QUESTIONNAIRE
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A study on Quality of Work Life and Employee Commitment in Singareni Collieries Company Limited, Kothagudem, A.P.

SELF-INFORMATION

1. Name
2. Age
3. Gender
4. Education
5. Cadre
6. Section / Department in which employed
7. Service in years
8. Salary drawn
9. Address for Communication

QUALITY OF WORK LIFE AND EMPLOYEE COMMITMENT

As a part of Doctoral research work, a survey is being conducted on the research topic – Quality of Work Life and Employees Commitment in your organization. In this regard, I request you to express your opinions on the following 35 statements on a five-point scale where five indicates strongly agree; four indicates agree; 3 indicates undecided; 2 indicates disagree, and 1 indicates strongly disagree. I also request you to express your opinion freely and frankly without any prejudice or bias.
QUALITY OF WORK LIFE

1. SCCL provides job security
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

2. SCCL provides good working conditions
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

3. SCCL pays good wages and salaries
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

4. SCCL provides flexible working system to its employees
   A) Strongly agree
   B) Agree
5. SCCL undertakes a number of health programs to its employees
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

6. SCCL is employee safety oriented
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

7. SCCL pays adequate compensation to its employees who meet with accidents
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree
8. Promotional policies are transparent and fair in SCCL
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

9. Good inter personal relations exist in SCCL
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

10. Superiors are considerate and helpful in SCCL
    A) Strongly agree
    B) Agree
    C) Undecided
    D) Disagree
    E) Strongly disagree

11. Superiors follow the principle of equity
    A) Strongly agree
    B) Agree
    C) Undecided
    D) Disagree
    E) Strongly disagree
12. Superiors treat their subordinates with respect and dignity
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

13. Employees enjoy autonomy in SCCL
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

14. Employees are allowed to participate in decision making
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

15. Occupational stress is absent in SCCL
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree
16. SCCL is highly employee development oriented
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

17. SCCL rewards the talented and hardworking
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

18. Grievance procedure is quite transparent and fair
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

19. Newly recruited employees easily adjust themselves in the organization
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree
20. SCCL is highly employee welfare oriented
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

21. The impact of job on the personal life of employees is positive in SCCL
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

EMPLOYEES COMMITMENT

22. Employees attend to work and return to work after established breaks promptly
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree
23. Employees show good performance and are highly involved in their work
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

24. Mal practices made in the company are brought to the notice of management
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

25. Employees avoid careless actions that could cause loss to the property of the organization
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

26. Employees refrain from all actions, which could cause damage to the image of the organization
   A) Strongly agree
   B) Agree
27. Employees hold organizational goal above personal goals
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

28. Employees are willing to accept any type of job assignment
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

29. The management of SCCL really inspires the best in employees in the way of their job performance
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree
30. SCCL is the best of all possible organizations for which to work
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

31. Employees in SCCL find it easy to agree with its policies on important matters relating to employees
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

32. Employees absenteeism is high
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

33. Employees turnover is high
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree
34. Employees suggest new ideas and techniques voluntarily
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree

35. Employees and their family members view the organization favorably
   A) Strongly agree
   B) Agree
   C) Undecided
   D) Disagree
   E) Strongly disagree