Respected Madam / Sir,

As a part of my research work on “A STUDY ON EMPLOYEE MOTIVATION AS A QUANTITATIVE TOOL IN CO OPERATIVE BANKS OF MUMBAI DISTRICT”, I would like to gather some information from you which will help me in an in depth study of project. I would be obliged if you co-operate with me in filling the questionnaire. Since the questionnaire is being used for academic purpose, the information gathered will be strictly confidential.

Kindly fill the following: (Please put a tick mark in the appropriate box)

1. Age Group:
   - Less than 35 Years
   - 35-50 years
   - Above 50 years

2. Gender:
   - Male
   - Female

3. Your current qualification?
   - Undergraduate
   - Graduate
   - Postgraduate

4. Current Position in the Organisation:
   - Officer/Management
   - Manager / Supervisor
   - Clerk
   - Worker

5. How long have you worked at XYZ Company?
   - Less than 1 Year
   - 1-5 Years
   - 5-15 Years
   - 15-25 Years
   - More than 25 Years

6. What is your annual income package?
   - Below 3 Lakhs
   - 3-5 Lakhs
   - 5-10 Lakhs
   - Above 10 Lakhs
7. Are you satisfied with the support from the Head of department?
   Highly Satisfied  [ ]  Satisfied  [ ]  Neutral  [ ]
   Dissatisfied  [ ]  Highly Dissatisfied  [ ]

8. Is Management really interested in motivating the employees?
   Strongly agree  [ ]  Agree  [ ]  Neutral  [ ]
   Disagree  [ ]  Strongly disagree  [ ]

9. Which type of incentives motivates you more?
   Financial incentives  [ ]  Non-financial incentives  [ ]  Both  [ ]

10. Which financial incentive motivates you more?
    Increments  [ ]  Bonus  [ ]  Target based Incentives  [ ]

11. Which Non Financial incentive motivates you more?
    Status / Job Title  [ ]  Rewards & Recognition  [ ]
    Participation in Decision Making  [ ]

12. How far you are satisfied with the incentives provided by the organization?
    Highly Satisfied  [ ]  Satisfied  [ ]  Neutral  [ ]
    Dissatisfied  [ ]  Highly Dissatisfied  [ ]  Satisfied  [ ]
13. Please provide the following ratings.

(5- Strongly agree, 4- Agree, 3-Neutral, 2-Disagree, 1-Strongly disagree)

<table>
<thead>
<tr>
<th>No</th>
<th>Factors</th>
<th>Ratings</th>
</tr>
</thead>
<tbody>
<tr>
<td>i.</td>
<td>Reasonable periodical increase in salary</td>
<td></td>
</tr>
<tr>
<td>ii.</td>
<td>Job security exist in the company</td>
<td></td>
</tr>
<tr>
<td>iii.</td>
<td>Good relationship with co-workers</td>
<td></td>
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<tr>
<td>iv.</td>
<td>Effective performance appraisal system</td>
<td></td>
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<td>v.</td>
<td>Effective promotional opportunities in the organization</td>
<td></td>
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<td>vi.</td>
<td>Good safety measures adopted in the organization.</td>
<td></td>
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<td>vii.</td>
<td>Performance appraisal activities are helpful to get motivated</td>
<td></td>
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<tr>
<td>viii.</td>
<td>Support from the co-worker is helpful to get motivated</td>
<td></td>
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<td>ix.</td>
<td>Company recognize and acknowledge your work</td>
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</table>

14. Rank the following factors which motivates you the most?

(Rank 1, 2, 3, 4…. respectively)

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<tbody>
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<tr>
<td>ii.</td>
<td>Promotion</td>
<td></td>
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<tr>
<td>iii.</td>
<td>Leave</td>
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<tr>
<td>iv.</td>
<td>Motivational talks</td>
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<tr>
<td>v.</td>
<td>Recognition</td>
<td></td>
</tr>
</tbody>
</table>
15. Do you think that the incentives and other benefits will influence your performance?

Influence  [ ] Does not influence  [ ] No opinion  [ ]

16. Does the management involve you in decision making which are connected to your department?

Yes  [ ]  No  [ ]  Occasionally  [ ]

17. How much does Company’s work environment meet your expectations?

Highly Satisfied  [ ] Satisfied  [ ] Neutral  [ ]
Dissatisfied  [ ] Highly Dissatisfied  [ ]

18. What changes can be made to improve the work place environment?

Better Working Conditions  [ ] Motivational Strategies  [ ]
Superior – Subordinate Relations  [ ]

The primary data related to the research topic has been collected through a Questionnaire and personal interview. The comprehensive questionnaire was prepared in layman English language so as to enable the respondents to answer the questions easily. 360 respondents (45 of top level, 193 of middle level and 122 of lower level management) working in various co-operative banks of Mumbai district were the sample size. In addition to the above, the secondary data was also been collected and incorporated from Annual Reports of various co-operative banks and other authenticated resources.