ANNEXURE 1.

FOR STUDY PURPOSE ONLY

QUESTIONNAIRE

PLEASE FURNISH THE FOLLOWING INFORMATION

1) Name of the Firm:

2) Address of Regd. Office:

3) Date of Registration:

4) Number of Employees Working in the Organization:

5) Classification of Employees (With Pay Scale):
   a) Executives:
   b) Supervisors:
   c) Technical Staff:
   d) Skilled Artisan:
   e) Clerical Staff:
   f) Semi skilled workers:
   g) Unskilled workers:

6) State the number of employees in your organization:
   a) Between 25 to 40 years:
b) Between 40 to 50 years:

c) Between 50 to 60 years:

d) Above 60 years:

7) Turnover of Employee (percentage)

2004-05

2005-06

2006-07

2007-08

2008-09

8) Causes of Turnover:

1) Dissatisfaction with Management

2) Better prospects elsewhere

3) Uncongenial Atmosphere

4) Dissatisfaction with Supervising staff

9) Whether you have adopted Human Resource Accounting?

10) If so, what method do you use to value Human Resources?
11) Do you think adoption of HRA has changed attitude of Management towards employees?

12) Do you think adoption of HRA has changed the attitude of employees towards management?

13) If you have adopted Historical Cost Method of valuing Human Resources, Please state the following:

2) Advertising cost per employee:

3) Cost of processing applications:

4) Cost of interviewing per employee:

5) Medical examination per employee:

6) Proportionate cost of personnel department overheads:

7) Cost of training per employee:

8) Cost of induction of new worker to his job:

14) Average time period for which an employee remains in service in your organization.

15) What formula do you use to compute value of Human Resources?
16) If value of Human Resources is published in the Annual Accounts, would it affect this decision-making of invertors to invert or not in the company?

17) How has the management found valuation of HR useful to them in their decision-making process?

18) Does the availability of valuation of HR affect the decision of management of lay-off of employees?

19) Does the availability of valuation of HR affect the decision of management in Personnel Selection