APPENDIX

Annexure I

Questionnaire

Demographic Information:

Name:  
Gender:  
Age:  
Marital status:  
Experience:  

Questions

31. Who suggested you this profession
   f. My own interest  
   g. Parents  
   h. Friends  
   i. Teachers  
   j. Others, specify

32. Do you think that the nature of your job demands you to work harder than any other job?
   f. Always  
   g. Often
33. Are you getting help from your fellow employees in solving problems at work?
   a. Always
   b. Often
   c. Sometimes
   d. Seldom
   e. Never

34. Do you find your job interesting in any way?
   a. Always
   b. Often
   c. Sometimes
   d. Seldom
   e. Never

35. Do you think that you are getting proper recognition for your effort, from the organization?
   f. always
   g. often
   h. sometimes
   i. seldom
   j. never

36. Do you feel any kind of stress, when you deal with serious projects?
   f. Always
   g. Often
37. Do you have an opportunity to influence your working conditions?
   f. always  
   g. often  
   h. sometimes  
   i. seldom  
   j. never 

38. How do you rate following facilities in your organization on a 5 point rate scale?
   a. health and safety measures  
   b. canteen and restrooms  
   c. grievance mechanism  
   d. work shifts  
   e. project/employee ratio 

39. How many hours in a day do you normally work?
   f. 7–8 hours  
   g. 8–9 hours  
   h. 9–10 hours  
   i. 10–12 hours 
   j. more than 12 hours 

40. How often do you think or worry about work (when you are not actually at work or traveling to work )
   f. always  
   g. often  
   h. sometimes  
   i. seldom
41. Being an employed man/woman who is helping you take care of your children?
   f. spouse
   g. in-laws
   h. parents
   i. servants
   j. crèche/daycare centers

42. How many hours in a day do you spend with your family?
   f. less then 2 hours
   g. 2-3 hours
   h. 3-4 hours
   i. 4-5 hours
   j. more then 5 hours

43. Do you ever miss out any quality time with your family or your friends because of pressure of work?
   f. Always
   g. Often
   h. Sometimes
   i. Seldom
   j. Never

44. Do you ever feel tired or depressed because of work?
   f. Always
   g. Often
   h. Sometimes
   i. Seldom
45. How do you manage stress arising from your work?
   f. Yoga
   g. Meditation
   h. Entertainment
   i. Dance or music
   j. Others, specify

46. Does your organization provide you with following additional work provisions?
   f. Counseling services for employees
   g. Health programs
   h. Parenting or family support programs
   i. Exercising facilities
   j. Transportation

47. Do any of the following hinder you in balancing your work and family commitments?
   f. Long working hours
   g. Compulsory overtime
   h. Shift work
   i. Meetings/training after office hours
   j. Others, specify

48. Do any of the following help you balance your work and family commitments?
   f. Technology like cell phones/laptops
   g. Being able to bring children to work on occasions
   h. Support from colleagues at work
   i. Support from family members
49. Do you suffer from any stress related diseases?
   g. Hypertension
   h. Obesity
   i. Diabetes
   j. Frequent headaches
   k. None
   l. Others, specify

50. How often will you have refreshment drink/snacks in a day?
   f. None
   g. Once
   h. Twice
   i. Thrice
   j. More than three times

51. Among the following, which way you would like to get recognized?
   f. A formal letter describing my accomplishments
   g. An award, certificate or gift from the organization
   h. Public acknowledgment for my years of services with the organization
   i. The opportunity to improve my job related skills or knowledge
   j. Pay and benefits

52. Have you ever experienced stress due to fear of loosing job?
   f. Always
   g. Often
   h. Sometimes
   i. Seldom
53. Have you ever experienced problem in getting support from the management?
   f. Always
   g. Often
   h. Sometimes
   i. Seldom
   j. Never

54. Did you face any work accidents so far?
   f. Always
   g. Often
   h. Sometimes
   i. Seldom
   j. Never

55. Do you have any extra organizational activities like cultural or sports day programs provided by your organization?
   f. Always
   g. Often
   h. Sometimes
   i. Seldom
   j. Never

56. Did you face any problems from the part of customers due to their dissatisfaction towards the services that you provided to them?
   f. Always
   g. Often
   h. Sometimes
57. Did you ever face any problems in your personal life from your spouse or any other family members due to night shifts?
   f. Always
   g. Often
   h. Sometimes
   i. Seldom
   j. Never

58. Did you ever face any problems when you work in night shifts in organization?
   f. Always
   g. Often
   h. Sometimes
   i. Seldom
   j. Never

59. Did you experience problems like sleeplessness or health related issues due to night shifts?
   f. Always
   g. Often
   h. Sometimes
   i. Seldom
   j. Never

60. Have you ever experienced stress or depression, due to emotional involvement with a customer?
   a. Always
   b. Often
c. Sometimes

d. Seldom

e. Never

31. Have you ever felt that rewards (monetary & non monetary) can reduce your job stress?

f. Always

g. Often

h. Sometimes

i. Seldom

j. Never

32. Have you felt that Organizational support can reduce stress level?

f. Always

g. Often

h. Sometimes

i. Seldom

j. Never

33. Please use the following numbers to indicate your level of agreement or disagreement with the statements below.

2) Strongly agree 2) agree 3) neither agree nor disagree 4) disagree 5) strongly disagree

h. It is important to me to be recognized for my work --------------------------

i. My paycheck and benefits are the only acknowledgement I seek -----------------

j. My paycheck and benefits are important, but I would also appreciate non monetary rewards ------------------

k. I am satisfied with my organization’s current recognition program --------------

l. The nature of my job allows me adequate opportunity to be recognized -----------

m. I believe that all employees should be equally rewarded ---------------

n. I think employees should be rewarded for meeting specific criteria “above and beyond” normal duties -------------------
Annexure II

Paper’s Presented

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<thead>
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<th>SL No</th>
<th>Topic</th>
<th>Venue and Date</th>
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## Journal's Published

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<th>SL No</th>
<th>Topic</th>
<th>Journal Name and Page</th>
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<tr>
<td>1.</td>
<td>A Study on Employee Burnout in IT Sector (With special reference to IT companies in Bangalore District of Karnataka State)</td>
<td>International Journal of Exclusive Management Research Volume II Issue3 (June-July 2012) Online - ISSN 2249-2585 Print - ISSN 2249-8672 Page No 90-95</td>
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<tr>
<td>2.</td>
<td>Give IT Stress Wings to Fly Away (With special reference to IT companies in Bangalore District of Karnataka State)</td>
<td>International Journal of Exclusive Management Research Volume II Issue5 Online - ISSN 2249-2585 Print - ISSN 2249-8672 Page No 93-98</td>
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