.15	<p>When feeling of being subordinated is experienced.</p> <ol style="list-style-type: none"> <li>1. Would think of making an effort to exercise rights.</li> <li>2. Would gracefully accept because nothing can be done at one's level.</li> <li>3. Would make efforts to train oneself to get adjusted with the prevailing situations to live happily.</li> <li>4. Would make superiors or concerned persons to change their attitude.</li> </ol> <p><i>Extent to which you would pursue it</i> A - Always F - Frequently S - Sometimes R - Rarely N - Never</p>

#### Q.16 Family Organisation

Following are a few situations which one may come across in family organisation. Four possible options were given to deal with each of the particular situation cited.

\* Now encircle the number of the one most appropriate option that you would follow from the four options given.

\* And indicate the extent to which you would pursue it by encircling the appropriate letter given below each situation (A-F-S-R-N)

In case if you have not faced with that particular situation, imagine your self in that particular situation. and respond.

S.No.	STATEMENTS
16.1	<p>Under situations where lack of enthusiasm is experienced in the family.</p> <ol style="list-style-type: none"> <li>1. Would discuss with persons concerned in the family and see what is to be done.</li> <li>2. Would think about the challenges one can find in the existing situations.</li> <li>3. Would accept the situation because there is nothing one can do to change it.</li> <li>4. Would tell one self that time takes care of situations like this.</li> </ol> <p><i>Extent to which you would pursue it.</i> A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.2	<p>When too much of work is expected by family members in too little time.</p> <ol style="list-style-type: none"> <li>1. Would enjoy by handling the extra work.</li> <li>2. Would think of delegating the work to other members in the family.</li> <li>3. Would think of putting extra attention on planning and scheduling the work.</li> <li>4. Would resort to do as much as can be done</li> </ol> <p><i>Extent to which you would pursue it.</i> A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.3	<p>When faced with lack of opportunities to utilize skills and abilities in the family.</p> <ol style="list-style-type: none"> <li>1. Would resort to the belief that things will get sorted out in due course of time.</li> <li>2. Would think of seeking advice from people outside the situation to bring about changes.</li> <li>3. Would leave it as nothing can be done at individual level.</li> <li>4. Would work on changing policies which caused this situation.</li> </ol> <p><i>Extent to which you would pursue it.</i> A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>



16.4	<p>Under circumstances where values need to be sacrificed to meet familial role obligation.</p> <ol style="list-style-type: none"> <li>1. Would assess the relevance of one's values in the context.</li> <li>2. Would escape from the situation.</li> <li>3. Would chalkout the ways and means to keep away from the situation.</li> <li>4. Would make one's values clear to the persons concerned.</li> </ol> <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.5	<p>When faced with conflicting demands by different people in the family.</p> <ol style="list-style-type: none"> <li>1. Would ignore the conflicting demands.</li> <li>2. Would try to talk with people who are involved.</li> <li>3. Would put extra efforts to fulfil those demands.</li> <li>4. Would think and plan to get out of the situation gracefully.</li> </ol> <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.6	<p>When necessary reources are not available to carry out the work in the family.</p> <ol style="list-style-type: none"> <li>1. Would convince the person concerned and get necessary resources.</li> <li>2. Would thnik and chalk out plans to carry out the work with the available resources.</li> <li>3. Would relequate to the background for taking up the job when the resources are provided.</li> <li>4. Would think of putting the blame on the non-availability of resources to carry out the work.</li> </ol> <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.7	<p>When not able to carry out any work in the family due to lack of competence.</p> <ol style="list-style-type: none"> <li>1. Would consider the possibilities of ignoring the work.</li> <li>2. Would think of equipping oneself to build competence.</li> <li>3. Would request and get help from people who can do something.</li> <li>4. Would avoid taking up the work when not competent enough.</li> </ol> <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.8	<p>When few opportunities for learning and growth are existing in the family.</p> <ol style="list-style-type: none"> <li>1. Would not get concerned about it because there is nothing one can do to change it.</li> <li>2. Would think of plans to work out things to one's advantage.</li> <li>3. Would convince oneself to wait for the opportunities to come.</li> <li>4. Would request help from people who have the power to do something</li> </ol> <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never.</p>
16.9	<p>When not able to prove one self in one's role in the family.</p> <ol style="list-style-type: none"> <li>1. Would take extra pains to prove oneself.</li> <li>2. Would tell oneself that work isn't everything.</li> <li>3. Would think about the possible ways to be more organised and efficient.</li> <li>4. Would ignore the situation and do what can be done.</li> </ol> <p>Extent to which you would pursue it.</p> <p>A-Always F-Frequently S-Sometimes O-Occasionally N-Never</p>

16.10	When personal contributions in the family are not recognised 1. Would take extra care to make the members in the family understand one's contributions. 2. Would not care because one cannot get something which is not possible. 3. Would tell oneself that time takes care of everything 4. Would think about ways and means to get one's work recognised. Extent to which you would pursue it. A-Always F-Frequently S-Sometimes O-Occasionally N-Never
16.11	When lack of good and cordial relationship with members in the family is experienced. 1. Would not bother about maintaining personal relations as it is not everyone's concern 2. Would prepare oneself mentally to work mechanically. 3. Would think of making an effort to resolve the situation. 4. Would take extra care to maintain good and cordial relationship with members in the family. Extent to which you would pursue it. A-Always F-Frequently S-Sometimes O-Occasionally N-Never.
16.12	When feeling of being lost in the family is experienced. 1. Would try to work individually. 2. Would get together with members in the family to discuss and see what is to be done. 3. Would ignore the situation 4. Would try to analyse the situation and plan to do something. Extent to which you would pursue it. A-Always F-Frequently S-Sometimes O-Occasionally N-Never.
16.13	When lack of sympathy from family members towards one's personal problems is experienced. 1. Would never expect sympathy as it is next to impossible. 2. Would think of putting the situation in a different way in front of the family members. 3. Would make family members understand the problem. 4. Would anticipate the negative attitude and prepare oneself for it. Extent to which you would pursue it. A-Always F-Frequently S-Sometimes O-Occasionally N-Never.
16.14	When one's point of view is ignored in familial decisions. 1. Would convince the family members to consider one's point of view. 2. Would think of putting extra efforts to make the family members recognise one's point of view. 3. Would set one's own priorities and work accordingly. 4. Would think and prepare oneself not to get concerned about it. Extent to which you would pursue it. A-Always F-Frequently S-Sometimes O-Occasionally N-Never.
16.15	When feeling of being subordinated is experienced in the family. 1. Would think of making an effort to exercise rights. 2. Would gracefully accept because nothing can be done at one's level. 3. Would make efforts to train oneself to get adjusted with the prevailing situations to live happily. 4. Would make the concerned members in the family to change their attitude. Extent to which you would pursue it. A-Always F-Frequently S-Sometimes O-Occasionally N-Never.

Q.17. PRACTICES TO OVERCOME MANIFESTATIONS OF STRESS

People may deal with tension in different ways. How often do you do the following kinds of things when you feel tense because of your multiple roles in the employment organisation and in the family organisation.

Sr No.	STATEMENTS	
17.1	Take sedatives or other drugs.	A F S R N
17.2	Do physical exercise	A F S R N
17.3	Do Yoga	A F S R N
17.4	Practice meditation	A F S R N

17.5	Use relaxation training	A	F	S	R	N
17.6	Seek company of friends.	A	F	S	R	N
17.7	Seek company of family.	A	F	S	R	N
17.8	Eat extra	A	F	S	R	N
17.9	Take tea or coffee	A	F	S	R	N
17.10	Listen to music	A	F	S	R	N
17.11	Go out for a movie	A	F	S	R	N
17.12	Watch T.V.	A	F	S	R	N
17.13	Go to temple	A	F	S	R	N
17.14	Take it out on family	A	F	S	R	N
17.15	Take it out on friends	A	F	S	R	N
17.16	Pursue hobbies	A	F	S	R	N
17.17	Take a nap	A	F	S	R	N
17.18	Buy something, spend money	A	F	S	R	N
17.19	Take time off from work	A	F	S	R	N
17.20	Take a trip to another city	A	F	S	R	N
17.21	Day dreaming	A	F	S	R	N
17.22	Seek professional help or counseling	A	F	S	R	N
17.23	Turn to spiritual thoughts	A	F	S	R	N
17.24	Maintain silence	A	F	S	R	N
17.25	Complain to others.	A	F	S	R	N
17.26	Watch nature	A	F	S	R	N
17.27	Smoke cigarettes	A	F	S	R	N
17.28	Drink liquor/beer/whisky	A	F	S	R	N
17.29	Any other	A	F	S	R	N

#### SECTION VI - SOCIAL SUPPORT

##### Q.18 Employment Organisation

Given below are statements indicating social support that may be extended by any organisation in the context of one's role fulfilment in that organisation. Indicate the extent to which the social support is given to you by your employment organisation and family organisation.

Encircle      A if you Always get it      F if you Frequently get it      S If you Sometimes get it  
                     R if you Rarely get it      N if you Never get it

S.No.	STATEMENTS	A	F	S	R	N
18.1	Would get necessary machinery and facilities by management to carryout work in the organisation.	A	F	S	R	N
18.2	Members in the organisation would listen to personal problems.	A	F	S	R	N
18.3	Work would be taken care of by other members in the organisation when not able to attend to it.	A	F	S	R	N
18.4	Members in the organisation go out of their way to make one's life easier.	A	F	S	R	N
18.5	Would get leave from organisation in times of emergency.	A	F	S	R	N
18.6	Members in the organisation can be relied on when things get tough at work	A	F	S	R	N
18.7	Would get clear cut instructions to carryout the delegated work in the organisation.	A	F	S	R	N
18.8	Superiors in the organisation provide a new way of seeing the problem.	A	F	S	R	N
18.9	Would get chances to get exposed to recent technologies related to work in the organisation.	A	F	S	R	N
18.10	Sharing of problems with each other in the organisation is a common practice.	A	F	S	R	N
18.11	Would get transport facilities when there is a need to attend the office in odd hours	A	F	S	R	N
18.12	Solace from colleagues in times of troubles is prevalent.	A	F	S	R	N
18.13	Would get quick response from colleagues to implement new ideas.	A	F	S	R	N
18.14	Advices from superiors when required is unimaginable.	A	F	S	R	N
18.15	Would get help from subordinates to complete the work in time.	A	F	S	R	N
18.16	Superiors assist its employees in active copying efforts.	A	F	S	R	N

Q.19 Family Organisation

S.No.	STATEMENTS	A	F	S	R	N
19.1	Would get necessary equipment and facilities to carryout the household work up to satisfaction.	A	F	S	R	N
19.2	Family members would pay attention to personal problems.	A	F	S	R	N
19.3	Household work would be taken care of by family members, when not able to attend to it due to official work.	A	F	S	R	N
19.4	Family members go out of their way to make life easier.	A	F	S	R	N
19.5	Would get help from elder members in the family to take care of the family when the need arises.	A	F	S	R	N
19.6	Family members can be relied on when things get tough	A	F	S	R	N
19.7	Would get the services of good paid help in household chores.	A	F	S	R	N
19.8	Family members provide a new way of seeing the problem.	A	F	S	R	N
19.9	Would get co-operation from family members to adjust themselves with ready to eat foods in times of emergencies.	A	F	S	R	N
19.10	Enjoy the freedom of talking about problems with family members.	A	F	S	R	N
19.11	Would get help from family members in shopping and marketing.	A	F	S	R	N
19.12	Solace from family members when faced with problems is prevelent.	A	F	S	R	N
19.13	Household responsibilities are shared among all the family members.	A	F	S	R	N
19.14	Timely advice from family members when required is innaginable.	A	F	S	R	N
19.15	Family members help themselves when not able to attend to their needs due to lack of time.	A	F	S	R	N

Q.20 What are your main feelings about combining a role in the employment organisation and as a homemaker?

- |       |  |        |        |
|-------|--|--------|--------|
| 20.1  | Combining both rôles is more stressful.  | 1. Yes | 2. No. |
| 20.2  | Family life gives important stimulation for professional work.   | 1. Yes | 2. No. |
| 20.3  | Career life gives importatn stimulation for family life.   | 1. Yes | 2. No. |
| 20.4  | Often have a feeling of guilt towards family because of professional commitment.   | 1. Yes | 2. No. |
| 20.5  | Children are being neglected because of career.  | 1. Yes | 2. No. |
| 20.6  | Husband is being neglected because of career.  | 1. Yes | 2. No. |
| 20.7  | Missing children's activities becuae of career   | 1. Yes | 2. No. |
| 20.8  | Satisfied with opportunities for fulfilling both professinal and household functions.                                    | 1. Yes | 2. No. |
| 20.9  | Would wish more support at employment organisation to allow deeper commitment at home.                                   | 1. Yes | 2. No. |
| 20.10 | Would have preferred to stay at home and look after children and household matters if it had been economically possible. | 1. Yes | 2. No. |
| 20.11 | Feel pulled in all directions.   | 1. Yes | 2. No. |
| 20.12 | Get confused most of the times.  | 1. Yes | 2. No. |
| 20.13 | Sacrificed pesonal hobbies   | 1. Yes | 2. No. |
| 20.14 | Sacrificed maintaining social relations.   | 1. Yes | 2. No. |
| 20.15 | Find no meaning in this life.  | 1. Yes | 2. No. |

Q.21. To be more efficient in the career and in the family, what kind of support systems you wish from:

1. Employment organisation : \_\_\_\_\_
2. Family organisation : \_\_\_\_\_
3. Policy makers : \_\_\_\_\_

#### IV.2 SUB SCALES OF EMPLOYMENT ORGANISATION STRESSORS SCALE (EOSS)

	Sub Scale	Item No.
1.	Work stressors	8.1 to 8.16
2.	Role stressors	8.17 to 8.32
3.	Personal development stressors	8.33 to 8.46
4.	Interpersonal relations stressors	8.47 to 8.62
5.	Organisational climate stressors	8.63 to 8.76

#### IV.3 SUB SCALES OF FAMILY ORGANISATION STRESSORS SCALE (FOSS)

	Sub Scale	Item No.
1.	Work stressors	9.1 to 9.14
2.	Role stressors	9.15 to 9.29
3.	Personal development stressors	9.30 to 9.42
4.	Interpersonal relations stressors	9.43 to 9.57
5.	Organisational climate stressors	9.58 to 9.72