Appendices and Annexure

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**Questionnaire**

Following Questionnaire is developed for doctor research Information given will be used for academic purpose only.

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**Researcher: Sheetal Gade**

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**FOR EMPLOYEES**

**Section A**

1) Name of organization __________________________________________
   With address __________________________________________

2) Name- __________________________________________

3) Age- __________________________________________

4) Sex:- A) Male [ ] B) Female [ ]

5) Designation: __________________________________________

6) Work Experience: __________________________________________

7) Phone No. /Mobile No.: __________________________________________

8) Signature: __________________________________________

9) Which type of performance appraisal system used in your Organization?
   ______________________________________________________________________

10) Methods of Performance Appraisal System
    a) Self appraisal [ ]
    b) Colleagues [ ]
    c) Immediate boss [ ]
    d) Senior [ ]

11) Frequency of Performance Appraisal System.
    a) Yearly [ ]
    b) Half yearly [ ]
    c) Quarterly [ ]
    d) Monthly [ ]

12) Do you used any statistical methods to analysis.
    a) Yes [ ]
    b) No [ ]
    If yes mentioned the method

13) How do you conduct employee’s counseling on performance?
    a) Appointing separate counselor [ ]
b) By senior employee
c) By executives
d) By Committee

14) Performance appraisal very important to improve one’s performance.
a) Strongly agree
b) Agree
c) Disagree
d) Strongly Disagree

15) Performance appraisal system provides adequate feedback
a) Strongly agree
b) Agree
c) Disagree
d) Strongly Disagree

16. Performance appraisal is a way to discuss one’s progress openly, honestly, and motivate employees to perform better.
a) Strongly agree
b) Agree
c) Disagree
d) Strongly Disagree

17. Performance appraisal helps to integrate individual and organizational goals.
a) Strongly agree
b) Agree
c) Disagree
d) Strongly Disagree

18) Personal relationship likes, dislikes etc. influence performance appraisal ratings
a) Strongly agree
b) Agree
c) Disagree
d) Strongly Disagree

19) Performance appraisal helps to win co-operation and team work.
a) Strongly agree
b) Agree
c) Disagree
d) Strongly Disagree

20) Evaluation of team performance should be included in performance appraisal
a) Strongly agree
b) Agree
21) Peers, customers, subordinates, other department representatives should be included in Performance appraisal process.
   a) Strongly agree  
   b) Agree  
   c) Disagree  
   d) Strongly Disagree  

22) Performance appraisal system helps to identify the strengths and weakness of the employee.
   a) Strongly agree  
   b) Agree  
   c) Disagree  
   d) Strongly Disagree  

23) Performance rating is helpful for the management to provide employee counseling.
   a) Strongly agree  
   b) Agree  
   c) Disagree  
   d) Strongly Disagree  

24) Appraisal System keeps on the major achievement and failure or success if the work.
   a) Strongly agree  
   b) Agree  
   c) Disagree  
   d) Strongly Disagree  

25) Transfer, demotion, suspension and dismissal is based on Performance appraisal.
   a) Strongly agree  
   b) Agree  
   c) Disagree  
   d) Strongly Disagree  

26) Management fixes salary through the performance rating.
   a) Strongly agree  
   b) Agree  
   c) Disagree  
   d) Strongly Disagree  

27) The Performance appraisal is helpful in reducing grievance among the employees.
   a) Strongly agree  
   b) Agree
c) Disagree
   d) Strongly Disagree

28) Performance appraisal increases employee motivation.
   a) Strongly agree
   b) Agree
   c) Disagree
   d) Strongly Disagree

29) The follow up procedure after Performance appraisal is satisfactory.
   a) Strongly agree
   b) Agree
   c) Disagree
   d) Strongly Disagree

30) Do you wish to have changes in current appraisal System?
   a) Yes
   b) No
   If yes mentioned the expected changes
   ______________________________________________________________________
   ______________________________________________________________________
   ______________________________________________________________________