

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
Q1: I can influence the way work is done in my department.	1	2	3	4	5	6
Q2: I can influence decisions taken in my department.	1	2	3	4	5	6
Q3: I have the authority to make decisions at work Goal Internalization.	1	2	3	4	5	6
Q4: I am inspired by what we are trying to achieve as an organization.	1	2	3	4	5	6
Q5: I am inspired by the goals of the organization.	1	2	3	4	5	6
Q6: I am enthusiastic about working toward the organization's objectives.	1	2	3	4	5	6
Q7: I have the capabilities required to do my job well.	1	2	3	4	5	6
Q8: I have the skills and abilities to do my job well.	1	2	3	4	5	6
Q9: I have the competence to work effectively.	1	2	3	4	5	6