

VANANCHAL DENTAL COLLEGE & HOSPITAL, GARHWA, JHARKHAND

run by

(VANANCHAL EDUCATIONAL WELFARE TRUST, GARHWA, JHARKHAND)

College: _____

Department: _____

Name: _____

Designation: _____

ROLE OF EFFICACY SCALE

Teachers can examine the efficacy of their role in their organization by using a role efficacy scale.

In each of the following sets of these statements circle the one (a, b or c) that most accurately describes your own experiences in your organization role. You must choose only one statement in each set.

1. a) My role is very important in the organization
b) I am doing useful and fairly important work
c) Very little importance is given to my role in this organization
2. a) My training and expertise are not fully utilized in my present role
b) My training and knowledge are not used in my present role
c) I am able to use my knowledge and training very well here
3. a) I have little decision making in my role; I am only an errand boy
b) I operate according to the directions given to me
c) I can take initiative and act on my own in my role.
4. a) I am doing usual, routine work in my role
b) In my role I am able to use my creativity and do something new
c) I have no time for creative work in my role.
5. a) No one in the organization responds to my ideas and suggestions
b) I work in close collaborations with some other colleagues
c) I am alone and have almost no one to consult in my role
6. a) When I need some help, none is available
b) Whenever I have a problem, others help me
c) I get very hostile responses when I ask for help
7. a) I regret that I do not have the opportunity to contribute to society in my role
b) What I am doing in my role is likely other organization or society
c) I have the opportunity to make same effect on the larger society, in my role.
8. a) I contribute to some decisions
b) I have no power here
c) My advice is accepted by my seniors

9. a) some of what I do contribute to my learning
b) I am slowly forgetting all that I learned (my professional knowledge)
c) I have tremendous opportunities for professional growth in my role
10. a) I dislike being bothered with problems
b) When a subordinate brings a problem to me, I help to find a solution
c) I refer the problem to my boss or to some other persons
- 11 a) I feel quite central in the organization
b) I think I am doing fairly important work
c) I feel I am peripheral in this organization
12. a) I do not enjoy my role
b) I enjoy my role very much
c) I enjoy some parts of my role and not others
13. a) I have little freedom in my role
b) I have a great deal of freedom in my role
c) I have enough freedom in my role
14. a) I do a good job according to a schedule already decided
b) I am able to be innovative in my role.
c) I have no opportunity to be innovative and do something creative
15. a) other in the organization see my role as significant to their work
b) I am member of a task force of a committee
c) I do not work in any committees
16. a) Hostility rather than cooperation is evident here
b) I experience enough mutual help here
c) People operate more in isolation here
- 17 a) I am able to serve the larger parts of the society in my role
b) I am able to contribute to the company in my role
c) I wish I could do some useful work in my role
18. a) I am able to influence relevant decisions
b) I am sometimes consulted on important matters
c) I cannot make any independent decisions
19. a) I learn a great deal in my role
b) I learn a few new things in my role
c) I am involved in routing or unrelated activities and have learned nothing
- 20 a) When people bring problems to me, I tend to ask them to work them out themselves
b) I dislike being bothered with interpersonal conflict
c) I enjoy solving problems related to my work.