

APPENDIX EMEASURING INSTRUMENTS

- 1) Trade Union affiliation questionnaire
- 2) Worker's motivation scale
- 3) Need measurement

Dear Sir,

Overleaf you will find some statements related to worker's relationship with their union(s). Each statement indicates your affiliation with the Union in five degrees. One of the degrees may be true in your case also.

Against each statement, there are five columns showing five degrees of statement. You read these statements carefully and give your judgement in any one of the categories which you feel most appropriate. The five columns for the judgement are (1) strongly agree (2) agree (3) uncertain (4) disagree (5) strongly disagree.

For instance, you strongly agree with certain statement then, you mark a tick (✓) in the column "strongly agree" and if you strongly disagree with the statement then, mark a tick (✓) in a column "strongly disagree". Suppose you do not have any definite judgement about the statement, you mark a tick (✓) in the column "uncertain".

This questionnaire will be used purely for research work.

Thanking you,

Yours faithfully,

*(Signature)*  
(INVESTIGATOR)

Name

Age

Name of the Industry

Name of the Union - AITUC, INTUC, HMS (Tick one)

Sex : Male/Female

Single/Married -----

Your Birth order : 1 2 3 4 5 6 7 8 (Encircle one)

Education : Matriculate ..... Graduate .. Post Graduate

Any Professional qualification: Diploma Degree

No. of persons depending on you.....

Place where you grew up : 1) Remote village 2) A village  
near Town 3) Small Town 4) Modern  
Town 5) Metropolis

Income :: 1) 500 to 1000 2) 1001 to 1500 3) 1501 to 2000

Your Mother-tongue : .....

Your occupation: .....

	<u>Strongly agree</u>	<u>Agree</u>	<u>Uncertain</u>	<u>Disagree</u>	<u>Strongly disagree</u>
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- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1. The true prosperity of the nation is based on true prosperity of the workers.                                    | - | - | - | - | - |
| 2. Union guarantees financial security to its members and other workers.  | - | - | - | - | - |
| 3. A strong and united trade union is a foundation for the industries.  | - | - | - | - | - |
| 4. The ideas of the workers have been nullified by the management to a great extent.                                | - | - | - | - | - |
| 5. Becoming the member of the union, it should serve the social security to its members and other workers.          | - | - | - | - | - |
| 6. Workers education is the best method to stop the exploitation of the workers.                                    | - | - | - | - | - |
| 7. Private and Public ownership of industries (mixed economy) is always good for the Indian workers.                | - | - | - | - | - |
| 8. Workers right to hold a job is more important than investor's right to have a profit.                            | - | - | - | - | - |
| 9. Opportunity should be given to workers to participate in the field of administration and wage policy.            | - | - | - | - | - |
| 10. There is too much economic exploitation in our industry.  | - | - | - | - | - |
| 11. It is always good to have a representative of judges from the union in the panel of judges in the Labour Court. | - | - | - | - | - |
| 12. Employers always think about their profits only and care little about the employee's welfare.                   | - | - | - | - | - |
| 13. Free, stable and independent trade union movement can contribute to the progress of working class.              | - | - | - | - | - |
| 14. Trade union should take part in the upliftment of socio-economic condition of our society.                      | - | - | - | - | - |
| 15. All the union members have a common philosophy to safeguard the interest of the workers.                        | - | - | - | - | - |

	1	2	3	4	5
16. Worker's unity is important to keep their identity.	-	-	-	-	-
17. Trade union should always be above all social antagonism like caste, creed, religion and language.	-	-	-	-	-
18. Trade union activities will help to develop the moral, intellectual, social and cultural development of the members and their family.	-	-	-	-	-
19. The growth of the trade union in our country has made the democracy stronger and stronger.	-	-	-	-	-
20. All the trade unions should merge together and form a labour party as it is in England.	-	-	-	-	-
21. The workers are not better off because the workers do not have much influence in the political circles as the employers and the business men have	-	-	-	-	-
22. Most of the strikes are broken because the police and the military are controlled by the politicians who sympathise more with the management than the trade union.	-	-	-	-	-
23. <del>xxx</del> It is always good to have a democratic set up within the union.	-	-	-	-	-
24. Workers have been exploited by the political parties very much.	-	-	-	-	-
25. Democratic method of selection is good while electing the union leaders.	-	-	-	-	-
26. Leaders have failed to provide incentive to efficiency to the workers.	-	-	-	-	-
27. Good leaders can maintain good industrial relation and peace in the factory.	-	-	-	-	-
28. Democratic leaders are better than autocratic leaders.	-	-	-	-	-
29. The grievance of the workers should be solved by the leaders alone.	-	-	-	-	-
30. Union leaders should <del>xx</del> pay more attention to production than the welfare of the union members.	-	-	-	-	-

This schedule consists of a number of pairs of statements about things that you may or may not like about ways in which you may ~~not~~ or may not feel. You have to choose one of the two statements which is more characteristic of what you like or how you feel. Your choice in each instances should be in forms of what you like or how you feel at present, and not in terms of what you should like or how you should feel.

If two statements are equally acceptable to you, choose the one which is slightly more acceptable than the other. If the two statements are equally unacceptable to you, choose the one which you dislike less. Please make a choice for every pair of statements : do not mark both.

Please circle (a or b) the one which you choose.

Thanking you,

Yours faithfully,

BABU THOMAS

- 
- 1 a I like to do something which make me wealthy.  
b I like to have a comfortable working condition in my factory.
  - 2 a I like to earn money by hard work  
b I find real enjoyment in my work since it is very interesting.
  - 3 a I like to have honest means of getting money  
b I experiment new things in my job
  - 4 a I frequently aspire to be very rich  
b I believe that joining a Union gives me a job security
  - 5 a My secret ambition in life is to get a highly paid job  
b I am of the opinion that promotion opportunities are very much necessary to discharge the duties effectively and efficiently.
  - 6 a I believe that I am able to earn enough according to my basic needs.  
b I have a tendency to work a task till it is completed.
  - 7 a Our present economic system should be reformed so that the profits made by the company can be used for the betterment of workers.  
b I believe that competition among the workers improve the general living standard of the workers.
  - 8 a Adequate earning is positively related to social security  
b Very often, I feel that there is too much mental tension due to adverse environmental conditions which are adversely affecting work output.
  - 9 a This work gives me opportunity to express myself completely.  
b I would like to get a work according to my taste.

- 10 a I like to have good hygienic conditions in my factory.  
b I am keeping keen observation around my surroundings especially when novel and unfamiliar things are going on.
- 11 a I like to work in a place where less accident-prone machines are installed.  
b I am of the opinion that job security should be guaranteed by the Govt. in the present condition.
- 12 a I believe that better and comfortable working conditions will increase the efficiency of labour.  
b I would like to change my present job, because promotion chances are very meagre here.
- 13 a I feel that workers should fight with tooth and nail to improve the working conditions in the factory.  
b It is my nature to undertake difficult task.
- 14 a I will be very happy if the Govt. intervenes to improve the overall working conditions.  
b I like to do things better than other people.
- 15 a I do my work irrespective of any reward or recognition.  
b I always look out for a new method of techniques which enhance production.
- 16 a Very often, I feel that the present work fascinates me very much.  
b I ask questions to my supervisors when I do not understand technical problems related to my work.
- 17 a I believe that job satisfaction is based on suitable type of work  
b I believe that production will increase if we get job security in an industry.
- 18 a Very often, I feel that I am part and parcel of this factory.  
b I believe that better training and higher qualification will help us to get promotion immediately.
- 19 a I am enjoying good prestige in my job.  
b I feel my success depends on my hard work.
- 20 a I get due recognition for my work here  
b I believe that industries are not progressing very much because of lack of competition among the workers.
- 21 a I am not discharging my duties without fear or favour because I may lose my job.  
b When high posts are created in the industry, they should be filled by people from the same industry.
- 22 a I like to know and implement new things in my life.  
b I believe that job security is a must in industrial set up.
- 23 a I try to keep up-to-date information pertaining to my work  
b I like to get frequent promotion because my contribution is extremely good here.

: 3 :

- 24 a In these days of rapid progress, all round us, we cannot afford to be slow to learn new ways of doing things.
- b I frequently aspire to be a man with wonderful ~~success~~ achievement
- 25 a I seek help from superiors in learning new things
- b Qualitative and quantitative improvement is possible only through tough competition among the workers.
- 26 a I have general tendency to continue to my work till it is finished.
- b Competition has more advantages than disadvantages.
- 27 a Sometime I feel that I will lose my job without any reason
- b I do believe that if all the workers promote more profits, more industries would spring up which will help us to get more promotion opportunities.
- 28 a I will continue my job as long as I do it sincerely.
- b My secret ambition in my life is to establish a glorious record of achievement.
- 29 a Friends and co-workers are the best security that a person can have.
- b Competition with ones own performance increases efficiency
- 30 a For me, prestige is of vital importance and so I plead for promotion
- b It gives me a great satisfaction to undertake very difficult task
- 31 a Promotion should be done on the basis of seniority.
- b Society is changing from the traditional to the modern type. So competition is the only way to keep us up-to-date.
- 32 a I like others to think of me as very industrious.
- b I like the competitive workers because competition is a good quality.

This schedule consists of a number of pairs of statements about things that you may or may not like about ways in which you may or may not feel. You have to choose one of the two statements which is more characteristic of what you like or how you feel. Your choice in each instance should be in terms of what you like or how you feel at present, and not in terms of what you should like or how you should feel.

If two statements are equally acceptable to you, choose one which is slightly more acceptable than the other. If the two statements are equally unacceptable to you, choose the one which you dislike less. Please, make a choice for every pair of statements; do not mark "both". Please mark ( X ) the one which you choose in the result sheet provided to you.

1. (a) I would like to accomplish something of great significance.  
(b) I like to find out what great men have thought about various problems in which I am interested.
2. (a) I like to find out what great men have thought about various problems in which I am interested.  
(b) If I have to take a trip, I like to have things planned in advance.
3. (a) I like to have my life so arranged that it runs smoothly and without much change in my plans.  
(b) I like to tell other people about adventures and strange things that have happened to me.
4. (a) I like to ask questions which I know no one will be able to answer.  
(b) I like to criticise people who are in a position of authority.
5. (a) I like to be able to come and go as I want to.  
(b) I like to share things with my friends.
6. (a) I like to make as many friends as I can.  
(b) I like to analyse my own motives and feelings.
7. (a) I like to judge people by why they do something not by what actually, they do.  
(b) I like my friends to show a great deal of affection towards me.
8. (a) I like my friends to do many small favours for me cheerfully.  
(b) I like to be called upon to settle arguments and disputes between others.



9. (a) I like to be able to persuade and influence others to do what I want.  
(b) I feel depressed by my own inability to handle various situations.
10. (a) When things go wrong for me, I feel that I am more to blame than any one else.  
(b) I like to show a great deal of affection toward my friends.
11. (a) I like to treat other people with kindness and sympathy.  
(b) I like to travel and to see the country.
12. (a) I like to experience novelty and change in my daily routine.  
(b) I like to work hard at any job I undertake.
13. (a) I like to complete a single job or task before taking up other jobs.  
(b) I like to be in love with some one of the opposite sex.
14. (a) I like to listen to or to tell jokes in which sex plays a major part.  
(b) I feel like getting revenge when some one has insulted me.
15. (a) I would like to be recognised authority in some job, profession or field of specialisation.  
(b) Any written work that I do I like to have precise, neat and well organized.
16. (a) I like to read about the lives of great men.  
(b) I like people to notice and to comment upon my appearance when I am out in public.
17. (a) I like to keep my things neat and orderly on my desk or work-space.  
(b) I like to be independent of others in deciding what I want to do.
18. (a) I like to say things that are regarded as witty and clever by other people.  
(b) I like to have strong attachments with my friends.
19. (a) I like to do things that other people regard as unconventional.  
(b) I like to study and to analyse the behaviour of others.
20. (a) I like my friends to help me when I am in trouble.  
(b) I like to do things for my friends.
21. (a) I like to predict how my friends will act, in various situations.  
(b) When with a group of people, I like to make the decisions about what we are going to do.

22. (a) I like my friends to sympathise with me and to cheer me up when I am depressed.  
(b) I feel that I should confess in the things that I have done that I regard as wrong.
23. (a) I like to be one of the leaders in the organizations and groups to which I belong.  
(b) I like to sympathise with my friends when they are hurt or sick.
24. (a) If I do something that is wrong, I feel that I should be punished for it.  
(b) I like to move about the country and to live in different countries.
25. (a) I like to help other people who are less fortunate than I am.  
(b) When I have some assignment to do, I like to start on and keep working on it until it is completed.
26. (a) I like to meet new people.  
(b) I like to kiss attractive persons of the opposite sex.
27. (a) I like to avoid being interrupted while I am at my work.  
(b) I feel like telling other people off when I disagree with them.
28. (a) I like to be able to do things better than other people can.  
(b) I like to tell amusing stories and jokes at parties.
29. (a) I like to read about the lives of great men.  
(b) I like to avoid situations where I am expected to do things in a conventional way.
30. (a) Any written work that I do, I like to have precise, neat and well organized.  
(b) I like to make as many friends as I can.
31. (a) I like to say things that are regarded as witty and clever by other people.  
(b) I like to put myself in some one else's place and to imagine how I would feel in the same situation.
32. (a) I like to avoid situations where I am expected to do things in a conventional way.  
(b) I like my friends to sympathise with me and to cheer me up when I am depressed.
33. (a) I like to do things with my friends rather than by myself.  
(b) I like to argue for my point of view when it is attacked by others.

34. (a) I like to analyse the feelings and motives of others.  
(b) I feel better when I give in and avoid a fight than I would if I tried to have my own way.
35. (a) I like my friends to help me when I am in trouble.  
(b) I like to treat other people with kindness and sympathy.
36. (a) I like to argue for my point of view when it is attached by others.  
(b) I like to experience novelty and change in my daily routine.
37. (a) I feel that the pain and misery that I have suffered has done me more good than harm.  
(b) I like to stick at a job or problem even when it may seem as if I am not getting anywhere with it.
38. (a) I like to do small favours for my friends.  
(b) I like to engage in social activities with persons of the opposite sex.
39. (a) I like to participate in new fads and fashions.  
(b) I feel like criticising someone publicly if he deserves it.
40. (a) I like to be able to say that I have done a difficult job well.  
(b) I like to be able to come and go as I want to.
41. (a) When planning something, I like to get suggestions from other people whose opinions I respect.  
(b) I like to do things for my friends:
42. (a) If I have to take a trip, I like to have things planned in advance.  
(b) I like to understand how my friends feel about various problems they have to face.
43. (a) I like to be the centre of attention in a group  
(b) I like my friends to make a fuss over me when I am hurt or sick.
44. (a) I like to do things in my own way without regard to what others may think.  
(b) I like to supervise and to direct the actions of other people whenever I can.
45. (a) I like to have strong attachments with my friends.  
(b) I feel guilty whenever I have done something I know is wrong.

46. (a) I like to analyse my own motives and feelings.  
(b) I like to sympathize with friends when they are hurt or sick.
47. (a) I like my friends to be sympathetic and understanding when I have problems.  
(b) I like to meet new people.
48. (a) I like to be able to persuade and influence others to do what I want.  
(b) I like to finish any job or task that I begin.
49. (a) I feel depressed by my own inability to handle various situations.  
(b) I like to read books and plays in which sex plays a major part.
50. (a) I like my friends to confide in me to tell their troubles.  
(b) I like to attack points of view that are contrary to mine.
51. (a) I like to be successful in things undertaken.  
(b) I like to form new friendships.
52. (a) I like to accept the leadership of people I admire.  
(b) I like to understand how my friends feel about various problems they have to face.
53. (a) I like to have my life so arranged that it runs smoothly and without much change in my plans.  
(b) I like my friends to feel sorry for me when I am sick.
54. (a) I like to ask questions which I know no one will be able to answer.  
(b) I like to tell other people how to do their jobs.
55. (a) I like to avoid responsibilities and obligations.  
(b) I feel that I am inferior to others in most respects.
56. (a) I like to participate in groups in which the members have warm and friendly feelings toward one another.  
(b) I like to help my friends when they are in trouble.
57. (a) I like to put myself in some one else's place and to imagine how I would feel in the same situation.  
(b) I like to eat in new and strange restaurants.
58. (a) I like my friends to do many small favours for me cheerfully.  
(b) I like to stay up late working in order to get a job done.

59. (a) When with a group of people, I like to make the decisions about what we are going to do.  
(b) I like to engage in social activities with persons of the opposite sex.
60. (a) I feel that I am inferior to others in most respects.  
(b) I feel like blaming others when things go wrong for me.
61. (a) I like to solve puzzles and problems that other people have difficulty with.  
(b) I like to judge people by why they do something not by what actually they do.
62. (a) When planning something, I like to get suggestions from other people whose opinions I respect.  
(b) I like my friends to treat me kindly.
63. (a) I like to keep my letters, bills and other papers neatly arranged and filed according to some system.  
(b) I like to be one of the leaders in the organisations and groups to which I belong .
64. (a) I like to use words which other people often do not know the meaning of.  
(b) I feel that I am inferior to others in most respects.
65. (a) I like to say what I think about things.  
(b) I like to forgive my friends who may sometimes hurt me.
66. (a) I like to do things with my friends rather than by myself.  
(b) I like to experiment and to try new things.
67. (a) I like to analyse the motives of others.  
(b) I like to avoid being interrupted while at my work.
68. (a) I like my friends to show a great deal of affection towards me.  
(b) I like to be regarded as physically attractive by those of the opposite sex.
69. (a) I like to tell other people how to do their jobs.  
(b) I feel like getting revenge when someone has insulted me.
70. (a) I like to accomplish tasks that others recognize as requiring skill and effort.  
(b) I like my friends to encourage me when I meet with failure.
71. (a) When I am in a group I like to accept leadership of someone else in deciding what the group is going to do.  
(b) I like to supervise and to direct the actions of other people whenever I can.

72. (a) I like to plan and organise the details of any work that I have to undertake.  
(b) When things go wrong for me, I feel that I am more to blame than anyone else.
73. (a) I like to tell other people about adventures and strange things that have happened to me.  
(b) I like my friends to confide in me and to tell me their troubles.
74. (a) I like to be independent of others in deciding what I want to do.  
(b) I like to do new and different things.
75. (a) I like to participate in groups in which members have warm and friendly feelings toward one another.  
(b) When I have some assignment to do, I like to start in and keep working on it until it is completed.
76. (a) I like to predict how my friends will act in various situations.  
(b) I like to participate in discussions about sex and sexual activities.
77. (a) I like my friends to make a fuss over me when I am hurt or sick.  
(b) I feel like blaming others when things go wrong for me.
78. (a) I like to be able to do things better than other people can.  
(b) I like to be one of leaders in the organisations and groups to which I belong.
79. (a) I like to read about the lives of great men.  
(b) I feel that I should confess the things that I have done that I regard as wrong.
80. (a) I like to make a plan before starting in to do something difficult.  
(b) I like to do small favours for my friends.
81. (a) I like people to notice and to comment upon my appearance when I am out in public.  
(b) I like to move about the country and to live in different places.
82. (a) I like to feel free to do what I want to do.  
(b) I like to complete a single job or task at a time before taking up other jobs.

83. (a) I like to make as many friends as I can.  
(b) I like to go out with attractive persons of the opposite sex.
84. (a) I like to predict how my friends will act in various situations.  
(b) I like to attack points of view that are contrary to mine.
85. (a) I would like to be a recognised authority in some job, profession, or field of specialisation.  
(b) I feel guilty whenever I have done something I know is wrong.
86. (a) I like to find out what great men thought about various problems in which I am interested.  
(b) I like to be generous with my friends.
87. (a) I like to have my work organised and planned before beginning it.  
(b) I like to travel and to see the country.
88. (a) I like people to notice and to comment upon my appearance when I am out in public.  
(b) I like to stick at a job or problem even when it may seem as if I am not getting anywhere with it.
89. (a) I like to do things in my own way without regard to what others may think.  
(b) I like to participate in discussion about sex and sexual activities.
90. (a) I like to write letters to my friends.  
(b) I like to attack points of view that are contrary to mine.
91. (a) I like to do my very best in whatever I undertake.  
(b) I like to help other people who are less fortunate than I am.
92. (a) I like to conform to custom and to avoid doing things that people I respect might consider unconventional.  
(b) I like to participate in new fads and fashions.
93. (a) If I have to take a trip, I like to have things planned in advance.  
(b) I like to keep working at a puzzle or problem until it is solved.
94. (a) I like to be the centre of attention in a group.  
(b) I like to read books and plays in which sex plays a major part.

- 95. (a) I like to avoid responsibilities and obligations.  
(b) I get so angry that I feel like throwing & breaking things.
- 96. (a) I like to be able to do things better than other people can.  
(b) I like to eat in new and strange restaurants.
- 97. (a) I like to praise someone I admire.  
(b) I like to stay up late working in order to get a job done.
- 98. (a) I like to keep my things neat and orderly on my desk or work-space.  
(b) I like to be in live with someone of the opposite sex.
- 99. (a) I like to ask questions which I know no one will be able to answer.  
(b) I like to tell other people what I think of them.
- 100. (a) I would like to accomplish something of great significance.  
(b) I like to work hard at any job I undertake.
- 101. (a) I like to praise someone I admire.  
(b) I like to be regarded as physically attractive by those of the opposite sex.
- 102. (a) I like to have my meals organised and a definite time set aside for eating.  
(b) I like to tell other people what I think of them.
- 103. (a) I would like to accomplish something of great significance.  
(b) I like to kiss attractive persons of the opposite sex.
- 104. (a) When I am in a group, I like to accept the leadership of someone else in deciding what the group is going to do.  
(b) I feel like getting revenge when someone has insulted me.
- 105. (a) I would like to write a great novel or play.  
(b) I like to attack points of view that are contrary to mine.

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