

ORS SCALE

Please do not write anything on these pages. Responses should be given on a separate answer sheet provided to you.

People have different feelings about their roles. Statements describing some such feelings are given below. Use the answer sheet to write your responses. Read each statement and indicate in the space against the corresponding number in the answer sheet how often you have the feeling expressed in the statement in relation to your role in your organisation. Use the numbers given below to indicate your own feelings.

If you find that the category to be used in answering does not adequately indicate your own feelings, use the one which is closest to the way you feel. Do not leave any item unanswered. Answer the items in the order given below.

- Write 0 if you never or rarely feel this way
- " 1 if you occasionally (a few times) feel this way
- " 2 if you sometimes feel this way
- " 3 if you frequently feel this way
- " 4 if you very frequently or always feel this way
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1. My role tends to interfere with my family life.
2. I am afraid I am not learning enough in my present role for taking up higher responsibility.
3. I am not able to satisfy the conflicting demands of various people over me.
4. My role has recently been reduced in importance.
5. My workload is too heavy.

Write 0 if you never or rarely feel this way . . .

" 1 if you occasionally (a few times) feel this way

" 2 if you sometimes feel this way

" 3 if you frequently feel this way

" 4 if you very, frequently or always feel this way

6. Other role occupants do not give enough attention and time to my role.
7. I do not have adequate knowledge to handle the responsibilities in my role.
8. I have to do things in my role that are against my better judgement.
9. I am not clear on the scope and responsibilities of my role (job).
10. I do not get information needed to carry out responsibilities assigned to me.
11. I have various other interests (social, religious, etc.) which remain neglected because I do not get time to attend to these.
12. I am too preoccupied with my present role responsibility to be able to prepare for taking higher responsibility.
13. I am not able to satisfy the conflicting demands of the various peer level people and my juniors.
14. Many functions of what should be a part of my role have been assigned to some other role.
15. The amount of work I have to do interferes with the quality I want to maintain.
16. There is not enough interaction between my role and other roles.
17. I wish I had more skills to handle the responsibilities of my role.
18. I am not able to use my training and expertise in my role.
19. I do not know what the people I work with expect of me.
20. I do not get enough resources to be effective in my role.

Write 0 if you never or rarely feel this way.

" 1 if you occasionally (a few times) feel this way

" 2 if you sometimes feel this way

" 3 if you frequently feel this way

" 4 if you very frequently or always feel this way

21. My role does not allow me to have enough time with my family.
22. I do not have time and opportunities to prepare myself for future challenges of my role.
23. I am not able to satisfy the demands of clients and others, since these are conflicting with one another.
24. I would like to take more responsibility than I am handling at present.
25. I have been given too much responsibility.
26. I wish there was more consultation between my role and other roles.
27. I have not had pertinent training for my role.
28. The work I do in the organisation is not related to my interests.
29. Several aspects of my role are vague and unclear.
30. I do not have enough people to work with me in my role.
31. My organisational responsibilities interfere with my extra-organisational roles.
32. There is very little scope for personal growth in my role.
33. The expectations of my seniors conflict with those of my juniors.
34. I can do much more than what I have been assigned.
35. There is a need to reduce some parts of my role.

Write 0 if you never or rarely feel this way

" 1 if you occasionally (a few times) feel this way

" 2 if you sometimes feel this way

" 3 if you frequently feel this way

" 4 if you very frequently or always feel this way

- 36. There is no evidence of involvement of several roles (including my role) in joint problem solving or collaboration in planning action.
- 37. I wish I had prepared myself well for my role.
- 38. If I had full freedom to define my role I would be doing some things different from what I do now.
- 39. My role has not been defined clearly and in details.
- 40. I am rather worried that I lack the necessary facilities needed in my role.
- 41. My family and friends complain that I do not spend time with them due to heavy demands of my work role.
- 42. I feel stagnant in my role.
- 43. I am bothered with the contradictory expectations different people have from my role.
- 44. I wish I had been given more challenging tasks to do.
- 45. I feel overburdened in my role.
- 46. Even when I take initiative for discussions or help, there is not much response from other roles.
- 47. I need more training and preparation to be effective in my work role.
- 48. I experience conflict between my values and what I have to do in my role.
- 49. I am not clear as to what are priorities in my role.
- 50. I wish I had more financial resources for the work assigned to me.