I apologize for the misunderstanding. If you're focusing on HR policies and practices at Ha-Meem Group, the questions will be tailored accordingly. Here's a revised questionnaire:

Objective 1: Recruitment and Onboarding

1. How does Ha-Meem Group attract and select candidates for job positions? a. Internal referrals b. Job portals c. Recruitment agencies d. Campus recruitment e. Other (please specify)
2. Describe the onboarding process at Ha-Meem Group. How are new employees introduced to the company's culture and policies?
3. How does the company ensure equal opportunities in the recruitment and onboarding processes?

Objective 2: Training and Development

1. What training programs does Ha-Meem Group offer to employees for skill development and career advancement?
2. How does the company assess training needs and effectiveness of training programs?
3. Describe the process of performance feedback and coaching provided to employees for their professional development.

Objective 3: Performance Management

1. How is employee performance evaluated at Ha-Meem Group? Please describe the performance appraisal process.
2. What measures are in place to ensure fairness and objectivity in the performance evaluation process?
3. How does the company address poor performance or provide improvement plans for employees?

Objective 4: Employee Relations and Communication

1. Outline the communication channels used by Ha-Meem Group for internal communication with employees.
2. How does the company handle employee grievances and ensure a positive work environment?
3. Describe any employee engagement initiatives or programs in place to foster a sense of belonging and satisfaction.

Objective 5: Compensation and Benefits

1. What is the company's approach to determining salary structures and benefits packages for employees?
2. How often does Ha-Meem Group review and adjust employee compensation to align with market standards?
3. Describe the policies and practices related to employee benefits, including health insurance, retirement plans, and other perks.

These questions aim to gather information about Ha-Meem Group's HR policies and practices without focusing on employee perceptions.