

---

**ANNEXURE**

## Annexure I

### Questionnaire to be used for the Entrepreneur/ Owner (Section A)

#### STUDY OF SSI ENTREPRENEURIAL LEADERSHIP STYLES

The company in which you are presently employed is one of the successful units in the industry. The hard work and efforts of the Entrepreneur/Owner are important factors behind this success. This is a small questionnaire regarding the study of Leadership Style of the Owner of your Company. This study will add to the knowledge of the challenges and the future progress of the small scale industries.

Given below are some statements regarding the Leadership Style of the Owner of your Company. There are 5 alternatives given for every statement. On the basis of your experience and feelings hereto, you are requested to choose the most appropriate alternative that fits the style of the Owner of your Company by putting a ✓ mark. (Please note: No alternative is right or wrong).

5. Completely agree                      4. Partially agree                      3.No comments  
2. Partially Disagree                      1. Completely disagree

Sr.	Parameter	5	4	3	2	1
1	I like to take bold action by venturing into the unknown.					
2	I am willing to invest a lot of time and/or money on something that might yield a high return.					
3	I tend to act "boldly" in situations where risk is involved.					
4	I often like to try new and unusual activities that are not typical but not necessarily risky.					
5	In general, I prefer a strong emphasis in projects on unique, one-of-a kind approaches, rather than revisiting tried and true approaches used before.					
6	I prefer to try my own unique way when learning new things rather than doing it like everyone else does.					
7	I favor experimentation and original approaches to problem solving rather than using methods others generally use for solving their problems.					
8	I usually act in anticipation of future problems, needs or changes.					
9	I tend to plan ahead on projects.					
10	I prefer to 'step-up' and get things going on projects rather than sit and wait for someone else to do it.					

### Questionnaire for Organization Performance (Section B)

- I) Name of Organisation:
- II) Address
- III) Contact
- IV) Manager Mr./Mrs.

Information regarding organizational performance in the year 2012-2013

- 1) Type of Product
- 2) Product Line
- 3) Status of Work

1)	Production on the basis of Job Work	
2)	Manufacturing original parts for other Companies	
3)	Own Brand Name of Company	
4)	Other - Please Specify	

- 4) Human Resource -

Sr.	Parameter	No. of Working 2012-13	No. of Left 2012-13
1	Office Staff		
2	Blue Collar		
Total			

- 5) Employee Absentism percentage in last year
- 6) Productivity as compared to the target
- 7) Product rejection-
- 8) Achievement/ Rewards received:
- 9) Annual turnover-
- 10) Plant run capacity/efficiency - %
- 11) No. of average Accidents-
- 12) Average annual profit – Rs.
- 13) Management Reforms Programs-
- 14) Implementation of Quality Models

**Questionnaire to be used for the Employee (Section C)**

**STUDY OF SSI ENTREPRENEURIAL LEADERSHIP STYLES**

The company in which you are presently employed is one of the successful units in the industry. The hard work and efforts of the Entrepreneur/Owner are important factors behind this success. This is a small questionnaire regarding the study of Leadership Style of the Owner of your Company. This study will add to the knowledge of the challenges and the future progress of the small scale industries.

Given below are some statements regarding the Leadership Style of the Owner of your Company. There are 5 alternatives given for every statement. On the basis of your experience and feelings hereto, you are requested to choose the most appropriate alternative that fits the style of the Owner of your Company by putting a ✓ mark. (Please note: No alternative is right or wrong).

5. Completely agree                      4. Partially agree                      3.No comments  
2. Partially Disagree                      1. Completely disagree

Sr.	Parameter	5	4	3	2	1
1	The Owner of our company likes to take bold action by venturing into the unknown.					
2	The Owner of our company is always willing to invest a lot of time and/or money on something that might yield a high return					
3	The Owner of our company tends to act "boldly" in situations where risk is involved.					
4	The Owner of our company often likes to try new and unusual activities that are not typical but not necessarily risky.					
5	In general, the Owner of our company prefers a strong emphasis in projects on unique, one-of-a-kind approaches, rather than revisiting tried and true approaches used before.					
6	The Owner of our company prefers to try my own unique way when learning new things rather than doing it like everyone else does.					
7	The Owner of our company favors experimentation and original approaches to problem solving rather than using methods others generally use for solving their problems.					
8	The Owner of our company usually acts in anticipation of future problems, needs or changes.					
9	The Owner of our company tends to plan ahead on projects.					
10	The Owner of our company prefers to 'step-up' and get things going on projects rather than sit and wait for someone else to do it.					

Below is a list of categories of different activities related to the Engineering Industry. You are requested to mention whether these activities are performed in your company or not?

If your answer is 'Yes' please put mark on your level of satisfaction against this activity  
5: Most satisfied      4: Satisfied      3: Neutral      2: Dissatisfied      1: Most dissatisfied

Sr.	Parameter	Yes	No	1	2	3	4	5
1.	Workers participation in decision making							
2.	Employees feel job challenging							
3.	Regular feedback about work to employees							
4.	Work in non-stress and positive conditions							
5.	Adequate light and Ventilation arrangements							
6.	Safety goggles and shoes							
7.	Floor cleanliness							
8.	Drinking water							
9.	First aid box							
10.	Firefighting equipment's							
11.	Payment is made according to Minimum wages act							
12.	Payment of bonus as per Bonus Act							
13.	Productivity based incentives							
14.	Provision of Provident Fund							
15.	Availability of internal training and development program							
16.	Suggestion scheme							
17.	Workers meetings							
18.	Workers meeting with top officials and owners							
19.	Disciplinary and grievances procedure							
20.	Performance appraisal policy							
21.	Equality in work							
22.	Workers spare time for family and society balancing his work							
23.	Employees enjoy weekly off							
24.	Employees enjoy pay leaves							
25.	Communication facility for employees							