

Appendix E

Appropriateness of the items of the work design scale

A. Appropriateness of the items of the Job demands scale

Sl. no.	Item	*AAS
1.	My work requires constant attention	4.17
2.	I have to do multiple things at a time	2.48
3.	Concentrate to watch for something going wrong	2.28
4.	Take immediate action to prevent problems arising	3.83
5.	Needs evidence for report writing	2.41
6.	Additional attention is required for work planning	4.34
7.	Complex problems require more time to solve	4.03
8.	Faces problems which have not met before	2.48
9.	Field level knowledge is required to solve bureaucratic problems	3.90
10.	Work is done by following the monitoring and evaluation process	4.21
11.	Requires attention to avoid various kinds of damage	4.17
12.	Effective problem identification to avoid production damage	4.41
13.	Lack of attention cause damage to expensive equipment or machinery	2.38
14.	Arranges timely training of farmers	4.24
15.	Forecasts to prevent crop damage	4.34
16.	Works very quickly	4.24
17.	There is a lot to do together	4.34
18.	Works under extreme pressure	4.10
19.	Works under time pressure	2.45
20.	It feels good to be busy at work	4.21
21.	Feels comfort in work	2.34
22.	Facing problems with the workload	2.24

*AAS = Average Appropriateness Score

B. Appropriateness of the items of Job control scale

Sl. no.	Item	*AAS
1.	Performs work periodically and on time	4.31
2.	Can determine the speed of work according to the work table	4.07
3.	Decide when to start and finish a work	2.45
4.	Sets own pace of work	2.45
5.	There is always extra time to work in the office	4.03
6.	Finishes work within the office time	2.45
7.	Obeys properly during office hours	4.10
8.	There is freedom to choose the method of work	3.17
9.	Can complete the work according to plan of work	4.07
10.	Can control expansion of the eco-friendly technology	2.48
11.	Can control the quality and quantity of the crop	6.90
12.	Can control which crops farmers will cultivate	4.00
13.	New things can be learned through work	3.31
14.	Needs to be highly skilled for the job	4.24
15.	Creates innovative works	2.48
16.	Knows different subjects for the job	2.45
17.	Experienced people can solve problems quickly	3.86
18.	There are opportunities to develop special abilities in my work	4.14
19.	Job allows me to make a lot of decisions	3.62
20.	Takes the advice of others when making decisions	3.83
21.	Decisions are made in accordance with the rules	3.86
22.	The authorities are functional towards my decisions	2.97
23.	Feels pressure when I take decisions	2.48

*AAS=Average Appropriateness Score

C. Appropriateness of the items of Perceived organizational support scale

Sl. no.	Item	*AAS
1.	Evaluates work regularly	4.17
2.	Cares about well-being	2.48
3.	Shows very little concern for me	3.59
4.	Considers unintentional mistakes	3.79
5.	Cares about opinions	3.93
6.	Willingly help when I feel problem	3.76
7.	Helps me when I need a special favor	1.97

*AAS = Average Appropriateness Score

D. Appropriateness of the items of Perceived colleagues' support scale

Sl. no.	Item	*AAS
1.	Provides helpful information or advice	4.34
2.	Expresses sympathetic emotions and concerns	4.14
3.	Provides practical help with feedback	3.90
4.	Assists in career development	2.48
5.	Feels fair competition with colleagues	3.62
6.	Feels a friendly working atmosphere with colleagues	4.24

*AAS = Average Appropriateness Score