Evaluation of employee’s job satisfaction in the sugar industries of Gujarat state: A Developmental perspective: This study is on for this purpose I require some important data which is mentioned in this questionnaire. I assure you that this data is purely for academic purpose and will be kept strictly confidential. Thanks for your active cooperation.

Name of the company: ____________________________

Name of the Employee: ___________________________

Gender: Male □ Female □

Qualification: ________________________________

Age:

1. Less than 35 years □
2. 36-45 years □
3. 46-60 years □
4. More than 60 years □

Marital Status: Married □ Unmarried □

Department: ________________________________

Designation: ________________________________

Nature of employment: Permanent □ Contractual □

If Contract duration of contract: 1-3 years □ 3-5 years □ More than years □

How long have you worked for this company?

1-5 Years □ 6-10 Years □ 11-15 Years □ 6-20 Years □ More than 20 Years □

Annual Income: Below 1, 50,000 □ 1, 50,000 to 2, 50,000 □

2, 50,000 to 3, 50,000 □ Above 3, 50,000 □

Physical Health: Weak □ General □ Good □
How do you view this job?

Challenging ☐  Responsible ☐  Motivating ☐

Rank the following components of job satisfaction as per your opinion.
1 = “very unimportant”  2 = “Unimportant”  3 = “Important”  and 4 = “very important.”

(a) Job security ☐
(b) Benefits ☐
(c) Opportunities to use skills and abilities ☐
(d) The work itself; organization’s financial stability ☐
(e) Compensation/pay ☐

Please give your level of satisfaction for the following attributes of your job [Tick Mark] (☐) in appropriate boxes.

<table>
<thead>
<tr>
<th></th>
<th>Highly Satisfied</th>
<th>Some What Satisfied</th>
<th>Natural</th>
<th>Some What Dissatisfied</th>
<th>Very Dissatisfied</th>
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</thead>
<tbody>
<tr>
<td>Job security</td>
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<tr>
<td>Benefits</td>
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<td>Opportunities to use skills and abilities</td>
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<tr>
<td>The work itself; company financial stability</td>
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<tr>
<td>Compensation/pay</td>
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<tr>
<td>Feeling safe in the work environment</td>
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<tr>
<td>Relationship with immediate supervisor</td>
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<td>Management recognition of employee job performance</td>
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<td>Communication between employees and senior management</td>
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<tr>
<td>Autonomy and independence</td>
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<td>Overall corporate culture</td>
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<tr>
<td>Meaningfulness of job</td>
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<td>Relationships with co-workers</td>
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<td>Contribution of work to company business goals</td>
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<td>Variety of work</td>
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<td>Job-specific training</td>
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<td>Career advancement opportunities</td>
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<td>Company commitment to professional development</td>
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<td>Career development opportunities</td>
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<td>Company commitment to corporate social responsibility</td>
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<td>Paid training and tuition reimbursement programs</td>
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<td>Networking</td>
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<td>Company commitment to a ‘green’ workplace</td>
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<td>Problems Pursuance of higher education</td>
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<td>Company timing, rules and regulations</td>
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<td>Availability of more research facilities</td>
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<td>Reputation of company</td>
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<td>Fairness in the company</td>
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<td>Location of the company</td>
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<tr>
<td>Working environment</td>
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<tr>
<td>Behavior of boss</td>
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</table>
## Conflict among employees

Motivation and encouragement for good work

### Salary components

<table>
<thead>
<tr>
<th>Salary components</th>
<th>Highly Satisfied</th>
<th>Some What Satisfied</th>
<th>Natural</th>
<th>Some What Dissatisfied</th>
<th>Very Dissatisfied</th>
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<tbody>
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<td>Basic</td>
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<td>HRA</td>
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<td>Group Insurance</td>
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<td>Bonuses</td>
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<td>Medical Benefits</td>
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<td>Abroad travelling</td>
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<td>Opportunities</td>
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<td>Paid time off</td>
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<td>Higher education options</td>
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<td>Pickup and drop</td>
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<td>Cafeteria facilities</td>
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<td>Yearly paid vacation</td>
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<td>Tour allowances</td>
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<td>Family get together</td>
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<td>Office parties</td>
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<td>Monthly achiever recognition</td>
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<td>Retirement benefit</td>
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<tr>
<td>Training and upgrading skills</td>
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<td>Night shift allowances</td>
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<td>Target achievement recognition and cash prize</td>
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<tr>
<td>Retirement benefit</td>
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</table>

Tick marks the appropriate box as per your opinion regarding the following aspects.

<table>
<thead>
<tr>
<th>Job satisfaction/ Motivation</th>
<th>Agree Strongly</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Disagree strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with the information I receive from my supervisor about my performance.</td>
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<tr>
<td>I am satisfied with the variety of activities my job offers.</td>
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<tr>
<td>I am satisfied with the freedom I have to do what I want on my job.</td>
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<tr>
<td>I am satisfied with the pay I receive for my job.</td>
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<td>I am satisfied with the security my job provides me.</td>
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<tr>
<td>I am satisfied with the morale of the people with whom you work.</td>
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<tr>
<td>I am satisfied with the amount and frequency of informal praise and appreciation you receive from our supervisor.</td>
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<tr>
<td>I am satisfied with the organization provides you, good numbers of fee and subsidies facilities eventually leading to better situation.</td>
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<tr>
<td>My boss always encourages me for my work.</td>
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<tr>
<td>Organizational Commitment</td>
<td>Agree Strongly</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Disagree strongly</td>
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<tr>
<td>I am willing to put in a great deal of effort beyond that normally expected in order to help this company is successful.</td>
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<tr>
<td>I feel very little loyalty to this company.</td>
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<tr>
<td>I would accept almost any type of job assignment in order to keep working for this company.</td>
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<tr>
<td>I am satisfied with our job security given to you.</td>
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<tr>
<td>There is smooth communication system in the company.</td>
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<tr>
<td>Companies provide opportunities to utilize and develop human capabilities.</td>
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<tr>
<td>I am very punctual in my work.</td>
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<tr>
<td>I am reaching office on time.</td>
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<tr>
<td>I give first priority to my work and take less leaves.</td>
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</tbody>
</table>
### Employee Development

<table>
<thead>
<tr>
<th>Employee Development</th>
<th>Agree Strongly</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Disagree strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>The employer encourages men and women equally without any bias.</td>
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<tr>
<td>Women employees are deliberately prevented to reach at higher levels of managerial post.</td>
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<tr>
<td>My male colleagues are gender sensitive.</td>
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### Recruitment

<table>
<thead>
<tr>
<th>Recruitment</th>
<th>Agree Strongly</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Disagree strongly</th>
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</thead>
<tbody>
<tr>
<td>Applicants undergo a medical test before being hired.</td>
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<tr>
<td>Vacancies are filled from qualified employees who are working in the company.</td>
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<tr>
<td>Applicants undergo structured interviews (job related questions, same questions asked of all Applicants before being hired.</td>
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<tr>
<td>Applicants for this job take formal test (written or work sample) for selecting applicants for vacancies.</td>
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<tr>
<td>Job advertisements in newspapers are used by the company to recruit people.</td>
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<tr>
<td>In this company, there is formal induction, orientation</td>
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</tbody>
</table>
and familiarization process designed to help the new managerial recruits understand the company.

The selection systems followed in our company are highly scientific and rigorous.

<table>
<thead>
<tr>
<th>Training</th>
<th>Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Disagree strongly</th>
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</thead>
<tbody>
<tr>
<td>I receive adequate training when new technology is introduced relating to my job duties.</td>
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<tr>
<td>I feel comfortable using online resources necessary for my job. (e.g. the world wide web and email)</td>
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<tr>
<td>If I felt that I needed extra training it would be made available for me.</td>
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<tr>
<td>The orientation received prepared me well for these work.</td>
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<tr>
<td>I receive adequate support from my supervisors.</td>
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<tr>
<td>Our company conducts extensive training programs for its employees in all aspects of quality.</td>
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<tr>
<td>Training needs are identified through a formal performance</td>
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</table>
Training needs identified are realistic, useful and based on the business strategy of the company.

The training programmed has improved my decision-making skills.

I feel better equipped to tackle unexpected events with skill and confidence after training.

<table>
<thead>
<tr>
<th>Promotion</th>
<th>Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Some What Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>My work plan accurately reflects my day to day activities.</td>
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<td>I am satisfied with my chance for promotion.</td>
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<tr>
<td>I am motivated to stay at the company because of my benefits package.</td>
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<tr>
<td>I am aware of all benefits to which I am entitled.</td>
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<tr>
<td>The benefits package we receive is as good as most other company offer.</td>
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<tr>
<td>Promotions are based on merit and seniority alone.</td>
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<tr>
<td>I feel that pay in relation to our duties and</td>
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</table>
responsibilities.

Efficient transportation facility is provided.

There is a strong grievances handling system in my company.

My company provides me health care and welfare benefits.

My company provides me harassing and reduction benefits.

<table>
<thead>
<tr>
<th>Work Environment</th>
<th>Agree Strongly</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Disagree strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>The company is family friendly place to work.</td>
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<tr>
<td>There is smooth communication system in the company.</td>
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<tr>
<td>Companies provide opportunities to utilize and develop human capabilities.</td>
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<tr>
<td>The equipment’s we work with is in good working condition.</td>
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<td>Work is divided and assigned fairly.</td>
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<tr>
<td>I receive full information about benefits and how they affect me.</td>
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<tr>
<td>Tardiness and almost absenteeism are handled fairly.</td>
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<td>My supervisor gives clear cut orders and instruction.</td>
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<td>Provisions related to leave are satisfactory.</td>
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<tr>
<td>Provisions for wage,</td>
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</table>
incentive, bonus etc. are satisfactory.
Company provides adequate social security.
Working hours are reasonable & fair.
Work and quality of work life of my company is good.
Proper space available for lunch and breaks.
I am satisfied with the autonomy given to you to do our work.
I am satisfied with the company as a place to work.
If I had a friend looking for a job I would recommend this business as a place to work.
We got comfortable personal work space to work.
There is balanced disciplinary environment.
Employees are able to maintain balance in work and social life.
I feel empowered & stress free working in this company.

<table>
<thead>
<tr>
<th>Performance Management System</th>
<th>Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Disagree strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel my supervisor takes my performance review seriously.</td>
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<tr>
<td>My supervisor offers constructive feedback and comments on a regular basis outside of the performance review process.</td>
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<tr>
<td>I am motivated to stay at the company because of my benefits.</td>
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</tbody>
</table>
I make pretty good money compared to others in this field.

I feel policies and procedures are clear and consistently enforced within my department and company.

My work plan accurately reflects my day to day activities.

Performance appraisals are formally done.

People’s compensation increases as their performance increases.

Employees are given feedback on their performance based on formal quantifiable results.

Job description contains all the duties performed by the employee.

Performance evaluation primarily focuses on time periods of one year or less.

I am confident that this company can succeed in the current competitive environment.

I make innovative suggestions to improve the overall quality working of the company.

Appraisal system in our company is growth and development oriented.

Employees are provided performance based feedback and counseling.

The appraisal data is used for making decisions like job rotation, training and compensation.

The objectives of the appraisal system are clear to all employees.

Employees in our company have more than one potential
<table>
<thead>
<tr>
<th>position for promotion.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual and company growth needs are matched in this company.</td>
</tr>
<tr>
<td>I have flexibilities of working hours.</td>
</tr>
<tr>
<td>I have the scope of doing different valuation of work periodically.</td>
</tr>
<tr>
<td>Me and my family caring sufficient about my salted.</td>
</tr>
</tbody>
</table>
(ii) **Questionnaire for HR Professionals**

Evaluation of employee’s job satisfaction in the sugar industries of Gujarat state: A Developmental perspective: This study is on for this purpose I require some important data which is mentioned in this questionnaire. I assure you that this data is purely for academic purpose and will be kept strictly confidential. Thanks for your active cooperation.

**Name of the company:**
**Name of the HR Professional/Directors:**
**Gender:** Male ☐ Female ☐
**Qualification:**
**Age:**
1. Less than 35 years ☐
2. 36-45 years ☐
3. 46-60 years ☐
4. More than 60 years ☐
**Marital Status:** Married ☐ Unmarried ☐
**Department:**
**Designation:**
**How long have you worked for this company?**
1-5 Years ☐ 6-10 Years ☐ 11-15 Years ☐ 16-20 Years ☐ More than 20 Years ☐
**Annual Income:** Below 2, 00,000 ☐ 2, 00,000 to 3, 00,000 ☐
3, 00,000 to 4, 00,000 ☐ Above 4, 00,000 ☐
**Physical Health:** Weak ☐ General ☐ Good ☐
**How do you view this job?**
Challenging ☐ Responsible ☐ Motivating ☐

➤ Rank the following components of job satisfaction as per your opinion.
1 = “very unimportant” 2 = “Unimportant” 3 =“Important”  and 4 = “very important.”
(f) Relationship with immediate supervisor  
(g) Job security  
(h) Communication between employees and senior management  
(i) Organization’s financial stability  
(j) Opportunities to use skills and abilities

Please give your level of satisfaction for the following attributes of your job [Tick Mark] (□) in appropriate boxes.

<table>
<thead>
<tr>
<th></th>
<th>Highly Satisfied</th>
<th>Some What Satisfied</th>
<th>Natural</th>
<th>Some What Dissatisfied</th>
<th>Very Dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Relationship with immediate supervisor</td>
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<tr>
<td>Job security</td>
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<tr>
<td>Communication between employees and senior management</td>
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<tr>
<td>Company financial stability</td>
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<tr>
<td>Opportunities to use skills/abilities</td>
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<tr>
<td>Management recognition of employee job performance</td>
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<tr>
<td>Benefits</td>
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<tr>
<td>Job-specific training</td>
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<tr>
<td>Overall corporate culture</td>
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<tr>
<td>Feeling safe in the work environment</td>
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<td>Compensation/pay</td>
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<td>Career advancement opportunities</td>
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<td>Career development opportunities</td>
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<tr>
<td>Flexibility to balance life and work issues</td>
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<td>Company commitment to professional development</td>
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<tr>
<td>Relationships with co-workers</td>
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<tr>
<td>The work itself</td>
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<tr>
<td>Autonomy and independence</td>
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<tr>
<td>Meaningfulness of job</td>
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<td>Paid training and tuition reimbursement programs</td>
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<td>Contribution of work to company business goals</td>
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<tr>
<td>Variety of work</td>
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<tr>
<td>Networking</td>
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<td>Company commitment to corporate social responsibility</td>
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<td>Company commitment to a ‘green’ workplace</td>
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<td>Health reasons</td>
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<td>Family related problems</td>
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<tr>
<td>Pursuance of higher education</td>
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<tr>
<td>Company timing, rules and regulations</td>
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<td>Expectation of a high salary</td>
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<td>Expectation of a Promotion</td>
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<td>Availability of more research facilities</td>
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<tr>
<td>Financial benefits</td>
<td>Reputation of company</td>
<td>Fairness in the company</td>
<td>Location of the company</td>
<td>Working environment</td>
<td>Motivation and encouragement for good work</td>
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<table>
<thead>
<tr>
<th>Salary components</th>
<th>Highly Satisfied</th>
<th>Some What Satisfied</th>
<th>Natural</th>
<th>Some What Dissatisfied</th>
<th>Very Dissatisfied</th>
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<tbody>
<tr>
<td>Basic</td>
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<td>HRA</td>
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<td>Group Insurance</td>
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<td>Bonuses</td>
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<td>Medical Benefits</td>
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<td>Abroad travelling</td>
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<td>Opportunities</td>
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<td>Paid time off</td>
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<td>Higher education options</td>
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<td>Pickup and drop</td>
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<td>Cafeteria facilities</td>
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<tr>
<td>Tour allowances</td>
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<td>Family get together</td>
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<tr>
<td>Office parties</td>
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<td>Monthly achiever recognition</td>
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<tr>
<td>Retirement benefit</td>
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</tbody>
</table>

**Tick marks the appropriate box as per your opinion regarding the following aspects.**

<table>
<thead>
<tr>
<th>Planning</th>
<th>Agree Strongly</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Disagree Strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>We have a formal system of employees Planning.</td>
<td></td>
<td></td>
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<tr>
<td>Our employee’s planning system is able to provide manpower as per company needs.</td>
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<tr>
<td>The company clearly conveys the mission to its clients.</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Grievances handling</th>
<th>Agree Strongly</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Disagree Strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>There is a formal procedure for resolving disputes/grievances between employees and their supervisors or co-workers.</td>
<td></td>
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</tbody>
</table>
### Compensation

<table>
<thead>
<tr>
<th></th>
<th>Agree Strongly</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Disagree Strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pay raises for employees in the company are based on job performance.</td>
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<tr>
<td>Non managerial employees in the company have the opportunity to earn individual bonuses (or commissions) for their performance.</td>
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</table>

### Recruitment

<table>
<thead>
<tr>
<th></th>
<th>Agree Strongly</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Disagree Strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>We have a structured recruitment system.</td>
<td></td>
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<tr>
<td>Recruitment system has a definite budget.</td>
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<tr>
<td>Required talent is available in time.</td>
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<tr>
<td>New joiners are found to bright fit for the job.</td>
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<tr>
<td>Interviews take care of technical as well as personality and attitude aspects of the candidate.</td>
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<tr>
<td>Applicants for this job take formal test (written or work sample) for selecting applicants for vacancies.</td>
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<tr>
<td>Applicants undergo a medical test before being hired.</td>
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<tr>
<td>Vacancies are filled from qualified employees who are working in the company.</td>
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<tr>
<td>Job advertisements in newspapers are used by the company to recruit people.</td>
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</tbody>
</table>
In this company, there is formal induction, orientation and familiarization process designed to help the new managerial recruits understand the company.

The selection systems followed in our company is highly scientific and rigorous.

<table>
<thead>
<tr>
<th>Climate</th>
<th>Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Disagree Strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>The top management of this company goes out of its way to make sure that the employee’s enjoy their work.</td>
<td></td>
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<tr>
<td>The top management believes that employees are extremely important resources and they have to be treated more humanly.</td>
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<tr>
<td>Development of the subordinate seen as an important part of the job by managers/officials here.</td>
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</tr>
<tr>
<td>The top management is willing to in vista considerable part of their time and other resources to ensure the development of employees.</td>
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<tr>
<td>There is good communication between managers and employees in the company.</td>
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<tr>
<td>People in my department communicate sufficiently with one another.</td>
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<tr>
<td>Our company takes sufficient steps to maintain green work place.</td>
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<tr>
<td>My company is committed to corporate social responsibilities.</td>
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</tbody>
</table>
Which factors do you stress while recruitment of new employees.

(a) Educational Qualification  
(b) Technical knowledge  
(c) Work experience  
(d) Performance evaluative  
(e) Test/Interview  
(f) Any other  

Training Effectiveness

Do you provide training? Yes  No  

If yes than, what kind of training do you provide?

a) Technical training  
b) Operational training
c) Administrative training  

d) Induction training  

e) Managerial training  

f) Any other

<table>
<thead>
<tr>
<th>Training Effectiveness</th>
<th>Agree Strongly</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Disagree Strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>There is well –designed and widely shared training policy in company.</td>
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<tr>
<td>Our training is periodically evaluated and improved.</td>
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<tr>
<td>Training provides an excellent opportunity for new comers to learn comprehensively</td>
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<tr>
<td>about this company.</td>
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<tr>
<td>There is adequate emphasis on developing managerial capabilities of the management</td>
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<tr>
<td>staff through training.</td>
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<tr>
<td>Human relations competencies are adequately developed in this company through training</td>
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<tr>
<td>in human skills.</td>
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<tr>
<td>Employees in this company participate in determining the training they need.</td>
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<tr>
<td>In-company programs are handled by competent faculty.</td>
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</table>

Performance Management System

Do you have any formal management system?  Yes  No

If yes, Rank the following factor.
a) No. of overtime hours worked
b) Regularity
c) Meeting the targets in time limits
d) Away of assigned work
e) Any other

<table>
<thead>
<tr>
<th>Performance Management System</th>
<th>Agree Strongly</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Disagree Strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>The executive appraisal system in this company provides an opportunity for each appraise to have a clear understanding of what is expected from him / her by his/her reporting officer during the performance year.</td>
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<tr>
<td>The appraisal system provides an opportunity for each appraise to communicate the support he needs from his superiors to perform his job well and appraise on the expectations, achievements, failures, constraints and improvements required.</td>
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<tr>
<td>The appraisal system encourages the appraiser and appraises to have a common understanding of the factors affecting the performance of the appraisal.</td>
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<tr>
<td>The appraisal system has scope for reflection and assessment of each appraise on the personality factors and attributes required for the current job of the assess.</td>
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</tbody>
</table>
The appraisal system has scope for correcting the biases of the reporting officer through a review process.

The appraisal system helps interested appraises to gain more insights in to their strengths and weaknesses.

Periodic orientation programs are conducted to explain the objectives and other details of appraisal system.

Line managers generally spend time with their subordinates and discuss their performance.

Reporting officers help their appraises to plan their performance in the beginning of the year.

Employees are provided feedback of performance evaluation results.

<table>
<thead>
<tr>
<th><strong>Employee Development system</strong></th>
<th><strong>Agree Strongly</strong></th>
<th><strong>Agree</strong></th>
<th><strong>Neutral</strong></th>
<th><strong>Disagree</strong></th>
<th><strong>Disagree Strongly</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>I believe that behavior can be changed at any stage of life.</td>
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<tr>
<td>I am a careful listener.</td>
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<tr>
<td>I am let your employees try their ideas even though these may not be as good as yours.</td>
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<td>Senior officers/executives in this company take active interest in their juniors and help them to learn their job.</td>
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- Group Insurance code
- Bonuses code
- Medical Benefits code
- Abroad travelling code
- Opportunities code
- Paid time off code
- Higher education options code
- Pickup and drop code

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The table indicates various company benefits and satisfaction levels. Each row represents a different company, with columns detailing specific benefits and satisfaction metrics. The last column, 'Job Satisfaction/Motivation', is filled with the text: "I am satisfied with the information I receive from my supervisor about my performance code."
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**Employee Development**

- Women employees are deliberately prevented to reach at higher levels of managerial post code.
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**Employee Development**

- The employer encourages men and women equally without any bias code.
- My male colleagues are gender sensitive code.
- My female colleagues are deliberately prevented to reach at higher levels of managerial post code.
- Women employees are deliberately prevented to reach at higher levels of managerial post code.
<p>| Sr. No. | Company name code | I am satisfied with the variety of activities me a job offers code | I am satisfied with the freedom I have to do what I want on my job code | I am satisfied with the pay I receive for my job code | I am satisfied with the security my job provides me code | I am satisfied with the morale of the people with whom you work code | I am satisfied with the amount and frequency of informal praise and appreciation you receive from our supervisor code | I am satisfied with the organisation provides you, good numbers of fee and subsidies facilities eventually leading to better situation code | My boss always encourage me for my work code | Employee Development | The employer encourage men and women equally without any bias code | Women employee are deliberate prevent to reach at higher levels of manageria l post code | My male colleagues are gender sensitive code |
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**Employee Development**

- The employer encourage men and women equally without any bias code
- Women employees are deliberately prevented to reach at higher levels of management post code
- My male colleagues are gender sensitive code
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**Employee Development**

The employer encourages men and women equally without any bias code.

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**Employee Development**

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I am satisfied with the variety of activities a job offers

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I am satisfied with the pay I receive for my job code

I am satisfied with the security my job provides me code

I am satisfied with the morale of the people with whom you work code

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My boss always encourage me for my work code

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I am satisfied with the variety of activities a job offers.

I am satisfied with the freedom I have to do what I want on my job.

I am satisfied with the pay I receive for my job.

I am satisfied with the security my job provides me.

I am satisfied with the morale of the people with whom you work.

I am satisfied with the amount and frequency of informal praise and appreciation you receive from our supervisor.

I am satisfied with the organization provides you, good numbers of fee and subsidies facilities eventually leading to better situation code.

My boss always encourage me for my work code.

Employee Development:
The employer encourage men and women equally without any bias code.

Women employees are deliberately prevented to reach at higher levels of managerial post code.

My male colleagues are gender sensitive code.
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**Employee Development**

- The employer encourages men and women equally without any bias.
- My boss always encourages me for my work.
- I am satisfied with the morale of the people with whom you work.
- I am satisfied with the organisation, it provides you, good numbers of fee and subsidies.
- The frequency of informal praise and appreciation you receive from our supervisor.
- My boss always encourages me for my work.
- My male colleagues are gender sensitive.
- Women employees are deliberately prevented to reach at higher levels of managerial post.
- My male colleagues are gender sensitive.
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**Employee Development**

The employer encourages men and women equally without any bias in professional, managerial post codes.

Women employees are deliberately prevented to reach higher levels of management.

My male colleagues are gender sensitive code.
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**Employee Development**

- I am satisfied with the variety of activities my job offers.
- I am satisfied with the freedom I have to do what I want on my job.
- I am satisfied with the pay I receive for my job.
- I am satisfied with the security my job provides me.
- I am satisfied with the morale of the people with whom you work.
- I am satisfied with the amount and frequency of informal praise and appreciation you receive from our supervisor.
- I am satisfied with the organisation provides you, good numbers of fee and subsidies, facilities eventually leading to better situation code.
- My boss always encourage me for my work code.
- The employer encourage men and women equally without any bias code.
- Women employees are deliberately prevented to reach at higher levels of management post code.
- My male colleagues are gender sensitive code.
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**Employee Development**

- The employer encourages men and women equally without any bias code.
- My male colleagues are gender sensitive code.
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**Employee Development**

- The employer encourages men and women equally without any bias.
- Women employees are deliberately prevented from reaching higher levels of managerial posts.
- My male colleagues are gender-sensitive.
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<th>The employer encourage s men and women equally without any bias code</th>
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- **Employee Development**
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  - My boss always encourages me for my work code.
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**Employee Development**

- The employer encourages men and women equally without any bias.
- My male colleagues are gender sensitive.
- Women employees are deliberately prevented to reach higher levels of managerial post.

**Notes**

- I am satisfied with the variety of activities.
- I am satisfied with the freedom I have to do what I want on my job.
- I am satisfied with the pay I receive for my job.
- I am satisfied with the security my job provides me.
- I am satisfied with the morale of the people with whom you work.
- I am satisfied with the amount and frequency of informal praise and appreciation you receive from our supervisor.
- I am satisfied with the organization provides you, good numbers of fee and subsidies facilities eventually leading to better situation.
- My boss always encourages me for my work.
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<p>| Sr. No. | Company name code | I am satisfied with the variety of activities me a job offers code | I am satisfied with the freedom I have to do what I want on my job code | I am satisfied with the pay I receive for my job code | I am satisfied with the security my job provides me code | I am satisfied with the morale of the people with whom you work code | I am satisfied with the amount and frequency of informal praise and appreciation you receive from our supervisor code | My boss always encourage me for my work code | I am satisfied with the organisation provides you, good numbers of fee and subsidies facilities eventually leading to better situation code | Employee Development | The employer encourage men and women equally without any bias code | Women employees are deliberately prevented to reach at higher levels of manageria l post code | My male colleagues are gender sensitive code |
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<td>Women employee are deliberatey prevented to reach at higher levels of managerial post code</td>
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**Employee Development**

- **I am satisfied with the freedom I have to do what I want on my job**
- **I am satisfied with the security my job provides me**
- **I am satisfied with the morale of the people with whom you work**
- **My boss always encourages me for my work**
- **I am satisfied with the amount and frequency of informal praise and appreciation you receive from our supervisor**
- **The employer encourages men and women equally without any bias**
- **My male colleagues are gender sensitive**
- **Women employees are deliberately prevented to reach higher levels of managerial post**
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Employee Development
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  - I am satisfied with the morale of the people with whom you work code.
  - I am satisfied with the amount and frequency of informal praise and appreciation you receive from our supervisor code.
  - I am satisfied with the organisation provides you, good numbers of fee and subsidies facilities eventually leading to better situation code.
  - My boss always encourages me for my work code.
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**Employee Development**

- The employer encourages men and women equally without any bias.
- My boss always encourages me for my work.

- Women employees are deliberately prevented to reach at higher levels of managerial post.
- My male colleagues are gender sensitive.
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**Employee Development**

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**Employee Development**

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- Women employees are deliberately prevented to reach at higher levels of managerial post code.
- My male colleagues are gender sensitive code.
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I am satisfied with the freedom I have to do what I want on my job.

I am satisfied with the pay I receive for my job.

I am satisfied with the security my job provides me.

I am satisfied with the morale of the people with whom you work.

I am satisfied with the amount and frequency of informal praise and appreciation you receive from our supervisor.

I am satisfied with the organisation provides you, good numbers of fee and subsidies facilities eventually leading to better situation.

My boss always encourage me for my work code.

Employee Development

The employer encourage men and women equally without any bias code.

Women employees are deliberately prevented to reach at higher levels of managerial post code.

My male colleagues are gender sensitive code.
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**Employee Development**

- The employer encourages men and women equally without any bias.
- My boss always encourages me for my work.
- My male colleagues are gender sensitive.
- Women employees are deliberately prevented to reach at higher levels of managerial posts.
- My satisfaction with the organization provides you, good numbers of fee and subsidies eventually leading to better situation code.
- I am satisfied with the amount and frequency of informal praise and appreciation you receive from our supervisor code.
- I am satisfied with the security my job provides me code.
- I am satisfied with the morale of the people with whom you work code.
- I am satisfied with the freedom I have to do what I want on my job code.
- I am satisfied with the variety of activities my job offers me code.
- I am satisfied with the code.
<p>| Sr. No. | Company name code | I am satisfied with the variety of activities a job offers code | I am satisfied with the freedom I have to do what I want on my job code | I am satisfied with the pay I receive for my job code | I am satisfied with the security my job provides me code | I am satisfied with the morale of the people with whom you work code | I am satisfied with the amount and frequency of informal praise and appreciation you receive from our supervisor code | I am satisfied with the organisation provides you, good numbers of fee and subsidies facilities eventually leading to better situation code | My boss always encourage me for my work code | Employee Development | The employer encourage men and women equally without any bias code | Women employees are deliberately prevented to reach at higher levels of managerial post code | My male colleagues are gender sensitive code |
|--------|------------------|---------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|
| 1200   | 14               | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             |
| 1201   | 14               | 1                                                             | 2                                                             | 2                                                             | 2                                                             | 3                                                             | 3                                                             | 3                                                             | 3                                                             | 3                                                             | 3                                                             | 3                                                             |
| 1202   | 14               | 2                                                             | 1                                                             | 1                                                             | 1                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 1                                                             | 2                                                             | 2                                                             |
| 1203   | 14               | 2                                                             | 2                                                             | 1                                                             | 1                                                             | 2                                                             | 2                                                             | 3                                                             | 3                                                             | 3                                                             | 2                                                             | 2                                                             |
| 1204   | 14               | 2                                                             | 2                                                             | 1                                                             | 1                                                             | 1                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             |
| 1205   | 14               | 2                                                             | 2                                                             | 1                                                             | 1                                                             | 1                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 1                                                             | 0                                                             |
| 1206   | 14               | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             | 0                                                             |
| 1207   | 14               | 1                                                             | 1                                                             | 1                                                             | 1                                                             | 1                                                             | 1                                                             | 1                                                             | 1                                                             | 1                                                             | 1                                                             | 1                                                             |
| 1208   | 14               | 2                                                             | 2                                                             | 1                                                             | 1                                                             | 1                                                             | 2                                                             | 2                                                             | 2                                                             | 2                                                             | 2                                                             | 2                                                             |
| 1209   | 14               | 1                                                             | 1                                                             | 2                                                             | 2                                                             | 2                                                             | 2                                                             | 2                                                             | 1                                                             | 2                                                             | 2                                                             | 2                                                             |
| 1210   | 14               | 3                                                             | 2                                                             | 2                                                             | 2                                                             | 1                                                             | 1                                                             | 2                                                             | 2                                                             | 3                                                             | 3                                                             | 3                                                             |</p>
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**Employee Development**

- I am satisfied with the variety of activities a job offers.
- I am satisfied with the freedom I have to do what I want on my job.
- I am satisfied with the pay I receive for my job.
- I am satisfied with the security my job provides me.
- My boss always encourages me for my work.

**Employee Development**

- I am satisfied with the security the organisation provides you, good numbers of fee and subsidies facilities eventually leading to better situation code.
- My boss always encourage me for my work.
- The employer encourages men and women equally without any bias code.
- Women employees are deliberately prevented to reach at higher levels of managerial post code.
- My male colleagues are gender sensitive code.
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**Employee Development**

- The employer encourages men and women equally without any bias code
- Women employees are deliberately prevented to reach at higher levels of managerial post code
- My male colleagues are gender sensitive code
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**I am satisfied with the variety of activities a job offers code**

**I am satisfied with the freedom I have to do what I want on my job code**

**I am satisfied with the pay I receive for my job code**

**I am satisfied with the security my job provides me code**

**I am satisfied with the morale of the people with whom you work code**

**I am satisfied with the amount and frequency of informal praise and appreciation you receive from our supervisor code**

**I am satisfied with the organisation provides you, good numbers of fee and subsidies facilities eventually leading to better situation code**

My boss always encourage me for my work code

**Employee Development**

The employer encourage men and women equally without any bias code

Women employees are deliberately prevented to reach at higher levels of managerial post code

My male colleagues are gender sensitive code
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Recruitment: Applicants undergo a medical test before being hired.
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Recruitment

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Recruitment

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**Recruitment**

Applicants undergo a medical test before being hired.
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**Recruitment**

*Applicants undergo a medical test before being hired.*
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**Notes:**
- **Organizational Commitment** includes statements about willingness to put in extra effort, loyalty to the company, job security, communication system, opportunities for human capacity utilization, punctuality, and taking leave less.
- **Recruitment** includes notes on medical tests conducted before hiring.

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**Recruitment**

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<td>Vacancies are filled from qualified employees who are working in the company code</td>
<td>Applicants undergo structured interviews (job-related questions, same questions asked of all Applicants before being hired)</td>
<td>Applicants for this job take formal test (written or work sample) for selecting applicants for vacancies code</td>
<td>Job advertisements in newspapers are used by the company to recruit people code</td>
<td>In this company, there is formal induction, orientation and familiarization process designed to help the new managers learn the company code</td>
<td>The selection systems followed in our Company are highly scientific and rigorous.</td>
<td>I receive adequate training when new technology is introduced relating to my job duties code</td>
<td>I feel comfortable using online resources necessary for my job. (e.g. the world wide web and email) code</td>
<td>If I felt that I needed extra training it would be made available for me code</td>
<td>The orientation received prepared me well for these work code</td>
<td>I receive adequate support from my supervisor code</td>
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**Vacancies are filled from qualified employees who are working in the company code**

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Applicants for this job take formal test (written or work sample) for selecting applicants for vacancies code

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The selection systems followed in our Company are highly scientific and rigorous.

**Training**

I receive adequate training when new technology is introduced relating to my job duties code

I feel comfortable using online resources necessary for my job. (e.g. the world wide web and email) code

If I felt that I needed extra training it would be made available for me code

The orientation received prepared me well for these work code

I receive adequate support from my supervisor's code
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If I felt that I needed extra training it would be made available for me code.

The orientation received prepared me well for these work code.

I receive adequate support from my supervisor's code.
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Job advertisements in newspapers are used by the company to recruit people code.

In this company, there is formal induction, orientatio n and familiarization process designed to help the new manageria l recruits understan d the company code.

The selection systems followed in our Company are highly scientific and rigorous.

**Training**

I receive adequate training when new technolog y is introduce d relating to my job duties code.

I feel comfortab le using online resources necessary for my job. (e.g. the world wide web and email) code.

If I felt that I needed extra training it would be made available for me code.

The orientatio n received prepared me well for these work code.

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Vacancies are filled from qualified employees who are working in the company code.

Applicants undergo structured interviews (job related questions, same questions asked of all Applicants before being hired code).

Applicants for this job take formal test (written or work sample) for selecting applicants for vacancies code.

Job advertisements in newspapers are used by the company to recruit people code.

In this company, there is formal induction, orientation and familiarization process designed to help the new managerial recruits understand the company code.

The selection systems followed in our Company are highly scientific and rigorous.

**Training**

I receive adequate training when new technology is introduced relating to my job duties code.

I feel comfortable using online resources necessary for my job. (e.g. the world wide web and email) code.

If I felt that I needed extra training it would be made available for me code.

The orientation received prepared me well for this work code.

I receive adequate support from my supervisor's code.
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**Training**
- I receive adequate training when new technology is introduced relating to my job duties code.
- I feel comfortable using online resources necessary for my job (e.g. the world wide web and email code).
- If I felt that I needed extra training it would be made available for me code.
- The orientation received prepared me well for these work code.
- I receive adequate support from my supervisor's code.

**In this company,** there is formal induction, orientation and familiarization process designed to help the new managerially recruits understand the company code. The selection systems followed in our Company are highly scientific and rigorous. Training I receive adequate training when new technology is introduced relating to my job duties code. I feel comfortable using online resources necessary for my job (e.g. the world wide web and email code). If I felt that I needed extra training it would be made available for me code. The orientation received prepared me well for these work code. I receive adequate support from my supervisor's code.
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Vacancies are filled from qualified employees who are working in the company code.

Applicants undergo structured interviews (job related questions, same questions asked of all Applicants before being hired code). Applicants for this job take formal test (written or work sample) for selecting applicants for vacancies code. Job advertisements in newspapers are used by the company to recruit people code.

In this company, there is formal induction, orientation and familiarization process designed to help new managerial recruits understand the company code.

The selection systems followed in our Company are highly scientific and rigorous.

In this company, there is formal induction, orientation and familiarization process designed to help new managerial recruits understand the company code.

I receive adequate training when new technology is introduced relating to my job duties code.

I feel comfortable using online resources necessary for my job. (e.g. the world wide web and email) code.

If I felt that I needed extra training it would be made available for me code.

The orientation received prepared me well for these work code.

I receive adequate support from my supervisor code.
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The selection systems followed in our Company are highly scientific and rigorous.

**Training**

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If I felt that I needed extra training it would be made available for me code

The orientation received prepared me well for these work code

I receive adequate support from my supervisor's code
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<td>In this company, there is formal induction, orientation and familiarization process designed to help the new managerial recruits understand the company code</td>
<td>The selection systems followed in our Company are highly scientific and rigorous.</td>
<td>Training</td>
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Vacancies are filled from qualified employee who are working in the company code.

Applicants undergo structured interviews (job related questions, same questions asked of all Applicants before being hired code). Applicants for this job take formal test (written or work sample) for selecting applicants for vacancies code.

Job advertisements in newspapers are used by the company to recruit people code.

In this company, there is formal induction, orientation and familiarization process designed to help new managerial recruits understand the company code.

The selection systems followed in our company are highly scientific and rigorous.

**Training**

I receive adequate training when new technology is introduced relating to my job duties code.

I feel comfortable using online resources necessary for my job. (e.g. the world wide web and email) code.

If I felt that I needed extra training it would be made available for me code.

The orientation received prepared me well for these work code.

I receive adequate support from my supervisor's code.

I feel comfortable using online resources necessary for my job. (e.g. the world wide web and email) code.
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Vacancies are filled from qualified employees who are working in the company code.

Applicants undergo structured interviews (job related questions, same questions asked of all Applicants before being hired code). Applicants for this job take formal test (written or work sample) for selecting applicants for vacancies code.

Job advertisements in newspapers are used by the company to recruit people code. In this company, there is formal induction, orientation and familiarization process designed to help the new managerial recruits understand the company code.

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I receive adequate training when new technology is introduced relating to my job duties code. I feel comfortable using online resources necessary for my job. (e.g. the world wide web and email) code. If I felt that I needed extra training it would be made available for me code.

The orientation received prepared me well for these work code. I receive adequate support from my supervisor's code.
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<td>Sr. No.</td>
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<td>Vacancies are filled from qualified employees who are working in the company code</td>
<td>Applicants undergo structured interviews (job related questions, same questions asked of all Applicants before being hired code)</td>
<td>Applicants for this job take formal test (written or work sample) for selecting applicants for vacancies code</td>
<td>Job advertisements in newspapers are used by the company to recruit people code</td>
<td>In this company, there is formal induction, orientatio and familiarization process designed to help the new manageria l recruits understand the company code</td>
<td>The selection systems followed in our Company are highly scientific and rigorous.</td>
<td>Training</td>
<td>I receive adequate training when new technolog y is introduce d relating to my job duties code</td>
<td>I feel comfortab le using online resources necessary for my job. (e.g. the world wide web and email) code</td>
<td>If I felt that I needed extra training it would be made available for me code</td>
<td>The orientatio n received prepared me well for these work code</td>
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If I felt that I needed extra training it would be made available for me code.

The orientation received prepared me well for these work code. I receive adequate support from my supervisor's code.
<table>
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<tr>
<th>Sr. No.</th>
<th>Company name code</th>
<th>Our company conducts extensive training programs for its employees in all aspects of quality code</th>
<th>Training needs are identified through a formal performance appraisal mechanism code</th>
<th>Training needs identified are realistic, useful and based on the business strategy of the company code</th>
<th>The training programme has improved my decision-making skills code</th>
<th>I feel better equipped to tackle unexpected events with skill and confidence after training code</th>
<th>Promotions are based on merit and seniority solely.</th>
<th>The benefits package we receive is as good as most other company offer code</th>
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Our company conducts extensive training programs for its employees in all aspects of quality. Training needs are identified through a formal performance appraisal mechanism. The training program has improved my decision-making skills. I feel better equipped to tackle unexpected events with skill and confidence after training.

Promotion:
- My work plan accurately reflects my day to day activities.
- I am satisfied with my chance for promotion.
- I am motivated to stay at the company because of my benefits package.
- I am aware of all benefits to which I am entitled.
- The benefits package we receive is as good as most other company offer.

Promotions are based on merit and seniority alone.
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Our company conducts extensive training programs for its employees in all aspects of quality. Training needs are identified through a formal performance appraisal mechanism. The training program has improved my decision-making skills. I feel better equipped to tackle unexpected events with skill and confidence after training.

Promotion: My work plan accurately reflects my day to day activities. I am satisfied with my chance for promotion. I am motivated to stay at the company because of my benefits package. I am aware of all benefits to which I am entitled. The benefits package we receive is as good as most other company offer. Promotions are based on merit and seniority alone.
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**Promotion**

My work plan accurately reflects my day-to-day activities code. I feel better equipped to tackle unexpected events with skill and confidence after training code.

I am motivated to stay at the company because of my benefits package code. I am aware of all benefits to which I am entitled code. The benefits package we receive is as good as most other company offer code. Promotions are based on merit and seniority alone code.
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<td>I am aware of all benefits to which I am entitled code</td>
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Promotion needs identified are realistic, useful and based on the business strategy of the company code.

I feel better equipped to tackle unexpected events with skill and confidence after training code.

My work plan accurately reflects my day-to-day activities code.

Promotions are based on merit and seniority alone code.

I am satisfied with my chance for promotion code.

I am motivated to stay at the company because of my benefits package code.

I am aware of all benefits to which I am entitled code.

The benefits package we receive is as good as most other company offer code.
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Our company conducts extensive training programs for its employees in all aspects of quality.

Training needs are identified through a formal performance appraisal mechanism.

The training program has improved my decision-making skills.

I feel better equipped to tackle unexpected events with skill and confidence after training.

Promotion

My work plan accurately reflects my day-to-day activities.

I am motivated to stay at the company because of my benefits package.

The benefits package we receive is as good as most other companies offer.

Promotions are based on merit and seniority alone.

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Our company conducts extensive training programs for its employees in all aspects of quality code.

Training needs are identified through a formal performance appraisal mechanism code.

The training program has improved my decision-making skills code.

I feel better equipped to tackle unexpected events with skill and confidence after training code.

Training needs identified are realistic, useful and based on the business strategy of the company code.

The training program accurately reflects my day-to-day activities code.

I am motivated to stay at the company because of my benefits package code.

I am satisfied with my chance for promotion code.

I am aware of all benefits to which I am entitled code.

The benefits package we receive is as good as most other company offer code.

Promotions are based on merit and seniority alone code.
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- **Training needs are identified through a formal performance appraisal mechanism**
- **Training needs identified are realistic, useful and based on the business strategy of the company**
- **The training programme has improved my decision-making skills**
- **I feel better equipped to tackle unexpecte din events with skill and confidence after training**
- **The training programme has improved my decision-making skills**
- **I feel better equipped to tackle unexpecte din events with skill and confidence after training**
- **I am motivated to stay at the company because of my benefits package**
- **I am aware of all benefits to which I am entitled**
- **The benefits package we receive is as good as most other company offer**
- **Promotions are based on merit and seniority alone**

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Our company conducts extensive training programs for its employees in all aspects of quality code.

Training needs are identified through a formal performance appraisal mechanism code.

Training needs identified are realistic, useful and based on the business strategy of the company code.

The training program has improved my decision-making skills code.

I feel better equipped to tackle unexpected events with skill and confidence after training code.

**Promotion**

My work plan accurately reflects my day to day activities code.

I am satisfied with my chance for promotion code.

I am motivated to stay at the company because of my benefits package code.

I am aware of all benefits to which I am entitled code.

The benefits package we receive is as good as most other company offer code.

Promotions are based on merit and seniority alone code.
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Our company conducts extensive training programs for its employees in all aspects of quality code.

Training needs are identified through a formal performance appraisal mechanism code.

The training program has improved my decision-making skills code.

I feel better equipped to tackle unexpected events with skill and confidence after training code.

Promotion

My work plan accurately reflects my day to day activities code.

I am motivated to stay at the company because of my benefits package code.

I am aware of all benefits to which I am entitled code.

The benefits package we receive is as good as most other company offer code.

Promotions are based on merit and seniority alone code.

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Training needs are identified through a formal performance appraisal mechanism code.

The training program has improved my decision-making skills code.

**Promotion**

My work plan accurately reflects my day to day activities code.

I feel better equipped to tackle unexpected events with skill and confidence after training code.

I am motivated to stay at the company because of my benefits package code.

Promotions are based on merit and seniority alone code.

I am aware of all benefits to which I am entitled code.

The benefits package we receive is as good as most other company offer code.

I am satisfied with my chance for promotion code.

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I feel better equipped to tackle unexpected events with skill and confidence after training code.
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Our company conducts extensive training programs for its employees in all aspects of quality code.

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The training program has improved my decision-making skills code.

I feel better equipped to tackle unexpected events with skill and confidence after training code.

Promotion

My work plan accurately reflects my day to day activities code.

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The benefits package we receive is as good as most other company offer code.

Promotions are based on merit and seniority alone code.
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## Training and Promotion

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**Work Environment**

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**Work Environment**

- I feel that pay in relation to our duties and responsibilities code
- Efficient transportation facility is provided code
- There is a strong grievances handling system in my company code
- My company provides me health care and welfare benefits code
- My company provides me harassing and reduction benefits code

**Company Details**

- The company is family friendly place to work code
- There is smooth communication system in the company code
- Companie's provide opportunities to utilize and develop human capabilities code
- The equipment's we work with is in good working condition code
- Work is divided and assigned fairly code
- I receive full information about benefits and how they affect me code
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**Work Environment**

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|                  | The equipment we work with is in good working condition code        |
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|                  | I receive full information about benefits and how they affect me code |

### Code Explanation:
- 1: Strong
- 2: Good
- 3: Average
- 0: Poor
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**Work Environment**
- The company is friendly and professional place to work.
- There is smooth communication system in the company.
- The equipment we work with is in good working condition.
- Work is divided and assigned fairly.
- I receive full information about benefits and how they affect me.
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- Companies provide opportunities to utilize and develop human capabilities code
- The equipment's we work with is in good working condition code
- Work is divided and assigned fairly code
- I receive full information about benefits and how they affect me code
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**Work Environment**:
- The company is family friendly place to work code
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**Work Environment**

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**Work Environment**

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There is a strong grievances handling system in my company.
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There is smooth communication system in the company.
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The equipment's we work with is in good working condition.
Work is divided and assigned fairly.
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**Work Environment**

- I feel that pay in relation to our duties and responsibilities code
- Efficient transportation facility is provided code
- There is a strong grievances handling system in my company code
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- My company provides me harassing and reduction benefits code
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- Companie provide opportunities to utilize and develop human capabilities code
- The equipment we work with is in good working condition code
- Work is divided and assigned fairly code
- I receive full information about benefits and how they affect me code
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**Work Environment**

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- The company is family friendly place to work code
- There is smooth communication system in the company code
- The equipment I work with is in good working condition code

- Work is divided and assigned fairly code
- I receive full information about benefits and how they affect me code
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<th>Company name code</th>
<th>Tardiness and almost absenteeism are handled fairly code</th>
<th>My supervisor gives clear cut orders and instruct code</th>
<th>Provisions related to leave are satisfactory code</th>
<th>Provisions for wage, incentive, bonus etc. are satisfactory code</th>
<th>Company provides adequate social security code</th>
<th>Working hours are reasonable &amp; fair code</th>
<th>Work and quality of work life of my company is good code</th>
<th>Proper space available for lunch and breaks code</th>
<th>I am satisfied with the autonomy given to you to do our work code</th>
<th>I am satisfied with the company as a place to work code</th>
<th>If I had a friend looking for a job I would recommend this business as a place to work code</th>
<th>We got comfortable personal work space to work code</th>
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Tardiness and almost absenteeism are handled fairly.

My supervisor gives clear cut orders and instructions.

Provisions related to leave are satisfactory.

Provisions for wage, incentive, bonus etc. are satisfactory.

Company provides adequate social security.

Working hours are reasonably & fair.

Work and quality of work life of my company is good.

Proper space available for lunch and breaks.

I am satisfied with the autonomy given to you to do our work.

I am satisfied with the company as a place to work.

If I had a friend looking for a job I would recommend this business as a place to work.

We got comfortable personal work space to work.
<p>| Sr. No. | Company name code | Tardiness and almost absenteeism are handled fairly code | My supervisor gives clear cut orders and instructio code | Provisions related to leave are satisfactory code | Provisions for wage, incentive, bonus etc. are satisfactory code | Company provides adequate social security code | Working hours are reasonabl e &amp; fair code | Work and quality of work life of my company is good code | Proper space available for lunch and breaks code | I am satisfied with the autonomy given to you to do our work code | I am satisfied with the company as a place to work code | If I had a friend looking for a job I would recomme nd this business as a place to work code | We got comfortab le personal work space to work code |
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| 606     | 6                 | 1                                                          | 1                                                          | 2                                                          | 2                                                          | 3                                                          | 3                                                          | 2                                                          | 2                                                          | 1                                                          | 1                                                          | 0                                                          | 0                                                          |
| 607     | 6                 | 1                                                          | 2                                                          | 2                                                          | 2                                                          | 2                                                          | 1                                                          | 1                                                          | 2                                                          | 2                                                          | 1                                                          | 1                                                          | 2                                                          |
| 608     | 6                 | 1                                                          | 1                                                          | 0                                                          | 0                                                          | 0                                                          | 0                                                          | 1                                                          | 1                                                          | 1                                                          | 1                                                          | 0                                                          | 1                                                          |
| 609     | 6                 | 0                                                          | 1                                                          | 1                                                          | 2                                                          | 2                                                          | 2                                                          | 1                                                          | 1                                                          | 0                                                          | 0                                                          | 1                                                          | 1                                                          |
| 610     | 6                 | 0                                                          | 1                                                          | 1                                                          | 1                                                          | 2                                                          | 2                                                          | 2                                                          | 2                                                          | 1                                                          | 1                                                          | 1                                                          | 1                                                          |
| 611     | 6                 | 1                                                          | 1                                                          | 1                                                          | 0                                                          | 0                                                          | 0                                                          | 0                                                          | 1                                                          | 1                                                          | 1                                                          | 2                                                          | 2                                                          |
| 612     | 6                 | 1                                                          | 0                                                          | 0                                                          | 0                                                          | 1                                                          | 1                                                          | 2                                                          | 2                                                          | 2                                                          | 1                                                          | 1                                                          | 1                                                          |
| 613     | 6                 | 1                                                          | 2                                                          | 2                                                          | 3                                                          | 3                                                          | 2                                                          | 2                                                          | 1                                                          | 1                                                          | 0                                                          | 0                                                          | 1                                                          |
| 614     | 6                 | 2                                                          | 2                                                          | 1                                                          | 1                                                          | 1                                                          | 1                                                          | 0                                                          | 0                                                          | 0                                                          | 1                                                          | 1                                                          | 2                                                          |
| 615     | 6                 | 1                                                          | 1                                                          | 2                                                          | 2                                                          | 2                                                          | 2                                                          | 1                                                          | 1                                                          | 1                                                          | 2                                                          | 2                                                          | 2                                                          |
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- **23G**: My supervisor gives clear and instructive orders.
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My supervisor gives clear cut orders and instructions.

Provisions related to leave are satisfactory.

Provisions for wage, incentive, bonus etc. are satisfactory.

Company provides adequate social security code.

Working hours are reasonable & fair.

Work and quality of work life of my company is good.

Proper space available for lunch and breaks.

I am satisfied with the autonomy given to you to do our work code.

I am satisfied with the company as a place to work code.

If I had a friend looking for a job I would recommend this business as a place to work code.

We got comfortable personal work space to work code.
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| 1245    | 14               | 5                                                      | 4                                                        | 4                                                       | 3                                                        | 3                                                        | 1                                                        | 1                                                        | 0                                                        | 0                                                        | 1                                                        | 1                                                        | 2                                                        |
| 1246    | 14               | 2                                                      | 2                                                        | 2                                                       | 1                                                        | 1                                                        | 0                                                        | 0                                                        | 2                                                        | 2                                                        | 2                                                        | 0                                                        | 0                                                        |
| 1247    | 14               | 2                                                      | 2                                                        | 2                                                       | 1                                                        | 2                                                        | 3                                                        | 2                                                        | 2                                                        | 2                                                        | 1                                                        | 1                                                        | 0                                                        |
| 1248    | 14               | 2                                                      | 2                                                        | 2                                                       | 2                                                        | 2                                                        | 2                                                        | 2                                                        | 0                                                        | 0                                                        | 0                                                        | 0                                                        | 1                                                        |
| 1249    | 14               | 2                                                      | 2                                                        | 2                                                       | 3                                                        | 3                                                        | 2                                                        | 2                                                        | 2                                                        | 2                                                        | 2                                                        | 1                                                        | 1                                                        |
| 1250    | 14               | 0                                                      | 0                                                        | 0                                                       | 1                                                        | 1                                                        | 1                                                        | 2                                                        | 2                                                        | 3                                                        | 3                                                        | 2                                                        | 2                                                        |
| 1251    | 14               | 2                                                      | 2                                                        | 2                                                       | 2                                                        | 2                                                        | 2                                                        | 1                                                        | 1                                                        | 1                                                        | 1                                                        | 1                                                        | 1                                                        |
| 1252    | 14               | 2                                                      | 1                                                        | 1                                                       | 0                                                        | 0                                                        | 1                                                        | 2                                                        | 2                                                        | 1                                                        | 1                                                        | 1                                                        | 1                                                        |
| 1253    | 14               | 1                                                      | 1                                                        | 2                                                       | 2                                                        | 2                                                        | 1                                                        | 1                                                        | 0                                                        | 1                                                        | 2                                                        | 0                                                        | 0                                                        |
| 1254    | 14               | 0                                                      | 0                                                        | 0                                                       | 1                                                        | 1                                                        | 1                                                        | 2                                                        | 2                                                        | 2                                                        | 2                                                        | 1                                                        | 1                                                        |
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| 1256    | 14                | 0                                                   | 0                                              | 0                                             | 0                                              | 1                                             | 1                                             | 0                                             | 0                                             | 0                                             | 1                                             | 1                                             |
| 1257    | 14                | 1                                                   | 1                                              | 0                                             | 1                                              | 0                                             | 0                                             | 0                                             | 0                                             | 0                                             | 1                                             | 0                                             |
| 1258    | 14                | 2                                                   | 3                                              | 3                                             | 3                                              | 3                                             | 2                                             | 2                                             | 1                                             | 1                                             | 0                                             | 1                                             |
| 1259    | 14                | 1                                                   | 1                                              | 1                                             | 2                                              | 2                                             | 2                                             | 2                                             | 1                                             | 1                                             | 1                                             | 0                                             |
| 1260    | 14                | 1                                                   | 1                                              | 1                                             | 1                                              | 2                                             | 2                                             | 2                                             | 1                                             | 1                                             | 0                                             | 0                                             |
| 1261    | 15                | 4                                                   | 3                                              | 3                                             | 3                                              | 4                                             | 4                                             | 3                                             | 3                                             | 3                                             | 5                                             | 5                                             |
| 1262    | 15                | 3                                                   | 1                                              | 2                                             | 3                                              | 1                                             | 1                                             | 3                                             | 2                                             | 1                                             | 2                                             | 1                                             |
| 1263    | 15                | 2                                                   | 2                                              | 1                                             | 1                                              | 1                                             | 0                                             | 0                                             | 0                                             | 3                                             | 3                                             | 2                                             |
| 1264    | 15                | 5                                                   | 5                                              | 5                                             | 4                                              | 5                                             | 4                                             | 4                                             | 4                                             | 5                                             | 5                                             | 5                                             |
| 1265    | 15                | 2                                                   | 1                                              | 1                                             | 1                                              | 2                                             | 2                                             | 3                                             | 2                                             | 2                                             | 2                                             | 3                                             |</p>
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<td>There is balanced disciplinary environm ent code</td>
<td>Employee s are able to maintain balance in work and social life code</td>
<td>I feel empowered &amp; stress free working in this company code</td>
<td>Performance Management System Code: I feel my supervisor takes my performance revise seriously code</td>
<td>My supervisor offers constructive feedback and comments on a regular basis outside of the performance review process code</td>
<td>I am motivated to stay at the company because of my benefits code</td>
<td>I feel policies and procedure s are clear and consistently enforced within my departme nt and company code</td>
<td>I make pretty good money compared to others in this field code</td>
<td>My work plan accurately reflects my day to day activities code</td>
<td>Performance appraisals are formally done code</td>
<td>People’s compensa tion increases as their performance increases code</td>
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**Performance Management System**

- My supervisor offers constructive feedback and comments on a regular basis outside of the performance review process code.
- I feel motivated to stay at the company because of my benefits code.
- I make pretty good money compared to others in this field code.
- I feel policies and procedure are clear and consistently enforced within my department and company code.
- My work plan accurately reflects my day to day activities code.
- Performance appraisals are formally done code.
- People’s compensation increases as their performance increases code.

There is a balanced disciplinary environment code. Employees are able to maintain balance in work and social life code.

I feel empowered & stress free working in this company code.
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**Company name**

There is a balanced disciplinary environment where employees are able to maintain balance in work and social life.

**Performa Management System**

- My supervisor offers constructive feedback and comments on a regular basis outside of the performance review process code.
- I feel my supervisor takes my performance review seriously.
- I am motivated to stay at the company because of my benefits.
- I feel policies and procedure s are clear and consistently enforced within my department and company.
- I feel my supervisor offers constructive feedback and comments on a regular basis outside of the performance review process code.
- I feel policies and procedure s are clear and consistently enforced within my department and company.
- I make pretty good money compared to others in this field.
- People’s compensation increases as their performance increases.
- My work plan accurately reflects my day to day activities.
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- **There is balanced disciplinary environment code**
- **Employee is able to maintain balance in work and social life code**
- **I feel empowered & stress free working in this company code**
- **Performance Management System**
  - My supervisor offers constructive feedback and comments on a regular basis outside of the performance review process code
  - I feel my supervisor takes my performance review seriously code
  - I am motivated to stay at the company because of my benefits code
  - I feel policies and procedure are clear and consistently enforced within my department and company code
  - My work plan accurately reflects my day to day activities code
  - Performance appraisals are formally done code
  - People’s compensation increases as their performance increases code
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**Performance Management System**

- Employees are able to maintain balance in work and social life.
- I feel empowered & stress free working in this company.
- My supervisor offers constructive feedback and comments on a regular basis outside of the performance review process code.
- I feel my supervisor takes my performance review seriously.
- I am motivated to stay at the company because of my benefits code.
- I make pretty good money compared to others in this field code.
- I feel policies and procedures are clear and consistently enforced within my department and company code.
- My work plan accurately reflects my day to day activities code.
- Performance appraisals are formally done code.
- People’s compensation increases as their performance increases code.
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Performance Management System:
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- I feel my supervisor takes my performance revise seriously code.
- I am motivated to stay at the company because of my benefits code.
- I feel policies and procedures are clear and consistently enforced within my department and company code.
- My work plan accurately reflects my day to day activities code.
- Performance appraisals are formally done code.
- People’s compensation increases as their performance increases code.

Company name code: There is balanced disciplinary environment code.

Employee are able to maintain balance in work and social life code.

I feel empowered & stress free working in this company code.

I make pretty good money compared to others in this field code.

I feel policies and procedure s are clear and consistently enforced within my departme nt and company code.

I am motivated to stay at the company because of my benefits code.

My supervisor offers constructive feedback and comments on a regular basis outside of the performance review process code.

I feel my supervisor takes my performance revise seriously code.

I feel disciplined & stress free working in this company code.

Employees are able to maintain balance in work and social life code.

I feel empowered & stress free working in this company code.

There is balanced disciplinary environment code.
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<td>Job description contains all the duties performed by the employee code</td>
<td>Performance evaluation primarily focuses on time periods of one year or less code</td>
<td>I am confident that this company can succeed in the current competitive environment code</td>
<td>I make innovative suggestions to improve the overall quality working of the company code</td>
<td>Appraisal system in our company is growth and development oriented code</td>
<td>Employee suggestions are provided performance based feedback and counseling code</td>
<td>The appraisal data is used for making decisions like job rotation, training and compensation code</td>
<td>The objectives of the appraisal system are clear to all employees code</td>
<td>Employee in our company have more than one potential position for promotion code</td>
<td>Individual and company growth needs are matched in this company code</td>
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Employee feedback is based on the performance of employees. Performance is evaluated on a scale of one to three, with one being the lowest and three being the highest. The performance evaluation focuses on time periods ranging from one to three years. I am confident in the strategies we have implemented to improve overall performance. The appraisal system is growth-oriented, focusing on providing feedback and counseling to employees. The objectives of the appraisal system are to identify potential positions for employees. The appraisal data is used to make decisions related to job rotation, training, and compensation. Employees in our company have more than one potential position for promotion. Individual and company growth needs are matched in this company. I have flexibility in working hours.
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Employee feedback on their performance is based on formal performance results.

Job description contains all the duties performed by the employee.

Performance evaluation primarily focuses on time periods of one year or less.

I am confident that this company can succeed in the current competitive environment.

I make innovative suggestions to improve the overall quality of the company.

Appraisal system in our company is growth and development oriented.

Employee suggestions are provided for performance-based feedback and counseling.

The appraisal data is used for making decisions like job rotation, training, and compensation.

The objectives of the appraisal system are clear to all employees.

Employee in our company have more than one potential position for promotion.

Individual and company growth needs are matched in this company.

I have flexibility of working hours.
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Employee feedback is given on their performance, based on formal quantifiable results. Performance evaluation primarily focuses on time periods of one year or less. I am confident that this company can succeed in the current competitive environment. I make innovative suggestions to improve the overall quality of the company. Appraisal system in the company is growth and development oriented. Employee feedback is provided based on performance and counseling. The appraisal data is used for making decisions like job rotation, training, and compensation. Employee opportunities are provided for growth and development. The objectives of the appraisal system are clear to all employees. Appraisal system in our company is growth and development oriented. Employee feedback is provided for performance and counseling. The appraisal data is used for making decisions like job rotation, training, and compensation. Employee opportunities are provided for growth and development. The objectives of the appraisal system are clear to all employees. Appraisal system in our company is growth and development oriented.
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<th>I am confident that this company can succeed in the current competitive environment code</th>
<th>I make innovative suggestions to improve the overall quality of the company code</th>
<th>Appraisal system in our company is growth and development oriented code</th>
<th>Employee are provided performance based feedback and counselling code</th>
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<td>We have a formal system of employees planning code</td>
<td>Retirement benefit code</td>
<td>The company clearly conveys the mission to its clients code</td>
<td>Grievances handling</td>
<td>There is a formal procedure for resolving disputes/grievances between employees and their supervisors or co-workers code</td>
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<td>Applicants undergo a medical test before being hired code</td>
<td>Vacancies are filled from qualified employees who are working in the company code</td>
<td>Job advertisements in newspapers are used by the company to recruit people code</td>
<td>In this company, there is formal induction, orientation and familiarization process designed to help the new managerial recruits understand the company code</td>
<td>The selection systems followed in our company is highly scientific and rigorous code</td>
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**20A**
The top management of this company goes out of its way to make sure that the employee’s enjoy their work.

**20B**
The top management believes that employees are extremely important resources and they have to be treated more humanly.

**20C**
Development of the subordinate is seen as an important part of the job by managers/officers here.

**20D**
The top management is willing to in vista considerable part of their time and other resources to ensure the development of employees.
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<td>The executive appraisal system in this company provides an opportunity for each appraise to have a clear understanding of what is expected from him / her by his/her reporting officer during the performance year code</td>
<td>The appraisal system provides an opportunity for each appraise to communicate the support he needs from his superiors to perform his job well and appraise on the expectations, achievements, failures, constraints and improvements required</td>
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<td>The appraisal system encourages the appraiser and appraise to have a common understanding of the factors affecting the performance of the appraise code</td>
<td>The appraisal system has scope for reflection and assessment of each appraise on the personality factors and attributes required for the current job of the assesses code</td>
<td>The appraisal system has scope for correcting the biases of the reporting of facer through a review process code</td>
<td>The appraisal system helps interested appraises to gain more insights into their strengths and weaknesses code</td>
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Periodic orientation programs are conducted to explain the objectives and other details of appraisal system code. Line managers generally spend time with their subordinates and discuss their performance code. Reporting officers help their appraises to plan their performance in the beginning of the year code. Employees are provided feedback of performance evaluation results code.

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