ANNEXURE
SURVEY ON “STATEGIC HUMAN RESOURCE MANAGEMENT” IN VISAKHAPATNAM STEEL PLANT

From
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Questionnaire

(Please spare your valuable time to read and fill up this questionnaire on SHRM in VISAKHAPATNAM STEEL PLANT: The opinions expressed by you will be kept strictly confidential and will be used for my PhD, work only will not be used for any other purpose. This is only for research purpose)

I. Personal Information

1. Name : 3. Department :
2. Designation : 4. Year of Joining :
5. Age : a) below 30 years b) 31-40 years
c) 41-50 Years d) Above 50 years
6. Total Experience : a) 5-10years b) 11-20Years
c) 21-30 years c) more than 30 years
7. Gender : Male/ Female
8. Marital status : Unmarried/Married/Separated
9. Religion : Hindu/Muslim/ Christian
10. Mother tongue : Telugu/English/Hindi/Other
11. Nativity : Urban/ Rural
c) Other Professional Courses
Business Strategy

1. The business strategy of RINL has been designed keeping in view of the well being of the stakeholders.
   a) Strongly agree  b) Agree  c) No opinion  
   d) Disagree  e) Strongly disagree

2. RINL business strategy is effective to compete in the market place.
   a) Strongly agree  b) Agree  c) No opinion  
   d) Disagree  e) Strongly disagree

3. I believe that my work which I am performing is contributing to realize business strategy of RINL.
   a) Strongly agree  b) Agree  c) No opinion  
   d) Disagree  e) Strongly disagree

4. In my opinion business strategies of RINL are effectively communicated to all the stakeholders.
   a) Strongly agree  b) Agree  c) No opinion  
   d) Disagree  e) Strongly disagree

5. I feel that there is a better strategy than the present strategy which RINL can adopt and proceed with.
   a) Strongly agree  b) Agree  c) No opinion  
   d) Disagree  e) Strongly disagree

6. I believe that the existing resources and their potential are duly taken into consideration while formulating the business strategy.
   a) Strongly agree  b) Agree  c) No opinion  
   d) Disagree  e) Strongly disagree
7. The organization is effective in continuously gearing up its employees to meet the required challenges.
   a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

8. I feel free to make required changes if any in my own department.
   a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

9. Company has very good Corporate Social Reasonability (CSR) policies.
   a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

10. The talent management initiatives are effective in creating future leaders.
    a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

11. Organization future plans are made know to the managerial staff to help them develop their juniors and prepare them for future.
    a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

   **Training and Development**

1. Induction is the best opportunity for recruits to have comprehensive picture of the organization.
    a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree
2. Senior managerial cadre evinces keen interest to spend time with recruits.
   a) Strongly agree  b) Agree  c) No opinion
   d) Disagree  e) Strongly disagree

3. Periodical review takes place for the assessment of induction process.
   a) Strongly agree  b) Agree  c) No opinion
   d) Disagree  e) Strongly disagree

4. Employees are well aware of the requirements of the job they do.
   a) Strongly agree  b) Agree  c) No opinion
   d) Disagree  e) Strongly disagree

5. Training and Development needs are identified through systematic process.
   a) Strongly agree  b) Agree  c) No opinion
   d) Disagree  e) Strongly disagree

6. Training is helpful to perform the current job in a better way.
   a) Strongly agree  b) Agree  c) No opinion
   d) Disagree  e) Strongly disagree

7. Developing skill and knowledge are part of the training program.
   a) Strongly agree  b) Agree  c) No opinion
   d) Disagree  e) Strongly disagree
8. My contact with the program trainer at training institute was beneficial.
   a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

9. Management skills are born in the person and training makes a little difference.
   a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

10. The training program has improved my decision making skills.
    a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

11. The superiors help the subordinates to maintain work life balance.
    a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

12. Employees have autonomy to take decisions relating to their job.
    a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

13. My superior provides adequate support in achieving my result without removing the accountability.
    a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree
Performance Management

1. Both the appraiser and the appraisee take performance appraisal as a tool for the development of the individual and the organization as well.
   a) Strongly agree  b) Agree  c) No opinion
   d) Disagree  e) Strongly disagree

2. The organization use performance appraisal for rewarding the employees.
   a) Strongly agree  b) Agree  c) No opinion
   d) Disagree  e) Strongly disagree

3. Additional related qualification is given due weightage at the time of recruitment and promotion in the organization.
   a) Strongly agree  b) Agree  c) No opinion
   d) Disagree  e) Strongly disagree

4. Employee suggestion scheme of the organization is aimed at recognizing the merit.
   a) Strongly agree  b) Agree  c) No opinion
   d) Disagree  e) Strongly disagree

5. The quality of work life of the employees in the organization is considered to be one of the top priorities of the management.
   a) Strongly agree  b) Agree  c) No opinion
   d) Disagree  e) Strongly disagree
6. Balance Scorecard is a performance management tool that helps in measuring strategy implementation.
   a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

7. I feel better equipped to tackle the unexpected events with skill and confidence.
   a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

8. HR polices and processes of the organization impact my work at RINL.
   a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

9. People are held accountable for delivering high levels of performances.
   a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

10. I understand that my performance determine my reward.
    a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

11. I understand that my performance is linked to organization profitability.
    a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

12. I believe that the performance reviews are carried out objectively.
    a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

13. My superior gives regular feedback on my performance by way of information, facts and observations.
    a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree
Inter-personal Relation

1. I am given an opportunity for periodic knowledge sharing about the business objectives with my superiors and colleagues.
   a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

2. I am interested to work in any organization if better opportunity is available.
   a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

3. I have been able to infuse an atmosphere of team work in my group.
   a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

4. My working relationship between my associates and colleagues in other departments is cordial.
   a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

5. In my opinion that the employees in this organization are very in formal and do not hesitate to discuss their personal problems with their superiors.
   a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree

6. Employees in this organization are helpful to one another.
   a) Strongly agree  b) Agree  c) No opinion
d) Disagree  e) Strongly disagree
7. When seniors delegate authority to juniors, the latter use it as an opportunity for development.
   a) Strongly agree   b) Agree   c) No opinion
d) Disagree   e) Strongly disagree

8. When problems arise, people discuss these problems openly and try to solve them rather than keeping accusing one another behind the back.
   a) Strongly agree   b) Agree   c) No opinion
d) Disagree   e) Strongly disagree

9. Team spirit is of high order in my organization.
   a) Strongly agree   b) Agree   c) No opinion
d) Disagree   e) Strongly disagree

10. People in this organization do not have any fixed mental impression about one other.
    a) Strongly agree   b) Agree   c) No opinion
d) Disagree   e) Strongly disagree

   Thank you