**EMPLOYEES PERCEPTION ABOUT HR PRACTICES AND ORGANIZATIONAL CULTURE**

**Date :  \_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Designation:  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_dept\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**No. of Years/month worked with this organization: \_\_\_\_\_\_\_\_\_\_\_\_**

**--------------------------------------------------------------------------------------------**

**Q1.** **Was there a formal induction/orientation program conducted to help you to know more about organization?**

* Yes No

**Q2. Rate the effectiveness of the orientation programe as per the below parameters**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Effectiveness of the orientation programe** | 1 | 2 | 3 | 4 |
| It was informative |  |  |  |  |
| It was a well planned event |  |  |  |  |
| It was engaging and entertaining |  |  |  |  |
| Updation required in orientation programe |  |  |  |  |

**Q3 . Rate the selection process of your organization based on following parameters?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **selection process of your organization** | 1 | 2 | 3 | 4 |
| It was a well planned process |  |  |  |  |
| Prior information of sequence of events for the day was given |  |  |  |  |

**Q4. Were the interview questions relevant to your field of expertise?**

* Yes No

**Q5. Does your organization give ample training and development opportunities to learn and grow?**

* Yes No

**Q6. How are training needs identified in your organization?**

Questionnaires

One to one interaction with superior

Performance appraisal

Others\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Q7. Are you given details about performance appraisal evaluation?**

* **Yes No**

**Q 8. Employees perception on performance management**.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S.n** | **Particulars** | **Agree** | **Neutral** | **Disagree** |
| **1** | Performance appraisal improves job performance |  |  |  |
| **2** | The assessment of performance motivates to work harder |  |  |  |
| **3** | My performance is adequately monitored during performance appraisal |  |  |  |
| **4** | I do not need feedback to monitor my performance |  |  |  |
| **5** | Promotion is purely based on performance appraisal |  |  |  |
| **6** | Appraisals encourage career growth |  |  |  |
| **7** | Performance appraisal provides me with the opportunity to set personal goals |  |  |  |

**Q9. Does the appraisal system have strong influence on individual and team behaviour**

* **Yes**  **No Not very much**

**Q10. Is there any formal procedure for handling grievances in your organization?**

* **Yes No**

**Q11. How will you rate the grievances handling procedure of the hr team in your organization**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Grievances handling procedure** | 1 | 2 | 3 | 4 |
| Effective in handling grievances |  |  |  |  |
| Address problems promptly |  |  |  |  |
| Take corrective measures to solve problems |  |  |  |  |
| Use the right channel to address employee issues |  |  |  |  |

**Q12. Are there good career opportunities in your organization with regards to your current profile?**

* **Yes**  **No**

**Q13. How would you describe your relationship with your superior in your organization.?**

Cooperative Stress free

complicated Strict

**Q14. How would you describe your organizational culture?**

Open culture(free communication across levels)

Closed culture(narrow-minded culture, restricted communication across levels)

**Q15.Does your organization maintain proper work life balance for your employees?**

* **Yes No**

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**Thank you for your feedback!**