Appendix III

RESEARCH TOPIC – An Analytical Study Of Human Resource Management Of Women Conductors In Maharashtra State Transport With Special Reference To Western Maharashtra.

The information collected through this questionnaire will be used for academic purpose only. Your personal details and feedback will be kept confidential.

*Please tick (      ) mark for multiple choice questions.*

QUESTIONNAIRE FOR WOMEN CONDUCTORS

1. Name ( Optional ) :

2. Age :

3. Educational qualification :
   a) S.S.C.       b) H.S.C.       c) Graduate
   d) Post Graduate e) Professional Degree f) Any other.

4. Place of Residence :
   a) Village   b) town   c) city

5. Designation:

6. Father’s Qualification:
   a) S.S.C.       b) H.S.C.       c) Graduate
   d) Post Graduate e) Professional Degree f) Any other.

7. Mother’s Qualification:
   a) S.S.C.       b) H.S.C.       c) Graduate
   d) Post Graduate e) Professional Degree f) Any other.

8. No. of family members
   a) Less than 2   b) 2-4   c) more than 4

9. Marital Status :
   Married ( )    Unmarried ( )    Single ( )

10. Whether Studying currently:  Yes ( )    No ( )

11. Reason for working:

   ………………………………………………………………………………………………………. 
12. No. of earning members in the family:  a) 1  b) 2  c) more than 2

13. No. of dependents:
   a) 1 to 4  b) 5 to 7  c) 8 and More

14. Your Monthly Income per Month:
   a) < 1000
   b) 1000- 2500
   c) 2500-5000
   d) 5000-7500
   e) >7500

15. Your family Monthly Income per Month:
   a) < 2500
   b) 2500-5000
   c) 5000-7500
   d) 7500-10000
   e) >10000

16. No. of years in service:
   a) 0 – 2  b) 2 - 4  c) more than 4

17. Do you work part time also:  Yes (  )  No (  )

18. No. of duty hrs per day:
   a) Less than 8  b) more than 8

19. Maximum Journey hours per day:  Less than 8  b) more than 8

20. Type of bus on which duty is generally assigned:
   a) Ordinary  b) Semi- luxury  c) Asiad  d) Volvo

21. Tick the source of your recruitment:
   a) Advertisement
   b) Heir of employee
   c) Notice board
   d) Any other (Please specify)
22. Tick your mode of appointment.
   a) Written Test
   b) Personal Interview
   c) Direct appointment
   d) Any other (Please specify)

23. Mark your way of appointment
   a) Appointment is made on merit
   b) Appointment is made on recommendation

24. If appointment is made by recommendation then state the source:
   a) Union leaders
   b) Officers
   c) Political people
   d) Peer employees
   e) Any other (Please specify)

25. Is your job confirmed
   a) Yes
   b) No

26. If yes, how was your job confirmed?
   a) On completion of certain period
   b) Confirmed while joining
   c) On the basis of performance

27. Were you trained after joining?
   a) Yes
   b) No

28. Please state the method of training you have undergone?
   a) On the job training
   b) Classroom training
   c) Any other method (Please Specify)

29. Do you feel the need for more training?
   a) Yes
b) No

30. If No, Please explain why you feel /don’t feel the need for training?

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Please tick in the appropriate box.

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<tr>
<th>S.No</th>
<th>Measure</th>
<th>Yes</th>
<th>No</th>
<th>Remark</th>
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<tbody>
<tr>
<td>31</td>
<td>Are you entitled to allowances such as HRA, CA, MA etc.?</td>
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<td>32</td>
<td>Do you get bonus payment?</td>
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<td>33</td>
<td>Are the allowances given are adequate</td>
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<td>34</td>
<td>Is your work environment safe?</td>
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<td>35</td>
<td>Are you doing night shifts?</td>
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<td>36</td>
<td>Do you face trouble handling passengers?</td>
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<td>37</td>
<td>Are non-journey hours counted in your duty time?</td>
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<td>38</td>
<td>Do you get transferred to various depots?</td>
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<td>38</td>
<td>Do you know regarding your promotion rules?</td>
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<td>40</td>
<td>Do you face problems from your male colleagues?</td>
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<td>41</td>
<td>Do you get Retirement benefit?</td>
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<tr>
<td>42</td>
<td>Do you get Night Shift Allowance?</td>
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43 State the next two posts of your promotion?

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213
44. Is your qualification adequate for promotion?
   a) Yes
   b) No

45. How do you rate your health after joining the job?
   a) Improved
   b) Deteriorated
   c) No Change

46. State the types of health disorders you face?
   a) Body ache
   b) Headache
   c) Sleep Disorder
   d) Depression
   e) Any other (Please Specify)

47. Tick the facilities available at your depot specially for you?
   a) Changing room
   b) Security during night
   c) Medical facilities
   d) Canteen
   e) Any other

Rate your satisfaction level for the following.

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<thead>
<tr>
<th>S.No</th>
<th>Educational assistance provided for children’s education</th>
<th>Satisfied</th>
<th>Neutral</th>
<th>Not satisfied</th>
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<td>49</td>
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<td>50</td>
<td>Opportunity for continuing Education</td>
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<td>51</td>
<td>Appreciation and recognition given to employees for their excellence</td>
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<td>52</td>
<td>The procedure adopted for</td>
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<td>53</td>
<td>Working environment</td>
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<td>54</td>
<td>Safety practices for the welfare of its workers</td>
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<td>55</td>
<td>Retirement benefit</td>
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<td>56</td>
<td>HRA</td>
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<td>Training programs conducted</td>
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<td>58</td>
<td>Uniform Allowance</td>
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<td>59</td>
<td>First aid</td>
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<td>The grievance handling procedure</td>
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<td>Work shift timings</td>
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<td>Night Shift Allowance</td>
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<td>63</td>
<td>Canteen Subsidy</td>
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<td>64</td>
<td>Rest Room Facility</td>
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<td>65</td>
<td>Promotion Policies</td>
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66. Kindly give your suggestions for any desired improvements in the current system.

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