
Appendix

Name:

Education:

Occupation:

Organisation Name:

Since how long they are established:

PART I: EXTERNAL AND INTERNAL LOCUS OF CONTROL:

Read the following statements and indicate whether you agree more with choice A or choice B.

- | A | B |
|--|--|
| 1) Marketing a lot of money is largely a matter of getting the right breaks. | 1) Promotions are earned through hard work and persistence. () |
| 2) I have noticed that there is usually a direct connection between how hard I study and the grades I got. | 2) Many times the reactions of teachers seem haphazard to me. () |
| 3) The number of divorces indicates that more and more people are not trying to make their marriage work. | 2) Marriage is largely a gamble. () |
| 4) It is silly to think that one can really change another person's basic attitudes. | 4) When I am right, I can convince others. () |
| 5) Getting promoted is really a matter of being a little luckier than the next person. | 5) In our society a personal feature earning power is dependent upon his or her ability. () |
| 6) If one knows how to deal with people they are really quire easily led. | 6) I have little influence over the way other people behave. () |
| 7) The grades I make are the results of my own efforts. Luck has little or nothing to do with it. | 7) Sometimes I feel that I have little to do with the grades I get. () |
| 8) People like me can change the course of world affairs if we make ourselves heard. | 8) It is only wishful thinking to believe that one can readily influence what happens in our society at large. () |
| 9) A great deal that happens to me is probably a matter of chance. | 9) I am the master of my life. () |
| 10) Getting things along with people is a skill that must be practiced. | 10) It is almost impossible to figure out how to please some people. () |

PART II INTERPERSONAL SKILL:

Rate your interpersonal skill in figures given below with an 'X' against statement most like you. Mark one X only for each skill.

- | | A | B | C | D |
|---|-----|-----|-----|-----|
| 1. Developing empathy with others. | | | | |
| <input type="radio"/> I always know how some one I am doing with is feeling. | [] | | | |
| <input type="radio"/> I can feel empathy with most people I deal with. | | [] | | |
| <input type="radio"/> I can empathise with a few people but most people are so different from me that I can not. | | | [] | |
| <input type="radio"/> I do not understand what empathy is. I am constantly surprised by people's unpredictable behaviour. | | | | [] |
| 2. Listening skill. | | | | |
| <input type="radio"/> I am known as an extremely sensitive listener, and I absorb and retain most of what is said. | [] | | | |
| <input type="radio"/> Sometimes I am a good listener, depending upon my mood at the time. | | [] | | |
| <input type="radio"/> I have problems in concentrating on what people say and this results in misunderstandings. | | | [] | |
| <input type="radio"/> My mind wanders frequently when I am listening and I am often unaware of what has been said. | | | | [] |
| 3. Changing people's attitudes persuading people. | | | | |
| <input type="radio"/> People know me as an articulate persuader who is almost always right in an argument. | [] | | | |
| <input type="radio"/> I often persuade people to my view point when I can feel particularly motivated and well planned. | | [] | | |
| <input type="radio"/> Arguments frustrate me because people never seem to take any notice of any opinion. | | | [] | |
| <input type="radio"/> I prefer to follow good leaders at all times and never to question their orders. | | | | [] |
| 4. Social Skills. | | | | |
| <input type="radio"/> I love to get involved with the whole range of social classes and I can adapt my social skills accordingly. | [] | | | |
| <input type="radio"/> I am comfortable and familiar with some social levels but not with others. | | [] | | |
| <input type="radio"/> Sometimes I am uncomfortable in social situations outside my normal experience. | | | [] | |
| <input type="radio"/> I cannot stand the thought of being involved with people not in my class. | | | | [] |

5. Accepting criticism.

- I accept criticism and endeavour to learn from it. []
- I find it hard to accept criticism even when justified. []
- If people criticise me then they are wrong. []
- I get angry and resent it when anyone criticises me. []

6. Giving criticism.

- Constructive criticism is useful but I am careful to plan when and how to give it. []
- My criticisms are usually constructive. []
- I avoid criticising altogether because it makes life easier. []
- I am not afraid to criticise anyone and I believe it should be done straight away. []

7. Giving credit to others.

- I give credit to others frequently and seek opportunities to build on their ideas. []
- I give credit from time to time, but I also maintain high standards and expectations. []
- People rarely meet my standards, so I rarely give credit to others. []
- Many of my ideas have been gleaned from others but I often claim them as my own. []

PART III : ENTERPRISE INNOVATIVENESS:

Please read all the statements carefully and give your opinion by saying 'Yes' or 'Doubtful' or 'No' in Judgement column. A three point scale is to be used for responses.

	Questions	Judgement	Scores
1)	Has he introduced a newer product or a new quality of an existing product?		
2)	Has he introduced a new method of production or modified an existing method?		
3)	Has he found a new market or employed a new marketing strategy in an existing market?		
4)	Has he found a new source of supply?		
5)	Has he developed new structures, systems or procedures in his enterprise?		
6)	Has he used new ways of managing finance?		
7)	Has he introduced a new culture especially through the induction of innovative people at the lower level?		
8)	Has he used new ways of managing and developing personnel?		
9)	Has he developed new ways of managing quality control and R & D?		
10)	Has he found new ways of dealing with Government and other external agencies?		

PART IV: ENTREPRENEURIAL ROLE STRESS:

You will find some statements related to the Entrepreneurial Role Stress. The ERS Scale is a self administered instrument. A respondent reads the statements and checks how much he is bothered by the situation described in the statement. A five point scale is used for the responses. Please read all the statements carefully and give your opinion by putting a tick mark (✓) to a choice which you feel most appropriate.

	Problems	Hardly	Occasionally	Some times	Often	More
1.	Having to do things that are against my better judgements.					
2.	Not being able to spend enough time with the family.					
3.	Loneliness in my role as an entrepreneur.					
4.	Taking risks.					
5.	Workload is too heavy.					
6.	Not getting the results I want.					
7.	Lack of social usefulness of the work I do.					
8.	Lack of adequate finance.					
9.	Lack of adequate information needed for business.					
10.	Not being able to use my expertise, training, or strengths.					
11.	Not being able to pursue some other interests.(Social, cultural etc.)					
12.	Not having confident to share my ideas and problems.					
13.	Competition from others in the field.					
14.	Lack of time to pay attention to different aspects.					
15.	Poor selling of my product.					
16.	Conflict between what I do and my concern for doing something for others and society.					
17.	Lack of adequate machinery or other means.					
18.	Lack of irrelevant technical knowledge.					
19.	Conflict between my values and what I do.					
20.	Conflict of my role as an entrepreneur with family and social life.					
21.	Lack of joint and collaborative work.					
22.	Going in to something new, not yet tried out.					
23.	Having to take all decisions and follow them up myself.					
24.	Lack of quality in my product or services.					
25.	Lack of opportunity to do some service to others in need.					
26.	Difficulty in setting raw materials or other needed materials.					
27.	Lack of expertise in managements. (Finance Marketing etc.)					

Entrepreneurial Role Stress Scale.

Scoring Sheet.

Instructions: Enter your scores from the ERS Scale in the spaces provided below:

1	_____	10	_____	19	_____
2	_____	11	_____	20	_____
3	_____	12	_____	21	_____
4	_____	13	_____	22	_____
5	_____	14	_____	23	_____
6	_____	15	_____	24	_____
7	_____	16	_____	25	_____
8	_____	17	_____	26	_____
9	_____	18	_____	27	_____

Grand total score:

Total:	_____	Self-Role Distance.
	_____	Inter-Role distance.
	_____	Role Isolation.
	_____	Challenge Stress.
	_____	Role overload.
	_____	Result inadequacy.
	_____	Role irrelevance.
	_____	Resources inadequacy.
	_____	Role inadequacy.
	_____	Total stress score.