

ANAND TEKNOW AIDS ENGINEERING INDIA LTD



ANAND TEKNOW

EXIT INTERVIEW

EMPLOYEE NAME : Virbhadrappa D. Agre

SUPERVISOR :

BAND : 2

DESIGNATION : Quality Engg.

HIRE DATE : 26/06/2015

SEVERANCE DATE : 28/07/2017

1. What are the reasons for you leaving the organization ?

First reason I have got another job
and I have searched job because continuous
stress of Maheshwari Sir

2. What circumstances would have prevented your departure ?

—

3. What did you like most about your job ?

Good co-ordination with my colleagues.
we work with team.

4. What did you like least about your job?

One head of the department



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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	3
Role not challenging	2
No adequate career opportunities	3
Family problems	2
Further Education	4
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	1
Personnel policies are not user Friendly	4
Work environment (Relationships Politics, Working HRS)	3
No enough training given	2
Any other (Please Specify)	—

6. Any Other Comments

Mental harrasement by malleshwari sir

7. What Suggestions do you have to make our organization a better place to work?

Make more environment free. We don't have any authority to do any work at personnel level. Even we can make single sheet with permission of H.O.D.

Signature & Date :

28/07/2017

Interviewer

Signature & Date 28/07/2017

Interviewee

ANAND TEKNOW AIDS ENGINEERING INDIA LTD



ANAND TEKNOW

EXIT INTERVIEW

EMPLOYEE NAME : Kavishwar Desale

SUPERVISOR :

BAND :

DESIGNATION : Store Executive

HIRE DATE : 21/01/2015

SEVERANCE DATE : 07/06/2017

1. What are the reasons for you leaving the organization ?

Personal -

2. What circumstances would have prevented your departure ?

Better work atmosphere

3. What did you like most about your job ?

Work of friend, Support.

4. What did you like least about your job?

System in organization.

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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	7
Role not challenging	7
No adequate career opportunities	6
Family problems	3
Further Education	3
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	6
Personnel policies are not user Friendly	6
Work environment (Relationships Politics, Working HRS)	8
No enough training given	8
Any other (Please Specify)	7

6. Any Other Comments

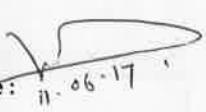
NU -

7. What Suggestions do you have to make our organization a better place to work?

NU, Suggestion


Signature & Date : 11/6/17.

Interviewer


Signature & Date : 11.06.17

Interviewee

ANAND TEKNOW AIDS ENGINEERING INDIA LTD



ANAND TEKNOW

EXIT INTERVIEW

EMPLOYEE NAME : Vishnu Narkhede

SUPERVISOR :

BAND :

DESIGNATION : Sr. Accountant

HIRE DATE : 23/05/2011

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

Better Prospects & Better Compensation

2. What circumstances would have prevented your departure ?

Advance training in our field; Additional Employee Benefit

3. What did you like most about your job ?

Sincely, Goods, Company Management.

4. What did you like least about your job?

Training not to be required for every fresher staff

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ANAND TEKNOW

5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	3
Role not challenging	✓ 5
No adequate career opportunities	4
Family problems	7
Further Education	3
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	4
Personnel policies are not user Friendly	10
Work environment (Relationships Politics, Working HRS)	7
No enough training given	10
Any other (Please Specify)	

6. Any Other Comments

required 5 day working & corporate mediclaim policy.
for employee

7. What Suggestions do you have to make our organization a better place to work?

Give full responsibility as with authority to every employee
& Target base work.


Signature & Date : 18/05/17

Interviewer


Signature & Date : 18/05/17

Interviewee



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EXIT INTERVIEW

EMPLOYEE NAME : Bhau saheb U. Pawar

SUPERVISOR

: Mr. Aniruddha Joshi

BAND :

DESIGNATION

: Engg. Manager.

HIRE DATE : 15/03/2017

SEVERANCE DATE : 25/05/2017

1. What are the reasons for you leaving the organization ?

For better carrier opportunity.

2. What circumstances would have prevented your departure ?

Remuneration.

3. What did you like most about your job ?

To explore new ideas.

4. What did you like least about your job?

Remuneration, & very less time for NPD.

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ANAND TEKNOW

5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	1
Role not challenging	7
No adequate career opportunities	4
Family problems	1
Further Education	10
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	6
Personnel policies are not user Friendly	3
Work environment (Relationships Politics, Working HRS)	8
No enough training given	5
Any other (Please Specify)	

6. Any Other Comments

Saturday & Sunday must be holiday, & Work, personal life should be balanced.

7. What Suggestions do you have to make our organization a better place to work?

Invention to new product.

Signature & Date : 24/05/2017

Interviewer

Signature & Date :

Interviewer

1900, April 4 (1900) 1000000000
estimated at about 270.

tractor with 3000 ft



200 ft

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EXIT INTERVIEW

EMPLOYEE NAME : Amarjeet A. Patil SUPERVISOR :

BAND : DESIGNATION :

HIRE DATE : 21 SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

I have worked in Anand Teknow for 3 years and it was a learning experience . Now, I am leaving for a career enhancing opportunity.

2. What circumstances would have prevented your departure ?

May be an expected salary.

3. What did you like most about your job ?

I have received full support from my team-mates, managers, all HOD'S and higher management as well which has helped me to take on time and correct decisions.

4. What did you like least about your job?

None to mention



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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	10
Role not challenging	10
No adequate career opportunities	10
Family problems	10
Further Education	05
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	08
Personnel policies are not user Friendly	08
Work environment (Relationships Politics, Working HRS)	08
No enough training given	09
Any other (Please Specify)	_____

6. Any Other Comments

7. What Suggestions do you have to make our organization a better place to work?

— More system related work.

Ravindra
~~Atul~~
Signature & Date : 21/05/2018
Interviewer

Signature & Date : 21/05/2018
Gupta
Interviewee

ANAND TEKNOW AIDS ENGINEERING INDIA LTD



ANAND TEKNOW

EXIT INTERVIEW

EMPLOYEE NAME : Jaydeep Vyas

SUPERVISOR :

BAND

DESIGNATION

: Engineer

HIRE DATE

: 23/05/2016

SEVERANCE DATE :

: 30/04/2017

1. What are the reasons for you leaving the organization ?

For Better career opportunity

2. What circumstances would have prevented your departure ?

NA

3. What did you like most about your job ?

Assigned Work, coordination & team Member, Team work.

4. What did you like least about your job?

NA

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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	8
Role not challenging	10
No adequate career opportunities	10
Family problems	3
Further Education	8
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	5
Personnel policies are not user Friendly	3
Work environment (Relationships Politics, Working HRS)	3
No enough training given	6
Any other (Please Specify)	

6. Any Other Comments

14A

7. What Suggestions do you have to make our organization a better place to work?

NA

Signature & Date :

Interviewer

Tayyab
30/4/2017

Signature & Date :

Interviewee

Anand Teknow Aids Engineering India Ltd

5.

Annexure 9 : EXIT INTERVIEW

EMPLOYEE NAME :	Adity Kumar
SUPERVISOR :	Mr. Shailesh kishore Tiwary
BAND :	
DESIGNATION :	Assistant Manager
HIRE DATE :	12/01/15
SEVERANCE DATE :	
1.What are the reasons for you leaving the organization ?	Personal & professional growth.
2.What circumstances would have prevented your departure ?	→ individual responsibility
3.What did you like most about your job ?	Daily challenges.
4. What did you like least about your job?	Office politics.
5.Rank the reasons for leaving at rating with 1 (highest) 10 (lowest)	→ 2

	RANK
Inadequate remuneration	5
Role not challenging	2
No adequate career opportunities	7
Family problems	7
Further Education	7
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	5
Personnel policies are not user Friendly	3
Work environment (Relationships Politics, Working HRS)	3
No enough training given	2
Any other (Please Specify)	N/A

6. Any Other Comments →

7. What Suggestions do you have to make our organization a better place you work?

Signature & Date : *Adity Kumar 29/04/17*

Interviewee

Signature & Date : *29/04/2017*

Interviewer

Anand Teknow Aids Engineering India Ltd

5.

Annexure 9 : EXIT INTERVIEW

EMPLOYEE NAME : Ajay Vasant Savagranchi

SUPERVISOR : - TPS. Vinayak Khirsagor

BAND : Grade I - 02

DESIGNATION : Accounts Officer

HIRE DATE : 05-05-2011

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

Career growth

2. What circumstances would have prevented your departure ?

Average

3. What did you like most about your job ?

Personal Relations.

4. What did you like least about your job?

Payments procedure

5. Rank the reasons for leaving at rating with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	—
Role not challenging	—
No adequate career opportunities	—
Family problems	—
Further Education	—
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	5 th
Personnel policies are not user Friendly	5 th
Work environment (Relationships Politics, Working HRS)	5 th
No enough training given	—
Any other (Please Specify)	—

6. Any Other Comments

7. What Suggestions do you have to make our organization a better place you work?

Roles & Responsibility should be restructured.

Signature & Date : 31-03-2017

Signature & Date : 31/03/2017

Interviewee

Interviewer

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EXIT INTERVIEW

EMPLOYEE NAME : *Batosh Tanaji*

SUPERVISOR :

BAND :

DESIGNATION : *Jr. Engineer*

HIRE DATE :

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

Personal family reason.

2. What circumstances would have prevented your departure ?

Facility(s), salary growth (Fixed), Job security etc.

3. What did you like most about your job ?

*I liked work environment. Participation of employees.
for me only.*

4. What did you like least about your job?

I have faced lot of problems related salary, leave decisions etc.

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5. Rank the reasons for leaving at starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	3
Role not challenging	2
No adequate career opportunities	2
Family problems	7
Further Education	10
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	2
Personnel policies are not user Friendly	1
Work environment (Relationships Politics, Working HRS)	1
No enough training given	1
Any other (Please Specify)	-

6. Any Other Comments

[Handwritten notes]

no.

7. What Suggestions do you have to make our organization a better place to work?

[Handwritten note]

no.

Signature & Date :

Interviewer

[Signature]
Signature & Date : 11/01/2017

Interviewee

ANAND TEKNOW AIDS ENGINEERING INDIA LTD



ANAND TEKNOW

EXIT INTERVIEW

EMPLOYEE NAME : Dattatraya More

SUPERVISOR :

BAND :

DESIGNATION : QC Executive

HIRE DATE : 07 - 02 - 2014

SEVERANCE DATE : 18 - 02 - 2017

1. What are the reasons for you leaving the organization ?

Due to Some personal reason I had resigned.

2. What circumstances would have prevented your departure ?

Quality departments people,

3. What did you like most about your job ?

Working environment, frequent training programs,
Support from other department

4. What did you like least about your job?

remuneration is very less according to my
Working,



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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	2
Role not challenging	8
No adequate career opportunities	9
Family problems	2
Further Education	10
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	06
Personnel policies are not user Friendly	05
Work environment (Relationships Politics, Working HRS)	05
No enough training given	02
Any other (Please Specify)	—

6. Any Other Comments

No comments.

7. What Suggestions do you have to make our organization a better place to work?

Should give adequate wages to graduate person and experience person.

Signature & Date :

Interviewer

Signature & Date :

Interviewee

ANAND TEKNOW AIDS ENGINEERING INDIA LTD



ANAND TEKNOW

EXIT INTERVIEW

EMPLOYEE NAME : *Sanjay Grover*

SUPERVISOR :

BAND :

DESIGNATION : Quality - Inspector.

HIRE DATE : 07-02-2014

SEVERANCE DATE : 18-02-2017

1. What are the reasons for you leaving the organization ?

Due to personal reason.

2. What circumstances would have prevented your departure ?

Dear our department persons as well as company Persons.

3. What did you like most about your job ?

Healthy Working Environment, Training Programs, Support from other Section and Departments.

4. What did you like least about your job?

Working time is fixed. Always stretching from the working time.



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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	00. 01
Role not challenging	10 02.
No adequate career opportunities	00. 02.
Family problems	05
Further Education	10
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	05
Personnel policies are not user Friendly	05
Work environment (Relationships Politics, Working HRS)	02.
No enough training given	07
Any other (Please Specify)	—

6. Any Other Comments

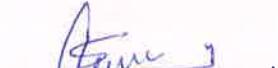
No comments

7. What Suggestions do you have to make our organization a better place to work?

Give good opportunity and salary to all staff. So that their involvement is fully in favour to company.


Signature & Date :

Interviewer


Signature & Date :
18-02-17

Interviewee

ANAND TEKNOW AIDS ENGINEERING INDIA LTD



ANAND TEKNOW

EXIT INTERVIEW

EMPLOYEE NAME : **Kishor B. Jagtap**

SUPERVISOR :

BAND :

DESIGNATION :

HIRE DATE :

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

for personal & some family problem due to leaving the organization.

2. What circumstances would have prevented your departure ?

No circumstance because some family & personal problem due to the leaving, so think asking me.

3. What did you like most about your job ?

infrastructure very nice for Working &

4. What did you like least about your job?

lack of knowledge & total information capturing this organization so that.

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ANAND TEKNOW

5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	8
Role not challenging	3
No adequate career opportunities	2
Family problems	8
Further Education	9
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	5
Personnel policies are not user Friendly	5
Work environment (Relationships Politics, Working HRS)	3
No enough training given	4
Any other (Please Specify)	

6. Any Other Comments

NO comments

7. What Suggestions do you have to make our organization a better place to work?

use system for working

Signature & Date :

Interviewer

01/03/17

Signature & Date :

Interviewee

butap
01/03/17



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ANAND TEKNOW

EXIT INTERVIEW

EMPLOYEE NAME : Mangesh C Neuchan SUPERVISOR :

BAND : DESIGNATION : QA Engineer

HIRE DATE : 6/2/2017 SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

I got better opportunities in other industry.

2. What circumstances would have prevented your departure ?

Best salary

3. What did you like most about your job ?

Feeling better

4. What did you like least about your job?

Working hours.

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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	7
Role not challenging	9
No adequate career opportunities	8
Family problems	5
Further Education	5
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	4
Personnel policies are not user Friendly	8
Work environment (Relationships Politics, Working HRS)	7
No enough training given	6
Any other (Please Specify)	5
	6

6. Any Other Comments

No,

7. What Suggestions do you have to make our organization a better place to work?

No comments


Signature & Date :
Interviewer


Signature & Date : 7/3/17
Interviewee

ANAND TEKNOW AIDS ENGINEERING INDIA LTD

ANAND TEKNOW

EXIT INTERVIEW

EMPLOYEE NAME : Dayanand Patil

SUPERVISOR :

BAND :

DESIGNATION : Sr. Draftsman

HIRE DATE : 27/12/2016

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

Personnel.

2. What circumstances would have prevented your departure ?

Not under any circumstances.

3. What did you like most about your job ?

My department. All colleagues for their support.

4. What did you like least about your job?

Facilities.

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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	5
Role not challenging	4
No adequate career opportunities	8
Family problems	2
Further Education	8
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	3
Personnel policies are not user Friendly	7
Work environment (Relationships Politics, Working HRS)	9
No enough training given	7
Any other (Please Specify)	2

6. Any Other Comments

NO comment

7. What Suggestions do you have to make our organization a better place to work?

NO comment


Signature & Date :

Interviewer


Signature & Date : 27/12/2016

Interviewee

Anand Teknow Aids Engineering India Ltd

5.

Annexure 9 : EXIT INTERVIEW

EMPLOYEE NAME : Sonehal Vishal Deoee.

SUPERVISOR : Vishwanath Tambhukar.

BAND :

DESIGNATION : Accounts Executive.

HIRE DATE : 03/12/12

SEVERANCE DATE : 18/02/17

1.What are the reasons for you leaving the organization ? get better opportunity.

2.What circumstances would have prevented your departure ?

3.What did you like most about your job ? my colleagues & my work.

4. What did you like least about your job? Nothing.

5.Rank the reasons for leaving at rating with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	—
Role not challenging	7
No adequate career opportunities	8
Family problems	10
Further Education	10
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	— —
Personnel policies are not user Friendly	—
Work environment (Relationships Politics, Working HRS)	8
No enough training given	8
Any other (Please Specify)	—

6. Any Other Comments No Comment.

7. What Suggestions do you have to make our organization a better place you work?

Please make at least 5 days working in week.

Signature & Date : 

Signature & Date :

Interviewee

18/02/17

Interviewer

ANAND TEKNOW AIDS ENGINEERING INDIA LTD



ANAND TEKNOW

EXIT INTERVIEW

EMPLOYEE NAME : *Kiran chawhan*

SUPERVISOR :

BAND :

DESIGNATION : *Irr-Engineer*

HIRE DATE : *26/05/2015*

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

For My P.G Education.

2. What circumstances would have prevented your departure ?

~

3. What did you like most about your job ?

friendly Colleagues in my department .

4. What did you like least about your job?

No

ANAND TEKNOW AIDS ENGINEERING INDIA LTD



ANAND TEKNOW

5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	2
Role not challenging	4
No adequate career opportunities	4
Family problems	4
Further Education	4
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	4
Personnel policies are not user Friendly	4
Work environment (Relationships Politics, Working HRS)	4
No enough training given	4
Any other (Please Specify)	5

6. Any Other Comments

NO

7. What Suggestions do you have to make our organization a better place to work?

NO.

Signature & Date :

Interviewer

[Signature]
14/2/16.

Signature & Date :

Interviewee

[Signature]
14/2/16.

Anand Teknow Aids Engineering India Ltd

5.

Annexure 9 : EXIT INTERVIEW

EMPLOYEE NAME : Sanket Satish Munot

SUPERVISOR :

BAND :

DESIGNATION : Sr. Executive

HIRE DATE :

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

To explore better opportunities in the same profile

2. What circumstances would have prevented your departure ?

3. What did you like most about your job ?

I am happy & satisfied with the role I have played for the company.

4. What did you like least about your job ?

The process of Banking transaction.

5. Rank the reasons for leaving at rating with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	1
Role not challenging	1
No adequate career opportunities	1
Family problems	10
Further Education	10
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	10
Personnel policies are not user Friendly	1
Work environment (Relationships Politics, Working HRS)	10
No enough training given	10
Any other (Please Specify)	-

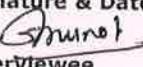
6. Any Other Comments - No

7. What Suggestions do you have to make our organization a better place you work?

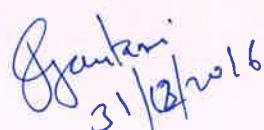
- Focus on employee development
- Review the HR policies
- Saturday, Sunday off

Signature & Date : 29/12/16

Signature & Date :


Interviewee

Interviewer


31/12/2016

ANAND TEKNOW AIDS ENGINEERING INDIA LTD



ANAND TEKNOW

5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	5
Role not challenging	5
No adequate career opportunities	2
Family problems	3
Further Education	4
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	6
Personnel policies are not user Friendly	1
Work environment (Relationships Politics, Working HRS)	1
No enough training given	6
Any other (Please Specify)	Nothing.

6. Any Other Comments

In leave policy, for new ~~comrades~~ joining instead of casual leave these should be sick leave. so that he can take 2 to 3 leaves at same time if he is sick.

7. What Suggestions do you have to make our organization a better place to work?

Employee needs to be treated like employer. ~~but~~ ~~but~~ ~~but~~ He is an asset to the organisation.

Signature & Date :

Interviewer

Signature & Date :

31/12/2016

Interviewee

ANAND TEKNOW AIDS ENGINEERING INDIA LTD



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EXIT INTERVIEW

EMPLOYEE NAME : Vinod S. Jibhakate.

SUPERVISOR :

BAND :

DESIGNATION :

HIRE DATE : 23-05-2016

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

Fewer opportunities.
Some family issues.

2. What circumstances would have prevented your departure ?

Nothing.

3. What did you like most about your job ?

The support & guidance of my colleagues in my department.

4. What did you like least about your job?

Reposting structure. It needs to be done by immediate seniors, not by the top management.

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EXIT INTERVIEW

EMPLOYEE NAME : Abhijeet Rathore

SUPERVISOR :

BAND :

DESIGNATION : Manager - Production

HIRE DATE : 01/07/2016

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

- For further professional growth.

2. What circumstances would have prevented your departure ?

-

3. What did you like most about your job ?

- Honestly working with my jobrole.

4. What did you like least about your job?

- Very short period of working with the organisation.

ANAND TEKNOW AIDS ENGINEERING INDIA LTD



ANAND TEKNOW

5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	5
Role not challenging	6
No adequate career opportunities	5
Family problems	5
Further Education	5
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	6
Personnel policies are not user Friendly	5
Work environment (Relationships Politics, Working HRS)	6
No enough training given	5
Any other (Please Specify)	—

6. Any Other Comments

No

7. What Suggestions do you have to make our organization a better place to work?

No

Signature & Date :

Interviewer

Signature & Date : 6/12/16

Interviewee

ANAND TEKNOW AIDS ENGINEERING INDIA LTD



ANAND TEKNOW

EXIT INTERVIEW

EMPLOYEE NAME : Ravindranath.B

SUPERVISOR :

BAND :

DESIGNATION : Manager

HIRE DATE : 09/12/2015

SEVERANCE DATE : 26/12/16

1. What are the reasons for you leaving the organization ?

Personal

2. What circumstances would have prevented your departure ?

every good

3. What did you like most about your job ?

growth

4. What did you like least about your job?

Hard work

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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	
Role not challenging	
No adequate career opportunities	
Family problems	✓
Further Education	
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	
Personnel policies are not user Friendly	
Work environment (Relationships Politics, Working HRS)	
No enough training given	
Any other (Please Specify)	

6. Any Other Comments

Nothing

7. What Suggestions do you have to make our organization a better place to work?

Best of Luck in future work

Signature & Date : 26/12/16

Interviewer

[Signature]

Signature & Date :

Interviewee

[Signature]
26/12/16

Anand Teknow Aids Engineering India Ltd

5.

Annexure 9 : EXIT INTERVIEW

EMPLOYEE NAME : Nikhil K. Golhae

SUPERVISOR : Mahesh Ketkarne.

BAND :

DESIGNATION : Purchase exec.

HIRE DATE : 13 April 2015

SEVERANCE DATE :

1.What are the reasons for you leaving the organization ?

Gov. job opportunity.

2.What circumstances would have prevented your departure ?

not related to purchase material.

3.What did you like most about your job ?

procure material.

4. What did you like least about your job?

payment bill up

5.Rank the reasons for leaving at rating with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	4
Role not challenging	10
No adequate career opportunities	8
Family problems	10
Further Education	3
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	4
Personnel policies are not user Friendly	10
Work environment (Relationships Politics, Working HRS)	2
No enough training given	1
Any other (Please Specify)	-

6. Any Other Comments *no*

7. What Suggestions do you have to make our organization a better place you work? *no*

Signature & Date :

Interviewee

7/12/2016

Signature & Date :

Interviewer



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EXIT INTERVIEW

EMPLOYEE NAME : Mr. Pilutala shrihari SUPERVISOR :

BAND :

DESIGNATION : AGM - purchase

HIRE DATE : 08/07/2016 .

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

Resigned.

2. What circumstances would have prevented your departure ?

Order ended - charge required

3. What did you like most about your job ?

challenging

4. What did you like least about your job?

Politics no Hod support-

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ANAND TEKNOW

5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	NO.
Role not challenging	Yes challenging
No adequate career opportunities	✓ NO
Family problems	NO
Further Education	NO
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	YES
Personnel policies are not user Friendly	YES
Work environment (Relationships Politics, Working HRS)	POLITICS
No enough training given	NO
Any other (Please Specify)	Independent Charge required.

6. Any Other Comments

Meet decisions for all critical times from
senior. Boss should not be my boss?

7. What Suggestions do you have to make our organization a better place to work?

Quality & Purchase should aim for
dispatches with all the shortcomings in the
company.

Signature & Date :

Interviewer

Signature & Date :

Interviewee

Anand Teknow Aids Engineering India Ltd

5.

Annexure 9 : EXIT INTERVIEW

EMPLOYEE NAME : Ankush Manohar Deshmukh

SUPERVISOR : Ms. Gautami Dongare

BAND :

DESIGNATION : Asst. Manager

HIRE DATE : 12/01/2015

SEVERANCE DATE : 30/11/2016

1. What are the reasons for you leaving the organization ?

2. What circumstances would have prevented your departure ?

3. What did you like most about your job ?

4. What did you like least about your job?

5. Rank the reasons for leaving at rating with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	03
Role not challenging	03
No adequate career opportunities	02
Family problems	10
Further Education	10
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	02
Personnel policies are not user Friendly	5
Work environment (Relationships Politics, Working HRS)	1
No enough training given	10
Any other (Please Specify)	

6. Any Other Comments

7. What Suggestions do you have to make our organization a better place you work?

Signature & Date : 01/12/16

Ankush Deshmukh

Interviewee

Signature & Date :

Gautami

Interviewer

Anand Teknow Aids Engineering India Ltd

5.

Annexure 9 : EXIT INTERVIEW

EMPLOYEE NAME : Millee K. Poojari

SUPERVISOR :

BAND :

DESIGNATION : Front Office executive.

HIRE DATE : 14th March - 2016.

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

2. What circumstances would have prevented your departure ?

3. What did you like most about your job ? environment

4. What did you like least about your job? KRA(Full)

5. Rank the reasons for leaving at rating with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	
Role not challenging	
No adequate career opportunities	
Family problems	
Further Education	
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	
Personnel policies are not user Friendly	
Work environment (Relationships Politics, Working HRS)	
No enough training given	
Any other (Please Specify)	

6. Any Other Comments

7. What Suggestions do you have to make our organization a better place you work?

Signature & Date : 20/10/16.

Signature & Date :

Interviewee

Interviewer

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EXIT INTERVIEW

EMPLOYEE NAME : Prakash Patil

SUPERVISOR :

BAND :

DESIGNATION : Sr. Engineer.

HIRE DATE : 19/03/2013

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

Personal Reason

2. What circumstances would have prevented your departure ?

-

3. What did you like most about your job ?

Good Systems.

4. What did you like least about your job?

-



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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	
Role not challenging	
No adequate career opportunities	
Family problems	✓
Further Education	
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	
Personnel policies are not user Friendly	
Work environment (Relationships Politics, Working HRS)	
No enough training given	
Any other (Please Specify)	

6. Any Other Comments

No:

7. What Suggestions do you have to make our organization a better place to work?

- 1 Improve communication system.
- 2 Motivation 3 Professional language.

Signature & Date :

Interviewer

A handwritten signature in blue ink, appearing to read "Rajesh" above the date "25/09/16".

Signature & Date :

Interviewee

Anand Teknow Aids Engineering India Ltd

5.

Annexure 9 : EXIT INTERVIEW

EMPLOYEE NAME : KHWANISH RAWAL

SUPERVISOR : Mr. RANJITAN MOHAPATRA

BAND : 05

DESIGNATION : COMPANY SECRETARY

HIRE DATE : 06th June, 2016

SEVERANCE DATE : 2nd September, 2016

1. What are the reasons for you leaving the organization ?

→ PERSONAL

2. What circumstances would have prevented your departure ?

That we have appointed
consultants in case of crisis in Interpolity law

3. What did you like most about your job ?

We have a lot of scope to learn

4. What did you like least about your job ?

5. Rank the reasons for leaving at rating with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	—
Role not challenging	—
No adequate career opportunities	—
Family problems	—
Further Education	1
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	—
Personnel policies are not user Friendly	2
Work environment (Relationships Politics, Working HRS)	4
No enough training given	—
Any other (Please Specify)	We should comply the law in formulating the policy

6. Any Other Comments

7. What Suggestions do you have to make our organization a better place you work?

Signature & Date : KHWANISH RAWAL Signature & Date :

Interviewee 02.09.2016.

Interviewer



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EXIT INTERVIEW

EMPLOYEE NAME : *Ashwini Ashish Mahadik* SUPERVISOR :
BAND : DESIGNATION : *Asst. Manager Finance*
HIRE DATE : SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

Due to personal reasons as I am having a small kid & there is no proper balance between work & home life.

2. What circumstances would have prevented your departure ?

-

3. What did you like most about your job ?

It was challenging & has made me determined

4. What did you like least about your job?

-



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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	9
Role not challenging	8
No adequate career opportunities	7
Family problems	1
Further Education	4
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	9
Personnel policies are not user Friendly	9
Work environment (Relationships Politics, Working HRS)	8
No enough training given	8
Any other (Please Specify)	—

6. Any Other Comments

—

7. What Suggestions do you have to make our organization a better place to work?

Proper hierarchy required & more professional attitude is needed.

Signature & Date :

28th July '16

Interviewer

Signature & Date :

Interviewee

8808946899.



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EXIT INTERVIEW

EMPLOYEE NAME : Anand D Rekale

SUPERVISOR :

BAND :

DESIGNATION : Project officer

HIRE DATE :

SEVERANCE DATE : 23/06/2018

1. What are the reasons for you leaving the organization ?

Performance delayed issued caused by seniors. It hurt me inspite of my contribution to my job as well as company.

2. What circumstances would have prevented your departure ?

polite language from seniors and recognition from management for the contribution made to progress of our company instead of promoting those who only talk & takes credit for the things which they have not done.

3. What did you like most about your job ?

A new industry where I learn lot many things.

4. What did you like least about your job?

my colleagues who had supported me and the new things which I have learnt from this company like API audit OHSAS Audit.



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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	5
Role not challenging	3
No adequate career opportunities	9
Family problems	7
Further Education	2
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	5
Personnel policies are not user Friendly	2
Work environment (Relationships Politics, Working HRS)	10
No enough training given	2
Any other (Please Specify)	behaviour of HOD - 10

6. Any Other Comments

Rehieve the person politely instead of giving him mental harassment. don't ask him submit records for which he is not responsible.

7. What Suggestions do you have to make our organization a better place to work?

polite behaviour from HOD to all subordinates. Case study
+ normal way to resolve the issue, delegation of Authority

+ responsibility equally to subordinates. Allow everyone to share their practical problems in performing duty.
decide the tasks assigned to somebody on mail and cc to HR.

Signature & Date :

Interviewer

[Signature]
10/11/16
[Signature]

Signature & Date :

Interviewee

[Signature]

Anand Teknow Aids Engineering India Ltd

5.

Annexure 9 : EXIT INTERVIEW

EMPLOYEE NAME : Praween. Kammar.

SUPERVISOR :

BAND :

DESIGNATION : Jr. Engineer.

HIRE DATE :

SEVERANCE DATE :

1.What are the reasons for you leaving the organization ?

Looking for the career with well system organization.

2.What circumstances would have prevented your departure ?

3.What did you like most about your job ?

All the AT members are good & guided us well in our way.

4. What did you like least about your job?

5.Rank the reasons for leaving at rating with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	6
Role not challenging	6
No adequate career opportunities	7
Family problems	5
Further Education	7
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	6
Personnel policies are not user Friendly	7
Work environment (Relationships Politics, Working HRS)	7
No enough training given	7
Any other (Please Specify)	

6. Any Other Comments

7. What Suggestions do you have to make our organization a better place you work?

Develop S/m oriented process.

Signature & Date : ..

Signature & Date :

Interviewee

Interviewer

Anand Teknow Aids Engineering India Ltd

5.

Annexure 9 : EXIT INTERVIEW

EMPLOYEE NAME : VEERESH HATTI

SUPERVISOR :

BAND :

DESIGNATION : Junior Engineer

HIRE DATE :

SEVERANCE DATE :

1.What are the reasons for you leaving the organization ?

Looking for better opportunities & growth

2.What circumstances would have prevented your departure ?

3.What did you like most about your job ?

All the members are good guidance

4. What did you like least about your job?

5.Rank the reasons for leaving at rating with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	6
Role not challenging	6
No adequate career opportunities	5
Family problems	7
Further Education	6
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	4
Personnel policies are not user Friendly	5
Work environment (Relationships Politics, Working HRS)	6
No enough training given	7
Any other (Please Specify)	6

6. Any Other Comments

7. What Suggestions do you have to make our organization a better place you work?

Signature & Date : 28/06/16

Interviewee

Signature & Date :

Interviewer

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EXIT INTERVIEW

EMPLOYEE NAME : Basavanty Mugalie

SUPERVISOR :

BAND :

DESIGNATION : SR HAGT QA IMR

HIRE DATE :

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

Personal Problem

2. What circumstances would have prevented your departure ?

Evaluating my competence and experience
and knowledge professionally & respectfully.

3. What did you like most about your job ?

Enjoying the work in fulfilling the organisation's
expectations with integrity and honesty.

4. What did you like least about your job?

Note

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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	10
Role not challenging	10
No adequate career opportunities	02
Family problems	02
Further Education	10
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	10
Personnel policies are not user Friendly	10
Work environment (Relationships Politics, Working HRS)	06
No enough training given	08
Any other (Please Specify)	None

6. Any Other Comments

Thanks a lot.

7. What Suggestions do you have to make our organization a better place to work?

None

Signature & Date :

[Signature]
Interviewer
8/6/18

Signature & Date :

[Signature]
Interviewee

Anand Teknow Aids Engineering India Ltd

5.

Annexure 9 : EXIT INTERVIEW

EMPLOYEE NAME : ASHISH. SENAPATI

SUPERVISOR :

BAND :

DESIGNATION : MANAGER.

HIRE DATE : 10/5/2015 .

SEVERANCE DATE : 14/14/2016.

1.What are the reasons for you leaving the organization ?

For better prospects.

2.What circumstances would have prevented your departure ?

3.What did you like most about your job ?

Challenging : As work involved was with older mc which were complicated & with no data

4. What did you like least about your job?

Support

5.Rank the reasons for leaving at rating with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	10
Role not challenging	8
No adequate career opportunities	2
Family problems	10
Further Education	10
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	1
Personnel policies are not user Friendly	9
Work environment (Relationships Politics, Working HRS)	3
No enough training given	7
Any other (Please Specify)	

6. Any Other Comments —

7. What Suggestions do you have to make our organization a better place you work?

Better Mutual understanding throughout organisation

Signature & Date :

Interviewee *ASHISH SENAPATI*

Signature & Date :

Interviewer

Anand Teknow Aids Engineering India Ltd

5.

Annexure 9 : EXIT INTERVIEW

EMPLOYEE NAME :

MAMAJAN JIVARAJ D

SUPERVISOR :

BAND :

DESIGNATION : Engineer Quality

HIRE DATE : - 3/7/2015 .

SEVERANCE DATE : 6/5/2016

1.What are the reasons for you leaving the organization ? — No Comment

2.What circumstances would have prevented your departure ? No Comment

3.What did you like most about your job ? — No Comment

4. What did you like least about your job? No Comment ,

5.Rank the reasons for leaving at rating with 1 (highest) 10 (lowest) 05

	RANK
Inadequate remuneration	07
Role not challenging	04
No adequate career opportunities	04
Family problems	08
Further Education	07
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	05
Personnel policies are not user Friendly	04
Work environment (Relationships Politics, Working HRS)	
No enough training given	06
Any other (Please Specify)	

6. Any Other Comments

7. What Suggestions do you have to make our organization a better place you work?

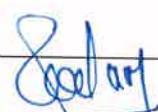
Signature & Date :

 18/5/2016

Interviewee

Signature & Date : 18/05/2016

Interviewer



Limbros Reddy

Anand Teknow Aids Engineering India Ltd

5.

Annexure 9 : EXIT INTERVIEW

EMPLOYEE NAME : Sachin Nivratti Rane
SUPERVISOR : Mr. Vinod Dhepe / M.K. Sir
BAND :
DESIGNATION : Purchase Engg.
HIRE DATE : 18/09/2015

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

Personal reason

2. What circumstances would have prevented your departure ?

nothing

3. What did you like most about your job ?

work freedom & working environment.

4. What did you like least about your job ?

5. Rank the reasons for leaving at rating with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	02
Role not challenging	04
No adequate career opportunities	05
Family problems	09
Further Education	10
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	07
Personnel policies are not user Friendly	04
Work environment (Relationships Politics, Working HRS)	04
No enough training given	06
Any other (Please Specify)	

6. Any Other Comments

7. What Suggestions do you have to make our organization a better place you work?

SAC

Signature & Date :
16/05/16

Interviewee

Signature & Date :

Interviewer

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ANAND TEKNOW

EXIT INTERVIEWEMPLOYEE NAME : **Vijay A.Nizam**

SUPERVISOR :

BAND :

DESIGNATION : **Sales Engg.**

HIRE DATE

: **219 Feb 2013**

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

Something force a lot of trouble at conveyance
allowance the I do with that don't, & I got a
better opportunity.

2. What circumstances would have prevented your departure ?

for Domestic Reason.

3. What did you like most about your job ?

I think my profile is improvized to my personality
& Identity.

4. What did you like least about your job?

This sales profile & Teach me how interact
the who's front of me & converse this person.

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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	5
Role not challenging	3
No adequate career opportunities	2
Family problems	8
Further Education	5
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	9
Personnel policies are not user Friendly	6
Work environment (Relationships Politics, Working HRS)	2
No enough training given	1
Any other (Please Specify)	7

6. Any Other Comments

Such a wonderful journey to 3 years
our ATA organization . and good exp.

7. What Suggestions do you have to make our organization a better place to work?

I think our organization think about employee
a change strategy. (Employee satisfaction)

Signature & Date :

Interviewer

Nicare
3/5/2016

Signature & Date :

Interviewee



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EXIT INTERVIEW

EMPLOYEE NAME : Roshan Chand

SUPERVISOR :

BAND :

DESIGNATION :

HIRE DATE : 22/04/2013

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

No appreciation at proper time for work done .
Delay in appraisal . Overdelay actually

2. What circumstances would have prevented your departure ?

Proper appraisal at time
and appreciation for work done .
Should have initiated relieving at starting .

3. What did you like most about your job ?

My Department
Help colleagues for their support .

4. What did you like least about your job ?

Facilities , All over working atmosphere
Eg :- CCTV cameras .

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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	4
Role not challenging	5
No adequate career opportunities	5
Family problems	1
Further Education	0
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	6
Personnel policies are not user Friendly	1
Work environment (Relationships Politics, Working HRS)	4
No enough training given	5
Any other (Please Specify)	N/A

6. Any Other Comments

When employees feel respected and appreciated they will become more productive, more loyal and engaged to work.
Treat every employee important.

7. What Suggestions do you have to make our organization a better place to work?

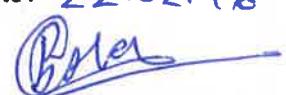
Treat every employee important.
Company will grow. But employee should grow together at the same time.

Signature & Date :

Interviewer

Signature & Date : 22.02.16

Interviewee



Anand Teknow Aids Engineering India Ltd

5.

Annexure 9 : EXIT INTERVIEW

EMPLOYEE NAME :	Mr. Hanish Joshi
SUPERVISOR :	Dilipkumar Nanda
BAND :	
DESIGNATION :	Production Supervisor
HIRE DATE :	19/01/2013
SEVERANCE DATE :	
1.What are the reasons for you leaving the organization ? - Better Opportunity. 2.What circumstances would have prevented your departure ? → Same Opportunity in this organisation 3.What did you like most about your job ? ⇒ Dedication & honesty in my job. 4. What did you like least about your job? - No . 5.Rank the reasons for leaving at rating with 1 (highest) 10 (lowest)	

	RANK
Inadequate remuneration	
Role not challenging	2
No adequate career opportunities	-
Family problems	10
Further Education	10
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	10
Personnel policies are not user Friendly	10
Work environment (Relationships Politics, Working HRS)	9
No enough training given	No
Any other (Please Specify)	No

6. Any Other Comments

I am happy and grateful to the organization for Cooperate me in my tenure

Signature & Date :

Joshi
Interviewee

Signature & Date :

Interviewer


18/01/2016

Anand Teknow Aids Engineering India Ltd

5

Annexure 9 : EXIT INTERVIEW

EMPLOYEE NAME : Mahesh Balu Kale

SUPERVISOR : Mr. Pawankumar Shrivastav

BAND :

DESIGNATION : Executive - Store

HIRE DATE : 13/04/15

SEVERANCE DATE :

1.What are the reasons for you leaving the organization ?

Personal Problem

2.What circumstances would have prevented your departure ?

No any Circumstances

3.What did you like most about your job ?

Physical Stock Checking

4. What did you like least about your job?

Material Collect from Transport

5.Rank the reasons for leaving at rating with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	2
Role not challenging	3
No adequate career opportunities	1
Family problems	1
Further Education	10
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	2
Personnel policies are not user Friendly	2
Work environment (Relationships Politics, Working HRS)	2
No enough training given	2
Any other (Please Specify)	—

6. Any Other Comments —

7. What Suggestions do you have to make our organization a better place you work?

If Physical Stock on monthly basis then there is accuracy at the time of Audit.

Signature & Date : M.B.Kale T7/11/16

Interviewee (Mahesh B. Kale)

Signature & Date :

Interviewer

Mr. Pawankumar Shrivastav 17/11/16

the following words from different parts of the same
book, and I am sure you will find them very
interesting.

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ANAND TEKNOW

EXIT INTERVIEW

EMPLOYEE NAME : Aparna Dhumal
BAND :
HIRE DATE : 03/12/12
SUPERVISOR : Mr. Vinayak K
DESIGNATION : Executive
SEVERANCE DATE : 18/12/15

1. What are the reasons for you leaving the organization ?

Personal

2. What circumstances would have prevented your departure ?

3. What did you like most about your job ?

Colleagues

4. What did you like least about your job?

Increment process



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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	7
Role not challenging	8
No adequate career opportunities	8
Family problems	2
Further Education	7
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	8
Personnel policies are not user Friendly	8/10
Work environment (Relationships Politics, Working HRS)	10
No enough training given	10
Any other (Please Specify)	-

6. Any Other Comments

It was nice working in an organisation.

7. What Suggestions do you have to make our organization a better place to work?

I suggest you think little more about your employees.

Signature & Date :

Interviewer

Aparna
Signature & Date : 23/01/15

Interviewee

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EXIT INTERVIEW

EMPLOYEE NAME : Sheetel kulkarni SUPERVISOR : CFO
BAND : - DESIGNATION : CS
HIRE DATE : 25/12/2014 SEVERANCE DATE : 02/01/16

1. What are the reasons for you leaving the organization ?

Better opportunity

2. What circumstances would have prevented your departure ?

None

3. What did you like most about your job ?

Management was open to advices from me.

4. What did you like least about your job?

Excessive control over employees

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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	3
Role not challenging	2
No adequate career opportunities	3
Family problems	1
Further Education	9
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	7
Personnel policies are not user Friendly	6
Work environment (Relationships Politics, Working HRS)	4
No enough training given	5
Any other (Please Specify)	

6. Any Other Comments

—

7. What Suggestions do you have to make our organization a better place to work?

Everyone in the company should have professional approach

Signature & Date :

Gautami
17/11/2016

Interviewer

Signature & Date : 17/11/2016

Interviewee

ANAND TEKNOW AIDS ENGINEERING INDIA LTD



ANAND TEKNOW

EXIT INTERVIEW

EMPLOYEE NAME : Yogesh Nande

SUPERVISOR : Mcchesh Kulkarni

BAND :

DESIGNATION :

HIRE DATE :

28th/12/14

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

To overcome personal unavoidable family issues.

2. What circumstances would have prevented your departure?

time space for handle family issues.

3. What did you like most about your job ?

challenging purchase profile as dealing with different entities.

4. What did you like least about your job?

Lack of authorizations .

Annexure - I for Commercial Invoice No. 150023 dated 31.10.2015

No.	Po. Sr.	Material Service Code	Description and specification of goods	Unit	Total Qty.	Value per Unit	Total Amount in Rupees
15	02VLVBV03010559	2" BALL VALVE, RB #600, FLOATING, BODY: ASTM A350-LF2, CL 1/A352-LCC, TRIM: AISI 316, FILLED PTFE	NOS	36	183.66	6,611.76	
13	02VLVBV03010557	3/4" BALL VALVE, RB #600, FLOATING, BODY: ASTM A350-LF2, CL 1/A352-LCC, TRIM: AISI 316, FILLED PTFE	NOS	34	119.17	4,051.78	
2	02VLVBV03010545	1" BALL VALVE, RB #600, FLOATING, BODY: ASTM A105/A216 -WCBAWC, TRIM: AISI 316, FILLED PTFE	NOS	19	159.61	3,032.59	
3	02VLVBV03010546	2" BALL VALVE, RB #600, FLOATING, BODY: ASTM A105/A216 -WCBAWC, TRIM: AISI 316, FILLED PTFE	NOS	120	174.12	20,894.40	
1	02VLVBV03010544	1" BALL VALVE, RB #600, FLOATING, BODY: ASTM A105/A216 -WCBAWC, TRIM: AISI 316, FILLED PTFE	NOS	47	113.69	5,343.43	
8	02VLVBV03010551	1" BALL VALVE, RB #300, FLOATING, BODY: ASTM A105/A216 -WCBAWC, TRIM: AISI 316, FILLED PTFE	NOS	3	165.08	495.24	
11	02VLVBV03010554	1" BALL VALVE, RB #150, FLOATING, BODY: ASTM A350-LF2, CL 1/A352-LCC, TRIM: AISI 316, FILLED PTFE	NOS	10	99.98	999.80	
7	02VLVBV03010550	3/4" BALL VALVE, RB #300, FLOATING, BODY: AISI 316, FILLED PTFE	NOS	28	97.10	2,718.80	
Declaration:				Total	297		44,147.80
1. LC No. 005IMPLC00008515 dated 15-04-14 issued by Bank Sohar SAGC, Ruwi,				For Annexd Teknow Aids Engg. India Ltd.			
2. Substitute of Oman				This is to certify that the Goods are of Indian Origin			
3. Prepared By _____				Checked By _____			
4. Authorised Signatory _____							

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5. Rank the reasons for leaving at starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	1
Role not challenging	5
No adequate career opportunities	2
Family problems	10
Further Education	1
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	6
Personnel policies are not user Friendly	1
Work environment (Relationships Politics, Working HRS)	4
No enough training given	1
Any other (Please Specify)	

6. Any Other Comments

Very much interested to work with organization
as external manager (task oriented)

7. What Suggestions do you have to make our organization a better place to work?

As per management decisions.

Signature & Date :

3/10/2015
Gautami

Interviewer

Signature & Date:

2/11/2015
Anil

Interviewee

Annexure - I for Commercial Invoice No. 150023 dated 31.10.2015

No.	Po. Sr.	Material Service Code	Description and specification of goods	Unit	Total Qty.	Value per Unit	Total Amount in Rupees
15		02VLVBV03010559	2" BALL VALVE, RB #600, FLOATING, BODY: ASTM A350-LF2, CL 1/A352-LCC, TRIM: AISI 316, FILLED PTFE 77.00.35.105.1	NOS	36	183.66	6,611.76
13		02VLVBV03010557	3/4" BALL VALVE, RB #600, FLOATING, BODY: ASTM A350-LF2, CL 1/A352-LCC, TRIM: AISI 316, FILLED PTFE 77.00.35.104.1	NOS	34	119.17	4,051.78
2		02VLVBV03010545	1" BALL VALVE, RB #600, FLOATING, BODY: ASTM A350-LF2, CL 1/A352-LCC, TRIM: AISI 316, FILLED PTFE 77.00.25.105.1	NOS	19	159.61	3,032.59
3		02VLVBV03010546	2" BALL VALVE, RB #600, FLOATING, BODY: ASTM A350-LF2, CL 1/A352-LCC, TRIM: AISI 316, FILLED PTFE 77.00.25.108.1	NOS	120	174.12	20,894.40
1		02VLVBV03010544	1" BALL VALVE, RB #600, FLOATING, BODY: ASTM A105/A216 -WC/CC, TRIM: AISI 316, FILLED PTFE 77.00.25.104.1	NOS	47	113.69	5,343.43
8		02VLVBV03010551	1" BALL VALVE, RB #300, FLOATING, BODY: ASTM A105/A216 -WC/CC, TRIM: AISI 316, FILLED PTFE 77.00.25.355.1	NOS	3	165.08	495.24
11		02VLVBV03010554	1" BALL VALVE, RB #150, FLOATING, BODY: ASTM A350-LF2, CL 1/A352-LCC, TRIM: AISI 316, FILLED PTFE 77.00.35.005.1	NOS	10	99.98	999.80
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Declaration:				Total	297	44,147.80	
1. LC No. 005IMPLC00008515 dated 15-04-14 issued by Bank Sohar SAGC, Ruwi, Sultanate of Oman				For Annex Teknow Aids Engg. India Ltd.	297	44,147.80	
This is to certify that the Goods are of Indian Origin				Prepared By		Checked By	Authorised Signatory

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EXIT INTERVIEW

EMPLOYEE NAME: Aniket Vilas Pangavhane SUPERVISOR :
BOND : — DESIGNATION : GTE Purchase
HIRE DATE : 05 Dec 2014 SEVERANCE DATE : 25 Nov 2015

1. What are the reasons for you leaving the organization ?

Due to Personal issue cannot work actively
in the office.

2. What circumstances would have prevented your departure ?

Long Term leave.

3. What did you like most about your job ?

I have given the ample opportunities in all field
for my development.

4. What did you like least about your job?

My Sabery.

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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	1.5
Role not challenging	0.4
No adequate career opportunities	0.3
Family problems	0.8
Further Education	0.7
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	0.5
Personnel policies are not user Friendly	0.3
Work environment (Relationships Politics, Working HRS)	0.5
No enough training given	0.6
Any other (Please Specify)	0.0

6. Any Other Comments

[Large empty rectangular box for comments]

7. What Suggestions do you have to make our organization a better place to work?

[Large empty rectangular box for suggestions]

Signature & Date : *[Signature]*
25/11/15

Interviewer

Signature & Date : *[Signature]*
25/11/15

Interviewee

ANAND TEKNOW AIDS ENGINEERING INDIA LTD



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EXIT INTERVIEW

EMPLOYEE NAME : Kishor Shinde

SUPERVISOR :

BAND :

DESIGNATION : Manager

HIRE DATE : 14/03/15

SEVERANCE DATE :

1. What are the reasons for you leaving the organization ?

I am looking forward to new challenge and to start a new phase of my carrier.

2. What circumstances would have prevented your departure ?

-

3. What did you like most about your job ?

1) Strong team building attitude. of
2) Junior level.

4. What did you like least about your job?

1) If any one having Authority or power then they use for discourage other people.

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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	5
Role not challenging	5
No adequate career opportunities	7
Family problems	3
Further Education	5
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	3
Personnel policies are not user Friendly	5
Work environment (Relationships Politics, Working HRS)	5
No enough training given	6
Any other (Please Specify)	—

6. Any Other Comments

All dept having very experience & knowledgeable HOD working but only co-ordination required.

7. What Suggestions do you have to make our organization a better place to work?

Everyone should take one goal and that is "organisation success by ~~any how~~ any how"

Signature & Date :

Siddhesh Thakore
24/10/15

Interviewer : - Siddhesh Thakore

Signature & Date :

Kishor Shinde
24/10/15

Interviewee

Kishor Shinde

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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	4
Role not challenging	4
No adequate career opportunities	4
Family problems	4
Further Education	4
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	4
Personnel policies are not user Friendly	4
Work environment (Relationships Politics, Working HRS)	4
No enough training given	4
Any other (Please Specify)	4

6. Any Other Comments

—

7. What Suggestions do you have to make our organization a better place to work?

—

Signature & Date:

Interviewer

Gautami

Signature & Date : 2/11/2015

Interviewee



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EXIT INTERVIEW

EMPLOYEE NAME : - Jitendra Jaiswal

SUPERVISOR : Mr. MD

BAND :

DESIGNATION : Sr. Manager.

HIRE DATE : 01/04/2013

SEVERANCE DATE : 23/11/2015

1. What are the reasons for you leaving the organization ?

Professional Growth

2. What circumstances would have prevented your departure ?

Working environment

3. What did you like most about your job ?

Good team support

4. What did you like least about your job?

time constraints, could not give proper time for social life.

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EXIT INTERVIEW

EMPLOYEE NAME: AMOL Chavare.

SUPERVISOR :

BAND :

DESIGNATION : Maintenance Engg.

HIRE DATE : 21/6/2013

SEVERANCE DATE : 5/11/15.

1. What are the reasons for you leaving the organization ?

Personal Problem,

2. What circumstances would have prevented your departure ?

3. What did you like most about your job ?

Like for maintenance job.

4. What did you like least about your job?

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5. Rank the reasons for leaving starting with 1 (highest) 10 (lowest)

	RANK
Inadequate remuneration	7
Role not challenging	5
No adequate career opportunities	6
Family problems	8
Further Education	5
Inadequate Resources for completing Job (e.g. Infrastructure, equipments, manpower, finance etc)	5
Personnel policies are not user Friendly	5
Work environment (Relationships Politics, Working HRS)	6
No enough training given	7
Any other (Please Specify)	1

6. Any Other Comments

No comments.

7. What Suggestions do you have to make our organization a better place to work?

.....

Signature & Date :

Interviewer

Signature & Date :

Interviewee

