

Dear Colleague,

I am Mahnoor Sahrash, Assistant Professor, Dept. of Management Studies, St. Francis College for Women, Hyderabad, India.

Please take some time out of your busy schedule to answer this questionnaire for the purpose of my Doctoral Research.

The topic of my research is ' Influence of a Multigenerational Workforce on HR Practices in the Higher Education Sector: A Study of Select Private Undergraduate Colleges in the State of Telangana'.

Please feel free to reach out to me with your suggestions and feedback on:

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1. Name of the College_____ (OPTIONAL)
2. Faculty affiliation:
 - (a) Social Sciences
 - (b) Life Sciences
 - (c) Physical Sciences
 - (d) Commerce
 - (e) Management
3. Age:
 - (a) Below 25 years
 - (b) 26– 39 years
 - (c) 40- 55 years
 - (d) 56-74 years
4. Professional Qualification:
 - (a) Masters Degree Only
 - (b) PhD
 - (c) NET/SET
5. Do you have any other certifications/qualifications other than the one ticked in Question 4?
 - (a) Yes
 - (b) No

If 'No', move to question 7.

6. If 'Yes', please tick the relevant option below:
 - (a) Diploma in related field
 - (b) Diploma in unrelated field

- (c) Additional degree in related field
- (d) Additional degree in unrelated field

7. Please specify the designation you currently hold:

- (a) Head of the Department
- (b) Associate Professor
- (c) Assistant Professor
- (d) Lecturer
- (e) Academic Counselor
- (f) Part Time Lecturer

8. How long have been employed in this institution?

- (a) 0-5 years
- (b) 6-10 years
- (c) 11-15 years
- (d) 15-20 years
- (e) More than 20 years

9. What according to you are important aspects that you consider as reasons to keep you motivated in your job? Please tick the appropriate box.

Aspect	Extremely Important	Moderately Important	Neutral	Not Very Important	Extremely Unimportant
Earning a salary commensurate with the work I do					
Doing work that is engaging and interesting					
Doing work that positively impacts society					
Being able to strike a balance between professional and personal commitments					
A friendly and relaxed work environment					
Doing work that challenges					

me					
Having a superior who is an active mentor					
Having the freedom to experiment					
Having job security					
Having authority to supervise others' work					
Being rewarded and recognized for the work I do					
Doing work that is relevant to the skills I have been trained and / or qualified in					
Having an opportunity to learn new things					
Receiving relevant feedback for my performance					
Working in a job role widely perceived as prestigious					
Having enough opportunities for career advancement					

10. What, according to you, are the competencies that a teaching instructor should have? Please tick the appropriate box.

Competency	Extremely Important	Moderately Important	Neutral	Not Very Important	Extremely Unimportant
Subject Knowledge					

Written Communication Skills					
Oral Communication Skills					
Research acumen					
Ability to work in a team					
Ability to Work Under Pressure					
Ability to Innovate					
Willingness to Learn New Things					
Willingness to Experiment					
Industry Experience					
Basic Technical Skills(MS Office)					

11. What , according to you, are important abilities of a teaching instructor in a leadership position? Please tick the relevant box.

Ability	Extremely Important	Moderately Important	Neutral	Not Very Important	Extremely Unimportant
Ability to empathize with subordinates					
Ability to balance administrative and academic commitments					
Ability to mentor new recruits					
Ability to delegate responsibility					
Ability to communicate effectively					

An Orientation is defined as a structured method whereby newly recruited employees are introduced to an organization.

12. Does your college have an Orientation Programme for newly recruited teaching instructors?
- (a) Yes
- (b) No

If your answer is 'No', please skip to Question number 15.

If your answer is 'Yes' proceed to the next question.

13. If 'Yes', please indicate how effectively are the following skills taught?

Skill Taught	Extremely Effectively	Moderately Effectively	Neutral	Not so Effectively	Extremely Effectively
Teaching Methods					
Question Paper Setting					
Evaluation Procedures					
Disciplinary Aspects					
Institutional Details					
Record Maintenance and Documentation					

14. How effective is the Orientation Programme in terms of the following parameters?

Parameter	Extremely Effective	Moderately Effective	Neutral	Not Very Effective	Extremely Ineffective
Timing of the Session					
Resource Person					
Relevance of Content					

15. If 'No', do you think an Orientation Program should be made mandatory in your college?

- (a) Strongly Agree
- (b) Agree
- (c) Neutral
- (d) Disagree
- (e) Strongly Disagree

16. Does your college conduct Faculty Development Programs?

- (a) Yes
- (b) No

17. Please indicate your preference for the following possible Faculty Development Programs that you prefer your college to conduct.

Faculty Development Programme	Most Preferred	Moderately Preferred	Neutral	Not very Preferred	Least Preferred

Mentorship within Departments					
Personality Development Workshops					
Technical Skill Development Workshops					
Subject-Oriented Development Programmes					
Teaching Skills Related Programmes					
Academic Research Workshops					

18. Please indicate your preferred reason for working in this college, by ticking the appropriate box.

Reason	Most Preferred	Preferred	Neutral	Not Very Preferred	Least Preferred
Remuneration					
Brand Image					
Proper Work/Life Balance					
Challenging Tasks and New Experiences					
Friendly and Relaxed Atmosphere					
Opportunity for Growth and Learning					
Ease of Commuting					
Opportunity to Innovate					
Friendly Management					

19. How satisfied are you with the way your career has progressed so far in the college, in terms of the given parameters?

Parameter	Extremely Satisfied	Moderately Satisfied	Neutral	Dissatisfied	Extremely Dissatisfied
Challenging Tasks					
Responsibilities on the job					
Subjects Taught					
Remuneration					

20. Read the given statements and tick the appropriate box.

(SA-Strongly Agree, A-Agree, N-Neutral, DA-Disagree, SDA- Strongly Disagree)

Statement	SA	A	N	DA	SDA
I enjoy the academic aspect of my job					
I enjoy the administrative aspect of my job					
Challenging myself every day is what keeps me motivated					
Newer goals and responsibilities on the job keep me motivated					
I am confident of building a career in this college					
There are adequate measures to develop teaching faculty					
The feedback mechanism followed for performance review is effective					
The salary that I earn is commensurate with my responsibilities					
I intend to continue in the teaching profession for the next five years					
I consider myself more a mentor and less a teacher					
I look forward to newer and more experimental ways of teaching					
Virtual Classrooms are the future					
I can identify with the goals/ motto of my institution					

Performance Appraisal is an integral aspect of any organization. An effective appraisal system is a precursor to an effective compensation system.

21. Does your college have a Performance Appraisal Mechanism?

- (a) Yes (b) No

If your answer is 'No', please skip to Question Number 24.

If your answer is 'Yes', please proceed to the next question.

22. If 'Yes', what type of appraisal method is followed in your institution?

- (a) Feedback Questionnaire answered by students
 (b) Feedback Questionnaire answered by colleagues
 (c) Interview Feedback with Management or relevant authority
 (d) Any other method, please specify_____

23. How effective is the mechanism in terms of the given parameters? Please select the appropriate box.

(SA-Strongly Agree, A-Agree, N-Neutral, DA-Disagree, SDA- Strongly Disagree)

Parameter	SA	A	N	DA	SDA
The frequency of the appraisal is ideal.					
The instrument used for appraisal is comprehensive.					
The parameters for appraising are relevant					
The appraisal system acts as a motivation for me to do better.					

24. If 'No', do you think a Feedback/ Appraisal System should be introduced in your institution?

(a) Yes

(b) No

(c) Maybe

THANK YOU!