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## Publications

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# QUESTIONNAIRE for Ph. D. THESIS

I, Khandhar Virali, Ph. D. student, Department of Management, Atmiya University, am conducting study on "AN ANALYSIS OF ATTRIBUTES OF REWARDS, LEADERSHIP MODELS AND SOCIAL SUPPORT AIMING WORK QUALITY THROUGH EMPLOYEES' PERFORMANCE WITH REFERENCE TO BANKING SECTOR", as per the requirement to accomplish my Ph. D. Degree. The aim behind this research is to know how different Leadership models, Rewards & Social Support impacts Employee's Performance.

I kindly request you to please spare your few minutes in favor to fill the required details given below and also assure you that the responses will be only for the use of academic purpose and will remain confidential at best.

\* Required

1. Name of the Respondent

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2. Gender \*

*Mark only one oval.*

Male

Female

3. Age \*

*Mark only one oval.*

20-30

31-40

41-50

50 Above

4. Name of your current organization \*

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5. Current Designation \*

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6. Marital Status \*

*Mark only one oval.*

Married

Unmarried

7. Contact No.

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8. E-mail ID \*

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9. Since how many years are you associated with this organization? \*

*Mark only one oval.*

Less than 5 Years

05-10 Years

11-15 Years

16 to 20 Years

More than 20 Years

## 10. Maximum Qualification \*

*Mark only one oval.*

- Under Graduate
- Graduate
- Post Graduate
- Professional Degree
- Any Other

## 11. What is your Salary (Per Month)? \*

*Mark only one oval.*

- Below 15000
- 15001-30000
- 30001-45000
- 45001-60000
- Above 60001

## 12. Are you satisfied with the guidance, support &amp; environment provided by the Management in favor to perform at your workplace? \*

*Mark only one oval.*

- Highly Satisfied
- Satisfied
- Moderate
- Dissatisfied
- Highly Dissatisfied

## Rewards & Employee Performance



## 13. How far do you agree with following statements? \*

Mark only one oval per row.

	Strongly Agree	Agree	Moderate	Disagree	Strongly Disagree
Salary provided by your organization is sufficient to motivate you.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bonus & Incentives play an important role in improving employee's performance and they must be linked with your annual performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Progressive rewards do have positive impact on employee's performance in modern corporate world.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Different rewards must be given for different level of performances as per transparent Performance Appraisal System.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 14. In your organization employees are given rewards for? \*

Check all that apply.

- Innovative & Creative Ideas
- Increased Productivity/ Outcome
- Customer & Peer Relationship Management
- Accomplishment of Targets / Milestones
- High Standards of Performance
- New Product or Services Development
- Business Growth & Expansion
- Multitasking Ability & Diversity in Work

Other:  \_\_\_\_\_

15. What kind of reward policy is adopted by management of your organization to influence employee's performance? \*

*Mark only one oval.*

- Positive rewards like Promotion, Job Enrichment, Awards etc.
- Negative rewards like Demotion, Job Rotation, Transfer etc.

16. Which type of rewards affect employee's performance more intensively? \*

*Mark only one oval.*

- Financial Rewards like Hike in pay, Allowances, Fringe benefits, Bonuses, Promotions, Profit sharing, etc.
- Non-Financial Rewards like Recognition, Appreciation, Awards & Certificates, etc.
- Both are equally important

17. Does Rewards have impact on employee's performance? \*

*Mark only one oval.*

- Very Highly
- Highly
- Neutral

Leadership & Employee Performance

## 18. How far do you agree with following statements? \*

*Mark only one oval per row.*

	Strongly Agree	Agree	Moderate	Disagree	Strongly Disagree
Leaders & Leadership Styles play vital role in motivating employees and increases employee's Productivity & Performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leader's professional & emotional support helps employee in enriching their Skills & Commitment towards organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training/ Guidance by a leader helps in doing error free work with Self-Commitment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leader has been able to create harmony among various members of the Organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 19. Does your leader give you enough flexibility to present your thoughts? \*

*Mark only one oval.*

- Yes
- No
- Can't say

20. What is/are the way through which your leader influences you? \*

*Check all that apply.*

- Ensuring your Job Security
- Valuing your work quality & expertise
- Guiding in an Unbiased way
- Job Rotation & Job Enrichment
- Job Security & Learning Opportunities
- Giving you Promotions & Growth in income
- Maintaining Comfort Relationship

Other:  \_\_\_\_\_

21. Do leadership model adopted by your organization give you final Authority & Responsibility regarding your work? \*

*Mark only one oval.*

- Always
- Frequently
- Sometimes
- Very Rarely
- Never

22. Does Leadership style & traits impact employee's performance? \*

*Mark only one oval.*

- Very Highly
- Highly
- Neutral

Social Support & Employee Performance

23. How far do you agree with these statements? \*

Mark only one oval per row.

	Strongly Agree	Agree	Moderate	Disagree	Strongly Disagree
Positive social support approach adopted by an organization will increase employees skills and enhance employee performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Manager's / Supervisor's/Co-worker's support help in reducing employee's stress & solving employee's work problems by sharing extra workload.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your family, friends & relatives gives enough emotional support during tough or stressful time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management policy is flexible enough to improve your Productivity & Professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. From whom do you expect Social Support at most? (Rank 1-5) \*

Mark only one oval per row.

	Peers/ Colleagues	Immediate Boss	Organizational Support	Family Culture	Friends & Relatives
1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. How does social support impact employee performance? \*

*Check all that apply.*

- Increases Morale & Self-Motivation
- Develops Confidence & Reduces Stress
- Improves Skills / Capabilities
- Improve Work Performance
- Gives Emotional Stability
- Strengthens Decision making Ability

Other:  \_\_\_\_\_

26. Does Social support impact on employee's performance? \*

*Mark only one oval.*

- Very Highly
- Highly
- Neutral

27. Do you have someone very close in your life to whom you can share your emotions & sentiments as per the requirement to seek guidance / direction in the life? \*

*Mark only one oval.*

- Yes, I have my Parents/Guardian(s)
- Yes, I have my Family Member(s)/Sibling(s)
- Yes, I have my close Friend(s)
- Yes, I have my Better-Half
- No, I don't have any close one in my life
- No, I even feel lonely sometimes

28. Would you like to share Positive/Negative impact on your performance experienced by you, due to Leadership Traits, Rewards & Social Support?

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