ANALYSIS OF TRENDS AND EFFECTIVENESS OF REEMPLOYMENT IN INDIAN INDUSTRIES

Questionnaire II for HR Manager

Section I

<table>
<thead>
<tr>
<th>Name:</th>
<th>Gender:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Email Id:</td>
<td>Designation:</td>
</tr>
<tr>
<td>Name of the Organization:</td>
<td>Industry (IT/ITES, Banking and finance, Healthcare, Education, others):</td>
</tr>
<tr>
<td>Annual Revenue (in millions):</td>
<td>No. of Employees:</td>
</tr>
<tr>
<td>$ 0 -50</td>
<td>$ 51 - 100</td>
</tr>
<tr>
<td>Above $ 100</td>
<td>&lt; 250</td>
</tr>
<tr>
<td>251 - 500</td>
<td></td>
</tr>
<tr>
<td>501 - 750</td>
<td></td>
</tr>
<tr>
<td>751 - 1000</td>
<td></td>
</tr>
<tr>
<td>&gt; 1000</td>
<td></td>
</tr>
</tbody>
</table>

Section II

1. Does your Organization re-hire former employees?
   a. Yes ☐
   b. No ☐

2. If no, specify the reason and go to section III

   ______________________________________________________

If yes, at what levels do you recruit your former employee?
   a. Execution/Staff/Operations level ☐
   b. Middle level ☐
   c. Top level ☐
3. Do you have any documented policy for recruiting former employee?
   a. Yes ☐
   b. No ☐
   If yes, please provide a copy of the same.

4. How important it is to keep the track of the former employees?
   a. Very Important ☐
   b. Important ☐
   c. Less important ☐
   d. Not important ☐

5. When an employee quits, does your organization keep a record whether the person is re-hirable or not in future?
   a. Yes ☐
   b. No ☐

6. Does your organization follow any specific strategy to attract former employees?
   a. Yes ☐
   b. No ☐
   If yes, can you mention any three strategies?
   1. ______________________________________________________________________
   2. ______________________________________________________________________
   3. ______________________________________________________________________

7. If your answer to Q6, is yes, in your opinion how effective are these strategies?
   a. Highly effective ☐
   b. Effective ☐
   c. Neither effective nor ineffective ☐
   d. Ineffective ☐
   e. Highly ineffective ☐

8. In last 5 years how many ex-employees have been re-hired?
   0 – 10 ☐ 11 –20 ☐ 21 – 30 ☐ 31 – 40 ☐ Above 40 ☐
9. Have you observed any pattern in reemployment and lapse of time frame?
   a. Yes □
   b. No □
   If yes, please specify?
   _______________________________________________________________________

10. Do you find the hiring of former employees reduces the cost of recruitment for your organization?
    a. Yes □
    b. No □
    If yes, by what percentage
    < 10% □  11% — 15% □  16% — 20% □  21% — 25% □  > 25% □ □

11. Does your organization get benefited from reemployment?
    a. Yes □
    b. No □

12. Mention the benefits of reemployment in terms of tangible and intangible benefits?
    Tangible:
    1. 
    2. 
    3. 
    4. 
    5. 
    Intangible
    1. 
    2. 
    3. 
    4. 
    5.

13. Have there been cases where the reemployed employees have quit again within a year?
    a. Yes □
    b. No □
    If Yes, What is the percentage of such employees?
    < 5% □  6% — 10% □  11% — 15% □  16% — 20% □  21% — 20% □ □
14. Please state 3 key reasons for the employee to quit again within a year.

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

15. How important are the exit interviews in improving the effectiveness of reemployment?
   a. Very important □
   b. Important □
   c. Less important □
   d. Not important □

16. Have there been cases of multiple rehiring of an ex-employee?
   a. Yes □
   b. No □

Section III

If the organization does not recruit former employees:

1. Is there any policy that restricts re-hiring of former employees?
   a. Yes □
   b. No □
   If yes, state the reason______________________________________________________

2. Do you have any plans for reemployment of former employees for your organization?
   a. Yes □
   b. No □
   If yes, what initiatives you have taken to implement the same?
  ________________________________________________________________________