ANNEXURE: 3
FORM NO 3

1. Does the Organisation come out with any weekly or monthly Newsletters or Journals for communicating Change?

Yes □ No □

If Yes, please list them:

2. If conflicts arise during any Change implementation process, are they Addressed and cleared? □ Just taken lightly and forgotten? □

3. Is feedback regarding “If Workshops are useful” taken?

Never □ Rarely □ Sometimes □
Very Often □ Most of the Time □

4. Is there a strong model or methodology to guide the Journey of change?

Yes □ No □

If Yes, what is it?

5. Are all levels of the Organization involved in the Change process?

Never □ Rarely □ Sometimes □
Very Often □ Most of the Time □

6. Do you develop Reward Mechanisms to encourage creativity in Employees?

Yes □ No □

7. Is this an Organisation that supports Risk taking?

Never □ Rarely □ Sometimes □
Very Often □ Most of the Time □

8. Do you currently use any information system for Administration?

Yes □ No □
9. Are employees recognized and rewarded for learning and applying new knowledge and skills?

Yes □ No □

10. Have the performance of the employees been assessed in a meaningful way?

Yes □ No □

11. Do you have Promotion plans based on?

Experience □ Merit □ Both merit and experience □

12. Do you have sufficient flexibility to make systematic changes to adapt to new environment?

Never □ Rarely □ Sometimes □

Very Often □ Most of the Time □

13. How far will the change in political and economic spheres affect your ability to respond to organizational change?

Never □ Rarely □ Sometimes □

Very Often □ Most of the Time □

14. Are important decisions taken collectively?

Never □ Rarely □ Sometimes □

Very Often □ Most of the Time □

15. Is there a critical examination of the processes after a significant change performed?

Never □ Rarely □ Sometimes □

Very Often □ Most of the Time □

16. Do you have any specific reason for resisting change?