Organizational Background


2. Ownership Private Foreign Joint Venture State Central

3. Number of regular employees in your company: 10000, 20000, 30000, 40000 & above

4. Name and nature of products / services: Software Development, Software Maintenance, Consultancy Services

5. In your industry, who is involved in HR planning? General Manager, Dept. Manager, Line Manager, HR Manager

6. Kindly assign ranking for the following according to the practices of your company from 1 – 5

<table>
<thead>
<tr>
<th>Employment Exchange</th>
<th>Advertisement</th>
<th>Outsourcing through BPO</th>
<th>Campus Interview</th>
<th>Employee Reference</th>
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7. Organizational Structure of a company: Flat Structure, Tall Structure, Integrated

8. Number of employees working HR department: Below 10, 10, 20, above 20

9. The financial performance of the company is: Highly ineffective, ineffective, Neutral, effective, highly effective

10. The growth of company in terms of assets is: Highly ineffective, ineffective, Neutral, effective, highly effective

11. The Overall growth of the company is: Highly ineffective, ineffective, Neutral, Effective, highly effective
**Personal Background**

1. Age : Below 25, 26 to 35, 36 to 45, 46 to 55, above 55

2. Gender : Male, Female

3. Marital status : Single, Married, Divorced / Widowed

4. Educational qualification: Bachelor’s Degree, Master Degree, Engineering, Ph.D

5. Job title:

6. How long have you been in your current job ...................... Years

7. Monthly salary: Under Rs.15000, 15,000 to 30000, 30000 to 45000, 45000 and above.

8. The fascination of job is : Highly ineffective, Ineffective, Neutral, Effective, Highly effective

9. The routing of job is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

10. The chance to do the creativity in my job is : Highly ineffective, Ineffective, Neutral, Effective, Highly effective

11. The chance to get the respect in my job is : Highly ineffective, Ineffective, Neutral, Effective, Highly effective

12. The challenge in my job is : Highly ineffective, Ineffective, Neutral, Effective, Highly effective

13. The sense of accomplishment in my job is : Highly ineffective, Ineffective, Neutral, Effective, Highly effective

14. The advice asked by my Supervisor is : Highly ineffective, Ineffective, Neutral, Effective, Highly effective
15. The tact of my supervisor is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

16. The way my supervisor praises good work is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

17. My Supervisor leaves me on my own is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

18. The interest shown by my co-workers is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

19. The responsibility of my co-workers is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

20. The way my co-workers are easy to make friendly with: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

21. The briskness of my co-workers is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

22. The intelligence of my co-workers is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

23. The long period forecast made by the Company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

24. Man power forecast formulated by the company has been: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

25. The regular job analysis conducted by the Company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective
26. The man power forecast assisted by Job analysis is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

27. The recruitment from employment exchange is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

28. The reservation quota implemented by the Company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

29. Campus recruitment is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

30. Do you agree that walk-in-interview is conducted by the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

31. Scientific procedures and techniques followed in hiring by the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

32. The functioning of HR department in the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

33. The HR department headed by a professional HR Manager is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

34. HR department in charge for undertaking and executing all the HR functions in the organization is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

35. Organizational structure of HR department is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

36. The periodical performance appraisal conducted by the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective
37. The appraisal of employee in all directions is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

38. Company makes use the appraisal result in pay and promotions is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

39. The salary and other benefits provided by the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

40. The link between pay and performance is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

41. Profit – sharing scheme followed by the company for high level executives is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

42. Incentive pay / variation pay paid by the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

43. Annual increment given by the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

44. Medical insurance to cover accident of an employee given by the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

45. The fixed / flexi working hours allowed by the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

46. Compulsory training programme of a company after induction is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

47. The job training methods followed by the company are: Highly ineffective, Ineffective, Neutral, Effective, Highly effective
48. The transfer of knowledge and skills from the training programme in day to day work is:
   Highly ineffective, Ineffective, Neutral, Effective, Highly effective

49. The training programme given to the existing employees to update their knowledge is:
   Highly ineffective, Ineffective, Neutral, Effective, Highly effective

50. The company makes clear cut career planning for their employees is:
    Highly ineffective, Ineffective, Neutral, Effective, Highly effective

51. The training programme of the company aims at developing the overall personality of the employee is:
    Highly ineffective, Ineffective, Neutral, Effective, Highly effective

52. The economy made in the training of employees is:
    Highly ineffective, Ineffective, Neutral, Effective, Highly effective

53. Information sharing of the company with the employee is:
    Highly ineffective, Ineffective, Neutral, Effective, Highly effective

54. Participation of employee in the administration of the company is:
    Highly ineffective, Ineffective, Neutral, Effective, Highly effective

55. The company decentralized decision making authority to all levels is:
    Highly ineffective, Ineffective, Neutral, Effective, Highly effective

56. IT industries have changed the traditional characteristics of employees is:
    Highly ineffective, Ineffective, Neutral, Effective, Highly effective

57. The gradual adoption of western culture in Software industry is:
    Highly ineffective, Ineffective, Neutral, Effective, Highly effective

58. Believing in and upholding of ethical and moral values among the employees is:
    Highly ineffective, Ineffective, Neutral, Effective, Highly effective
59. Believing in and upholding of ethical and moral values help organization shaping its image and personality and gaining public confidence is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective.

60. Going to pups in the weekends helps to get relief from the routine work is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

61. The employee supervisor relationship is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

62. The relationship of an employee with other employees in a company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

63. Grievance redressal mechanism in the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

64. The amicable settlement of conflicts arising among employees in the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

65. The motivational techniques adopted in the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

66. The communication network adopted in the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

67. Job security of an employee in the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

68. The pension and grading provided by the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective

69. Existing collective bargaining system in the company is: Highly ineffective, Ineffective, Neutral, Effective, Highly effective
70. The company never hesitates to take disciplinary action against the erring employees is:

Highly ineffective, Ineffective, Neutral, Effective, Highly effective

71. The legislation relating to the cyber crime is: Highly ineffective, Ineffective, Neutral,

Effective, Highly effective

72. The appraisal which is free from personal bias is: Highly ineffective, Ineffective, Neutral,

Effective, Highly effective