QUESTIONNAIRE-1

COMPANY VOLUNTARY RETIREMENT SCHEME
QUESTIONNAIRE FOR PERSONNEL/HR MANAGERS

Name: ________________________________
Designation: ________________________________
Company Name & Address: ________________________________

Number of Employees——Sales Turnover———
Telephone No:——— Email Address:———

(Please tick the appropriate answers where ever options are given)

1. What are the reasons for implementing VRS in your organization?
   - Manpower Reduction
   - Automation
   - Competition Pressure
   - Lack of business opportunity
   - Overage employees
   - to encourage efficiency of existing staff
   - Any other reason

2. When did company introduce VRS first time, for the employees? Please state the month and year __________________

3. How many employees opted for VRS? __________________

4. What is the age group of employees (in your organization) who opted for VRS?
   - a) Below 35
   - b) 35 to 40
   - c) 40 to 45
   - d) 45 to 50
   - e) 50 to 55
   - f) 55 and above
5. How far did you succeed in implementing VRS?
   Fully a, To some extent b, Not at all c, Can’t say d

6. What is the amount used the company for the implementation of VRS? you may mention the cost approximately.

7. Can you benefit financially by implementing VRS? If so how?

8. In your opinion, What is the minimum compensation that is necessary for employees to opt for VRS?

8. How many times did you implement VRS Scheme in your organization?

   a) 1st Time Year and Month
   b) 2nd Time
   c) 3rd Time
   d) 4th Time

9. Who were the target employees for VRS?
   Supervisors in the Company a
   Workmen employed in the Company b
   Administrative Staff:
   a. Executives Category c
   b. Non-Executive Category d
11. What was the strength, grade-wise of the people who opted for VRS?

12. How many people applied for VRS initially and withdrawn subsequently?

13. If so what were the major reasons as per your opinion?

14. Do you feel less manpower currently on rolls on account of any liberal VRS scheme that has been implemented?

15. Did this affect across the whole organization or restricted to some functions/Department?

16. What is the overall profitability of the company due to the implementation of VRS?

17. What is the cost in recruiting the new employees due to VRS?

18. State the cost incurred on training programmes of for existing staff due to VRS?

19. How many times did the company conduct training for existing employees due to VRS so far?
20. What is the unique feature of VRS Scheme in the Company?

________________________________________________________________________

21. Do you have any retirement plan programme to the retired?

________________________________________________________________________

Date: 

Signature (Respondent)
1. What reasons attracted you to go for VRS?
   a) Money
   b) for starting own Business
   c) for new job
   d) Medical grounds
   e) any other

2. How many years did you work with the company?
   a) less than 10 years
   b) 10 to 15 years
   c) 15 to 20 years
   d) more than 20 years

3. What was the VRS Package did you get from the company?
   a) less than 5 lakhs
   c) 5 to 10 lakhs
   f) 10 to 15 lakhs
   d) more than 15 lakhs
4. Are you satisfied with the VRS package from the company?  
   a) Yes  
   b) to some extent  
   c) No  
   d) can’t say

5. At what level did you join the company initially?  

6. What was your designation at the time of VRS?  

7. What was your age and qualification at the time of joining the organization?  

8. What was your age and qualification at the time of VRS?  

9. Why did the other employees opt for VRS?  

10. Why did you think other co-employees opted for VRS?  

11. What is their perception about the VRS package?
12. What are your activities, which engage you in, post VRS?

13. How is your method of making VRS Package productive?
   a) Early investment
   b) Domestic Need
   c) Any other reason

14. How do you spending your spare Time after VRS?
   a) Taking Rest
   b) Service
   c) Business
   d) Social Service
   e) Any other activity

15. When did you apply for VRS?

16. How much time did it take for getting the VRS Package?

17. How should the VRS Package be as per your opinion?

18. How did your company implement VRS?
   By appeal
   Left to the choice of the employees
   By Force by the Management
   Any other reason

19. Presently what is the status of the Company?
20. What is the impact on the existing employees who have not opted for VRS?

20. What does your family feel about the VRS?

21. Who all support your family other than you after taking VRS Scheme?

22. As per your opinion what is the social implication of VRS?

23. What is the job potential for VRS holder in India?
24. What are the opportunities given by the company to the post VRS holders?


25. What is the opinion of your Union regarding VRS?


Remarks:


Date: 


Signature

(Respondent)