



Survey on Talent Management and Employee Satisfaction in Academic Institution

INSTRUCTIONS: Your response to this questionnaire is completely confidential. No identification is required. Your answers will be grouped with those of other employees who complete the questionnaire as well. Please indicate your response to each question by checking off with a cross (x) one of the alternatives provided. Please answer all the questions.

Thank you for completing this questionnaire. Your participation is appreciated.

What is your job role?

- Director
- Professor
- Assistant Professor
- Manager (HR, IT, Finance, Marketing and sales etc)
- Others

Employee Information

Gender

- Male
- Female

Which department do you work in?

- Management
- Engineering
- Science and Technology
- Law
- Research and Development
- Others

How many years have you been employed in this organization?

- 0-02 Yrs
- 02-04 Yrs
- 04-06 Yrs
- 06-08 Yrs
- More Than 08 Yrs

How long have you been in your current position?

- 0-02 Yrs
- 02-04 Yrs
- 04-06 Yrs
- 06-08 Yrs
- More Than 08 Yrs



Attracts and Recruits Talent

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Prioritizes time to interview potential candidates when a vacancy arises					
Devotes time and energy for filling the vacancy					
Possesses a good overall knowledge of HR recruitment processes and policies					
Before a vacancy is advertised, effort is made to tap from the internal talent pool					
Ensures that vacancies do not remain open for a long period of time					
Possesses a good overall knowledge of HR recruitment processes and policies					

Career Development

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Organisation provides good opportunities for career advancement and professional growth					
Organisation offer good job-related training					
Organisation provides opportunities to employees for applying their talents and expertise					
Organisation Prioritizes issues which concern the development of employees					

Work Engagement

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Scope of the job is very interesting and captivating					
Employees have high level of work involvement					
Organisation provides flexibility in the job schedule so that employee can engage in career progression activities					
When Employees are at work, they are completely focused on their duties and responsibilities					
Employees adapt quickly in the difficult situations					
Employees pro-actively identify					



future challenges and opportunities					
Employees willingly accept change					

Compensation & Rewards

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Organisation Offers overall good compensation					
Employees compensated fairly relative to the local market					
The remuneration package contributes greatly on employee retention					
Promotion is not based on seniority but on performance					
Rewards given for good performance are valuable and motivates one for better performance					

Benefits

Employees are satisfied with the:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Total benefits provided by the organisation					
Healthcare-related benefits offered by the organization					
Amount of paid leave offered by the organization					
Retirement plan offered by the organization					
Workplace flexibility offered by the organization					

Performance Management

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Targets and their deadlines are clearly Communicated					
Performance review focuses on evaluating competencies and abilities					
Good feedback System for performance appraisal					
Performance appraisal is discussed with the supervisor					
Organization conducts regular performance reviews					
Employees Personal objectives are aligned to the business goals					



Relationship Management

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Good flow of Communication between management and employees					
Employees are able to make decisions affecting my work					
Good working relationship between supervisor and employees					
Team members have an understanding approach towards the personal and family needs of others					
Employees trust and respect each other					

Work Environment

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Organization has a safe work environment					
The institution makes a concerted effort to create a welcoming and fair environment for all its employees					
Employees are satisfied with the culture of the workplace					
Facilities meet needs, campus appearance is pleasing, and steps are taken to provide a secure environment.					
Policies give employees the flexibility to manage their personal lives.					
Organization is dedicated to diversity and inclusiveness					