FACULTY QUESTIONNAIRIE:

RECRUITMENT:
1. Who is responsible for the recruitment of the faculty?

2. Is the current recruitment practice geared towards the achievement of the organization mission and objectives?

3. Are faculty deployed according to job descriptions?

4. Who is responsible for the approval of staffing plans in your organization?

5. The qualification requirements for the vacant positions are----
   □ As Per AICTE Norms  □ As Per DTE Norms  □ As Per University Norms

PLACEMENT & INDUCTION:
6. Why is proper placement most important in the organization?

7. Does the Institute give Induction training to new employees?

DEVELOPMENT:

CAREER PLANNING AND DEVELOPMENT:
8. There are clear policy guidelines for training and development.

9. I believe there are a variety of ways for me to develop my career at the Institute.
   □ Strongly Disagree  □ Disagree  □ Neither Agree nor Disagree
   □ Agree  □ Strongly Agree

10. I am given a real opportunity to improve my skills in this Institute.
    □ Strongly Disagree  □ Disagree  □ Neither Agree nor Disagree
    □ Agree  □ Strongly Agree
11. Do you think you have equal opportunities in training & development?
   - [ ] Strongly Disagree
   - [ ] Disagree
   - [ ] Neither Agree nor Disagree
   - [ ] Agree
   - [ ] Strongly Agree

12. Institute takes career development initiatives in the form of----
   - [ ] Provide workbook & workshops
   - [ ] Provide career counseling
   - [ ] Provide career self management program
   - [ ] Provide development feedback
   - [ ] Provide Mentoring

13. Which career path you have chosen?
   - [ ] Strand Leader – Departmental Head - Dean
   - [ ] Assistant Professor – Associate Professor - Professor
   - [ ] Both

**EMPLOYEE TRAINING:**

14. Are there clear criteria for identify training needs within the organization?
   - [ ] There is a clear criteria
   - [ ] Somewhat clear criteria
   - [ ] Fairly clear criteria
   - [ ] No clear criteria
   - [ ] No clear criteria at all

15. Does your organization have adequate funding for training and development of employees?
   - [ ] Adequate funding
   - [ ] Somewhat adequate funding
   - [ ] Fairly adequate funding
   - [ ] Funding rarely available
   - [ ] Not adequate at all
16. Does faculty participate in decision making of their training and development?
   □ They always participate   □ They participate quite often
   □ Sometimes they do participate   □ They rarely participate
   □ Never participate

17. What is your opinion about the facility during training period in your Institute?
   □ Good   □ Fair   □ Not Satisfactory

INTERNAL MOBILITY & SEPERATIONS / PROMOTION & TRANSFER:

18. Which criteria are used for promotion?
   □ Seniority   □ Performance
   □ Qualification Up gradation   □ others

19. What is your opinion about promotion policy in your organization?
   □ Good   □ Fair   □ Bad

20. Job promotions within the institute are fair and reasonable.
   □ Strongly Disagree   □ Disagree   □ Neither Agree nor Disagree
   □ Agree   □ Strongly Agree

21. Do you have a written promotion & Transfer policy?
   □ YES   □ NO

MAINTENANCE & RETENTION:

JOB EVALUATION:

WAGE & SALARY ADMINISTRATION:

22. Are you getting salary as per AICTE norms?
   □ YES   □ NO

23. Are you satisfied with your present salary structure?
□ YES □ NO

**INCENTIVES AND BENEFITS:**
24. Which type of incentive scheme implemented in the Institute?
   □ Individual Incentive Schemes
   □ Group Incentive Schemes
   □ Both
   □ No any type of Incentive Scheme
25. Incentives are directly linking with employee performance
   □ Strongly Disagree □ Disagree □ Neither Agree nor Disagree
   □ Agree □ Strongly Agree

**MOTIVATION:**
26. The management can strategically motivate the employees in the form of
   □ Financial
   □ Non-Financial
   □ Positive Motivation
   □ Negative Motivation
   □ Only goals are motivators
27. Motivational system is balanced with objectives & philosophy of employees.
   □ Strongly Disagree □ Disagree □ Neither Agree nor Disagree
   □ Agree □ Strongly Agree
28. Motivational system should be understood by the employees of the institute in the right direction
   □ Yes □ No □ I don’t know

**EMPLOYEE EMPOWERMENT:**
29. Which are the common forms of empowerment in the institute?
   □ Quality Circles
   □ Empowered Teams
   □ Employee Participation in Management
30. Employees are empowered in organization
   □ Strongly Disagree □ Disagree □ Neither Agree nor Disagree
   □ Agree □ Strongly Agree

EMPLOYEE PATRICATION IN MANAGEMENT:
31. Employee participation in management is helpful for---
   □ Mutual Trust □ Information Sharing
   □ Mutual Problem Solving □ Negotiations
   □ Pressure Tactics

32. Which types of form is implemented in the Institute for effective Participation of employee in the management?

EMPLOYEE HEALTH AND SAFETY:
33. Employees should be given safety education and training to make them safety conscious.
   □ Strongly Disagree □ Disagree □ Neither Agree nor Disagree
   □ Agree □ Strongly Agree

34. Is the Preventive and curative measures help to protect employee health against the occupational hazards?
   □ Strongly Disagree □ Disagree □ Neither Agree nor Disagree
   □ Agree □ Strongly Agree

SOCIAL SECURITY:

35. Which type of social security implemented in the Institute?
   □ Medical Care □ Sickness benefit □ Old age benefit
   □ Employment injury benefit □ Family benefit □ Gratuity
   □ Maternity benefit □ Provident Fund □ Pension
EMPLOYEE DISCIPLINE:
36. Which type of Discipline Actions like penalties and punishments are took in the Institute?
   □ Oral warning          □ Written Notice
   □ Pay Cut               □ Demotion
   □ Suspension            □ Dismissal / Discharge

EMPLOYEE GRIEVANCES:
37. Is Institute’s authorities helped you to resolve your grievances from time to time and in a satisfactory manner?
   □ Yes                      □ No

38. Do you have any grievances with the working system and administrative department of the Institute?
   □ Yes                      □ No

EMPLOYER RELATIONS:
39. Is your organization maintaining trust between Employee & Management?
   □ Strongly Disagree         □ Disagree          □ Neither Agree nor Disagree
   □ Agree                     □ Strongly Agree

40. Is continuous feedback & monitoring mechanism is useful for developing sound Industrial Relationship?
   □ Strongly Disagree         □ Disagree          □ Neither Agree nor Disagree
   □ Agree                     □ Strongly Agree

PERFORMANCE AND POTENTIAL APPRAISAL:
41. 360\textdegree feedback involves appraisal by:
   □ Principal / Vice-principal □ Head of Dept. / Professor / Dean
   □ Associate Professor       □ Assistant Professor
Anyone who is directly in contact with the appraisee

EFFECTIVENESS OF HUMAN RESOURCE MANAGEMENT PRACTICES:

PERSONAL RESEARCH AUDIT:

42. Which personal Audit areas are defined in the organization?
   □ Forecasting & scheduling to meet organization & personnel needs
   □ Defined requirements & careers; sources, requirement, selection, training, promotions
   □ Maintaining structures for co-ordinating, communicating, collaborating
   □ Individual & group motivation, interest, effort, contribution
   □ Style of leadership and supervision; delegation, negotiation
   □ Experiments & theory testing in all areas

HUMAN RESOURCE INFORMATION SYSTEM:

43. Which type of employee attendance system implemented in the Institute?
   □ Biometric           □ Face recognition           □ Muster
   □ Muster & Biometric  □ Muster & Face recognition

44. Is available infrastructure support your HRIS?
   □ Strongly Disagree   □ Disagree                 □ Neither Agree nor Disagree
   □ Agree               □ Strongly Agree

45. Does HRIS system work effectively?
   □ YES                   □ NO

46. Is the Information Technology support the HR Strategy?
   □ Strongly Disagree   □ Disagree                 □ Neither Agree nor Disagree
   □ Agree               □ Strongly Agree
47. How many Human Resource Information System databases in your Institute?

☐ Less than 10  ☐ More than 10 less than 20
☐ More than 20 less than 30  ☐ More than 30 less than 40
☐ More than 40 less than 50  ☐ More than 50

48. How administrators collect the information for HRIS?

☐ Daily  ☐ Weekly  ☐ Monthly  ☐ Quarterly
☐ Semester  ☐ Yearly

OTHER FACILITY PROVIDED IN THE INSTITUTE:

49. Hostel facility available for students

☐ In campus  ☐ outside of the campus  ☐ No Facility

50. Canteen Facility provides on subsidized food rate for student, staff & faculty members?

☐ YES  ☐ NO

51. Wi-Fi connectivity in the campus.

☐ YES  ☐ NO

52. Does Institute have a digital library?

☐ YES  ☐ NO

53. Bank & ATM facility is available in the campus.

☐ Bank only  ☐ ATM only  ☐ Bank & ATM  ☐ None of these

54. Higher education loan facility provided by Institute.

☐ YES  ☐ NO

55. Is the Industry Interaction cell present in the Institute?
56. Is there Video Conferencing facility?
☐ YES ☐ NO

57. Does Institute provide Vehicle parking facility?
☐ YES ☐ NO

58. Faculty & Staff seating arrangement is satisfactory?
☐ YES ☐ NO

59. Is your Institute certified by ISO?
☐ YES ☐ NO

60. Your Institute accredited by NBA
☐ YES ☐ NO