APPENDIX C
THE SCALE TO MEASURE
THE COMPENSATION PRACTICE
OF THE SELECTED HOTEL.

There are two parts included in the scale to measure the compensation practice of the selected hotel.

PART 1: The respondent’s information

INSTRUCTION: Please provide your personal information according to the following items

13. Name of hotel.................................................................
14. Address of hotel..............................................................
15. Total number of employee................................................
16. Designation in hotel..........................................................
17. Class of hotel
    (.....) Luxury hotel (*****)
    (.....) First class hotel or upscale hotel (****)
    (.....) Moderate hotel or Basic hotel (***)
    (.....) Tourist class hotel (**)
    (.....) Economy hotel (*)
18. Sex
    (....) Male
    (....) Female
2. Age
   (....) 20 - 30 year
   (....) 31 - 40 year
   (....) 41 - 50 year
   (....) 51 - 60 year

3. Level of education
   (....) Undergraduate
   (....) Graduate and higher

PART 2 : The scale to measure the COMPENSATION practice OF THE selected hotel

INSTRUCTION : The purpose of the scale is to survey your opinion regarding the compensation practice of your hotel. Please read the statements carefully and then mark each statement in the right margin according to your agreement.

- Strongly agree means you strongly agree with the statement
- Agree means you agree with the statement
- Uncertain means you do not decide with the statement
- Disagree means you disagree with the statement
- Strongly disagree means you strongly disagree with the statement

EXAMPLE
How much do you agree to the following statements?

<table>
<thead>
<tr>
<th>ITEM</th>
<th>STATEMENTS</th>
<th>LEVEL OF AGREEMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>You received fair compensation from this hotel.......................</td>
<td>✓</td>
</tr>
<tr>
<td>00</td>
<td>You satisfy with the compensation given by this hotel...................</td>
<td>✓</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Agree   Uncertain  Disagree Strongly disagree</td>
</tr>
</tbody>
</table>

Valid responses include ✓ and □.
## COMPENSATION PRACTICE

<table>
<thead>
<tr>
<th>No</th>
<th>STATEMENTS</th>
<th>LEVEL OF AGREEMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>You are getting fair compensation for your work in this hotel.</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>You satisfy with your present job in this hotel because you have good compensation.</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>This hotel gives you compensation according to government regulation.</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>You can get better compensation for higher performance standard.</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>You believe that proper incentive is give when work is done properly.</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Your compensation depended upon demand supply position or market.</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>You compensation equivalent to your position in hotel.</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Your remuneration more or less similar to remuneration level in other similar hotel.</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Your compensation depends upon profitability and financial position of your hotel.</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Your existing compensation encourages you for the effort to be achieved and to continue with hotel.</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Compensation is decided by employee job evaluation.</td>
<td></td>
</tr>
<tr>
<td>No.</td>
<td>STATEMENTS</td>
<td>LEVEL OF AGREEMENT</td>
</tr>
<tr>
<td>-----</td>
<td>------------</td>
<td>--------------------</td>
</tr>
<tr>
<td>12</td>
<td>You are getting benefit of leaves, pension, and gratuity.</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>You get compensation for accident or sickness.</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>You satisfied with facilities and bonus given by hotel.</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>You satisfied by your fringe benefit.</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>You satisfied in getting benefit of retirement.</td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>The compensation is considered by the past work.</td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>You satisfied with the criteria for determination compensation in your hotel.</td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>You believe that compensation administration encourage for the best effort.</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>System used in each yearly salary increment is fair.</td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Your compensation depends upon productivity, profitability, and financial position of your hotel.</td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>The compensation is considered by knowledge and skills.</td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>The administrator increases compensation to those who are doing good benefit to the hotel.</td>
<td></td>
</tr>
</tbody>
</table>
24. What compensatory facilities does this hotel provide to employees? Please tick ✓ mark in the blank (........)

Leaves:

(........) Sick Leave:
(........) Maternity Leave:
(........) Personal Leave:
(........) Overseas Leave:
(........) Annual Vacation:
(........) Ordainment Leave in Buddhism to the Hajj in the Moslem Obeisance.
(........) Leave for Mobilization of Troops, or for Training in Armed Forces, or enter the Military Preparation, to be selected for the Military Service:
(........) Leave for Further Education, Training, Working Observation, or Research:

Facilities

(........) Transport
(........) Canteen
(........) Housing
(........) Career guidance
(........) Library
(........) Cultural activities
(........) Sports facilities
(........) Store
(........) Rest room
(........) Environment

Welfare

(........) Uniform
(........) Provident fund scheme
(........) Insurance
(....) Gratuity
(....) Medical check-up
(....) Bonus
(....) Maternity benefits
(....) Loan and advances
(....) School for employee children
(....) Worker education programme
(....) Marriage gift
(....) Food
(....) Scholarship for further study
(....) Resident