

ANNEXURE

SCHEDULE**A) Demographic Information:**

1) Name(Optional):	2) Bank:	
3) Gender: Male / Female	4) Marital Status: Single / Married	
5) Education: Graduate Post Graduate Any other _____ (Specify)	6) Age: 21 to 30 years 31 to 40 years 41 to 50 years 51 And above	7) Experience with this bank: Below 5 years 6-10 years 11-15 years 16-20 years 21 and above
8) Post you hold:	9) Annual Income(in Rs):	
<p>10) Are you working more than 8 hours per day?</p> <p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>If yes, then how many times in a week you work more than 8 hrs?</p> <p>Once in a week <input type="checkbox"/></p> <p>Twice in a week <input type="checkbox"/></p> <p>Thrice in a week <input type="checkbox"/></p> <p>All the days in a week <input type="checkbox"/></p> <p>11) Number of family members:</p> <p>12) Do you have any other source of income? Agri / own shop/ _____ (any other specify)</p> <p>13) Land holding (Acers):</p> <p>14) Do you have your own house? Yes / No</p> <p>15) Do you have parent's responsibility? Yes / No</p> <p>16) Does your parent's get pension? Yes / No</p>		

B) Causes of workplace stress**B1) Task Demand**

Sr. No	Task Demand	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1)	My job contain work overload					
2)	I have to work for long hours.					
3)	I am handling too many tasks at a time					
4)	Work involve extensive traveling					
5)	I don't get adequate time to perform all tasks.					
6)	Need to achieve targets / deadlines.					
7)	Lack of regular tea and lunch breaks.					
8)	My skills are not properly used.					
9)	Long auditing / inspection process.					
10)	Custody of money, fear of theft.					
11)	I feel that I am not able to do this job.					

B2) Role Demand

Sr. No	Role Demand	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1)	My role is unclear to me					
2)	I face conflicting demands from others.					
3)	I get contradictory messages from boss / colleagues.					
4)	My job contents are clear to me. (Job Description)					
5)	I feel lack of career development opportunities.					
6)	I am not enjoying my work.					
7)	I am not ready to accept additional responsibility.					
8)	I am completing tasks with fewer resources.					
9)	Facing lack of support from others.					
10)	My work is not appreciated by my boss.					

B3) Physical Demand

Sr. No	Physical Demand	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1)	Poorly designed office					
2)	Less social interaction					
3)	Noise					
4)	Poor lightening					
5)	Polluted drinking water					
6)	Inadequate work surface					

B4) Relationships

Sr. No	Relationships	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1)	Lack of communication with staff					
2)	Improper behavior of boss /colleagues					
3)	I face group pressure					
4)	Face harassment at workplace					
5)	Improper leadership style of my boss					
6)	Conflicting personality of my boss					

C) Effect of stress on Morale and Job Satisfaction**C1) What is your view about the following points.**

Sr. No	Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1)	Feel proud that I am working with this bank.					
2)	Fair treatment by bank management.					
3)	Progress of my bank.					
4)	Ready to work more with this bank.					
5)	Happy with job standards					

C2) Are you satisfied with the following job related conditions in your bank.

Sr. No	Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1)	Colleagues					
2)	Salary					
3)	Place at which you work					
4)	Employee welfare schemes					

C3) Are you satisfied with the existing managerial practices in your bank.

Sr. No	Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1)	Rewards					
2)	Opportunities for promotion					
3)	Leave policies of bank					
4)	Recognition of skills & abilities					
5)	Expression of grievances.					

D) Indicate your agreeableness on the following statements

Sr. No	Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1)	I have to do a lot of work in this bank.					
2)	The available information relating to my role and its outcomes are vague and insufficient.					
3)	My different officers often give contradictory instructions regarding my work.					
4)	Owing to excessive workload, I have to manage with insufficient number of employees & resources.					
5)	The objectives of my work role are quite clear and adequately planned.					
6)	Officials do not interfere with my jurisdiction and working method.					
7)	I have to dispose off my work hurriedly owing to excessive workload.					
8)	I am unable to perform my duties smoothly owing to uncertainty & ambiguity of the scope of my authorities.					
9)	I am not provided with clear instructions and sufficient facilities regarding the new assignments assigned to me.					
10)	Being busy with official work, I am not able to devote sufficient time to my domestic & personal problems.					
11)	It is not clear what type of work & behavior my higher authorities & colleagues expect from me.					
12)	Employees attach due importance to the official instructions & formal working procedures.					
13)	I have to do such work as ought to be done by others.					
14)	It becomes difficult to implement all of a sudden the new dealing procedures and policies.					
15)	I am unable to carry out my assignments to my satisfaction on account of excessive load of work & lack of time.					

E) Which of the following effect you face while working under stress.

Sr. No	Psychological Effect	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1)	Anger					
2)	Anxiety/ Unease					
3)	Depression					
4)	Nervousness					
5)	Tension					
6)	Low confidence					
7)	Fear					
8)	Boredom					
9)	Wrong decision making					
10)	Inability to concentrate on work.					

F) Indicate your agreeableness on the following statements

Statement	1	2	3	4	5	6	7	8	Statement
	SA	SWA	A	N	N	A	SWA	SA	
Am casual about schedule									Am never late
Am not competent									Am very competitive
Never feel rushed, even under pressure.									Always feel rushed.
Take things one at a time									Try to do many things at once.
Do things slowly									Do things fast.
Express feelings									Don't express feelings.
Have many interests outside work.									Have few interests outside work.

G) Which coping strategies are used by your bank to reduce workplace stress?

Sr.	Coping Strategies
1	Meditation
2	Exercise
3	Workshops
4	Lectures
5	Flex work
6	Job redesign
7	Employee counseling
8	Training
9	Changes in workload and deadlines