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Interview Schedule
<table>
<thead>
<tr>
<th><strong>Ph. D. Research Schedule</strong></th>
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<tbody>
<tr>
<td><strong>1. Name of the respondent:</strong></td>
<td></td>
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<tr>
<td><strong>2. Department:</strong></td>
<td></td>
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<td><strong>3. Designation:</strong></td>
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<tr>
<td><strong>4. Age (in years):</strong></td>
<td></td>
</tr>
<tr>
<td>(a) 21-30</td>
<td></td>
</tr>
<tr>
<td>(b) 31-40</td>
<td></td>
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<tr>
<td>(c) 41-50</td>
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<tr>
<td>(d) 51-60</td>
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<tr>
<td><strong>5. Sex:</strong></td>
<td></td>
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<tr>
<td>(a) Male</td>
<td></td>
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<tr>
<td>(b) Female</td>
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<td><strong>6. Martial Status:</strong></td>
<td></td>
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<tr>
<td>(a) Married</td>
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<tr>
<td>(b) Unmarried</td>
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<td><strong>7. Qualification:</strong></td>
<td></td>
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<tr>
<td>(a) Intermediate</td>
<td></td>
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<tr>
<td>(b) Graduate</td>
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<td>(c) Post Graduate</td>
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<tr>
<td>(d) Technical</td>
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<tr>
<td>(e) Professional (MBA/B.E.)</td>
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<td><strong>8. Kind of service:</strong></td>
<td></td>
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<tr>
<td>(a) Temporary</td>
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<td>(b) Contract</td>
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<td>(c) Permanent</td>
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<td>(d) Adhoc</td>
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<tr>
<td><strong>9. Period of Service:</strong></td>
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<tr>
<td>(a) 1-4 Yrs.</td>
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<td>(b) 5-9 Yrs.</td>
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<td>(c) 10-14 Yrs.</td>
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<td>(d) 15-19 Yrs.</td>
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<td>(e) 20-24 Yrs. &amp; Above</td>
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<tr>
<td><strong>10. Monthly Salary:</strong></td>
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<tr>
<td>(a) 2000-5000</td>
<td></td>
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<tr>
<td>(b) 5001-8000</td>
<td></td>
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<td>(c) 8001-11000</td>
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<td>(d) 11001-14000</td>
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<td>(e) 14001&amp; above</td>
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<td><strong>11. Living Status:</strong></td>
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<tr>
<td>(a) Own House</td>
<td></td>
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<td>(b) Factory Accomodation</td>
<td></td>
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<tr>
<td>(c) Rented</td>
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<td><strong>12. A reason for joining this organisation:</strong></td>
<td></td>
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<tr>
<td>(a) Better prospects</td>
<td></td>
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<td>(b) Better Salary</td>
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<td>(c) Prestigious Organisation</td>
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<tr>
<td>(d) Job Security</td>
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<td><strong>13. Do you think organisation should pay some share in taxes for social services:</strong></td>
<td></td>
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<tr>
<td>(a) Yes</td>
<td></td>
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<tr>
<td>(b) No</td>
<td></td>
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<tr>
<td>(c) Cannot Say</td>
<td></td>
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<tr>
<td><strong>14. Do you feel that Men and Women should receive equal pay for equal work:</strong></td>
<td></td>
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<tr>
<td>(a) Yes</td>
<td></td>
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<tr>
<td>(b) No</td>
<td></td>
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<tr>
<td>(c) Cannot Say</td>
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<td><strong>15. Do you believe that one should never carry home articles belonging to organisation:</strong></td>
<td></td>
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<tr>
<td>(a) Yes</td>
<td></td>
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<tr>
<td>(b) No</td>
<td></td>
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<tr>
<td>(c) Cannot Say</td>
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<tr>
<td><strong>16. Do you think one should accept the goals &amp; belief defined in raising your by management:</strong></td>
<td></td>
</tr>
<tr>
<td>(a) Yes (b) No</td>
<td></td>
</tr>
<tr>
<td><strong>17. Whether your job helps in raising your standard of living:</strong></td>
<td></td>
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<tr>
<td>(a) Yes (b) No</td>
<td></td>
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<tr>
<td><strong>18. Whether your job gives you enough time to look after your family:</strong></td>
<td></td>
</tr>
<tr>
<td>(a) Mostly (b) Rarely (c) Always (d) Never</td>
<td></td>
</tr>
</tbody>
</table>
19. Whether you wish to get your wards employed in the same organisation :-  
   (a) Yes  
   (b) No  
   (c) Cannot Say  

20. What do you feel about your prospects in your organisation :-  
   (a) Good  
   (b) Average  
   (c) Poor  

21. If you could have your choice of all the jobs in the world, you would choose :-  
   (a) Present job  
   (b) Another job  
   (c) Job in other occupation  

22. Do you feel free to put your problems about work to your boss :-  
   (a) All the time  
   (b) Rarely  
   (c) Mostly  
   (d) Never  

23. Do you have any Grievances :-  
   (a) Yes  
   (b) No  

24. If yes, then specify :-  
   (a) Related to interpersonal relationship  
   (b) Salary  
   (c) Promotional Policies  
   (d) Working Conditions  

25. How is your relationship with your colleges :-  
   (a) Good  
   (b) Average  
   (c) Poor  

26. How is your relationship with your superiors :-  
   (a) Good  
   (b) Average  
   (c) Poor  

27. Do you agree that good interpersonal relationship helps in effective working of the organisation :-  
   (a) To a great Extent  
   (b) To same Extent  
   (c) Not at all  

28. What amount of Co-operative Team work is present in your organisation :-  
   (a) Very Substantial  
   (b) Little  
   (c) Very Much  
   (d) None  

29. How often you are told you are doing a good job :-  
   (a) Mostly  
   (b) Occassionally  
   (c) Rarely  
   (d) Not at all  

30. Whether you are treated well by the people you work for :-  
   (a) Yes  
   (b) No  
   (c) Cannot Say  

31. Whether you are allowed to offer suggestions as to methods of improvement:-  
   (a) Yes  
   (b) No  

32. Do you get as much enjoyment from your work as from your spare time :-  
   (a) Yes  
   (b) No  
   (c) Cannot  

33. Do you believe that bosses and super visors are always fair to you  
   (a) Yes  
   (b) No  
   (c) Cannot Say  

34. What is the promotional system in your organisation: -  
   (a) Seniority  
   (b) Seniority Cum Merit  
   (c) Merit  

35. Whether employees are demoted on the basis of poor performance  
   (a) Yes  
   (b) No  

36. How well you like your job :-  
   (a) Hate it  
   (b) Like it  
   (c) Dislike it  
   (d) Enthusiastic about it
37. How many time do you feel satisfied with your job :-
   (a) All the time
   (b) Mostly
   (c) Rarely
   (d) Never

38. Do you feel that your pay is fair :-
   (a) Yes
   (b) No

39. To what extent are you involved in decision making :-
   (a) Not at all
   (b) Usually
   (c) Occassionally
   (d) Fully Involved

40. Do you feel your present hours of work are too long :-
   (a) Yes
   (b) No

41. What gives you more Satisfaction
   (a) Your Job
   (b) Things you do in spare time

42. Are you Satisfied with the cleanliness of office :-
   (a) Highly Satisfied
   (b) Satisfied
   (c) Dissatisfied
   (d) Highly Dissatisfied
   (e) Undecided

43. Are you satisfied with the working conditions Provided by your organisation :-
   (a) Highly Satisfied
   (b) Satisfied
   (c) Dissatisfied
   (d) Highly Dissatisfied
   (e) Undecided

44. Are you satisfied with loan facilities offered by the organisation :-
   (a) Highly Satisfied
   (b) Satisfied
   (c) Dissatisfied
   (d) Highly Dissatisfied
   (e) Undecided

45. Are you satisfied with the housing facilities provided by your organisation :-
   (a) Highly Satisfied
   (b) Satisfied
   (c) Dissatisfied
   (d) Highly Dissatisfied
   (e) Undecided

46. Do you feel satisfied with the canteen facilities provided by your organisation :-
   (a) Highly Satisfied
   (b) Satisfied
   (c) Dissatisfied
   (d) Highly Dissatisfied
   (e) Undecided

47. Are you satisfied with the training programmes of your organisation :-
   (a) Highly Satisfied
   (b) Satisfied
   (c) Dissatisfied
   (d) Highly Dissatisfied
   (e) Undecided

48. Whether the executive training programmes lead to your development :-
   (a) Yes
   (b) No
   (c) Can not say

49. What are the system of communication in your organisation
   (a) Downward Communication
   (b) Upward Communication
   (c) Horizontal Communication
   (d) Open Communication/Direct

50. Do you enjoy authority to take decision regarding your routine work :-
   (a) Always
   (b) Mostly
   (c) Rarely
   (d) Never

51. Please answer each of the following statements using the following rating scale :-
    Strongly Agree = 5
    Agree = 4
Undecided = 3
Disagree = 2
Strongly Disagree = 1
1. This company is good place to work □
2. I can progress in this company, if I work hard □
3. Benefits offered by company are fair □
4. Your job make the best use of your abilities □
5. Your job is challenging not burden □
6. You have trust and confidence in your boss □
7. You feel free to communicate to your boss □
8. You know what boss expects from you □

51. Rank the important factors contributing to job satisfaction.

Kindly arrange according to your preference :-
1. Pay □
2. Security □
3. Working conditions □
4. Benefits □
5. Supervisory / Boss □
6. Hours of work □
7. Opportunity for Advancement □
8. Management □
9. Communication □
10. Social aspects of Job □

Researcher
Pranay Purohit