BIBLIOGRAPHY
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Blessing White & HR Anexi (2008). The Employee Engagement Equation in India. 15-18


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www.google.com

www.googlescholar.com

Database utilized:

http://jcc@ugc_infonet

http://online.sagepub.com

http://searchbescohost.com

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Doctoral


Remo Neli (2012). *Comparing Two Models of Employee Engagement: An Examination of Antecedents and Outcome Variables*, University of Windsor.


Software used:

SPSS20
SURVEY QUESTIONNAIRE

Dear Sir/Madam,

I, Vidhi Tyagi, am pursuing PhD and conducting survey for Employee Engagement of faculties. The information provided will be used for research purpose only. I would be grateful to you if you spend 10 minutes to fill up the Questionnaire. All the responses will be treated as anonymous and handled with high confidentiality.

Section-A

<table>
<thead>
<tr>
<th>Age</th>
<th>20-30</th>
<th>31-40</th>
<th>41-50</th>
<th>50 years and above</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>Male</td>
<td></td>
<td>Female</td>
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<tr>
<td>University Type</td>
<td>Government</td>
<td>Private</td>
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<tr>
<td>Education</td>
<td>Bachelor degree</td>
<td>Post Graduate</td>
<td>PhD</td>
<td>Others</td>
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<tr>
<td>Designation</td>
<td>Teaching</td>
<td>Experience</td>
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<tr>
<td>Marital Status</td>
<td>Married</td>
<td>Unmarried</td>
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</tbody>
</table>

Your level of Income is:

- Below Rs.20000
- 20000- 30000
- 30000- 40000
- 40000-50000
- 50000-60000
- Above Rs. 60000 pm

Section-B

Please read the following statements related to your job and express your opinion in terms of 5 = Fully Agree, 4 = Agree 3 = Moderately agree 2 = Disagree and 1=Fully Disagree

1. Provisions related to leave are satisfactory
2. Provisions for wage, incentive, bonus etc. are satisfactory
3. Organization provides adequate social security
4. Working Environment of my organization is good.
5. We got comfortable personal work space to work
<table>
<thead>
<tr>
<th>Statement</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>6. Organization has safe and healthy working conditions</td>
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<td>7. My boss always encourages employees</td>
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<td>8. I get enough guidance from my supervisor / boss</td>
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<td>9. We have objective performance evaluation system</td>
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<td>10. Our employer recognizes efficient work</td>
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<td>11. The policy of the organization motivates me</td>
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<td>12. There is smooth communication System in the organization</td>
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<td>13. My organization provides opportunities for career growth and advancement</td>
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<tr>
<td>14. Relationship with peers is harmonious</td>
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<tr>
<td>15. Relationship with subordinates is harmonious</td>
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<tr>
<td>16. Relationship among all departments are cooperative</td>
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<td>17. There is balanced disciplinary environment</td>
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<td>18. At my work, I feel energetic</td>
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<td>19. At my work, I feel strong and vigorous</td>
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<td>20. When I get up in the morning, I look forward to going to work</td>
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<td>21. My job inspires me</td>
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<td>22. I am enthusiastic about my job</td>
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<td>23. I am proud of the work that I do</td>
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<td>24. I feel happy when I am working intensely</td>
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<td>25. I am engrossed in my work</td>
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<td>26. Time flies when I am working</td>
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<td>27. I find the work that I do full of meaning and purpose</td>
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<tr>
<td>28. When I am working, I forget everything else around me</td>
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<td>29. I am immersed in my work</td>
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<td>30. I can continue working for very long periods at a time.</td>
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<tr>
<td>31. I get carried away when I’m working.</td>
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<tr>
<td>32. At my job, I am very resilient, mentally.</td>
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</tbody>
</table>
### Impact of Employee Engagement on Talent Retention Among Academicians In Professional Colleges

<table>
<thead>
<tr>
<th>It is difficult to detach myself from my job.</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>At my work, I always persevere, even when things do not go well</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Within this organization my work gives me satisfaction.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>If I wanted to do another job or function, I would look first at the possibilities within this organization.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>I see a future for myself within this organization.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>If it were up to me, I will definitely be working for this organization for the next five years.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>The work I'm doing is very important to me.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>I love working for this organization.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>