QUESTIONNAIRE FOR SOFTWARE PROFESSIONALS

PERSONAL INFORMATION

1. Name: Phone no: E-mail:

2. Age group: ............ years

3. Sex: Male / Female

4. Mother Tongue:

5. Language spoken at home: English / Regional language, Specify.


7. Place of birth(specify the place): Urban / Rural

8. Education of parents: Father Mother

9. Occupation of parents: Father Mother

10. Annual income of parents: Rs

11. Are any of your family members involved in business? Yes / No

   If yes, Nature of business

EDUCATION

12. What was the medium of education in 10th standard? English / Tamil / Any other, specify

13. What was the medium of education in 12th standard? English / Tamil / Any other, specify
14. Place of schooling (specify the place): Urban / Rural

15. Computer Speciality:
   Hardware
   Software
   Database oriented

16. Educational institution graduated from:
   Private Engineering College
   Govt. Engineering College
   Arts & Sciences College
   NITs
   IITs
   Others

17. Highest degree obtained (specify the major):
   Bachelor
   Master
   Ph.D.
   Other

18. Have you done any vocational course in computer technology? Yes / No
    If yes, specify .................................................................

EMPLOYMENT AND ECONOMIC IMPACT

19. Name of the organization working at present:

20. Designation:

21. Department:

22. Monthly Salary in rupees: ............................................
23. Work is: *full time
   *part time
   *temporary
   *seasonal
   *other

24. Work schedule includes: *nights / *week ends / *holidays / *rotating shifts

25. Years of experience in the present organization: ...................... years

26. Nature of the present organization:

27. Size of the organization: small or medium (turn over below 3 crores) / large (turn over above 3 crores)

28. Whether the organization is a MNC? Yes / No

29. Does your organization has cross border net works (foreign customers)? Yes / No
   If yes, name the countries
   (i) ..............................................
   (ii) ..............................................
   (iii) ..............................................

30. Nature of your work:
   manual / labour intensive
   intellectual
   operational (data entry work)

31. Skills required at your work: *communication / *analytical / *cognitive

32. Whether your organization promotes team work? Yes / No
   If yes, How?
   ........................................................................................................
   ........................................................................................................
   ........................................................................................................

33. How many hours do you spend at your work per day? ....................... hours
34. Is training essential for this work? Yes / No

35. Have you undergone training for your present work? Yes / No
   If yes, Name of the training .................................................................
   Duration of the training .................................................................

36. Is Communicative skill in English essential for this post? Yes / No

37. Is Social network (maintaining relationship with people or being members of associations) essential for acquiring IT related jobs? Yes / No
   If yes, say how? ..................................................................................
   Mention few social networks
   ........................................................................................................

38. How long did it take you in months to get a job after completing your education? ............months

39. How long are you in this job? ..............................................years.

40. Did you work in any other organizations earlier? Yes / No
   If yes, in how many organizations have you worked earlier? .......................(pls. give the no.)

41. Whom do you consult before changing jobs/organization? .................................................................

42. Give a statement in each category which you feel best describes the minimum education, training and work experience necessary to start in your position:

   Education....

   Vocational Training....

   Related Work Experience.....
43. Describe Job Knowledge, Skills and Abilities that are necessary for an applicant to have in order to be considered for initial appointment to your position. These should be related to one or more of the essential job duties.

Duty

Knowledge

Skills

Abilities

44. Have you bought land or properties from your earnings? Yes / No

If yes, details

If No, Why?

45. Select one statement from here.

My family had no car and we have 1 car now
My family had no car and we have 2 or more cars now
My family had a car and we have 1 car now
My family had a car and we have 2 or more cars now

46. Identify your family’s economic class:

Upper
Upper Middle
Middle
Lower Middle
Lower

47. Views of work environment – 1

Competition is good, it stimulates people to work hard, develop new ideas
Competition is harmful; it brings out the worst in people
Middle Road

48. Views of work environment – 2

In the long run, hard work usually brings a better life.
Hard work does not bring success. It’s matter of luck, connections
Middle Road
Any other view about the present work environment

..............................................................................................................................................
49. Describe in one or two sentences why your job exists. Include the nature of work and level i.e., entry level, journey, full performance, advanced, technical or professional.

50. Select from the following for Supervision Received: (level & type)

   Level
   Immediate supervision:
   Close supervision
   General supervision

   Type
   Administrative supervision
   Policy Guidance

51. If I have had a chance to go abroad for work, I would have gone rather than staying in India.

   Yes / No

   If yes, Why? .......................................................... ..........................................................

   If no, Give reasons .......................................................... ..........................................................

52. What do you think are the consequences of changing nature of work for the following?

   Organizations.....

   Individuals.......

   Society............

53. Does today’s business scenario create job stability? Yes / No

   If yes, how? ..........................................................

   If no, why? ..........................................................
54. Do you have job security? Yes / No
   If yes, how? ...................................................................................................................
   If no, What are your plans?

55. Does your job provide career development or advancement in the course of time? Yes / No
   If yes, how? ..................................................................................................................
   If no, why? ....................................................................................................................

56. Does your work necessitate shifting abroad for a temporary period? Yes / No
   If yes, mention the support systems (like parents, friends etc.,) you have to depend on

57. Does your work necessitate shifting abroad permanently? Yes / No
   If yes, mention the support systems you have to depend on

58. According to you what are the attributes a person should possess to perform work in ICT organizations
   (i)
   (ii)
   (iii)

59. What is the nature of employment relationship in your organization? Choose a response for each statement.
   a) Employer has policies that will benefit employees in the long run. Yes / No
   b) Notion of reciprocity Yes / No
   c) Willingness to stay with the company inspite of better opportunities Yes / No
   d) Acceptance of the goals of the company. Yes / No

60. How did you acquire your occupational status? Choose a response for each statement.
   a) Professional Associations Yes / No
   b) Local Networks Yes / No
   c) Campus interviews Yes / No
   d) Friends, relatives or family members Yes / No
   e) Any other, Specify
61. In what way the present work structure is different from the past? Specify details.

62. Do you think special employment laws or institutions (like collective bargaining and legal measures) are needed for the present situation in work organizations? Yes / No
   If yes, why? ..........................................................................................................................

63. Apart from formal education did you take up any course in computer training institutes? Yes / No
   If yes, mention nature of the course and purpose ............................................................

64. Do you have any work/job stress/problem? Yes / No
   If yes, how are you coping up? ..........................................................................................
   If no, why? ..........................................................................................................................

65. For this job I availed the services of soft skills and cultural training consultants. Yes / No

66. For this job I availed the services of psychological counselors. Yes / No
   If yes, who suggested counselors? ..................................................................................

67. To cope up with the job stress, I seek spiritual guides. Yes / No

68. I practice yoga.
   Before joining this job
   Before joining this job and still continuing
   After joining this job
   No
69. I have gone to stress and time management trainers.
   Before joining this job
   After joining this job
   No

70. I go to gym regularly.
   Before joining this job
   Before joining this job and still continuing
   After joining this job
   No

71. I have time to recreate myself.
   Daily
   Weekly
   Monthly
   None

72. Is your organization providing amenities for recreation? Yes / No
   If yes, specify...
       (i)
       (ii)
       (iii)

73. Select your mode of recreation during leisure time:
   Attending parties
   Spending time with family
   Browsing or chatting
   Visiting relatives
   Any other, specify
   None

74. How do you spend your holidays?
   Going out with friends
   Enjoying privacy
   Spending time with family
   Any other, specify
   None
75. I am conscious of health and I avail health related services regularly. Yes / no

If yes, details ............................................................................................................................................

76. Marital Status
   Single
   Married
   Divorced
   Widowed
   Separated

FOR MARRIED ONLY

77. Choose one statement:
   Married the person my parents arranged
   Married some one of my choice.

78. How many children do you have? .........................

79. Dowry received/given for your marriage in lakhs of rupees:.................................

80. If you have a daughter would you like to give dowry to your daughter's wedding to get a better boy? Yes / No

81. Did you marry someone from your own caste? Yes / No

82. Did you marry your spouse in a traditional religious ceremony? Yes / No

83. If children arrived in the family would like the female family member work? Yes / No
84. If some irreconcilable differences of opinion arise with your spouse when you are married would you consider separation or divorce? Yes / No

If yes, why? Whom do you consult?

If no, how will you solve the problem?

85. In case of divorce, would you consider marrying again? Yes / No

If no, why not?

86. In your community is divorce an accepted practice or stigma?

Accepted
Stigma

FOR SINGLES ONLY

87. On Dowry…

Would receive/give dowry to marry
Would not receive/give dowry to marry
Don’t believe in dowry but if necessary would give/receive it

88. Would you marry a person of your parent’s choice even if you have not fallen in love with him/her?

Yes / No

89. If your parents do not approve your fiancée for marriage would you still marry that person? Yes / No

90. If you marry a person your family does not approve, will they still accept you both in the family?

Yes / No

If yes, how?

If no, why?
91. Would you like your spouse to be only from your caste?  Yes / No

92. Would you like your spouse to be equally or better educated than yourself? Yes / No

93. Would you like to marry your spouse only in a traditional religious ceremony? Yes / No

94. After marriage, do you want the female member of the family to work? Yes / No

95. Would you like to give dowry to your daughter’s wedding to get a “better boy”? Yes / No

FOR BOTH SINGLES AND MARRIED

96. What do you think is the ideal number of children in a family? 0 / one / two / three / four

CHANGING ROLES OF MEN AND WOMEN

97. A working mother can establish just as warm and secure relationship with her children as mother who does not work?

   Agree / Neutral / Disagree

98. Being a housewife is just as fulfilling as working for pay?

   Agree / Neutral / Disagree

99. Both the husband and wife should contribute to household income?

   Agree / Neutral / Disagree

100. If a woman earns more money than her husband, it is almost certain to cause marital problems?

   Agree / Neutral / Disagree

If agreed, why is it so? ........................................................................................................................................

101. If I were to have only one child I would prefer to have a boy?

   Agree / Neutral / Disagree
102. A University education is more important for a boy than for a girl?

Agree / Neutral / Disagree

103. After a child arrives in a family, the mother should not work?

Agree / Neutral / Disagree

104. A child needs a home with a father and mother to grow up happily?

Agree / Neutral / Disagree

105. A woman has to have children in order to be fulfilled?

Agree / Neutral / Disagree

106. Marriage is an outdated institution?

Agree / Neutral / Disagree

If agreed, what is the alternative? .................................................................

107. A married woman should be free to help her parental side relatives from her income if she wants?

Agree / Neutral / Disagree

108. With the increase in literacy for women in India the country will progress faster?

Agree / Neutral / Disagree

109. When you give education to a man you are lifting a person but when you give education to a woman you are lifting a family?

Agree / Neutral / Disagree
CULTURAL BEHAVIOUR AND SOCIOLOGICAL ATTITUDES

110. Do you think global or American corporate culture has penetrated software services companies located in non western countries like India, Philippines and Singapore? Yes / No

   If yes how? (i)
   (ii)
   (iii)

111. Do you think deskilling (workers unable to develop broad competencies and knowledge) happens even in the highly skilled occupations in this industry? Yes / No

   If yes, how? ........................................................................................................

112. What strategies do workers employ in order to retain their marketability in a volatile labour market?

113. What new subcultures and identities are emerging from the global virtual workplace?

114. Taking the volatile nature of the job do you think your future is unpredictable? Yes / No

   If yes, how do you prepare for the future? ................................................................

115. Do you often watch T.V. programs and movies and/or keep in touch with developments in India by reading newspapers from the internet?

   Often / Rarely / Not at all

116. Opinion on the caste system

   I believed it and believe it even now

   I believed it but do not believe it now

   I never believed in the caste system
117. Opinion on untouchability

I have practiced it but now have changed

I never believed in untouchability

I believed and still believe in untouchability

118. Do you enjoy any special privileges in society based on your caste? Yes / No

119. Importance of family

Very important / Important / Not Important

120. Importance of friends

Very important / Important / Not important

121. Importance of religion

Very important / Important / Not important

122. Importance of work

Very important / Important / Not important

123. Importance of politics

Very important / Important / Not important

124. Importance of leisure time

Very important / Important / Not important

125. We should give less emphasis on money and material possessions

Agree / I don’t know / Disagree
126. We should give less important place for work in our lives

Agree / I don't know / Disagree

127. We should give more emphasis on the development technology

Agree / I don't know / Disagree

128. We should give more emphasis on family life

Agree / I don't know / Disagree

129. In the long run, do you think the scientific advances we are making will help or harm mankind?

Will help / Will harm / some of each / Don't know

130. As of today, what may be the most important major Sociological and cultural impact for you, in your opinion from working for IT / ITES Organization?

- Make important decisions without worrying about other people's attitudes
- Dress appropriately but give less importance to what and how I dress
- Tolerate other people's views more as I am more broad minded now
- Give importance for punctuality and do much better time management
- Take my appropriate turn in queues without pushing others
- Make use of my weekends and holidays much better now
- I am more health conscious now and am aware of environmental issues
- Do my own household chores now and do not expect servants to do everything
- Do not look down upon people doing lower level jobs or earning less than me
- Do less gossiping and respect people's privacy more
- Avoid giving people advice as fools won't heed and wise don't need it
- Don't waste time looking for only astrologically auspicious times to do things
RELIGION

131. How often if at all, do you think about the meaning and purpose of life?
   Often / Sometimes / Never

132. Were you brought up religiously at home? Yes / No

133. Apart from weddings and funerals, about how often do you attend religious ceremonies / rituals / functions these days?
   More than once a week
   Once a week
   Twice a month
   Once a month
   Only on special holy days
   Once a year
   Never, practically never

134. Independently of whether you go to a place of religious worship or not, would you say you are…

   A religious person / Not a religious person / A convinced atheist

135. Do you believe in an “omnipotent”, “omniscient” and “benevolent” God that controls and directs all that happens on earth?
   Very much / I am really not sure / Not at all

136. Religion is a way of life for me and I get comfort and strength from my religion which influences me in my day-to-day life. Yes / No

137. I believe that all religions are the same except for the name of God. Yes / No
138. If there is a change in my belief on astrology, it is because I am more technically sophisticated now. Yes / No

139. I expect my children to be as religious as me. Yes / No

140. I perform my religious ceremonies required of me. Yes / No

141. In my current situation, I pray to God only when I need something. Yes / No

142. I seek God's guidance all the times to lead a good life. Yes / No

143. I changed from a vegetarian to a non-vegetarian. Yes / No

**POLITICAL VIEWS**

144. How interested would you say you are in politics?

   Very interested
   Little bit interested
   Not at all interested
   Don't know

145. There are two India. The first India, approximately 10%, consisting of people like you in the information technology and other booming services and the second India consisting of people who cannot enter the portals of these new growth centers. The economic disparities between these two separate societies living within the same country have increased due to a skewed distribution of policies and resultant gains. Should the future governments correct the policies that have created new disparities in Indian society?

   Yes / No
   If yes, how? (i) (ii) (iii)

146. Why do you think, people in India live in need? Choose the statement that is closest to your view.

   They are poor because of laziness and lack of will power
   They are poor because society treats them unfairly
   They have a habit of blaming everything on fate and stop trying hard
FUTURE PLANS

147. How long do you intend to stay in this job?

Permanently

10 years

Till children grow up

Till retirement

Any Other

148. Select one statement regarding joint family which applies to you

I live in a joint family and I would prefer to live in a joint family

I live in a joint family and I would prefer not to live in joint family

I did not live in a joint family and I prefer to live in a joint family

I did not live in a joint family and I would prefer not to live in a joint family

149. When you get older would you prefer to live as a joint family with your children or alone with your spouse?

Live as a joint family with children

Live independently alone with spouse

Thank you!