



Questionnaire on Employee Performance Management System

Since how many years have you been working with this organization? Untitled Question

- 0-5 year's
- 6-10 year's
- 11to 15 years
- More than 15 years
- Other

Do you think performance management system is clearly defined in the organization?

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

How would you think performance management can be improved in the following individual factor?

- Qualification
- Experience
- Skills
- Interest
- Personality

Do you think performance management system can get improved from the below following organizational factor?

- Leadership Style
- Management Support
- Resources
- QWL
- Performance Standards

Are you satisfied with the existing performance management system performance appraisal system?

- Highly Dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Highly Satisfied

Do you get any formal feedback regarding your performance?

- Highly Dissatisfied
- Dissatisfied
- Neutral



- Satisfied
- Highly Satisfied

Do you believe the company has a great future and would you recommend this organization to my friends or family members as a good place to work?

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Do you think performance management system helps people set and achieve meaningful goals?

- Very Unhappy
- Unhappy
- OK
- Happy
- Very Happy

What are the barriers to effective performance?

- Constant Monitoring
- Coaching
- Development
- Interventions
- Training
- Lack of Resources
- Lack of Employee Dedication

Do the PMS implemented in your organization create a participative environment?

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Do you feel your job responsibilities are clearly defined?

- Strongly Agree
- Agree
- Neutral
- Disagree
- strongly disagree

Do you think your excellence in performance and achievement of results are rewarded in time?



- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Do you think, your future growth opportunities look good here?

- Yes
- No

Can you agree your performance has significant impact on your salary?

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Does the promotions are strictly based on performance management system?

- Yes
- No

Do you find your companies policies and procedures are periodically reviewed to meet with the business needs and creates create a positive work environment?

- Poor
- Average
- Good
- Very Good

Will your superior provides guidance and takes keen interest in your development?

- Yes
- No

Whether your senior management encourages your ideas and innovation at the workplace?

- Yes
- No

Is there always have good communication among functions in the company?

- Yes
- No

Are any steps taken to improve the performance if not upto the mark?

- Yes
- No

Do you feel free to express to your appraiser, your disagreement regarding the appraisal decisions?

- Yes



- No

How performance can be improved?

- Oversight and accountability
- Organizational assessment
- Guidance
- Training
- Rewards

Please kindly provide your valuable suggestions for further improvement