APPENDIX

Dear Respondent

Thanks for accepting to take some time off to fill in the Questionnaire. All information will be kept strictly confidential and will be used only for research purposes.

Regards,

M.Jabeen
E-Mail: jabeenahmed41 @gmail.com

PERSONAL DETAILS

Name : 

Educational Qualification : Graduate Post Graduate Professional

Designation in current Employment:

Age in Years : Less than 25 25-30 30-35 Above 35

Gender : Male Female

Marital Status : Single Married

Experience in Years : >1 1-3 3-5 5-7 < 7
I. **Job Characteristics:**

Job requires specific skills to perform the tasks:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

Job involves the use of a variety of skills:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

Job provides challenges at work:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

My job contributes significantly to the organization:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

Necessary resources are provided to work:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

II. **Organizational Support**

My manager cares about my well being:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

There is transparency in decision making:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>
My manager provides useful and constructive feedback:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

Manager shows a genuine interest in the employee well being:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

Overall Communication to employees is effective:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

**III. Organization Citizenship Behaviour**

I feel proud to work for my organization:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

I frequently try to help others who have heavy workloads:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

When needed I am willing to put in extra effort to achieve the goal:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

People are treated with respect in this organization:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>
I believe the top management makes the right decisions for success of the organization:

- Strongly Agree
- Agree
- Not Sure
- Disagree
- Strongly Disagree

**IV. Job Attraction**

My job provides the opportunity to grow:

- Strongly Agree
- Agree
- Not Sure
- Disagree
- Strongly Disagree

My job allows new ideas to be tested:

- Strongly Agree
- Agree
- Not Sure
- Disagree
- Strongly Disagree

My job requires creativity and innovation:

- Strongly Agree
- Agree
- Not Sure
- Disagree
- Strongly Disagree

My job provides opportunities to contribute towards organizational goals:

- Strongly Agree
- Agree
- Not Sure
- Disagree
- Strongly Disagree

My job requires me to work in a team:

- Strongly Agree
- Agree
- Not Sure
- Disagree
- Strongly Disagree

**V. Talent development**

Leadership is supportive of autonomy at work:

- Strongly Agree
- Agree
- Not Sure
- Disagree
- Strongly Disagree
Feedback on work done is taken on a regular basis:

- Strongly Agree
- Agree
- Not Sure
- Disagree
- Strongly Disagree

Manager encourages Team Building:

- Strongly Agree
- Agree
- Not Sure
- Disagree
- Strongly Disagree

Manager provides an opportunity to participate in goal setting:

- Strongly Agree
- Agree
- Not Sure
- Disagree
- Strongly Disagree

Manager allows me to use personal discretion at work:

- Strongly Agree
- Agree
- Not Sure
- Disagree
- Strongly Disagree

VI. **Talent Pool:**

I have a good understanding of the mission and goals of this organization:

- Strongly Agree
- Agree
- Not Sure
- Disagree
- Strongly Disagree

My contribution is important in accomplishing the goals of the organization:

- Strongly Agree
- Agree
- Not Sure
- Disagree
- Strongly Disagree

The senior management leads by example:

- Strongly Agree
- Agree
- Not Sure
- Disagree
- Strongly Disagree
I feel personally driven to help this organization:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

My work gives me the feeling of accomplishment:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

VII. **Talent Retention**

Saying with this organization will help me develop the required skills:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

Staying with this organization will help me in career advancement:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

I am paid fairly for the work I do:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

I receive the recognition I deserve for my work:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

I am committed to work for this organization in the foreseeable future:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not Sure</th>
<th>Disagree</th>
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</table>

**THANK YOU**