

## QUESTIONNAIRE

### BEHAVIOURAL IMPLICATIONS OF PERFORMANCE APPRAISAL SYSTEM

#### AT THE NANDI GROUP OF INDUSTRIES (NANDYAL)

Name and Address: \_\_\_\_\_

\_\_\_\_\_  
Pin: \_\_\_\_\_

1. Age [     ]
  1. 25-35
  2. 36-45
  3. Above 45
2. Gender [     ]
  1. Male
  2. Female
3. Qualification [     ]
  1. SSC
  2. Intermediate
  3. Graduation
  4. Post Graduation
  5. ITI / Polytechnic
4. You have been in this organization for: [     ]
  1. Less than 6 Years
  2. More than 6 but less than 10 years
  3. More than 10 but less than 15 years
  4. More than 15 but less than 20 years
  5. Above 20 years
5. I take steps to prevent problems with other workers. [     ]
  1. Strongly Agree
  2. Agree
  3. Can't Say
  4. Disagree
  5. Strongly Disagree
6. I am concerned with the effects of my actions or decisions on others. [     ]
  1. Strongly Agree
  2. Agree
  3. Can't Say
  4. Disagree
  5. Strongly Disagree
7. I help others who have been absent. [     ]
  1. Strongly Agree
  2. Agree
  3. Can't Say
  4. Disagree
  5. Strongly Disagree
8. I help others with work-related problems. [     ]
  1. Strongly Agree
  2. Agree
  3. Can't Say
  4. Disagree
  5. Strongly Disagree

9. I help others who have heavy workloads. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
10. I help others with demanding work assignments. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
11. I obey organization rules, regulations and procedures even when no one is watching [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
12. I never take long lunches. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
13. I do not take extra breaks. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
14. I consume a lot of time complaining about trivial matters. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
15. I do not abuse the rights of others. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
16. I always leave my work place early without any good reason. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
17. I put in less effort than other members of the work group. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
18. I am always punctual at work. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
19. I always find faults with what the organization is doing. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree

20. I inform my supervisor before taking my important actions. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
21. I am always willing to cooperate with others to get a job done. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
22. I seldom provide constructive ideas or suggestions for the benefit of the organization. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
23. I seldom give advance notice when unable to come to work. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
24. I tend to make a "mountain out of molehills". [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
25. I pay attention to organizational memos or announcements. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
26. I attend functions that are not required, but that help the organization image. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
27. I attend and participate in formal and informal organization meetings. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree
28. I keep abreast of changes in the organization. [     ]
1. Strongly Agree                      2. Agree                      3. Can't Say  
4. Disagree                      5. Strongly Disagree

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