ANNEXURE XVII

Questionnaire for sample survey

1. What is your opinion of the composition of the Himachal Pradesh Public Service Commission?
   
   Good ( )
   Fair ( )
   Poor ( )

2. How do you evaluate the role of H.P. Public Service Commission in promotion?
   
   Good ( )
   Fair ( )
   Poor ( )

3. How is the H.P. Public Service Commission performing its advisory role?
   
   Good ( )
   Fair ( )
   Poor ( )

4. What is your opinion of the role of H.P. Public Service Commission in miscellaneous areas viz. departmental examination
   
   Good ( )
   Fair ( )
   Poor ( )

5. In your opinion is the employment exchange responsible for delays? or not?
   
   Yes ( )
   No ( )

6. In your opinion is there corruption in employment exchanges or not?
   
   Yes ( )
   No ( )
7. What is your opinion of the functioning of employment exchange?
   - Good ( )
   - Fair ( )
   - No Opinion ( )

8. Do you think that direct recruitment provides for dynamism in the system or do you think it is not important for this purpose?
   - Provides for dynamism ( )
   - Not important ( )

9. Is there bias in recruitment of women or do you think that there is no bias?
   - Bias ( )
   - No Bias ( )

10. Is there bias against giving women important postings or not?
    - Bias ( )
    - No bias ( )

11. In your view, are women doing well in discharge of their duties or not?
    - Doing well ( )
    - Not doing well ( )

12. How do you rate the standard of Scheduled Caste and Scheduled Tribe employees in service?
    - Very Good ( )
    - Good ( )
    - Average ( )
    - Below average ( )
13. For which of the following categories of employees do you think reservation in direct recruitment should be continued?

- Doctor Yes/No
- Teacher Yes/No
- Engineer Yes/No
- Driver Yes/No
- Clerk Yes/No
- Peon Yes/No
- Sweeper Yes/No

14. Do you think reservation in promotion is

a) Fair ( )
   Unfair ( )

Give reasons for your answer.

b) Should it, in your opinion, be continued or discontinued?
   Continued ( )
   Discontinued ( )

15. Do you have any other suggestions on how to bring about the upliftment of the socially backward classes? If so, please give these.

16. What are the reasons for not filling up the reserved vacant posts?

- Candidates not available ( )
- Lack of seriousness on the part of the employers ( )
- Any other reasons ( )
17. Have you ever got adverse remarks in your ACR?
   Yes ( )
   No ( )

   b) If yes,
      i) Were they later recommended for expunction?
      No ( )
      ii) Were they expunged?

18. In your opinion is the appraisal in the annual confidential report generally fair or unfair?
   Fair ( )
   Unfair ( )

19. Do you think assessment made by your senior officers is based more on
   Performance ( )
   Loyalty ( )

20. In your opinion, does promotion provide for motivation in your department or not?
   Yes ( )
   No ( )

21. Are promotions in your department generally made on the basis of seniority-cum-merit or merit-cum-seniority?
   Seniority-cum-merit ( )
   Merit-cum-seniority ( )

22. Do you prefer promotion based on
   Merit-cum-seniority ( )
   Seniority-cum-merit ( )

23. Do you think that in your department, promotions are generally fair or biased?
   Fair ( )
   Biased ( )
24. In an improved assessment system would you be keen to have more promotions on merit-cum-seniority or seniority-cum-merit?

Merit-cum-seniority ( )
Seniority-cum-merit ( )

25. Are you aware that there is a transfer policy in Himachal Pradesh?

Yes ( )
No ( )

If yes, what do you know about it?

26. Are you aware of the categorisation of stations in the transfer policy?

Yes ( )
No ( )

27. Is the transfer policy generally followed?

Yes ( )
No ( )

28. Have you been posted in difficult area and gone there or got it cancelled?

Posted in difficult areas Yes ( )
No ( )

Got it cancelled Yes ( )
No ( )
29. If you are a couple case, are you posted together?

Yes ( )
No ( )

a) If not, is it because of the Government’s inability to transfer you together to any station? ( )
b) Government’s inability to transfer you to a station of your choice? ( )
c) Desire of one of you to remain at a particular station? ( )
d) Your own decision. ( )

31. Have you ever used political influence to get your posting cancelled or get posting of your choice?

Yes ( )
No ( )

32. Have you received training?

At HIPA ( )
Anywhere else ( )
No training ( )

33. If you have received training in HIPA, do you think the course was

Very Good ( )
Good ( )
Fair ( )

34. Do you think the political executives should get some training?

Need training ( )
Do not need training ( )

35. If you have not received any training, is it because

a) You are not interested in training ( )
b) You have not been spared for training ( )