Appendix 3
HRD Practices
मानवी संसाधनविकास कार्यक्रम

Questionnaire for Workers
कामगारांसाठी प्रश्नावली

(A) General Information: वर्तमानाच्या माहिती

Name नाव: Gender: लिंग Male पु. (M)/ Female मादी (F) Age वय ( )

Years वर्ष: /

Qualifications: प्राप्तशिक्षण

Experience: Total ____Years, of which, in the present Organisation: ________Years

Department विभाग: __________________ Designation हुआ: __________________

Name of the Company कंपनीचा नाव: __________________ Year of Establishment शुरूकरणाचा वर्ष: _______

Size of the Company- : a) Large ☐ b) Medium ☐ c) Small ☐

कंपनीचे आकडेवारी शक्ती, मोठी मध्यम लहान

(B) HRD Programme

1. Does your Company implements HRD Programme? Yes/No

आपण कंपनीला मानवी संसाधनविकास कार्यक्रमाची सांगणार आहे/नाही?

2. In case the answer is yes, when did the company informed you about the same?

प्रश्नाचे हे असल्यास कंपनी व्यवसायात व्यावहारी माहिती कसा आपण निर्धारित केलेला आहे?

(a) Immediately after the Policy was formulated धोरण निर्धारित होताच

(b) Few years later after the policy was implemented धोरणाची अपलवजयी झाल्यानंतर काही काळापासून

(c) Never informed about the same धोरणाची अपलवजयी झाल्यानंतर काही काळापासून

3. Which of the following factors according to you are included in HRD practices?

आपण भूत पुढील पैकी कंपनीची कार्यक्रम दाखल करणे मानवी संसाधन विकास कार्यक्रम शामिल होतो?

xv
A. HRD Planning
B. Training and Development
C. Recruitment and Selection
D. Salaries and Wages
E. Promotion
F. Health and Security
G. Performance Appraisal
H. All the above.

4. Has the HRD practices in your company helped in improving relationship between you and superiors? Yes/No

5. If yes, rank the programmes that could achieve this.

6. Which benefits you derived from HRD practices of Your Company?

7. Which of the HRD Practices in your Company lead to create incentives among workers.
(C) Incentives

1. Are you offered special incentives in your company for better performance? Yes/No

2. If answer to the above question is yes, which one of the following incentives you received?

   (Mark √ in appropriate Column)

3. Which Type of incentive made the way of your promotion easy?

   (Mark √ in appropriate Column)
4. What are the monetary incentives offered in Your Company?

A. Cash Prize
B. Additional Increments
C. Promotion
D. Bonus

5. What are the non-monetary incentives offered in Your Company?

A. Word of Appreciation
B. Security at work Place
C. Identity in the Company
D. Transfer at Desired Place
E. Subsidised Canteen
F. Sports and Cultural Activities

6. Which Type of Incentives you weigh more in your career development.

A. Monetary
B. Non-monetary
C. Both
D. None

(D) Performance Evaluation कार्यकृति विकासका कारण

1. Do you know the existing performance evaluation system in your Company? Yes/ No

2. If yes, which of the following systems is used in your Company?

A. Grading System
B. Comparison with standards
C. Evaluation by Supervisors
D. Evaluation by colleagues

3. Does the Performance evaluation system enhances your incentives to work more? Yes/No
4. Mark the level of satisfaction you enjoyed through the performance evaluation.

कार्यकृत्रिम फलन पंजीकृत आपनी मान्यता प्राप्त होने के द्वारा आपने अधिकारिता कार्यकर्ता.

<table>
<thead>
<tr>
<th>A. Fully satisfied</th>
<th>B. To a great extent</th>
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<tbody>
<tr>
<td>पूरीतः समताने</td>
<td>सेटनासमायमाट</td>
</tr>
<tr>
<td>C. To some extent</td>
<td>D. Not at all</td>
</tr>
<tr>
<td>काहीतर आपासनाने</td>
<td>पूर्णाकाळी</td>
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5. Which benefits you derived of your satisfactory performance evaluation?

आपन्या समाधानकारक कार्यकीर्ती गूंधर्यकालाने कोणते लाॅमाहुत्ता पडली पाहिले?

<table>
<thead>
<tr>
<th>A. Letter of Appreciation</th>
<th>B. Additional Increments</th>
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<tbody>
<tr>
<td>पत्नी पत्र कांड</td>
<td>ज्यात्मकश हती</td>
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<tr>
<td>C. Cash Prize</td>
<td>D. Transfer as per demand</td>
</tr>
<tr>
<td>नोकेपंजी</td>
<td>मागणीनृत्य बदली</td>
</tr>
<tr>
<td>E. Promotion</td>
<td>F. Any other (Pl. Specify)</td>
</tr>
<tr>
<td>बढती</td>
<td>इतर (पुरुषलिखित)</td>
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Q.6. How is your Company’s’ HRD Practices impacts on your motivation and performance? (Tick the appropriate column)

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Impact of HRD policies on Motivation and Performance</th>
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<tbody>
<tr>
<td></td>
<td>Impact variables</td>
</tr>
<tr>
<td>1.</td>
<td>(Recruitment) improving sound industrial relationship</td>
</tr>
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<td>2.</td>
<td>(Training &amp; Development) Improves job knowledge and skills</td>
</tr>
<tr>
<td>3.</td>
<td>(Salary and Wages) improves wages</td>
</tr>
<tr>
<td>4.</td>
<td>(Promotion) Helps in Job Promotions</td>
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<tr>
<td>5.</td>
<td>(Performance Appraisal) Helps in improving performance</td>
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<td>6.</td>
<td>(Health &amp; Security) Facilities medical and safetyness schemes</td>
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<tr>
<td>7.</td>
<td>(Employee Benefits) Provides Reward in various forms</td>
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