

A P P E N D I C E S

5. Is Increment based on (Please Tick mark)

- a) Length of Service
- b) Performance
- c) Length of Service and Performance
- d) Any other criteria

6. Is the increment helpful for motivation ? Yes/No.

7. If No, Why ?

9. Do you get bonus yearly ? Yes/No.

10. If Yes, at what rate

11. Are you happy with it ? Yes/No.

12. Do you get any reward for better work ? Yes/No.

13. Are you happy with it ? Yes/No.

14. Do you think reward and bonus is helpful in motivating you ? Yes / No.

15. Do you get any other facilities out of the following :

i) Medical facilities Yes/No.

ii) Educational Facilities to your child Yes/No.

iii) Canteen facilities Yes/No.

iv) Place for rest Yes/No.

v) Play ground Yes/No.

vi) Reading Library Yes/No.

vii) Recreational facilities Yes/No.

16. Where ^{ther} ~~are~~ above facilities are helpful in motivating you?
Yes/No.

17. Is promotion policy adopted in your company ? Yes/No.
18. If yes, on which criteria (Please Tick Mark)
- | | |
|------------------|-------------------------------|
| i) Seniority | ii) Qualification |
| iii) Performance | iv) Seniority and Performance |
19. Are you happy with promotion policy ? Yes/No.
20. Do you think it is helpful in motivating you ? Yes/No.
21. Would you like to accept the authority ? Yes/No.
22. If yes, Why ?
- | |
|--|
| i) It helps in effective performance of work |
| ii) It increases status & image |
| iii) It gives increment in salary |
| iv) It increases psychological/satisfaction |
23. Do you think it is the best tool of motivation? Yes/No.
24. Are the safety arrangements satisfactory at the place of work ? Yes/No.
25. Do you have an accident fear in your mind while at work
Yes/ No.
26. Do you get the sufficient compensation if you meet with an accident ? Yes/No.
27. Do you think proper safety arrangement motivates to work better? Yes/No.
28. What type of leadership would like ? (Tick)
- | | |
|-------------------|----------------------|
| i) Personal Style | ii) Impersonal style |
| iii) Job centered | iv) Human centered. |
29. Do you feel to have free discussion of your problems regarding your job with your superiors ? Yes/No.

30. Are you guided in your work by your superiors ? Yes/No.
31. Do you think Co-operation of superior is a tool of motivation ? Yes/No.
32. Do you get a chance to improve your work in case of mistake ? Yes/No.
33. Is a system of suggestion box available in your company? Yes/No.
34. Whether your suggestion is welcomed and implemented by the Management ? Yes/No.
35. Do you think it is necessary to motivate the workers and improve their work ? Yes/No.
36. What are the different techniques of motivation would you like to suggest ?
37. Do you get a job as per your qualification? Yes/No.
38. Are you happy with your job ? Yes/No.
39. Do you get adequate training for doing your job? Yes/No.
40. Do you think the job satisfaction is useful to motivate the employees ? Yes/No.

Signature

APPENDIX - BA STUDY OF MOTIVATION TECHNIQUES APPLIED IN MASCHINENFABRIK POLYGRAPH (INDIA) LTD., SHIROLI, KOLHAPUR.

: Questionnaire For Managers :

1. Name
2. Age Sex :
3. Qualification
4. Name of the Department
5. Designation
6. Experience at Managerial Post
7. Number of Subordinates
8. Nature of Activities you manage
9. What is the policy of top management in regarding to motivation ?
10. Do you give fixed targets of achievement to workers ?
11. What way do you reward the workers if they achieve the given target ?
12. What types of motivational techniques the workers prefer
a) Financial b) Non-financial c) Any other
13. What about motivational attempt by top management in order to motivate the executives working at different levels ?
14. Do you adopt the system of management audit in order to evaluate performance of executives ?
15. What motivating technique do you prefer ?
16. What difference do you find in the preference of workers and executives as far as liking towards motivational technique is concerned ?
17. Any suggestions would you like to make in order to motivate workers as well as executives

Signature.