**QUESTIONNAIRE**

**PART-A: DEMOGRAPHICS**

Name (Optional): …………………………………………..

Current Designation: ……………………………………….

Marital status: Single **🌕** Married **🌕** Others **🌕**

Age (in years): 22 – 25 **🌕** 26 – 30 **🌕** 30 – 35 **🌕** Above 40 **🌕**

Total years in this Organization: Less than 1 **🌕**  1 – 5 **🌕** 6 – 10 **🌕** More than 10 **🌕**

Total Years of Experience: Less than 1 **🌕** 1­­– 5 **🌕** 6 – 10 **🌕** More than 10 **🌕**

Educational qualification: Below 10 **🌕** 10 – Plus Two **🌕** Graduation **🌕** Post Graduation **🌕**

Type of the Organization: Government **🌕** Private **🌕** NGO **🌕** Own Business **🌕**

PART: B

**Attitude towards Transgender Employees Scale**

Attitude is a predisposition or a tendency to respond positively or negatively towards a certain idea, object, person or situation. Simply attitude is a Psychological statement of mind. It is a way a person thinks about situations.

**Instructions:** Keeping the organization in mind where you are working, please write appropriate number as per Likert’s scale against each statement. There is no right or wrong answer. It is only an exercise to get an idea of your perception and opinion on how workforce’s attitude and workforce’s behavior affect the performance of the transgender employees and how they motivated in their role.

**Five-point Likert’s scale: 1=Strongly Disagree, 2=Disagree,3=Neutral, 4=Agree, 5=Strongly Agree**

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| --- | --- | --- | --- | --- | --- | --- |
| **SL.**  **No** | **Questions** | **SD**  **1** | **D**  **2** | **N**  **3** | **A**  **4** | **SA**  **5** |
| 1. | Transgender employees deserve the same level of equality from management and workforce. |  |  |  |  |  |
| 2. | I feel comfortable with the idea of working with general employees. |  |  |  |  |  |
| 3. | I have never experienced any discrimination in the workplace. |  |  |  |  |  |
| 4. | My employer does provide the policies that ensure equality for transgender employees. |  |  |  |  |  |
| 5. | I did receive the appropriate support and guidance from HRD to develop my career. |  |  |  |  |  |
| 6. | I have experienced discrimination in Recruitment. |  |  |  |  |  |
| 7. | I have experienced discrimination in Promotion. |  |  |  |  |  |

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| **SL.**  **No** | **Questions** | **SD**  **1** | **D**  **2** | **N**  **3** | **A**  **4** | **SA**  **5** |
| 8. | I have experienced discrimination in Remuneration & other benefits. |  |  |  |  |  |
| 9. | I feel that it is necessary to hide my trans-status from colleagues at work. |  |  |  |  |  |
| 10. | I believe that the 2010 equality act was a game changer for transgender employees. |  |  |  |  |  |
| 11. | I have agreed that acceptance and understanding of trans employees in the workplace has improved. |  |  |  |  |  |

PART: C

**Behavior towards Transgender Employees Scale**

Behavior is the manner of acting or controlling oneself towards other people. And it is the range of actions, responses, and mannerisms set by individual, system or organization in association with themselves or their environment, in any circumstances

**Instructions:** This particular scale is used to measure the workforce’s behavior towards transgender employees.

**Five-point Likert’s scale: 1=Strongly Disagree, 2=Disagree,3=Neutral, 4=Agree, 5=Strongly Agree**

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| --- | --- | --- | --- | --- | --- | --- |
| **SL.**  **No** | **Questions** | **SD**  **1** | **D**  **2** | **N**  **3** | **A**  **4** | **SA**  **5** |
| 1. | The quality of the relationship in the informal workgroup is quite important to me. |  |  |  |  |  |
| 2. | There is a fair amount of team spirit in my current organisation. |  |  |  |  |  |
| 3. | I feel always comfortable when I am interacting with my colleagues. |  |  |  |  |  |
| 4. | My colleagues are able to empathize with the life experience of Transgender employee. |  |  |  |  |  |
| 5. | I am motivated to seek more opportunities for my friends. |  |  |  |  |  |
| 6. | My colleagues are happy and comfortable with my companionship. |  |  |  |  |  |
| 7. | I am afraid to be in a part of employee network groups due to the fear of being exposed and discriminated. |  |  |  |  |  |
| 8. | I had left my previous job because the work environment was unwelcoming. |  |  |  |  |  |

PART:3

**Motivation of Transgender Employees Scale**

Motivation is the process of stimulating people to actions to accomplish the goals. Motivation is something that moves the person to action and continues him in the course of action already initiated.

**Instructions:** This scale is used to measure the level of motivation, how workforce attitude and behaviour influencing transgender employees and whether they are motivated or not.

**Five-point Likert’s scale: 1=Strongly Disagree, 2=Disagree,3=Neutral, 4=Agree, 5=Strongly Agree**

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| **SL.**  **No** | **Questions** | **SD**  **1** | **D**  **2** | **N**  **3** | **A**  **4** | **SA**  **5** |
| 1. | This is the type of work I chose to attain a certain lifestyle. |  |  |  |  |  |
| 2. | This profession has become a fundamental part of who I am. |  |  |  |  |  |
| 3. | I chose this work to attain my career goals. |  |  |  |  |  |
| 4. | I am enjoying the satisfaction from taking on interesting challenges. |  |  |  |  |  |
| 5. | I want to be a “winner” in my life. |  |  |  |  |  |
| 6. | This work provides me with security. |  |  |  |  |  |
| 7. | My colleagues and management are encouraging me to succeed in my career. |  |  |  |  |  |
| 8. | I am receiving recognition and appreciation according to my performance. |  |  |  |  |  |
| 9. | I have a comfortable working condition in my organization. |  |  |  |  |  |
| 10. | My job gives me a good status in this society. |  |  |  |  |  |

PART: D

**Performance of Transgender Employees Scale**

Performance is how well a person does a piece of work or an activity. Someone’s performance is how successful they are or how well they do something.

**Instructions:** This particular scale is used to measure the performance of transgender employees. How well they perform in their role.

**Five-point Likert’s scale: 1=Strongly Disagree, 2=Disagree,3=Neutral, 4=Agree, 5=Strongly Agree**

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| --- | --- | --- | --- | --- | --- | --- |
| **SL.**  **No** | **Questions** | **SD**  **1** | **D**  **2** | **N**  **3** | **A**  **4** | **SA**  **5** |
| 1. | I am a self - motivated person |  |  |  |  |  |
| 2. | I am well trained in my work. |  |  |  |  |  |
| 3. | I receive the respect I deserve from my colleagues. |  |  |  |  |  |
| 4. | I tend to see problems as challenge rather than as obstacles. |  |  |  |  |  |
| 5. | MY manager encourages me at work. |  |  |  |  |  |
| 6. | I attain personal growth by learning various skills in my work. |  |  |  |  |  |
| 7. | The company has a positive approach towards my friends and family. |  |  |  |  |  |
| 8. | My job makes positive changes in me. |  |  |  |  |  |
| 9. | I understand the importance of valuing and respecting my colleagues. |  |  |  |  |  |
| 10. | I am happy with my job. |  |  |  |  |  |
| 11. | I gain personal accomplishment through my work. |  |  |  |  |  |

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| **SL.**  **No** | **Questions** | **SD**  1 | **D**  2 | **N**  3 | **A**  4 | **SA**  5 |
| 12. | I feel encouraged to come up with new and better ways of doing things. |  |  |  |  |  |
| 13. | I am satisfied with my involvement in decisions that affect my work. |  |  |  |  |  |
| 14. | I am satisfied with my current salary. |  |  |  |  |  |
| 15 | I got rewarded for the quality of my efforts. |  |  |  |  |  |
| 16. | I experience personal and financial growth in my career. |  |  |  |  |  |
| 17. | There are opportunities for career advancement in this company. |  |  |  |  |  |