

**Questionnaire for health managers**  
**on training programmes, planning and supervision**

*Greetings from Institute of Public Health, Bangalore!*

This survey has been designed by Institute of Public Health, Bangalore (IPH) to better understand the factors that influence management of health facilities and health care in your district and taluka.

The study is for research purposes only and the information that you provide in this questionnaire will help us gain a better understanding of district health management and help inform policy makers.

***Please read the following carefully before starting the questionnaire.***

- 1) The success of this research depends on frank and honest answers. We would like to assure you that your individual responses would be held in complete confidence.***
- 2) We are interested in your personal views on the questions and hence there are NO right or wrong answers. So please respond frankly to all questions.***

**All answers will be kept confidential.**

<b>FOR OFFICE USE</b> <b>To be filled in by the interviewer/facilitator AFTER FINISHING THE SURVEY.</b> <b>NOT FOR RESPONDENTS</b>		
A1	Respondent number	
A2	Interviewer/Facilitator name	
A3	Date (DD/MM/YY eg. 26/12/2011)	
A4	Time taken (To be filled up at the end of the interview – <b>in minutes</b> )	
A5	Name of person doing data entry	
A6	Data entry checked by	

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**B. WHAT DO YOU THINK ABOUT NRHM PIP AND PLANNING?**

This section helps us understand your opinions about NRHM PIP and its use.

*Please tick only ONE statement on the right hand side that BEST describes how you feel about the statement on the left hand side.*

B1	The purpose of the NRHM PIP is to...	1 <input type="checkbox"/> Evaluate the performance of my facility during the year 2 <input type="checkbox"/> Collect data for planning at district or state level 3 <input type="checkbox"/> Planning of all activities of my facility for the year 4 <input type="checkbox"/> Assessment of performance of NRHM in my facility during year
B2	If I were in charge of NRHM, the most peripheral level at which I would make the PIP would be at....	1 <input type="checkbox"/> State 2 <input type="checkbox"/> District 3 <input type="checkbox"/> Taluka 4 <input type="checkbox"/> PHC 5 <input type="checkbox"/> Village health and sanitation committee
B3	At the PHC level, PIP should be made by...	1 <input type="checkbox"/> PHC MO and LHV 2 <input type="checkbox"/> PHC MO and all field staff 3 <input type="checkbox"/> PHC staff, ARS and PRI members 4 <input type="checkbox"/> PIP should not be prepared at PHC level
B4	At the taluka level, PIP should be made by...	1 <input type="checkbox"/> THO and BPMU staff 2 <input type="checkbox"/> THO, BPMU along with all PHC MOs 3 <input type="checkbox"/> THO, BPMU and AMO 4 <input type="checkbox"/> THO, BPMU, AMO, ARS and PRI members 5 <input type="checkbox"/> PIP should not be made at taluka level

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B5	<p><i>Please read each of the statements carefully.</i> Which statement best summarises how you feel about the role of NRHM PIP in your work</p>	<p>1 <input type="checkbox"/> The role of the PIP is to collect data from village level to district level and submit to state so that micro-level data is available at the state level</p> <p>2 <input type="checkbox"/> The PIP is a plan for my facility/taluka/district based on situation analysis which helps identify problems and find solutions</p> <p>3 <input type="checkbox"/> PIP is one of the important requirements for obtaining resources through NRHM that must be satisfied by all health facilities in the district</p> <p>4 <input type="checkbox"/> PIP is time-consuming and does not really help me in my routine work through the year</p> <p>5 <input type="checkbox"/> PIP helps me budget activities based on my need and guides all my programmes and activities through the year</p> <p>6 <input type="checkbox"/> Not sure</p>				
		<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
B6	For every PIP, we must do a situation analysis as the first step before proceeding with the planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B7	PIPs can be used to bring about improvement in the quality of care of facilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B8	Districts need technical guidance in carrying out a situation analysis for the PIP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B9	Talukas need technical guidance in carrying out a situation analysis for PIP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B10	PHCs need technical guidance in carrying out situation analysis for PIP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B11	PIP preparation at taluka level improves teamwork among doctors, nurses and BPMs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B12	I am able to negotiate the priorities of my facility with my superiors so that they could be included in the district PIP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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		<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
B13	In this year's PIP (December 2010), we collected data to do a situation analysis for my facility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B14	The activities that we included in the PIP were based on a situation analysis of my facility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B15	After the NRHM PIP process has started, problems in my facility are being better identified than before	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B16	After the submission of PIP, I come to know soon about the financial allocation for my facility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B17	In my district, most of my colleagues at the taluka level were actively involved in preparing the PIP this year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B18	In my district, most PHCs were also actively involved in preparing the PIP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B19	In my facility, all the staff participated in preparing the PIP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B20	I am able to discuss and negotiate with Panchayat members regarding utilisation of the various joint funds (untied funds/ARS funds and other joint signatory funds)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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**C. HOW DO YOU RELATE TO YOUR ORGANISATION?**

In this section, we ask you questions about how you feel about your organisation. For this section, "ORGANISATION" means your hospital/taluka/district depending on where you work.

		<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
C1	It is difficult for me to leave the organization right now, even if I wanted to leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C2	I would not leave my present organisation right now because of a sense of obligation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C3	I would be very happy to spend rest of my career in this organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C4	I will not leave the organisation right now mainly because there are not many choices available	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C5	Even if it were to my advantage, I do not feel it would be right to leave the organisation now	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C6	I really feel as if my organisation's problems are my own	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C7	Right now, staying in this organisation is both a necessity and a desire.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C8	I do not feel a strong sense of "belonging" to my organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C9	I think that there are very few options for me to consider leaving this organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C10	I do not feel emotionally attached to this organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C11	I would feel guilty if I leave this organisation right now	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C12	I do not feel like "part of a family" at my workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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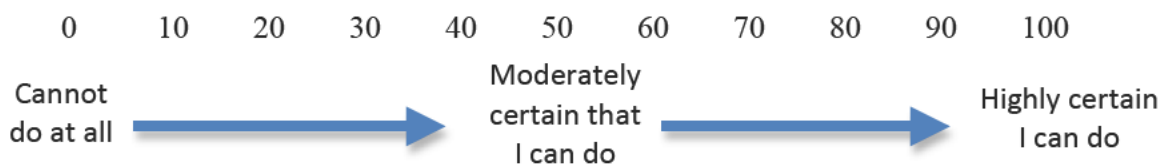
		<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
C13	This organization deserves my loyalty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C14	I might consider working elsewhere if I had not already put so much of myself into this organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C15	I would not consider leaving the organisation right now because I feel a sense of obligation to the people in this organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C16	This organisation has a great deal of personal meaning for me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C17	Too much of my personal life would be disturbed if I wanted to leave this organisation right now	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C18	I owe a great deal to my organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**D. HOW CONFIDENT ARE YOU WITH RESPECT TO YOUR EFFICACY AT DEALING WITH PRI MEMBER DEMANDS?**

*Think about a situation such as a conflict with a PRI or community member making what you feel are unreasonable demands on your time/staff or resources.*

Given that you face such circumstances routinely, please rate how certain you are that you can do each of the things described below by circling the number from 0 – 100 that best captures your degree of confidence.

Rate your degree of confidence by recording a number from 0 to 100 using the scale given below:



		<b>CIRCLE BASED ON THE SCALE GIVEN ABOVE</b>										
D1	I can solve difficult problems if I try hard enough	0	10	20	30	40	50	60	70	80	90	100
D2	If someone opposes me, I can find ways to get what I want	0	10	20	30	40	50	60	70	80	90	100
D3	It is easy for me to stick to my aims and accomplish my goals	0	10	20	30	40	50	60	70	80	90	100
D4	I am confident that I could deal efficiently with unexpected events	0	10	20	30	40	50	60	70	80	90	100
D5	Thanks to my strategic nature, I know how to handle unexpected situations	0	10	20	30	40	50	60	70	80	90	100

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D6	I can solve most problems if I invest the necessary effort	0	10	20	30	40	50	60	70	80	90	100
D7	I can remain calm when facing difficulties because I can rely on my coping abilities	0	10	20	30	40	50	60	70	80	90	100
D8	When I am confronted with a problem, I can usually find several solutions	0	10	20	30	40	50	60	70	80	90	100
D9	If I am in trouble, I can usually think of something to do	0	10	20	30	40	50	60	70	80	90	100
D10	No matter what comes my way, I'm usually able to handle it	0	10	20	30	40	50	60	70	80	90	100

**E: WHAT WAS THE NATURE OF TRAINING PROGRAMMES IN YOUR DISTRICT?**

For those in Tumkur district, please answer this section with respect to the Swasthya Karnataka training programme.

		Response <i>Tick your response wherever there is a box. Elsewhere, please write your response</i>
E1	District	1 <input type="checkbox"/> Tumkur 2 <input type="checkbox"/> Raichur
E2	Taluka where your work	
E3	Primary designation	
E4	How long have you held your present designation <i>(In years, including period on contract. Write &lt;1 if held for less than one year)</i>	



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E5	<p>Which among these topics were covered in the training programmes you attended in the last two years (2009-2011)?</p> <p><i>Circle how many ever topics that apply</i></p>	<p>1 <input type="checkbox"/> Concepts in public health</p> <p>2 <input type="checkbox"/> Leadership</p> <p>3 <input type="checkbox"/> Planning</p> <p>4 <input type="checkbox"/> Human resources planning &amp; Motivation</p> <p>5 <input type="checkbox"/> Administrative procedures</p> <p>6 <input type="checkbox"/> Health and hospital management</p> <p>7 <input type="checkbox"/> HMIS</p> <p>8 <input type="checkbox"/> Health and hospital management</p> <p>9 <input type="checkbox"/> Financial and medico-legal procedures</p> <p>10 <input type="checkbox"/> Teamwork</p> <p>11 <input type="checkbox"/> Emergency Obstetric Care</p> <p>12 <input type="checkbox"/> Role of PRI in health system</p> <p>13 <input type="checkbox"/> NRHM PIP planning</p> <p>14 <input type="checkbox"/> Supportive supervision</p> <p>15 <input type="checkbox"/> Quality in health care</p> <p>16 <input type="checkbox"/> Other topic not listed here</p>
<p><b><i>If you have not participated in the Swasthya Karnataka Training Programme, then skip the rest of this section and proceed to Section F on the next page</i></b></p>		
E6	<p>Have you attended the Swasthya Karnataka training programme?</p>	<p>1 <input type="checkbox"/> YES</p> <p>2 <input type="checkbox"/> NO</p> <p>3 <input type="checkbox"/> Not sure</p>
E7	<p><b>IF YES</b>, which components of the Swasthya Karnataka training programme have you attended?</p>	<p>1 <input type="checkbox"/> Contact classes</p> <p>2 <input type="checkbox"/> Discussion with Swasthya Karnataka trainers during visits to my facility/institution</p> <p>3 <input type="checkbox"/> Both</p> <p>4 <input type="checkbox"/> Not sure</p>
E8	<p>In the Swasthya Karnataka training programme, how many classes did you attend? (Max N=12)</p> <p><i>(Each class consisted of one or more consecutive days of contact sessions)</i></p>	
E9	<p>Have you been visited by Swasthya Karnataka trainers at your facility for helping you apply what was covered in the classes?</p>	<p>1 <input type="checkbox"/> YES</p> <p>2 <input type="checkbox"/> NO</p> <p>3 <input type="checkbox"/> Don't know</p>
E10	<p><b>IF YES</b>, how many times have you been visited by Swasthya Karnataka trainers in the last two years?</p>	

**F. WHAT DO YOU THINK ABOUT THE TRAINING PROGRAMMES IN YOUR DISTRICT?**

Please respond to this section **based on your experience with the Swasthya Karnataka programme**. If you have not attended the Swasthya Karnataka programme, then please respond keeping in mind the training programmes in your district that dealt with **NRHM PIP planning or supervision in the last two years**.

*Tick the response that best captures what you think about each statement.*

		<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Not applicable</b>
F1	The content of the classroom teaching during the training programmes were relevant to my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F2	After attending the classes, my knowledge on the topics taught improved	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F3	After the classes, I can better understand the importance of NRHM PIP in managing the services under my responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F4	The visits by trainers motivated me to apply new skills learnt during the training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F5	The visits by the trainers motivated me to implement changes to improve in my institution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F6	The visits by trainers to my workplace help me to discuss problems I faced in applying what is taught in classroom training programmes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F7	Working on assignments given during the training along with my colleagues and subordinates improved teamwork in my organisation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F8	Because of the discussion with my colleagues and subordinates during trainers' visit, their confidence in me as a manager increased	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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F9	After the training programme, did you make any changes to improve the preparation or implementation of the PIP?	1 <input type="checkbox"/> YES 2 <input type="checkbox"/> NO 3 <input type="checkbox"/> Not sure
F10	<b>If you answered YES to the previous question,</b> In the space provided, please give up to TWO examples of improvements you introduced in the preparing/implementing NRHM PIP after the training programme.	1)  2)          <input type="checkbox"/> Not applicable because I answered NO/Not sure to Question F9
F11	<b>If you answered NO to F9,</b> What were the main reasons for not making any improvements in the PIP preparation or implementation?  <i>(Tick as many as appropriate)</i>	1 <input type="checkbox"/> The training did not provide any help in improving the PIP 2 <input type="checkbox"/> There are several constraints in the organisation that prevent me from improving the PIP 3 <input type="checkbox"/> I do not have the necessary technical skills/knowledge to bring about improvements 4 <input type="checkbox"/> This is not within my powers to make such changes 5 <input type="checkbox"/> I am not involved in PIP preparation 6 <input type="checkbox"/> Other – Please specify in the space below   7 <input type="checkbox"/> This question is <b>not applicable</b> to me because I answered YES to F9
F12	After the training programme, did you make any changes in the way you conduct supervisory visits?	1 <input type="checkbox"/> YES 2 <input type="checkbox"/> NO 3 <input type="checkbox"/> Not sure

F13	<b>If you answered YES to the previous question,</b> In the space provided, please give TWO examples of how you improved your supervision practices after the training programme.	1)  2)  <input type="checkbox"/> Not applicable because I answered NO/Not sure to Question F9
F14	<b>If you answered NO to F12,</b> What were the main reasons for not making any improvements in your supervision practices?  <i>(Tick as many as appropriate)</i>	1 <input type="checkbox"/> The training did not provide any help in improving supervision of staff 2 <input type="checkbox"/> There are several constraints in the organisation that prevent me from changing supervision practices 3 <input type="checkbox"/> I do not have the necessary technical skills/knowledge to bring about improvements 4 <input type="checkbox"/> It is not within my power to make such changes 5 <input type="checkbox"/> I do not supervise anybody 6 <input type="checkbox"/> Other – Please specify in the space below  7 <input type="checkbox"/> This question is <b>not applicable</b> to me because I answered YES to F12

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**G. WHAT ARE YOUR OPINIONS ABOUT SUPERVISION BY YOUR IMMEDIATE SUPERIOR?**

This section is about your experience with supervision and supervision visits. For this section, your supervisor is the person you **report to**, and who supervises your work. This is usually an officer one rank above you. For example, a BPM is supervised by THO, while THO's are supervised by DHO. DHO's and programme officers are supervised by Directors or Joint Directors respectively. PHC MOs are supervised by THOs.

		<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
G1	My supervisor helps me solve work-related problems such as implementation issues with new schemes or problems with PRI members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G2	My supervisor encourages us to speak up when we have a different opinion on a decision he has taken	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G3	My supervisor leaves it entirely up to me to decide how to go about doing my job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G4	My supervisor encourages me to learn new things related to my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G5	My supervisor does not explain his or her actions or decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G6	My supervisor knows my reaction to various issues at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G7	My supervisor helps me take important decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G8	My supervisor does not give me a chance to make important decisions on my own	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G9	My supervisor trusts my actions and <i>vice versa</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G10	My supervisor recognises and praises good performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G11	My supervisor is always around checking on how I am working	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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		<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
G12	My supervisor decides and tells me what to do and how to do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G13	My supervisor finds fault in most of what I do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G14	My supervisor and I both respect each other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**H. PLEASE TELL US ABOUT YOURSELF.**

		Response
H1	Sex	1 <input type="checkbox"/> Male 2 <input type="checkbox"/> Female
H2	Date of birth DD/MM/YYYY (eg. 26/12/2011)	
H3	In what type of locality did you go to high school?	1 <input type="checkbox"/> Rural (Village/Hobli) 2 <input type="checkbox"/> Semi-rural (Taluka town) 3 <input type="checkbox"/> Semi-urban (District HQ excluding Bangalore, Mysore, Mangalore, Hubli-Dharwad, Tumkur and Belgaum) 4 <input type="checkbox"/> Urban except Bangalore (Mysore, Mangalore, Hubli-Dharwad, Tumkur and Belgaum) 5 <input type="checkbox"/> Bangalore 6 <input type="checkbox"/> Other place outside Karnataka

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H4	Educational qualifications <b>(TICK AS MANY THAT APPLY)</b>	1 <input type="checkbox"/> MBBS 2 <input type="checkbox"/> PG medical degree (MD/MS, Diploma etc) 3 <input type="checkbox"/> Nursing degree (Bachelor/Diploma) 4 <input type="checkbox"/> Management degree (MBA/BBM or equivalent) 5 <input type="checkbox"/> Other graduate degree 6 <input type="checkbox"/> Other degree not mentioned above
H5	In case of MBBS, what type of medical college did you study in?	1 <input type="checkbox"/> Private medical college 2 <input type="checkbox"/> Government medical college
H6	Year of joining service	
H7	How many years have you worked in this district?	_____ Years
H8	Type of employment (Presently)	1 <input type="checkbox"/> Permanent in this post 2 <input type="checkbox"/> Temporarily in-charge
H9	If holding any additional charge, mention which post	_____ <input type="checkbox"/> No additional charge held
H10	Type of appointment	1 <input type="checkbox"/> Contract 2 <input type="checkbox"/> Regular

**Thank you for your time and patience**

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