

VANANCHAL EDUCATIONAL WELFARE TRUST, GARHWA, JHARKHAND

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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 r 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 deals 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.