QUESTIONNAIRE

“Impact of organizational change on Employees performance - A case study of Ballarpur Industries Limited”

Dear Respondent,

Greetings for the day,

The present survey is purely for research purpose. Respondents’ frank and free answers shall go a long way in making this study more objective. All information given by you will be kept confidential and will be used for research. Your cooperation will be highly appreciated. Please give your assessment of these changes in Ballarpur Industries Limited and tick the appropriate answer in terms of Excellent, Above Average, Average, Below Average, and Unsatisfactory.

Name: ___________________________________

Address: _________________________________

Age: ________________________________

Designation: _______________________________

Department: _______________________________

Experience: _______________________________
Q.1 Satisfaction level of employees regarding change in the health and medical facilities.

<table>
<thead>
<tr>
<th>Excellent</th>
<th>Above average</th>
<th>Below average</th>
<th>unsatisfied</th>
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Q2. Satisfaction level of employees regarding change in safety measures.

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<th>Excellent</th>
<th>Above average</th>
<th>Below average</th>
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Q.3 The employees are satisfied with change in the welfare facilities.

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<th>Excellent</th>
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Q.4 Employees are satisfied with the change in working environment at their workplace.

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Q.5 Effective resources are provided to the employees.

   Excellent ☐   Above average ☐
   Average ☐     Below average ☐
   unsatisfied ☐

Q.6 Employees are satisfied with methods of performing the task.

   Excellent ☐   Above average ☐
   Average ☐     Below average ☐
   unsatisfied ☐

Q.7 Employees are satisfied with change in the organizational structure.

   Excellent ☐   Above average ☐
   Average ☐     Below average ☐
   unsatisfied ☐

Q.8 Due to change in the decision making process employees are satisfied.

   Excellent ☐   Above average ☐
   Average ☐     Below average ☐
   unsatisfied ☐
Q.9 The change plans being properly communicated to the employees.

Yes ☐  No ☐

Q.10 The employees are participating in implementing the change.

Excellent ☐  Above average ☐
Average ☐  Below average ☐
unsatisfied ☐

Q.11 Proper training is provided to the employees for implementing the change.

Excellent ☐  Above average ☐
Average ☐  Below average ☐
unsatisfied ☐

Q.12 Employees think that there is improvement in their performance.

Excellent ☐  Above average ☐
Average ☐  Below average ☐
unsatisfied ☐
Q.13 While implementing the change employees provide support to the employers.
   Excellent  □  Above average  □
   Average    □  Below average  □
   unsatisfied □

Q.14 There is improvement in the skills of employees due to organizational change.
   Excellent  □  Above average  □
   Average    □  Below average  □
   unsatisfied □

Q.15 Employees are participating and learning through training provided by the organization.
   Excellent  □  Above average  □
   Average    □  Below average  □
   Unsatisfied □

Q.16 The performance of employees are improving due to change in organizational plans and policies.
   Excellent  □  Above average  □
   Average    □  Below average  □
   Unsatisfied □

Q.17 Productivity of employees is improving after implementing change.
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<th>Question</th>
<th>Excellent</th>
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<th>Average</th>
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<td>Q.18 Due to organizational change there is improvement in the profitability.</td>
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<td>Q.19 There is reduction in the cost of production.</td>
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<td>Q.20 There is reduction in the wastage of material in the organization.</td>
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Q.21 There is reduction in the absenteeism of employees.

Excellent  [ ]  Above average  [ ]
Average  [ ]  Below average  [ ]
unsatisfied  [ ]

Q.22 The industrial relationship between employer and employee become more cordial.

Excellent  [ ]  Above average  [ ]
Average  [ ]  Below average  [ ]
unsatisfied  [ ]

Q.23 Management is positively participating in the change process and boosting the morale of the employees.

Excellent  [ ]  Above average  [ ]
Average  [ ]  Below average  [ ]
unsatisfied  [ ]