

Questionnaire on Employee Relations

(For Research Purpose Only – Responses will be kept confidential)

Section A: Demographic Information

1. Name (Optional): _____
2. Age:
☐ Below 25 ☐ 25–35 ☐ 36–45 ☐ Above 45
3. Gender:
☐ Male ☐ Female ☐ Other
4. Department: _____
5. Designation: _____
6. Years of experience in the company:
☐ <1 year ☐ 1–3 years ☐ 3–5 years ☐ >5 years

Section B: Employee Relations – General Perception

7. How would you rate the overall work environment in the organization?
☐ Very Good ☐ Good ☐ Neutral ☐ Poor ☐ Very Poor
8. Are you satisfied with the way your manager/supervisor communicates with you?
☐ Strongly Agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly Disagree
9. Do you feel respected and valued by your team and superiors?
☐ Yes ☐ No ☐ Sometimes
10. Are company policies and procedures communicated clearly to employees?
☐ Always ☐ Often ☐ Sometimes ☐ Rarely ☐ Never

Section C: Conflict and Grievance Management

11. Have you ever faced any conflict in the workplace?
☐ Yes ☐ No
12. If yes, was it resolved fairly and in a timely manner?
☐ Strongly Agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly Disagree

13. Is there a formal grievance redressal system in place?

☐ Yes ☐ No ☐ Not Sure

14. How comfortable are you in reporting a problem or concern to HR?

☐ Very Comfortable ☐ Comfortable ☐ Neutral ☐ Uncomfortable ☐ Very Uncomfortable

Section D: Role of HR and Employee Engagement

15. Does HR regularly communicate with employees regarding policies, benefits, or issues?

☐ Always ☐ Often ☐ Sometimes ☐ Rarely ☐ Never

16. Do you believe HR is approachable and supportive?

☐ Strongly Agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly Disagree

17. Are employee engagement activities (like events, recognition programs) conducted?

☐ Frequently ☐ Occasionally ☐ Rarely ☐ Never

18. Are your suggestions or feedback taken seriously by HR or management?

☐ Yes ☐ No ☐ Sometimes

Section E: Suggestions

19. What can the company improve in terms of employee relations

20. Any suggestions for improving HR policies or communication?