



A Study on Work Life in Educational Institutions

Dear Professional,

Thank You for your time and effort in helping me complete this study. Data collected for this study will be strictly confidential and will not be the subject of any commercial or managerial utilisation. No reference will be made in oral or written reports which could link you to the study. Please take a few minutes to answer the following questions that will assist in making inferences regarding the population of this study.

*** Required**

Gender: *

- Male
- Female

Age Group in years: *

- 25 – 35
- 36 – 45
- 46 – 55
- 56 – 65

Educational Qualification: *

- Post Graduate
- PhD
- Other

What is your area of expertise? *

- HR
- Marketing
- Finance
- Operations
- IT
- Other

Position Level (please mention your title/designation) *

- Assistant Professor
- Associate Professor
- Professor
- Other

How many years have you worked in the current institution? *

- 6 mths - 1yr
- 1-3yrs
- 3-5yrs
- More than 5 yrs

How many B-schools have you worked with? (Number of Colleges) *

- 1-3

- 3-5
- 5-7
- Above 7

Total work experience in years: *

- 0-5
- 5-10
- 10-15
- 15-20
- 20-25
- 25-30
- 30 and above

Section A

This section comprises of all close-ended question. Request you to spend a few minutes to give honest and spontaneous answers.

Note: 1 = Strongly Disagree; 2 = Disagree; 3 = No Opinion; 4 = Agree; 5 = Strongly Agree;

Statement	1	2	3	4	5
1. I generally feel informed about changes in the Institute that t affect me within *					
2. I usually know in plenty of time when important things happen. *					
3. I can see the link between my work and Institute's *					
4. The Management communicates clear objectives to achieve. *					
5. Considering everything, I am satisfied at the Institute *					
6. I find my work challenging. *					
7. I like the kind of work I do. *					
8. My working conditions are good. *					
9. I get the training I need to do my job well. *					
10. I am aware of available training and development activities. *					
11. I am given a real opportunity to improve my skills in this Institute. *					
12. My training meets my needs for my current job. *					
13. I believe there are a variety of ways for me to develop my career at the Institute. *					
14. Job promotions within the institute are fair and reasonable. *					
15. I am aware of promotion opportunities in the Institute *					
16. I have the opportunity to progress in the Institute *					
17. The Institute is innovative in developing new ways to serve our students *					
18. The Institute's image is that of a high quality Institute *					
19. The work policies are well developed and organized. *					
20. The Management holds me accountable for the work that I do. *					
21. The Management provides me with adequate feedback. *					
22. I have clear measures for each of my objectives. *					
23. I know what is expected of me in my job. *					
24. Hard work is usually rewarded at my Institute. *					
25. I receive enough recognition for work that I do. *					
26. If I do a good job I have a better chance of getting ahead. *					
27. I am recognized whenever I do a good job. *					
28. The Management helps me to get ahead at my job. *					
29. The relationship between management and employees is good. *					
30. Management of my institute makes wise decisions. *					
31. The Institute Executive cares about my ideas. *					
32. Conditions in my department allow me to perform to a high standard. *					

33. My team focuses on fixing the problem rather than finding someone to blame. *					
34. My team looks for ways to change processes to improve performance. *					
35. The morale in my department is generally high. *					
36. I believe that all the divisions in the institute work together to achieve a common goal. *					
37. The people I work with cooperate to get the work done. *					
38. There is a spirit of we're all in this together within the Institute. *					
39. There is cooperation among team members. *					
40. I feel I am valued at work. *					
41. At the Institute my opinions count. *					
42. Colleagues in the institute are treated with respect regardless of their job. *					
43. I believe that rewards are given fairly where I work. *					
44. Everyone at the Institute does their share of work. *					
45. The Institute is committed to ensuring equal opportunities for all employees. *					
46. I feel everyone is treated fairly in my department. *					
47. I feel free to express my opinions without worrying about negative actions/responses. *					
48. I feel I have job security. *					

Section B

This section comprises of all open ended question. Request you to spend a few minutes to give honest and spontaneous answers.

Kindly mention five Positive aspects of your Institution? *

Kindly mention five Negative aspects of your Institution? *

Rate on a scale of 1-5, your contribution with respect to the positive or negative emoluments in the institution? *

Excluding Financial Compensation which of the following do you believe are effective means of motivating and retaining talent? *

- General Appreciation by students
- Appreciation by Superiors/HOD
- Rewards and Recognition by students
- Authority
- Other

Do you owe a great deal to your Institution? Yes / No, reason? *

Do you think you are competent to survive in your institution?

If Yes, What qualities do you have? If No, What qualities you lack? *

Any other information you would like to share. *