APPENDIX

Questionnaire on Training and development-1

Age:

Gender:

Longevity of Service:

1. Your organization consider training as part of Managerial strategy, do you agree with this statement-
   a. Strongly agree
   b. Agree
   c. Neither/Nor
   d. Disagree
   e. Strongly disagree

2. Do you feel that company takes training quite seriously?
   a. Strongly agree
   b. Agree
   c. Neither/Nor
   d. Disagree
   e. Strongly disagree

3. Do you feel restricted by regulations, policy and measures while undergoing training?
   a. Strongly agree
   b. Agree
   c. Neither/Nor
   d. Disagree
   e. Strongly disagree
4. Average duration of work before employees shift to other organization in your company
   a. less than 6 months
   b. 6 months to 1 year
   c. 1 to 3 years
   d. 3 to 5 years
   e. more than 5 years

5. How much training you get in a year?
   a. Less than 10 hours
   b. 10 to 20 hours
   c. 20 to 40 hours
   d. more than 40 hours

6. More training in your organization is given to
   a. senior staff
   b. junior staff
   c. new staff
   d. Everybody is given equal amount of training

7. What sort of training you get normally?
   (Rate each listed item in scale of 1 to 5 where 5 means you get great amount of
    attention on that subject and 1 means you don’t get any attention and training on
    that subject)
   a. Technical skills
   b. Personality development
   c. Cross cultural training when going abroad
   d. Managing people and communication skills
   e. Others

8. What approach of training process is usually used in your institute?
   (Rate each from scale of 1 to 5, where 5 mean you extensively use that mode
    and 1 means you don’t use that mode of training)
a. Class room exercise from senior staff  
b. Exterior consultant  
c. online teaching  
d. Lecture given by human resource department  
e. Job turning round  
f. Any other______

9. General soft skills (people skills) of employees in your company are---
   a. excellent  
   b. good  
   c. not very good  
   d. poor

10. In your view of informal form to training- (mark in scale of 1 to 5, where 5 is for agreement and 1 for disagreement)
    a. Informal Training is more productive as trainees learn more than they are relaxed.
    b. Formal atmosphere is important for training
    c. Outbound conferences and get-together are not productive
    d. More modern tools, like games, case studies should be used in friendly atmosphere
    e. Reduces stress in employees
11. Which type of training in your organization is adopted for new recruitments?
   a. Technical training
   b. Management training
   c. Language training
   d. Presentation skills
   e. Others

12. Trainer should possess many skills to be effective (Rate the following items in scale of 1 to 5, where 5 is towards agreement and towards disagreement)
   a. Should possess only technical skills, people skills are not so important
   b. People or soft skills are more important than technical skills
   c. Generalist makes better personal managers then specialist
   d. Should love talking to people and good in motivating

13. How adaptable is your organization when it comes to upgrading new skill levels? (Rate in scale of 1 to 10, where 10 is towards agreement and disagreement)
   a. we uses modern methods like psychometric test in recruitment and selection
   b. we try to make training session more interesting my using modern tools like case studies
   c. we take external suggestions from consultant to upgrade us
   d. we discuss about these topic in our general meetings
   e. we give counselling to staff for there career development and stress management
   f. we calculate return on investment for every employees reason for shortage
Questionnaire on Training and Development-2

Age:

Gender:

Longevity of Service:

1. What differences you find with regards to skills and training style of foreign Trainers.
   a. very advanced
   b. advanced
   c. somewhat advanced
   d. less advanced

2. Average duration of work before employees shift to other organization in your company
   a. less than 6 months
   b. 6 months to 1 year
   c. 1 to 3 years
   d. 3 to 5 years
   e. more than 5 years

3. Percentage of budget allocated for training and development
   a. Less than 1 percent of budget
   b. Around 1 to 2 percentage
   c. Around 3 to 5 percentage
   d. More than 5 percentage
4. Budget for training and development in your company over last few years is--
   a. increasing
   b. decreasing
   c. constant
   d. Not planned

5. What sort of training you give?
   (Rate each listed item in scale of 1 to 5 where 5 means you get great amount of
   attention on that subject and 1 means you don’t get any attention and training on
   that subject)
   a. Technical skills
   b. Personality development
   c. Cross cultural training when going abroad
   d. Managing people and communication skills
   e. Others

6. How many foreign staff on average in a year attend joint seminar on training
   and development in your company
   a. None
   b. less than 5
   c. less than 10
   d. more than 10

7. What problem foreigners face up in training policies when they visit your
   country?
   (Rate from a scale of 1 to 5.)
   a. Training style and methods
   b. Language differences.
   c. Lack of cooperation
   d. No problem

8. General soft skills (people skills) of employees in your company are---
9. Which type of training in your organization is adopted for new recruitments?
   a. Technical training
   b. Management training
   c. Language training
   d. Presentation skills
   e. Others

10. Trainer should possess many skills to be effective (Rate the following items in scale of 1 to 5, where 5 is towards agreement and towards disagreement)
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11. In your view of informal form to training –(mark in scale of 1 to 5, where 5 is for agreement and 1 for disagreement)
   a. Informal Training is more productive as trainees learn more than they are relaxed.
   b. Formal atmosphere is important for training
   c. Outbound conferences and get-together are not productive
   d. More modern tools, like games, case studies should be used in friendly atmosphere
   e. Reduces stress in employees
JOURNALS AND PUBLICATIONS

Seminars/Conferences Attended and Presented:

1. BIZ Veda-12 “European Debt Crises: It’s Impact on Indian Economy,” Accepted for Presentation at the National Conference Held at Padma Shree Institute of Management Studies, Bangalore March 2012.

2. Innovators & Entrepreneurs Accepted for Presentation at the International Conference on Management Engineering & Entrepreneurship (ICMEE-2012) Pune Dec 2012

3. Green HR Accepted for Presentation at the National Conference on Creative and Innovative Trends in Management. By JJTU Institute of Commerce and Management Rajasthan

4. BIZ Veda 10 Role of FDI In Indian Economy Accepted for Presentation at the National Conference Held At Padma Shree Institute of Management Studies, Bangalore March 2010.

5. The National Conference on Corporate Governance accepted for presentation at the Allana Institute of management Studies.


Research Papers published in the Journals:


2. The national conference on Corporate Governance accepted for presentation at the Alana Institute of management Studies (gone for printing)


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