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APPENDICES

1. Sivasubramanian and Umaselvi titled “To study the Employee perception of HR practices – Attitudinal and Behavioral outcomes with regard to role of perceived organizational support in IT / ITES Sector”

Dear Participant,

This questionnaire is designed “To study the Employee perception of HR practices – Attitudinal and Behavioral outcomes with regard to role of perceived organizational support in IT / ITES Sector”. The information you provide will help me to better understand the HR practices. Your response will be kept strictly confidential.

Thank you very much for your time and co-operation. I greatly appreciate your organization’s and your help in furthering this research endeavor.

The following set of questions concerns your experience with the human resource practices at the company. Please select your response from the 5 presented below and enter the corresponding number in the space to the left of each question.

1 – Strongly Disagree; 2 – Disagree; 3 – Neutral; 4 – Agree; 5 - Strongly Agree

Q.No. Statements

1. My company has provided me with on the job training which enables me to do my job better
2. In my company, extensive training programs are provided for the individuals
3. I am satisfied with my training opportunities
4. There are training programs to teach new hires, the skills they need to perform their jobs
5. I am satisfied with the quality of training and development programs available to me in my company
6. I am satisfied with the number of training and development programs available to me in my company
7. My company has provided me with sufficient job-related training
8. My company provides very little training to its employees
9. I am given an opportunity to improve my skills at my company through education and training programs
10. The training and educational activities I have received at my company have enabled me to perform my job more effectively
11. Training functions emphasizes the development of managerial competencies
12. Adequate time is provided for employees returning from training to reflect and plan improvements
13. Training an employee to do his job well is a priority at my company
14. Training leads to experimentation and action
15. Employees are sponsored for training programs on the basis of genuine training needs
16. I am able to acquire some additional job training when I have needed it
17. My company has made a substantial investment on me by providing me with formal training and development opportunities
18. In my company, employees will normally go through training programs every year
19. In the positions that I have held in my company, I have often been given additional challenging assignments
20. In the positions that I have held in my company, I have often been assigned projects that enabled me to develop and strengthen new skills
21. Besides formal training and development opportunities, I have developed my skills with the challenging job assignments provided to me
22. The developmental opportunities I have received has helped me be better prepared to support my company’s goals
23. The developmental opportunities provided by my company prepare its employees for future change
24. There is a link between how well I perform my job and the likelihood of receiving a raise in pay
25. Pay raises for employees in the job are based on job performance
26. My pay is tied with my performance
27. In my company, promotions are tied with performance
28. In my company, personal loyalty does not influence rewards
29. In my company, deserving persons are rewarded
30. Generally, I feel that my company rewards employees who make an extra effort
31. I am satisfied with the amount of recognition I receive when I do a good job
32. I often agree with my boss on my performance evaluation
33. During my performance appraisal session, I am given an opportunity in the determination of my work objectives
34. I have frequent discussions with my boss about my performance
35. My boss and I discuss my goals and objectives often throughout the year
36. During my performance appraisal session, I have ample opportunity to express my view of the performance issue
37. In my company, employees regularly receive formal evaluation of their performance
38. My performance evaluation is based on my work outcome
39. I understand how my performance is measured
40. I understand the performance standards for my job
41. I comprehend that my performance play’s a role in my company’s performance
42. As best as possible, my company makes sure that the right person is hired for the job
43. My company places great importance on hiring the right person
44. In my company, selection process ensures that competent people are recruited
45. There is more emphasis on hiring someone quickly than selecting the right person for the job
46. It takes long time to hire someone at my company
47. The interview process is lengthy
48. In my company, the time it takes to hire a new employee is appropriate
49. My company gives regular promotions
50. In my company, promotion policies are known and widely shared with employees
51. My company helps me to seek out career information and resources
52. I clearly know the possible career path for me in the company
53. In my company, there is a good opportunity for career advancement
54. I am provided the opportunity to suggest improvements in the ways things are done
55. I participate in problem solving discussions regarding work related issues
56. I am encouraged to bring up ideas which help to accomplish my company’s goals

The following set of questions concerns your own feelings and attitudes about yourself and working at your company general. Please select your response from the 5 presented below and enter the corresponding number in the space to the left of each question.

1 – Strongly Disagree 2 - Disagree 3 – Neutral 4 - Agree 5 - Strongly Agree

Q.No. Statements

1. My company’s management shows very little concern for me
2. My company’s management cares about my general satisfaction at work
3. My company’s management really cares about my well-being
4. My company’s management strongly considers my goals and values
5. My company’s management cares about my opinions
6. Even if I did the best job possible, my company’s management would fail to notice
7. My company’s management takes pride in my accomplishments at work
8. My company’s management is willing to extend itself in order to help me to perform my job to the best of my ability
9. I seek help from my company’s management when I have a problem
10. I am willing to put in great deal of effort beyond that normally expected in order to help my company be successful
11. I really care about the betterment of my company
12. I am extremely glad that I have an opportunity to work in this company
13. I talk about my company to my friends as a great organization for which to work
14. I am proud to tell others that I am part of my company
15. I find that my values and the organization’s values are similar
16. For me, this is the best of all possible organizations to work
17. I often think about quitting my job at my company
18. I am actively looking for a job outside my company
19. As soon as I can find a better job, I’ll leave my company
20. If my company were facing economic problems, my job would be the first to go
21. My job is not secure
Dear Research participant,

Please respond to the statements below regarding the people you supervise. Your response to these questions will be kept strictly confidential. Please select your response from the 5 choices presented below and enter the corresponding number for each statement.

1 – Strongly Disagree 2 - Disagree 3 – Neutral 4 - Agree 5 - Strongly Agree

Answer Statements
1. helps others who have been absent
2. helps others who have heavy workloads
3. willingly gives of his/her time to help others who have work related problems
4. helps new employee even though it is not required
5. gives respect for others.
6. is always punctual
7. never takes long lunches or breaks
8. does not take extra breaks
9. obeys company rules, regulations and procedures even when no one is watching
10. adequately completes assigned duties
11. fulfills responsibilities specified in job description
12. performs tasks that are expected of him/her
13. meets formal performance requirements of the job
14. engages in activities that will directly affect his / her performance evaluation
15. neglects aspects of the job he / she is obligated to do
16. fails to perform essential duties

Background information:
1. How long have you been working at this company? ____ years ____ months.
2. How long have you been working in your current position/job? ____ years ____ months.
3. Your highest educational level attained ____________________
4. Your sex ___ Male ___ Female.

LIST OF PAPERS PUBLISHED BY THE RESEARCHER


Root Cause Analysis (RCA) is a process used to identify the root causes of problems or incidents. It is widely used in healthcare settings to improve safety and efficiency. This survey aims to understand how NHS staff, who are trained in RCA techniques, apply their skills after training. We are looking for an insight into your recent experiences of RCA and how we might be able to support you educationally in the future.

Please be assured that any information you provide will be treated in the strictest confidence. The study did not require formal ethical review. Please note that the term ‘RCA’, for the purpose of this study, is used in general terms and covers all incident investigation processes (e.g. The London Protocol, Significant Event Analysis, RCA etc).

1. Training in Root Cause Analysis

3) How long ago did you attend RCA training?

- [ ] < 6 months
- [ ] 7 - 11 months
4) What type of training did you receive?

- eLearning
- Tutor Led
- In-house NHS
- External

5) How many days did the RCA training involve?

- 0.5
- 1
- 1.5
- 2
- 2.5
- 3
- >3

6) Have you been able to apply the knowledge learnt from your RCA training to your workplace?

- Definitely
- Partly
- Unsure
7) Have your work practices regarding safety and reporting errors changed since you attended the RCA training?

8) Do you have a sufficient understanding/confidence by the end of the training to what was required to conduct an RCA?

2. Experience of RCA Investigations

If you have been involved in, or led, at least one RCA since attending the training course please answers the questions below, if not go to the last question.

9) How many RCA investigations have you personally led since training?
10) At what level was the RCA being conducted?

- [ ] Local
- [ ] Operational
- [ ] Divisional
- [ ] Corporate

11) On how many occasions have you been a member (but not led) of an RCA investigation team?

- [ ] 0
- [ ] 1
- [ ] 2
- [ ] 3
- [ ] 4
- [ ] 5
- [ ] Other

12) In general, did the RCA training provide you with the skills to be involved in or lead an RCA?

- [ ] Definitely
- [ ] Partly
- [ ] Unsure
- [ ] Occasionally
13) When you were involved in an RCA(s) to what extent did you encounter the following barriers:

<table>
<thead>
<tr>
<th></th>
<th>Always</th>
<th>Sometimes</th>
<th>Unsure</th>
<th>Occasionally</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unwilling Colleagues</td>
<td></td>
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<tr>
<td>Unsupportive Management</td>
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<tr>
<td>Lack of Resources</td>
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<tr>
<td>Lack of time</td>
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<tr>
<td>Interference from internal/external sources</td>
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<tr>
<td>Difficulty with RCA teams</td>
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<tr>
<td>Lack of feedback and data</td>
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<tr>
<td>Inter-professional differences</td>
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</tbody>
</table>

14) Other, (please specify):

15) When you were involved in an RCA what were the positive aspects?

16) Generally speaking, of the RCA(s) you were involved in, were your recommendations implemented:

- [ ] Fully
17) Do you think a follow-up training session (after you have actually undertaken an RCA) would be beneficial?

- Yes
- No
- Unsure

18) Do you think receiving developmental and confidential feedback on a final draft of your RCA report(s) from colleagues trained in this process would be beneficial as part of your learning?

- Yes
- No
- Unsure

19) If you have not undertaken an RCA was it for the following reasons:

- No opportunity
- Lack of support
- Training Inadequate
- Lack of confidence

3. Your Attitudes to RCA

20) Undertaking an RCA is a time-consuming business. Is it good use of staff time and resources?

- Strongly Agree
- Agree
- Unsure
- Disagree
- Strongly Disagree

21) RCA's should be conducted by colleagues with a clinical background and not by staff outwith your department

22) Patients and relatives should be part of the RCA team
The following statements relate to the questions below

The achievements and benefits of conducting RCAs are that they:

Improve work processes
Improve patient safety
Help people work together in teams
Improve communication about patient care
Improve patient outcomes
Improve the standing of my profession

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Agree</th>
<th>Unsure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
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</table>

Since undertaking Root Cause Analysis training (RCA) do you think that you are better trained in methods of dealing with incidents?

Since undertaking the RCA training do you think you can improve work processes for the provision of safe clinical care?

Over the long term, do you think RCA training will contribute to the advancement of safety in healthcare?

Considering the health systems investment in RCA training, are the benefits you see worth the investment?

In general, did the training provide you with the skills to be involved in or lead an RCA?

4. About you

24) What is your current job or professional group?

Select answer

Other, please specify

25) Do you work in:

Select answer

26) How many years experience do you have in this job or professional role:
3. Spector, P.E. (Psychology, University of South Florida, Copyright 1994) developed a structured questionnaire on job satisfaction and have copyrights of this too. This questionnaire was used to construct the job satisfaction part of our questionnaire.
| 1   | I feel I am being paid a fair amount for the work I do. | 1 2 3 4 5 6 |
| 2   | There is really too little chance for promotion on my job. | 1 2 3 4 5 6 |
| 3   | My supervisor is quite competent in doing his/her job. | 1 2 3 4 5 6 |
| 4   | I am not satisfied with the benefits I receive. | 1 2 3 4 5 6 |
| 5   | When I do a good job, I receive the recognition for it that I should receive. | 1 2 3 4 5 6 |
| 6   | Many of our rules and procedures make doing a good job difficult. | 1 2 3 4 5 6 |
| 7   | I like the people I work with. | 1 2 3 4 5 6 |
| 8   | I sometimes feel my job is meaningless. | 1 2 3 4 5 6 |
| 9   | Communications seem good within this organization. | 1 2 3 4 5 6 |
| 10  | Raises are too few and far between. | 1 2 3 4 5 6 |
| 11  | Those who do well on the job stand a fair chance of being promoted. | 1 2 3 4 5 6 |
| 12  | My supervisor is unfair to me. | 1 2 3 4 5 6 |
| 13  | The benefits we receive are as good as most other organizations offer. | 1 2 3 4 5 6 |
| 14  | I do not feel that the work I do is appreciated. | 1 2 3 4 5 6 |
| 15  | My efforts to do a good job are seldom blocked by red tape. | 1 2 3 4 5 6 |
| 16  | I find I have to work harder at my job because of the incompetence of people I work with. | 1 2 3 4 5 6 |
| 17  | I like doing the things I do at work. | 1 2 3 4 5 6 |
| 18  | The goals of this organization are not clear to me. | 1 2 3 4 5 6 |
| 19  | I feel unappreciated by the organization when I think about what they pay me. | 1 2 3 4 5 6 |
4. Islam, MD. S. (2011). Effectiveness of Training in Life Insurance Sector: Evidence from India. IEEE from this study structured questionnaire for performance section was used. The questionnaire consisted with 11 attributes close-ended questions where the respondents have given their view against the scale of 1 to 5, where, 1 was strongly disagree, 2 was disagree, 3 was somewhat agree, 4 was agree & 5 was strongly agree.

**FACTORS CONSIDERED FOR ASSESSMENT OF EFFECTIVENESS**

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</thead>
<tbody>
<tr>
<td>20</td>
<td>People get ahead as fast here as they do in other places.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>21</td>
<td>My supervisor shows too little interest in the feelings of subordinates.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>22</td>
<td>The benefit package we have is equitable.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>23</td>
<td>There are few rewards for those who work here.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>24</td>
<td>I have too much to do at work.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>25</td>
<td>I enjoy my coworkers.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>26</td>
<td>I often feel that I do not know what is going on with the organization.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>27</td>
<td>I feel a sense of pride in doing my job.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>28</td>
<td>I feel satisfied with my chances for salary increases.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>29</td>
<td>There are benefits we do not have which we should have.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>30</td>
<td>I like my supervisor.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>31</td>
<td>I have too much paperwork.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>32</td>
<td>I don't feel my efforts are rewarded the way they should be.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>33</td>
<td>I am satisfied with my chances for promotion.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>34</td>
<td>There is too much bickering and fighting at work.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>35</td>
<td>My job is enjoyable.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>36</td>
<td>Work assignments are not fully explained.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>
1 Developed professional skills, leadership skills & problem solving skills simultaneously.
2 Ease in handling in a more systematic & analytical manner
3 Ease in handling customers need more clearly.
4 Ease in handling challenging tasks
5 Improving efficiency and effectiveness
6 Increase self confidence after training
7 Helped to identify weak and strong point of employees
8 Improve decision making ability
9 Developed capacity to cope up with change
10 Developed to fulfill organizational as well as personal need.
11 Training is mere wastage of time.

5. Klein, G. and Jain, S. (2010) develops a questionnaire for their study titled “The Association of Project Management Certification with Personal and Project Outcomes” published by asapm, at www.asapm.org. Questionnaire of this study was used to get the opinions of employees on the financial matters and demographics for the present study.

This voluntary survey is intended to assist in the study of project management success factors. Summary results will appear in reports on project success, including one report to be placed on the asapm website for member retrieval. Do not omit any question. Should you have any questions about this project, please contact Dr. Gary Klein at gklein@uccs.edu. Thank you for your participation in this important study.

Please read each of the following statements and indicate the choice which best describes your opinion by marking the appropriate box with an X. Please mark only one choice for each statement.

1. The following statements refer to personal outcomes associated with project completion. To what extent do you receive the following reward or feeling for successfully completing projects.
a) Choice of future assignment

b) Favorable performance appraisals
c) Financial gain
d) Job promotion
e) Recognition
f) Sense of accomplishment
g) Sense of contribution to the organization
h) Technical training

2. The following statements refer to how your project team members relied on you.

<table>
<thead>
<tr>
<th>Statement</th>
<th>little or no extent</th>
<th>some extent</th>
<th>moderate extent</th>
<th>great extent</th>
<th>very great extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) The team members knew I would try to help them out when they got into difficulties.</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>b) The people I worked with trusted me to lend a hand if they needed it.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) My coworkers relied upon me to do as I said I</td>
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</tr>
</tbody>
</table>
would.

3. What is the approximate number of employees in the organization?

- \( \leq 100 \)
- 100 to 1000
- 1000 to 10,000
- \( >10,000 \)

4. Which best classifies the organization in terms of national dispersion?

- domestic
- multinational

5. Your gender.

- male
- female

6. Which title best describes your position on the project team?

- project manager
- dedicated team member
- consulting team member
- other

If other, please specify ____________________

---

Survey for Training Effectiveness

This voluntary survey is intended to assist in my Ph.D. study. I expect it will take about 5 minutes to complete. Absolutely NO personal information is retained that can serve as personal identifiers, confidentiality of the individuals will be maintained at all times, and only summary information will be published that too for academic purposes only. Please fill ALL questions.

* Required
What is your current job position? *

- Employee
- Development officer
- Agent

This is a required question

How many years’ work experience do you have in Insurance Sector? *

[ ]

This is a required question

How long ago did you attend training? *

- <6 months
- 7 - 11 months
- 12 - 24 months
- 25 - 36 months
- > 37 months

This is a required question

What type of training did you receive? *

- Orientation Training
- on-job training
- Refreshers training
- Specialized training

This is a required question

How many days did the training, generally, involve? *

- <7 days
- 15 days
- 1 month
- 3 months
- > 3 months

This is a required question

Have you been able to apply the knowledge learnt from your training to your workplace? *

195
This is a required question
The following statements refer to performance outcomes after a training programme? *

<table>
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<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- Definitely
- Partly
- Unsure
- Slightly
- Not at all
<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>customer complaints.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

f) I feel training is mere wastage of time.

Please enter one response per row

The following statements refer to personal outcomes you got after a training programme? *

<table>
<thead>
<tr>
<th>little or no extent</th>
<th>some extent</th>
<th>moderate extent</th>
<th>great extent</th>
<th>very great extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>a.) Increase in emoluments</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b.) job promotion</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c.) future growth opportunities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Please enter one response per row

The following statements refer to the job satisfaction level you feel in your organization? *

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) I feel I am being paid fair amount for the work I do.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Statement</td>
<td>Strongly Disagree</td>
<td>Disagree</td>
<td>Neutral</td>
<td>Agree</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>-------------------</td>
<td>----------</td>
<td>---------</td>
<td>-------</td>
</tr>
<tr>
<td>b) My supervisor is quite competent in doing his job.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>c) When I do a good job, I receive the recognition for it that I should receive.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>d) Those who do well on the job stand a fair chance of being promoted.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>e) I have too much paperwork.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>f) Work assignments are not fully explained.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

Please enter one response per row

The following statements refer to how you feel about the training programme going in your Company? *

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) I am satisfied with</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td></td>
<td>Strongly Disagree</td>
<td>Disagree</td>
<td>Neutral</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>----------------------------------------</td>
<td>-------------------</td>
<td>----------</td>
<td>---------</td>
<td>-------</td>
<td>----------------</td>
</tr>
<tr>
<td>the quality of training programs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>available to me in my company</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) I am satisfied with the number of training and development programs available to me in my company</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) My company has provided me with sufficient job-related training</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) My company provides very little training to its employees</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) I am given an opportunity to improve my skills at my company through education and training programs.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Please enter one response per row

Gender *
<table>
<thead>
<tr>
<th>Question</th>
<th>Required</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td></td>
<td>Select male or female</td>
</tr>
<tr>
<td>Age *</td>
<td></td>
<td>Must be a number greater than 20</td>
</tr>
<tr>
<td>Education *</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Name</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Email Id</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Any other suggestion/comment that could help in research</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>