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TOPIC OF RESEARCH OF PH.D.: Leadership and Motivation in textile Industry
an in-depth comparative study in Gujarat.

A. PERSONAL DATA FOR RESPONDENT:
   1) Name:
   2) Education
   3) Designation
   4) Salary Per Month:
   5) Name of the Sex:
   6) Age:
   7) department:
   8) Length of service:

B. THE MOTIVATING ENVIRONMENT:
The Impact of the Organizational climate.
Options: 1. Not performed at all
        2. Inadequately performed
        3. Adequately performed
        4. very good performed
        5. Excellently performed.
1. Understanding and clarifying business goals of the organization.
   (1) (2) (3) (4) (5)
2. Understanding and clarifying strategies planned by the organization to achieve the goals.
   (1) (2) (3) (4) (5)
3. Clarifying the social objectives of the organization
   (1) (2) (3) (4) (5)
4. Contributing to the strategies to be adopted by the organization to achieve goals.
   (1) (2) (3) (4) (5)
5. Providing inputs relating to people whenever strategic shifts are made.
   (1) (2) (3) (4) (5)
6. Developing HRD plans to suit diversification and other important decisions.
   (1) (2) (3) (4) (5)
7. Identifying sick, loss-making or poor performance units/departments/sections and conducting diagnostics exercise.
   (1) (2) (3) (4) (5)
8. Working with the top management of these units/departments to improve their performance through human process interventions.
   (1) (2) (3) (4) (5)
9. Assisting top management in organizational revivals or removals.
   (1) (2) (3) (4) (5)
10. Providing inputs for formulating rewards and recognition policies.
    (1) (2) (3) (4) (5)
11. Helping in formulating promotional policies that create a positive climate (Healthy competition etc).
    (1) (2) (3) (4) (5)
12. Helping in formulating personnel policies (transfers leaves, perks, increments, work conditions etc.) that enhance employee motivation and contribute to good quality of work life.
    (1) (2) (3) (4) (5)
13. Bringing to the notice of top management or personnel department how the organizational policies are affecting employee motivation and development.

(1) (2) (3) (4) (5)

14. Working collaboratively and hand-in-hand with the personnel department.

(1) (2) (3) (4) (5)

15. I believe that Company gives me enough salary compare to my work.

(1) (2) (3) (4) (5)

16. I believe that money itself will not serve any purpose in life.

(1) (2) (3) (4) (5)

17. I feel that my job is leading me to the kind of future I want.

(1) (2) (3) (4) (5)

18. My present education is appropriate to my job.

(1) (2) (3) (4) (5)

19. I differentiate myself from others by my desire to do things better.

(1) (2) (3) (4) (5)

20. My supervisor asks for my suggestions.

(1) (2) (3) (4) (5)

C Leadership Questionnaire

(1) Strongly Agree (2) Agree (3) Uncertain (4) Disagree (5) Strongly Disagree

(1) I see my self as an individual.

1 2 3 4 5

(2) Thinking is more important than doing.

1 2 3 4 5

(3) I thrive on competition

1 2 3 4 5
(4) I don’t believe in class systems.

(5) I believe in a hierarchy of role.

(6) I would rather lose a friend than an argument.

(7) I am dependent on others and they on me

(8) I am influenced a great deal by my family.

(9) Time is to be managed.

(10) Education is a system whereby we learn to recall principles and practices at need.

(11) I tend to be indirect in my encounters with others.
(12) Nature has to be brought under control.

1 2 3 4 5

(13) I am innovative

1 2 3 4 5

(14) I tend to think about things in roundabout ways.

1 2 3 4 5

(15) I tend to interact quite a lot in public with people of the opposite sex.

1 2 3 4 5

(16) I believe that the future is affected by careful planning and hard work.

1 2 3 4 5

(17) I believe success is measured in terms of achievement (professional status, material wealth, etc)

1 2 3 4 5

18) I'm happy to take life at a slow pace.

1 2 3 4 5

(19) I need a great deal of personal space.

1 2 3 4 5

(20) I think I am quite a formal person.

1 2 3 4 5