Schedule
HUMAN RESOURCE DEVELOPMENT PRACTICES
IN INDIAN BANKING SECTOR: A CASE STUDY OF
ANDHRA PRAGATHI GRAMEENA BANK, KADAPA

SCHEDULE FOR BANK EMPLOYEES

1.0 PERSONAL INFORMATION

Name & Designation:

Age: Below 30 Years □ 31 to 40 Years □
□
41 to 50 Years □ 51 and above Years □
Gender: Male □ Female □

Qualification:

Intermediate □ Graduation □
Post Graduation □ Professional Degree □

Service in the Organisation:

Less than 5 Years □ 6 to 10 Years □
11 to 15 Years □ 16 Years and above □

2.0 PERFORMANCE APPRAISAL

1. Do you have clear understanding about the measures used for evaluating Performance Appraisal? Yes/No

2. To what extent do you believe that, there are clear Performance Objectives for you?

(a) Very High (b) High (c) Moderate
(d) Low (e) Very low

3. Do you have a clear idea about the performance appraisal methods used in your bank? Yes/No
4. Have you satisfied with the methods used for your performance appraisal?

(a) Very High  
(b) High  
(c) Moderate  
(d) Low  
(e) Very low  

5. Do you agree that your employer has recorded your performance track?  
   Yes/No

6. Do you agree that your performance reviews are conducted in a timely fashion?  
   Yes/No

7. Do you agree that your performance standards are communicated to you at the beginning of the financial year?  
   Yes/No

8. How transparent your performance appraisal practice?

(a) Very High  
(b) High  
(c) Moderate  
(d) Low  
(e) Very low  

9. Do you agree that performance reviews have helped you in improving your job performance?

(a) Very High  
(b) High  
(c) Moderate  
(d) Low  
(e) Very low  

10. To what extent do you believe that performance appraisal system helps you in understanding your responsibilities and functions?

(a) Very High  
(b) High  
(c) Moderate  
(d) Low  
(e) Very low  

11. Do you agree that performance appraisal system helps you to understand your strengths and weaknesses in relation to your work?  
   Yes/No

12. Do you agree that existing performance appraisal system recognises individual efforts and facilitates by linking efforts with rewards?  
   Yes/No

13. Do you agree that you have received feedback on performance appraisal?  
   Yes/No

14. Do you agree that your performance appraisal system is in line with your bank policies?  
   Yes/No
15. Overall to what extent are you satisfied with your performance appraisal system in your bank?

(a) Very High   (b) High   (c) Moderate
(d) Low   (e) Very low

3.0 TRAINING AND DEVELOPMENT

16. To what extent do you agree that your employer is encouraging you to learn new skills?

(a) Very High   (b) High   (c) Moderate
(d) Low   (e) Very low

17. To what extent do you aware about the methods of training programmes such as on the job-training and off the job-training provided in your bank?

(a) Very High   (b) High   (c) Moderate
(d) Low   (e) Very low

18. Do you agree that your employer believes training is important? Yes/No

19. To what extent do you accept that training programmes are provided periodically and adequately?

(a) Very High   (b) High   (c) Moderate
(d) Low   (e) Very low

20. To what extent are you satisfied with the facilities and environment of the training centre?

(a) Very High   (b) High   (c) Moderate
(d) Low   (e) Very low

21. Do you agree a proper training to an employee will help to prevent obsolescence and wastage in the bank operations? Yes/No

22. To what extent do you agree that training programmes arranged to you are effective and efficient?

(a) Very High   (b) High   (c) Moderate
(d) Low   (e) Very low
23. Do you agree that training programmes are helpful to increase the performance of an employee?  
   Yes/No

24. Do you agree that adequate emphasis is given on developing managerial capabilities during training?  
   Yes/No

25. Are you satisfied with evaluation method followed during training?  
   Yes/No

26. Do You Agree That Your Organisation Have Clear Policy For Identifying Training Needs?  
   Yes/No

27. Do you agree that refresher training enhanced your skills?  
   (a) Very High  (b) High  (c) Moderate  
   (d) Low  (e) Very low

28. To what extent do you agree that training contents helped you in finding solution for critical problem solving?  
   (a) Very High  (b) High  (c) Moderate  
   (d) Low  (e) Very low

29. Do you agree that training needs and training contents are correlated?  
   Yes/No

30. To what extent do you agree that the adequate importance is given on feedback to training?  
   (a) Very High  (b) High  (c) Moderate  
   (d) Low  (e) Very low

4.0 PROMOTIONS, TRANSFERS AND REWARD SYSTEM

31. To what extent Promotions in your bank are given based on the performance?  
   (a) Very High  (b) High  (c) Moderate  
   (d) Low  (e) Very low

32. Do you believe that promotions are provided based on the seniority?  
   (a) Very High  (b) High  (c) Moderate  
   (d) Low  (e) Very low
33. To what extent do you feel promotion is one of the activities to reward an employee in the bank?
   (a) Very High    (b) High    (c) Moderate
   (d) Low           (e) Very low    ( )

34. Do you believe that promotions motivate towards individual performance?    Yes/No

35. To what extend do you agree that promotions will increase an employee’s bank effectiveness?
   (a) Very High    (b) High    (c) Moderate
   (d) Low           (e) Very low    ( )

36. Overall, to what extent are you satisfied with your Promotion System?
   (a) Very High    (b) High    (c) Moderate
   (d) Low           (e) Very low    ( )

37. Do you believe that your bank is following very clear-cut procedure and policy for transfers?    Yes/No

38. Do you agree that transfers also motivate an employee to learn new skills?    Yes/No

39. Do you agree that transfers will increase employee’s morale?    Yes/No

40. To what extent do you agree that Transfers will increase the versatility of the employee?
   (a) Very High    (b) High    (c) Moderate
   (d) Low           (e) Very low    ( )

41. To what extent are you satisfied with the present system of transfers?
   (a) Very High    (b) High    (c) Moderate
   (d) Low           (e) Very low    ( )

42. Do you believe that rewarding employee performance is important?    Yes/No

43. To what extent reward system motivates towards increase in employee satisfaction?
   (a) Very High    (b) High    (c) Moderate
   (d) Low           (e) Very low    ( )
44. Do you believe that rewards are provided based on the performance?
   (a) Very High  (b) High  (c) Moderate
   (d) Low  (e) Very low  

45. Do you agree that rewards are provided based on bank policies?  
   Yes/No

46. To what extent are you satisfied with the direct and indirect rewards in the bank?
   (a) Very High  (b) High  (c) Moderate
   (d) Low  (e) Very low  

47. Do you believe that your bonus declaration is linked with your performance?  
   Yes/No

48. Overall, to what extent are you satisfied with your reward system?
   (a) Very High  (b) High  (c) Moderate
   (d) Low  (e) Very low  

Please provide suggestions: