Questionnaire

Competency Mapping Civil Engineering Contractors Survey

Thank you for participating in the survey of “The study on competency mapping for the civil engineering contractors at Salem District”. The purpose of the survey is to identify the key competencies required to become an outstanding civil engineering contractor in the construction industry. The information that we obtain will be used to minimize the skill gap between the average and the outstanding contractor. This survey will only take a few minutes for you to complete. All of your responses will be kept confidential.

QUESTION 1. Do you work in:

a) Heavy and civil engineering construction contractors (build sewers, roads, highways, bridges, tunnels, and other projects related to our Nation’s infrastructure.)
b) General contractors (who build residential, industrial, commercial, and other buildings)
c) Specialty trade contractors (perform specialized activities related to all types of construction such as carpentry, painting, plumbing, and electrical work.)

QUESTION 2. Gender:

a) Male  b) Female

QUESTION 3. In which of these age groups do you fall?

a) Under 25  b) 25-35  c) 36-45  d) 46-55  e) above 56 years

QUESTION 4. Educational Qualification:

a) less than or equal to +2  b) Diploma  c) B.E  d) M.E
e) others, please specify__________________________

**QUESTION 5. Experience in this field?**

- a) < 1 year
- b) 1-4 years
- c) 4-6 years
- d) 6-9 years
- e) 9-19 years
- f) + 20 years

**QUESTION 6. Place of work:**

- a) Corporation limit
- b) Village
- c) Both

**QUESTION 7. Do you work:**

- a) Full time, in a permanent role
- b) Part time
- c) Others, please specify__________________________

**QUESTION 8. In a typical week, how many hours do you spend for your work?**

- a) Up to 20 hours
- b) 21-40 hours
- c) 41-60 hours
- d) 61-80 hours
- e) Above 80 hours

Comments , if any______________________________

**QUESTION 9. Is this your _______ business?**

- a) First generation
- b) Second generation
- c) more than two generations

**QUESTION 10. How many employees are working under your concern?**

- a) 1-10
- b) 11-30
- c) 31-50
- d) 51-100
- e) 101-500

Comments, if any______________________________

**QUESTION 11. What is the annual turnover of your business?**

- a) Below 50 lacks
- b) 50 - 1 Cr
- c) 1Cr - 5 Cr
- d) 5Cr - 10Cr
- e) More than 10 Cr
Comments, if any

QUESTION 12. Your Opinion about business income

a) Increasing trend  b) Stable  c) Fluctuating  d) Decreasing trend

Comments, if any

QUESTION 13. Given the opportunities in the market, what according to you are the driving factors for stable retention in the market? (kindly Specify Rank)

a) Conducive Environment

b) Good income

c) Growth Prospects

d) Location

e) Flexi working Hours

f) Others, please specify

QUESTION 14. According to you what are the most desirable traits of the contractor to be successful in this field? (Kindly fix Rank as,

I Rank = vital important  II Rank= highly important  III Rank= important
IV rank=less important  V Rank =Not Relevant

a) Ethical Values ____

b) Loyalty ____

c) Hard work ____

d) Dedication ____

e) Professionalism ____
f) Academic Background ___
g) Experience ___
h) Communication skills ___
i) Leadership Skills ___
j) Presentation Skills ___
k) Business Management Skills ___
l) Other, please specify ___

QUESTION 15. Do you find the current engineering curriculum in tune with the construction industry requirements in India?

a) Yes           b) No

Comments, if any________________________________________

QUESTION 16. Do you think that there is a need for new areas to be included in the current civil engineering curriculum from the industry perspective?

a) Yes, which areas, please specify __________________________

b) No

Comments, if any________________________________________

QUESTION 17. After entering in to this field have you undertaken any post qualification course?
Specify __________________________

QUESTION 18. Do you think that the post qualification courses help you in better opportunities?

a) Yes  b) No

Comments, if any __________________________

QUESTION 19. Which factors motivated you to choose this profession?

________________________________________
________________________________________

________________________________________

________________________________________

QUESTION 20. Kindly provide the negative aspects of the civil engineering profession?

________________________________________
________________________________________
________________________________________
________________________________________

Please rate each competency using the 5-point rating scale Exercises outstanding performance on this competency far exceeds acceptable standards
5. Exercises very good performances on this competency better than acceptable standards (vital important)

4. Exercises quite acceptable performance on this competency and meets requirement (Definitely important)

3. Performance on this competency is not quite up to acceptable standards. A development is needed (Highly marginal relevance)

2. Performance on this competency fails to meet acceptable standards. (Marginal relevance)

1. Performance in the competency is just relevant.

S1. What you feel most appropriate Vision and Purpose

1. Sees new possibilities.
   O504030201

2. Optimistic. Sees everything with a positive outlook.
   O504030201

3. Creates and communicates vision or direction
   O504030201

4. Inspires and motivates others with enlightened insights
   O504030201
S2. Developing workers

1. Assembles strong teams
   O5O4O3O2O1

2. Empowers and trains people
   O5O4O3O2O1

3. Provides rewards, feedback and recognition
   O5O4O3O2O1

4. Communicates effectively with workers
   O5O4O3O2O1

S3. Values and ethics

1. Aligns with industry values
   O5O4O3O2O1

2. Adheres to code of conduct
   O5O4O3O2O1

3. Ensures that the standards and specifications are kept
   O5O4O3O2O1

4. Recognizes right behaviors
   O5O4O3O2O1
S4. Commitment

1. Widely trusted
   O5O4O3O2O1

2. Takes ownership on the assigned responsibilities
   O5O4O3O2O1

3. Impartial and fair in exercising the responsibilities
   O5O4O3O2O1

4. Delivers results on commitment
   O5O4O3O2O1

S5. Performance

1. Sets and achieves ambitious goals
   O5O4O3O2O1

2. Drives for continuous improvement
   O5O4O3O2O1

3. Ensures that health, safety and social objectives are integrated into business activities
   O5O4O3O2O1

4. Gets results consistently
   O5O4O3O2O1
S6. Basic knowledge and information

1. Command of basic facts
   O5O4O3O2O1

2. Relevant professional knowledge
   O5O4O3O2O1

S7. Skills and attributes

1. **Continuing sensitivity to events:** Aware of what is going on and is perceptive and open to information; hard information such as figures and facts, and soft information such as feelings of other people.
   O5O4O3O2O1

2. **Analytical, problem solving and decision-making skill:** Weighs the pros and cons in an uncertain and ambiguous situation, calling for a high level of judgment or taking appropriate decision without much delay.
   O5O4O3O2O1

3. **Social skills and abilities:** Develop, negotiate, resolve conflict, persuade, use and respond to authority and power so as to get things done.
   O5O4O3O2O1

4. **Emotional resilience:** Deals with emotional stress and strain that arises as consequence of working situations of authority, leadership, power, targets and deadlines
S8. Meta Qualities

1. Creativity: Come up with unique ideas or solutions – either one’s own ideas or ideas from another source

2. Mental ability: Grasps problems quickly, thinks about several things at once, understand the whole situation quickly and ‘think on one’s feet’

3. Learning: Uses a range of learning process including use of inputs like teaching, discovery from ones own personal experiences and reflection

4. Self-knowledge: Aware of ones own beliefs, goals, values, feelings, behavior and the part they play in influencing their actions

S9. Job related skills/competencies

1. Presentation skill: Able to present ideas, concepts, plan and procedures clearly to the target group
2. **Concern for excellence:** Works with burning desire to perform outstandingly

S10. **Communication and interpersonal competencies**

1. **Listening skills:** Listens to other’s views with patience

2. **Interpersonal skills:** The skills that a person uses to interact with each other, active listening, tone of voice, include delegation and leadership.

3. **Openness:** intellectually curious, open to emotion, interested in art, and willing to try new things.

4. **Extraversion:** Being out going, energetic, and the tendency to seek simulation in the company and others.