<table>
<thead>
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<th>Sl. No.</th>
<th>Company Name</th>
<th>Address</th>
<th>Contact No.</th>
</tr>
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<tbody>
<tr>
<td>1.</td>
<td>Alfa Laval India Ltd</td>
<td>Mumbai Pune Road, Dapodi, Pune, Maharashtra-411012</td>
<td>+91-2027107232</td>
</tr>
<tr>
<td>2.</td>
<td>Force Motors Limited</td>
<td>Mumbai-Pune Road, Akurdi, Pune-411035</td>
<td>+91-2027476381</td>
</tr>
<tr>
<td>3.</td>
<td>Sandvik Asia Ltd</td>
<td>Mumbai-Pune Road, Akurdi, Pune-411035</td>
<td>+91-2027104800</td>
</tr>
<tr>
<td>4.</td>
<td>Forbes Marshall</td>
<td>P B # 29, Mumbai-Pune Road, Kasarwadi, Pune-, Maharashtra, Pin- 411034</td>
<td>+91- 2027145595</td>
</tr>
<tr>
<td>5.</td>
<td>Industrial Tools Corporation</td>
<td>54/14 D2, MIDC, Chinchwad ,Pune 411019, India</td>
<td>+91-2027474394</td>
</tr>
<tr>
<td>6.</td>
<td>Ador Powertron Ltd</td>
<td>Plot No.51, D II Block, Ramnagar Complex, MIDC, Chinchwad, Pune-411019</td>
<td>+91- 2027472532</td>
</tr>
<tr>
<td>7.</td>
<td>Mahindra Composites Ltd (Mahindra)</td>
<td>145, Mumbai-Pune road, Pimpri, Pune, Maharashtra-411018</td>
<td>+91- 2027425266</td>
</tr>
<tr>
<td>8.</td>
<td>Hindustan Antibiotics Ltd</td>
<td>145, Mumbai-Pune road, Pimpri, Pune, Maharashtra-411018</td>
<td>+91- 2027425412</td>
</tr>
<tr>
<td>9.</td>
<td>TAL Manufacturing Solutions Ltd (TATA)</td>
<td>TATA Motors campus, Chinchwad, Pune, Maharashtra-411033</td>
<td>+91 -2066135509</td>
</tr>
<tr>
<td>10.</td>
<td>Indian Card Clothing Company Ltd</td>
<td>Bombay pune road, pimpri, Pune, Maharashtra-411018</td>
<td>+91-2039858200</td>
</tr>
<tr>
<td>11.</td>
<td>Century Enka Limited</td>
<td>Bhosari Pune,India, Maharashtra-411026</td>
<td>+91-2066127300</td>
</tr>
<tr>
<td>12.</td>
<td>Finolex Industries Ltd</td>
<td>Plot No. D-1/10, MIDC, CHINCHWAD, PUNE,India, Maharashtra-411026</td>
<td>+91-2027408200</td>
</tr>
<tr>
<td>13.</td>
<td>Premier Ltd</td>
<td>Mumbai Pune Road, Chinchwad, Pune, India, Maharashtra-411019</td>
<td>+91-2066310000</td>
</tr>
<tr>
<td>No.</td>
<td>Company Name</td>
<td>Address</td>
<td>Phone</td>
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<td>14</td>
<td>Amphenol Interconnect India Pvt Ltd</td>
<td>T-105, M.I.D.C., BHOSARI, PUNE-26. Pimpri-Chinchwad, maharashtra, India</td>
<td>+91-2030688304</td>
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<tr>
<td>15</td>
<td>Greaves Cotton Limited</td>
<td>T B. P. ROAD, CHINCHWAD, PUNE-19. ,pimpri-chinchwad, maharashtra, India</td>
<td>+91-2027481940</td>
</tr>
<tr>
<td>16</td>
<td>Atlas Copco India Ltd</td>
<td>B. P. ROAD, DAPODI, PUNE-12. ,PIMPRI CHINCHWAD, Maharashtra, India</td>
<td>+91-202000030</td>
</tr>
<tr>
<td>17</td>
<td>APW President Systems Ltd</td>
<td>Plot S-73/74, M.I.D.C. Bhosari Pune – 411 026, Maharashtra, India</td>
<td>+91-203048 3500</td>
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<tr>
<td>18</td>
<td>Amforge Industries Ltd</td>
<td>PLOT NO.32, D-II BLOCK, M.I.D.C., CHINCHWAD, PUNE-19. ,Maharashtra, India</td>
<td>+91-2056113464</td>
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<tr>
<td>19</td>
<td>Ador Welding Ltd</td>
<td>P. B. No. 2, Chinchwad, Pune - 411019. ,Maharashtra, India</td>
<td>+91-20 40706000</td>
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<tr>
<td>20</td>
<td>BEL Optronic Devices</td>
<td>EL-30'J' BLOCK BHOSARI INDUSTRIAL AREA. ,Maharashtra, India</td>
<td>+91-2027122981</td>
</tr>
<tr>
<td>21</td>
<td>Garware Wall Ropes Ltd</td>
<td>Plot No.11, Block D-1,MIDC, Chinchwad., Pune - 411019. ,Maharashtra, India</td>
<td>+91-2030780000</td>
</tr>
<tr>
<td>22</td>
<td>Automotive Stampings &amp; Assemblies Ltd</td>
<td>G-71/2, Mide, Bhosari Indl Estate, Pune - 411019. ,Maharashtra, India</td>
<td>+91-2066314321</td>
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<tr>
<td>23</td>
<td>Bajaj Holdings and Investment Ltd</td>
<td>Mumbai-Pune Road, Akurdi, Pune - 411035. Maharashtra, India</td>
<td>+91-2066314321</td>
</tr>
<tr>
<td>24</td>
<td>BVG India Ltd (Bharat Vikas Group)</td>
<td>BVG House, Premier Plaza, Pune-Mumbai Road, Chinchwad , Pune - 411019</td>
<td>+91-2027464220</td>
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<tr>
<td>25</td>
<td>Cipy Polyurethanes Pvt Ltd</td>
<td>T-127, MIDC, Bhosari, Pune - 411026, Maharashtra</td>
<td>91 20 66316400</td>
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<tr>
<td>No.</td>
<td>Company Name</td>
<td>Address</td>
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<tr>
<td>26</td>
<td>Demech Chemical Products Pvt Ltd</td>
<td>T-77, Bhosari Industrial Estate, Pune - 411026, Maharashtra, India</td>
<td>+91-2040775510</td>
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<tr>
<td>27</td>
<td>Devchhaya Industries</td>
<td>W 189 MIDC Bhosari, Pune - 411023, Maharashtra, India</td>
<td>+91-20 40775510</td>
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<tr>
<td>28</td>
<td>Eaton Fluid Power Ltd (M&amp;M Group)</td>
<td>145, Off Mumbai-Pune Road, Pimpri Pune - 411014, Maharashtra, India</td>
<td>+91-2066118200</td>
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<tr>
<td>29</td>
<td>Emcure Pharmaceuticals Ltd</td>
<td>T184, Emcure House, Bhosari Pune, Maharashtra 411026, India</td>
<td>+91-2030610000</td>
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<tr>
<td>30</td>
<td>Hindustan Pressings Pvt. Ltd</td>
<td>S-211, MIDC, Bhosari, Pune - 411 026, INDIA</td>
<td>+91-2030686714</td>
</tr>
<tr>
<td>31</td>
<td>Yansons Engineering Private Limited</td>
<td>J-26, MIDC Bhosari Pune - 411 026, Maharashtra, (India)</td>
<td>+91-2027122337</td>
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<tr>
<td>32</td>
<td>Western India Forgings Pvt. Ltd</td>
<td>J-2 'S' BLOCK</td>
<td>MIDC</td>
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<td>33</td>
<td>Vasant Group of Industries</td>
<td>44/1, D-II Block, M.I.D.C., Telco Road, Chinchwad, Pune - 411 019</td>
<td>91-20 27472524</td>
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<tr>
<td>34</td>
<td>Varad Industries</td>
<td>T201/1 ,62 Morya Industrial Estate, Neharu Nagar, Near Hockey Stadium, MIDC Bhosari 411026., Pune, Maharashtra</td>
<td>+91-2030721644</td>
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<tr>
<td>35</td>
<td>Symtronics Automation Pvt Ltd</td>
<td>S-1, T Block, MIDC Bhosari, Pune 411 026 India</td>
<td>+91-20 66114556</td>
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<tr>
<td>36</td>
<td>Sumeco Group of Industries</td>
<td>W-231,’S’ Block, MIDC,Bhosari,Pune-26</td>
<td>+91-2027120126</td>
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<tr>
<td>37</td>
<td>Subhash Chemical Industries Pvt Ltd</td>
<td>'S' Block, Shed W-2, M.I.D.C., Bhosari, Pune 411026</td>
<td>+91-2066356800</td>
</tr>
<tr>
<td>38</td>
<td>Chemi - Flow Rubber Industries</td>
<td>41, Tapaswi Plaza, Opp. Greaves Limited (D.E.U.), Mumbai-Pune Road, Chinchwad, Pune - 411019.</td>
<td>+91-2027473326</td>
</tr>
<tr>
<td>No.</td>
<td>Company Name</td>
<td>Address</td>
<td>Phone</td>
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<tr>
<td>39</td>
<td>Spinn India</td>
<td>W-37, Bhosari General Block, Bhosari Industrial Estate, Pune - 411026, India</td>
<td>+91-20120880</td>
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<tr>
<td>40</td>
<td>Sona Okegawa Precision Forgings Limited</td>
<td>Plot No. T-46, MIDC Industrial Area, Bhosari, Pune, Maharashtra</td>
<td>+91-2032665619</td>
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<tr>
<td>41</td>
<td>Shubham Udyog</td>
<td>J-359, M.I.D.C, Bhosari, Pune – 411026, State - Maharashtra, India</td>
<td>+91-2066120721</td>
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<tr>
<td>42</td>
<td>Rishi Laser Ltd</td>
<td>Plot No. 303, Sector No.7, PCNTD Area, Bhosari, Pune - 411 026, Maharashtra</td>
<td>+ 91-2066307712</td>
</tr>
<tr>
<td>43</td>
<td>Raj Process Equipments and Systems Private Limited</td>
<td>Plot No. 166 &amp; 167, Sector No. 7, PCNTDA, Bhosari, Pune- 411 026, Maharashtra, India</td>
<td>+91-20 40710010</td>
</tr>
<tr>
<td>44</td>
<td>Perfect Heat Treaters</td>
<td>E 18/11 'B', Midc Bhosari, Industrial Estate, Pune - 411 026</td>
<td>+91-20 27127274</td>
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<tr>
<td>45</td>
<td>Nutan Chemicals</td>
<td>J - 37, M. I. D. C., Bhosari Pune, Maharashtra - 411 026, India</td>
<td>+91-2027120295</td>
</tr>
<tr>
<td>46</td>
<td>Messung Group of Companies</td>
<td>Corporate &amp; Head Office Emerald House, EL-3, J Block, M.I.D.C. Bhosari, Pune - 411 026</td>
<td>+91-2027102000</td>
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<tr>
<td>47</td>
<td>Mahavir steel industries Ltd</td>
<td>Plot No. E/4/24, M.I.D.C. Bhosari, Pune 411026</td>
<td>+91-2027126335</td>
</tr>
<tr>
<td>49</td>
<td>Lawkim Limited</td>
<td>Plot No. E/4/24, M.I.D.C. Bhosari, Pune 411026</td>
<td>+91-2027126335</td>
</tr>
<tr>
<td>50</td>
<td>Kwality Paints</td>
<td>Plot No. W-83,S Block,MIDC, BHOSARI,PUNE</td>
<td>+91-2027120694</td>
</tr>
</tbody>
</table>
Questionnaire

THIS INFORMATION WILL BE USED ONLY FOR RESEARCH PURPOSE

This survey is designed to find out the hidden talent of the employees. Please Tick mark (✓) your response if it is mentioned in the column provided against the given question.

1. Name of the Respondent:__________________________

2. Age:__________

3. Gender: MALE □ FEMALE □

4. Educational Qualification:__________________________

5. Name of the Organization:__________________________

6. Number of employees in the Organization:

   0-250 □ 251-500 □ 501-750 □ 751-1000 □ Above 1000 □

7. Your Total work experience in years:__________________________

8. Date of Joining the present Company:__________________________

9. Present Department:__________________________

10. Present Designation:__________________________

11. Which area (subject) of your qualification is most applicable to your position in the organization?__________________________

12. Which area (subject) of your qualification is not applicable to your position in the organization?__________________________

13. What was your most outstanding achievement in your current job?

   __________________________________________________________

   13. (a). What impact did it have on the organization?

   Reduced the cost/Reduced the time of production/ If any other specify

   __________________________________________________________

14. What other talents/skills do you have other than the work you do in the organization?

   Sales & Marketing/Information Technology/Writing Skills (____________________) /

   Creativity (____________________)/ If any other specify____________________

   __________________________________________________________
15. Which task you enjoy most.

________________________________________________________________

16. What is your dream to go from here?

________________________________________________________________

16 (a) Why? 

________________________________________________________________

17. If the option is given to you which job would you prefer to do?

________________________________________________________________

17 (a) Why?

________________________________________________________________

18. Which part of your performance has been appreciated by your superiors?

________________________________________________________________

18 (a) What was the reason for that success?

________________________________________________________________

19. Which sports do you play?

________________________________________________________________

19 (a) At what level you have played: District/State/National/International/None

20. What are your hobbies?

________________________________________________________________

21. Do you have computer skill:

Yes

No

21 (a) If yes level—(BASIC/AVERAGE/ADVANCE)

22. Have you taken any new responsibility:

Yes

No

Can’t Say

22 (a) If Yes, Performance of new responsibilities

Poor

Fair

Good

Very Good

Excellent

23. Has your Employer asked you about your hidden talent?

Yes

No

24. Do you like to tell about your hidden talent to the employer?

Yes

No

25. Do you like to tell anyone about your hidden talent?

Yes

No
26. If an employer is ready to give compensation for utilization of your hidden talent for the origination, are you willing to tell about your hidden talent to the employers?  

- Yes  
- No

27. Your hidden talent is used by your organization.  

- Strongly Disagree  
- Disagree  
- Uncertain  
- Agree  
- Strongly Agree

28. Rate your satisfaction level at your organization.  

- Strongly Dissatisfy  
- Dissatisfy  
- Uncertain  
- Just Satisfy  
- Strongly Satisfy

29. If your hidden talent is utilized at work. You will feel  

(a) More Motivated  
(b) More empowered  
(c) Stay in company for more period  
(d) Don’t Know

30. Do you require training to enhance your hidden talent?  

- Yes  
- No

31. If your hidden talent is utilized by the organization it will increase your efficiency.  

- Yes  
- No  
- Don’t Know

32. If your hidden talent is utilized by the organization, it will increase the efficiency of the organization.  

- Yes  
- No  
- Don’t Know

33. Have you given any new ideas to improve the working environment?  

- Never  
- Seldom  
- Occasionally  
- Frequently  
- Always

34. Do you feel you have some special expertise and special knowledge in the area in which company depends upon you?  

- Yes  
- No  
- Can’t Say

34 (a) If Yes which area:______________________________

35. As an employee have you counseled/mentored your colleagues/subordinates/ Superiors:  

- Yes  
- No
35(a) If yes give reasons: ____________________________________________

35 (b) what was the success of Counseling /Mentoring in % (Percentage) given by you

| 0-20 | 21-40 | 41-60 | 61-80 | 81-100 |

36. Have you ever attempted the most challenging task/activity in the organization?

Yes  No  Can’t Say

36 (a) If attempted what was the result

Poor  Fair  Good  Very Good  Excellent

37. How would you rate your oral ability to present ideas, in a clear, interesting and convincing manner?

Poor  Fair  Good  Very Good  Excellent

38. How would you rate your writing skills?

Poor  Fair  Good  Very Good  Excellent

39. How do you rate the most challenging decision you have taken in the organization.

Poor  Fair  Good  Very Good  Excellent

40. Have you ever been in a situation that required work for a longer period of time?

Never  Seldom  Occasionally  Frequently  Always

41. Do you accept the ideas of team members in the middle of an activity/project?

Strongly Disagree  Disagree  Uncertain  Agree  Strongly Agree

42. Do you have a desire of learning?

Strongly Disagree  Disagree  Uncertain  Agree  Strongly Agree

43. Do you establish and maintain effective working relationships with others.

Strongly Disagree  Disagree  Uncertain  Agree  Strongly Agree
44. Do you work with calmness under pressure?

- Strongly Disagree
- Disagree
- Uncertain
- Agree
- Strongly Agree

45. Do you find out the solution of a problem?

- Never
- Seldom
- Occasionally
- Frequently
- Always

46. What was your rating at the time of performance appraisal in the last year?

- Poor
- Fair
- Good
- Very Good
- Excellent

47. Any other special talents that you possess:

Thank you

Signature of the Respondent

x

THIS INFORMATION WILL BE USED ONLY FOR RESEARCH PURPOSE
Map of Pune District

Source:

http://www.mapsofindia.com/maps/maharashtra/districts/pune.htm#
Map of Pimpri-Chinchwad Area

Source: http://www.punediary.com
To,
HR Manager

Sub: **REQUEST FOR PERMISSION TO COLLECT THE INFORMATION FROM THE YOUR EMPLOYEES FOR MY Ph.D. QUESTIONNAIRE**

*Respected Sir,*

I have the honour to request that I may please be permitted to collect the information through questionnaire from your employees for my Ph.D Research.

I am doing Ph.D. in Human Resource Management from Tilak Maharashtra Vidyapeeth on the topic “A study of hidden talent management in same status employees with special reference to industries in Pimpri-Chinchwad (2000 to 2010)”.

I assure you that information collected from your employees (10 Worker/Staffs) is only used for academic research purpose not for any other purposes. Enclosed please find my questionnaire for your kind reference.

For that I will be highly obliged to you.

*With high regards,*

Rajesh Kumar Agrawal
Research Student

Date:-
Encl: As stated