I Ann Maria Anthony , student of IGNOU is conducting a survey on “JOB SATISFACTION OF EMPLOYEES WITH SPECIAL REFERANCE TO KERALA LAKSHMI MILLS , PULLAZHI, THRISSUR” as part of my management project . I would be grateful if you could answer the following questions about JOB SATISFACTION by selecting or ticking the answers that applied. Data collected will be only used for academic purposes.

Name:

A). Age: Below 30 years          31-40 years         41-50 years         Above 50 years

B).Gender:  Male           Female           Transgender

C).Educational Qualification: SSLC         Higher secondary            Graduate         

 Postgraduate

 D). Monthly Income:  Below 10,000          10,001-20,000            Above 20,000

**QUESTIONNAIRE**

Parameters: Kindly put a  mark against your options regarding the statement listed below as Strongly Agree(SA), Agree(A), No Opinion(N), Disagree(DA), Strongly Disagree(SDA).

| SL.  NO | QUESTIONS | SA | A | N | DA | SDA |
| --- | --- | --- | --- | --- | --- | --- |
| 1. **Organization and its Policies** | | | | | | |
| 1 | I am satisfied with the administrative policies of the organization. |  |  |  |  |  |
| 2 | Organization policies are easy to understand |  |  |  |  |  |
| 3 | Organization policies are flexible |  |  |  |  |  |
| 1. **Quality of Physical environment** | | | | | | |
| 4 | I am satisfied with the space requirement of the organization. |  |  |  |  |  |
| 5 | Rest room and lunch room facilities are adequate |  |  |  |  |  |
| 6 | There is adequate drinking water facility in the organization. |  |  |  |  |  |
| 7 | The organization adopt proper safety measures. |  |  |  |  |  |
| 8 | Entertainment activities are enough. |  |  |  |  |  |
| 1. **Job Security** | | | | | | |
| 9 | Job in the organization is secure |  |  |  |  |  |
| 10 | I am satisfied with the supervisor’s management on works |  |  |  |  |  |
| 11 | I am satisfied with the grievance redressal mechanism of the organization. |  |  |  |  |  |
| 1. **Satisfaction with salary and other benefits.**   ***I am satisfied with my*** | | | | | | |
| 12 | Salary |  |  |  |  |  |
| 13 | Bonus |  |  |  |  |  |
| 14 | PF contribution |  |  |  |  |  |
| 15 | I am satisfied with the number of casual leave facilities. |  |  |  |  |  |
| 16 | Company offer proper medical facilities. |  |  |  |  |  |
| 1. **Working Hours** | | | | | | |
| 17 | I am satisfied with the working hours |  |  |  |  |  |
| 18 | I get extra time during my working hours |  |  |  |  |  |
| 19 | Leisure time is adequate |  |  |  |  |  |
| 20 | Whether overtime is needed to complete your work. |  |  |  |  |  |
| 1. **Inter personal relationships** | | | | | | |
| 21 | I have better interaction with employees at all levels. |  |  |  |  |  |
| 22 | I am satisfied with the team spirit among employees. |  |  |  |  |  |
| 23 | I can voice opinion without any fear about organization performance |  |  |  |  |  |
| 24 | Superior subordinate relationship is good. |  |  |  |  |  |
| 25 | Equity principle is followed in theory organization. |  |  |  |  |  |
| 1. **Peer Group** | | | | | | |
| 26 | I get help from the co-worker at the time of any problem |  |  |  |  |  |
| 27 | Existence of social groups helps to establish good relation. |  |  |  |  |  |
| 28 | I get support from my co-workers when I am mentally disturbed. |  |  |  |  |  |
| 29 | I got active participation from the part of co-workers when I have to do large volume of work. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 1. **Quality of Supervision** | | | | | | |
| 30 | I am satisfied with the accurate supervision from the part of supervisor. |  |  |  |  |  |
| 31 | The supervisor is technically competent. |  |  |  |  |  |
| 32 | Supervisor is competent in human skill. |  |  |  |  |  |
| 33 | Supervisor deals with employees fairly. |  |  |  |  |  |
| 34 | Timely advices and correction will be suggested. |  |  |  |  |  |
| 1. **Motivational Factor**   **1.Work Itself** | | | | | | |
| 35 | I am satisfied with the job content. |  |  |  |  |  |
| 36 | I am satisfied with the time requirement for the completion of job. |  |  |  |  |  |
| 37 | I never felt monotonous are boredom while doing my work. |  |  |  |  |  |
| 38 | I feel the task involved in the job is easy to accomplish. |  |  |  |  |  |
| **2.Achievement** | | | | | | |
| 39 | Job gives me the opportunities to utilize my abilities. |  |  |  |  |  |
| 40 | The job is challenging and promising. |  |  |  |  |  |
| 41 | The task involved in the job creates a sense of competence. |  |  |  |  |  |
| **3.Recognition and Reward** | | | | | | |
| 42 | I am satisfied with the recognition received from the company. |  |  |  |  |  |
| 43 | I am satisfied with the freedom and authority provided by the company. |  |  |  |  |  |
| 44 | I am satisfied with the performance appraisal system. |  |  |  |  |  |
| 45 | Hard work is rewarded by the organization. |  |  |  |  |  |
| 46 | Recognition and reward will be given timely. |  |  |  |  |  |
| **4.Possibility of growth and advancement** | | | | | | |
| 47 | I get opportunity to develop my skills. |  |  |  |  |  |
| 48 | I am satisfied with the amount of training offered for advancement. |  |  |  |  |  |
| 49 | Trainings are need based. |  |  |  |  |  |
| 50 | I receive regular job performance feedback |  |  |  |  |  |
| **5.Autonomy and Responsibilities** | | | | | | |
| 51 | I am responsible only to the work to which I am accountable. |  |  |  |  |  |
| 52 | Organizational support for the continuing education and personal growth. |  |  |  |  |  |
| 53 | I am having authority in the job foe which I am responsible. |  |  |  |  |  |
| 54 | Employers are encouraged to experiment with new methods and tryout creative ideas. |  |  |  |  |  |