Respected Sir / Madam,

I Mohit Bansal the undersigned am a Ph.D. scholar from Sardar Patel University. I am pursuing doctoral research for the subject “An in-depth study of Ethical Dimensions in selected Industrial Units in India”, for this purpose I would like to have some information from you, which would be solely used for academic purpose. I take this opportunity to express my sincere thanks for having decided to spare your valuable time to fill in this Questionnaire. I assure you that the information provided by you would be kept confidential.

Thanking you,
Sincerely Yours,

Mohit Bansal

PROFILE OF RESPONDENTS

Name of Industry: _________________________________
Zone: North / South / East / West
Contact person: _________________________________
Gender: Male / Female
Age: _________________________________
Management Level: Top / Middle / Supervisory
Qualification: Under Graduate / Graduate / Post Graduate / Others___
Department: Finance / Marketing / HRM / OPM
Joining Date: _________________________________
Salary: _________________________________
Phone Number: _________________________________
City: _________________________________
Date: _________________________________
GENERAL

Q.1  List 1 or 2 things you can do to ensure your company is viewed as an ethical organization.

__________________________________________________________

Q.2  Directions: For each of the following examples, indicate whether or not you feel that there is an ethical issue. Use the following scale to rank your answers:

   (a) No   (b) Maybe (Not Sure)   (c) Definitely

   ___  1. You claim deductions on your income taxes that are not valid.

   ___  2. You use your computer at work to shop online and plan vacations.

   ___  3. You give a store clerk Rs. 100 for a purchase, and she gives you change for a Rs. 500, and you keep the extra money.

Q.3  Answer the following.

<table>
<thead>
<tr>
<th>No.</th>
<th>Questions</th>
<th>Never</th>
<th>Sometimes</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Do you maintain appropriate confidentiality?</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>2</td>
<td>Do you say “no” to inappropriate requests?</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>3</td>
<td>Do you show respect for copyright laws?</td>
<td>☐</td>
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<tr>
<td>4</td>
<td>Are you honest when sharing information with others?</td>
<td>☐</td>
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<tr>
<td>5</td>
<td>Do you balance organizational and personal needs?</td>
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<td>6</td>
<td>Are you able to avoid conflicts of interest?</td>
<td>☐</td>
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<tr>
<td>7</td>
<td>Are you able to manage your personal</td>
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biases?

8. Do you respect the diversity within your organization? 

9. Do you utilize your authority properly? 

10. Do you challenge yourself to “do the right thing” 

11. Does favoritism ever enter into your decision making? 

12. Do you follow orders regardless if they appear unethical? 

MARKETING

Q.1 Do you think Marketers have responsibility to ensure product safety?

(a) Yes  (b) Sometimes  (c) No

Q.2 Do you disclose all risks that may directly or indirectly are associated with the product?

(a) Yes  (b) Sometimes  (c) No

Q.3 Do you educate customers with regards to factors that might change product performance truly?

(a) Yes  (b) Sometimes  (c) No

Q.4 Do you favor using deceptive communications in advertising to woo customers?

(a) Yes  (b) Sometimes  (c) No
Q.5  According to you what are right sales tactics?

(a) Manipulative advertisements
(b) Manipulating consumers
(c) competitive price with quality

Q.6  Do you think creating false shortage of material for generating profit or sales is a good method?

(a) Yes  (b) Sometimes  (c) No

Q.7  Do you force your intermediaries or channel partners to take higher quantity of product.

(a) Yes  (b) Sometimes  (c) No

Q.8  Do you encourage the system of hidden costs?

(a) Yes  (b) Sometimes  (c) No

Q.9  Do you disclose all prices associated with the purchase and services?

(a) Yes  (b) Sometimes  (c) No

Q.10 Which of the following do you practice so as to encourage sales and get orders?

(a) Gifting people associated with sales decision.
(b) Bribing people so as to get contracts.
(c) Defining exactly about the product, and leave rest on consumer.
HRM

Q.1 Is recruitment and selection in the organization done following systematic process or is done on basis of prejudice and personal relations.
   (a) Systematic Process   (b) Personal Prejudice   (c) Don’t Know

Q.2 Does your organization recognize privacy?
   (a) Yes   (b) Sometimes   (c) No

Q.3 Do you think in your organization discrimination is done on basis of age, cast or sex?
   (a) Yes   (b) Sometimes   (c) No

Q.4 Do companies have system to address employee grievances?
   (a) Yes   (b) Don’t know   (c) No

Q.5 Do you have a system of whistle blowing?
   (a) Yes   (b) Don’t know   (c) No

Q.6 Does your company follow factory’s Act
   (a) Yes   (b) Don’t know   (c) No

Q.7 Was there any strike that took place in the factory in last 10 yrs.
   (a) Yes   (b) Don’t know   (c) No

Q.8 If yes, How many times
   (a) 0-1   (b) 2-4   (c) 5 – 10   (d) More than 10
Q.1 Has there been any Job accident in last 10 years?
   (a) Yes   (b) Don’t know   (c) No

Q.2 If Yes, How many individuals have been parts of It.?
   (a) 0-1   (b) 2-4   (c) 5 – 10   (d) More than 10

Q.3 In your organization while on job have or are suffering any of the following
   (a) Loss of limbs   (b) Electrical Shock   (c) Bruises   (d) Burns
   (e) Cuts   (f) Sprains   (g) Broken Bones
   (h) Impairment of sight or hearing

Q.4 Do you think employees in the organization are facing health hazards due to their working?
   (a) Yes   (b) Don’t know   (c) No

Q.5 Is your organization following Occupational Safety and Health Act
   (a) Yes   (b) Don’t know   (c) No

Q.6 Is product safety and quality rigidly evaluated?
   (a) Yes   (b) Don’t know   (c) No

Q.7 According to you accepting gifts from within and outside the organization is right?
   a) Yes  (b) Don’t know  (c) No
FINANCE

Q.1 Does your organization present a true and fair view of accounts?

(a) Yes  (b) Don’t know  (c) No

Q.2 When given credit to the customer, the accounts show it as liability or loss?

(a) Loss  (b) Can’t Say  (c) Liability

Q.3 Do you think it is necessary to make deceptions in financial statements?

(a) Yes  (b) Don’t know  (c) No

Q.4 According to you, is it fair to manipulate financial transactions in order to save Tax?

(a) Yes  (b) Don’t know  (c) No

Q.5 Are all your sale and purchase transactions are done on bill?

(a) Yes  (b) Don’t know  (c) No

Q.6 Do you think that government tax and duties laws are manipulative?

(a) Yes  (b) Don’t know  (c) No

Q.7 Does your organization manipulate while creating sales bills?

(a) Yes  (b) Don’t know  (c) No