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QUESTIONNAIRE
For Human Resource Managers of engineering and technology
industrial units for Marathwada region.

Q. 1. Name and Address of the organization?
Name :
..............................................................................................................................
..............................................................................................................................
Address :
..............................................................................................................................
..............................................................................................................................

Q.2. Year of establishment and production of the organization ?
Year :
..............................................................................................................................
Production :
..............................................................................................................................

Q. 3. Total number of workers working in the organization ?
Ans :
..............................................................................................................................
..............................................................................................................................

Q. 4. How many vacancies are there for engineering and technology candidates in the organization ?
Ans :
..............................................................................................................................
..............................................................................................................................

Q. 5. What are the sources of recruitment in the organization ?
  a) Indoor promotion  
  b) Campus interview

299
Q.6. What is the procedure for new staff selection?
Ans
:...................................................................................................................
...................................................................................................................
...................................................................................................................
...................................................................................................................

Q.7. How many workers have engineering and technology degree and diploma?
Ans
:...................................................................................................................
...................................................................................................................

Q.8. No. of positions of engineering and technology exports in the organization?
Ans
:...................................................................................................................
...................................................................................................................

Q.9. When assessment of selected candidates is done?
Ans
:...................................................................................................................
...................................................................................................................

Q.10. What are the promotions and development schemes for employee?
Ans
:...................................................................................................................
...................................................................................................................
Q. 1. Is there any retraining for senior employees?
Ans:

Q. 12. When does the company arrange retraining?
Ans:

Q. 13. Are you satisfied with the retraining facilities?
Ans:

Q. 14. How you evaluate the requirement of re-training of the employees?
   a) Experience
   b) Span of Service
   c) On job training
   d) New technical changes
   e) Any other

Q. 15. What are the expectations of the company from engineering and technology employees?
Ans:

Q.16. What are the demotion policies for employee?

Ans

........................................................................................................................................
........................................................................................................................................

Q. 17. Have the employees been demoted in the last two years?

☐ Yes    ☐ No

Q. 18. Which policies are provided for welfare of the employees?

   a) Insurance
   b) Education
   c) On-job training
   d) Medical
   e) Employee provident Fund
   f) Canteen
   g) Leave with pay
   h) Housing

Q. 19. How do you evaluate the satisfactions of employees?

   a) Role perception
   b) Age
   c) Educational Level
   d) Job Content
   e) Considerate Leadership
   f) Occupational Level
   g) Pay and Promotional opportunities

Q. 20. What are the policies regarding transfer of employees?

Ans

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........................................................................................................................................
Q. 21. What is the role of engineering and technology workers for company development?

Ans: ......................................................................................................................................
......................................................................................................................................
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Q. 22. What is your suggestion regarding recruitment, selection, retraining, retention of engineering and technology professionals in the organization?

Ans: ......................................................................................................................................
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Q. 23. What are the important suggestions to the organization?

Ans: ......................................................................................................................................
......................................................................................................................................
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......................................................................................................................................

Signature of the Respondent
M.A. Bansode

Signature of the Researcher
Questionnaire

For Employees who are Working in engineering and technology industrial units for Marathwada region.

Q. 1. Name and Address of the organization?
Name:..........................................................................................................
..................................................................................................................
Address:......................................................................................................
..................................................................................................................

Q. 2. Name and Address of Employee?
Name:..........................................................................................................
..................................................................................................................
Address:......................................................................................................
..................................................................................................................

Q. 3. Educational Qualification?
Ans
:..........................................................................................................
..................................................................................................................

Q. 4. Total experience in the same organization or other organization?
Ans
:..........................................................................................................
..................................................................................................................

Q. 5. Total working hours in organization?
   a) 6-8 hours  
   b) 8-10 hours  
   c) 10-12 hours 
   d) 12-15 hours
Q. 6. How you get selected for this job?
Ans
........................................................................................................................................................................................................................................
........................................................................................................................................................................................................................................
Q. 7. What is your job profile and job satisfaction?
Ans
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........................................................................................................................................................................................................................................
Q. 8. Is there any training or probation period after selection?
Ans
........................................................................................................................................................................................................................................
........................................................................................................................................................................................................................................
Q. 9. Do you think that training is necessary after the selection?
☐ Yes ☐ No
Q. 10. What will be the nature of training?
    a) On job training ☐
    b) New technical training ☐
    c) Foreign industrial training ☐
    d) Any other training ☐
Q. 11. Who does the company arranged retraining for employees?
Ans
........................................................................................................................................................................................................................................
........................................................................................................................................................................................................................................
Q. 12. How does the company deal with your problems?
Ans
........................................................................................................................................
........................................................................................................................................

Q. 13. What are the employee welfare facilities provided by the company to you?
    a) On job training
    b) Foreign industrial training
    c) Medical facilities
    d) Medical facilities
    e) Insurance facilities
    f) Other facilities

Q. 14. Do you satisfied with the facilities provided by the company?
        Yes ☐ No ☐

Q. 15. What is your expectation about company policies regarding the election/probation?
Ans
........................................................................................................................................
........................................................................................................................................

Q. 16. What new changes do you suggest to company for retention of employee?
Ans
........................................................................................................................................
........................................................................................................................................

Q. 17. Do you need some technical training?
        Yes ☐ No ☐
Q.18. What will be the nature of training?
Ans
:..............................................................................................................................

Q.19. Are you satisfied with companies promotional strategies?
[ ] Yes [ ] No

Q.20. Do you feel this engineering and technology sector is beneficial for the companies strategies?
[ ] Yes [ ] No

Q.21. What are your overall suggestions about recruitment, selection, retention and retraining?
Ans
:..............................................................................................................................
..............................................................................................................................
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Signature of the Respondent  Signature of the Researcher
(M.A.Bansode)