

## **Annexure**

### **Questionnaire**

#### **Dear Respondents**

My name is Satabdi Roy Choudhury and I am a Research Scholar in the Department of Business Administration at Assam University, Silchar. I am doing this survey for the requirement of the degree of Doctor of Philosophy (PhD) which is being done under the supervision of Dr. Arup Barman, Associate Professor, Department of Business Administration, Assam University, Silchar. The topic of my research is ***“Subjective Well-Being in North-Eastern Electric Power Corporation Limited (NEEPCO): An Exploration”***

All information that you will be providing through your participation in this study will be kept confidential. Further, you will not be identified in the thesis or in any report or publication based on this research. There are no known or anticipated risks to participate in this study.

If you have any questions regarding the survey or this research project in general, please contact

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Name of the Organization \_\_\_\_\_

Department (HR/Finance/Engineering) \_\_\_\_\_

(If others please mention) \_\_\_\_\_

Designation \_\_\_\_\_

Grade / Scale \_\_\_\_\_

***[Please put a check mark (✓) on an appropriate option]***

Q1. Age: 18-30 yrs ( ) 30-40 yrs ( ) 40-50 yrs ( ) 50-60 yrs ( )

Q2. Gender: Male ( ) Female ( )

Q3. Marital status: Unmarried ( ) Married ( ) Separated or Divorced ( )  
Widowed ( )

Q4. Family Type: Single Couple ( )  
Living with child/children & husband or wife ( )  
Living with husband or wife/child/children & grandparents ( )  
Child/children living separately ( )  
Living with parents/grandparents/brother(s) and/or sister (s) ( )  
Living Alone ( )

Q5. Number of Children: \_\_\_\_\_

Q6. Housing type (Currently Staying)

Rented Apartment / house ( )  
Own house/ apartment ( )  
Company provided house/quarter ( )  
Staying at hotel ( )  
Staying as paying guest ( )

Q7. How many years have you been working for present organization?

0-3 years ( )  
4-7 years ( )  
8-11 years ( )  
12 & more years ( )

Please indicate by putting a check mark (✓) below the suitable option which refers to the quality of life you lead and how much you agree or disagree on negative & positive experience of life. Options are levelled as: Strongly Agree, Agree, Neutral, Disagree and Strongly Disagree.

Sl. No.	Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1.	I feel confident enough that my daily exercise routine helps me to fight day-to-day physical distress.					
2.	I am comfortable enough with the benefits offered (e.g. Medical facilities, Paid holidays, Sick leave, Maternity/ Paternity leave, Meal break, Overtime pay etc.) by the organization.					
3.	I have the functional ability (e.g. Analytical skills, Problem sensitivity, Job knowledge, Leadership etc.) for the position I am holding within our organization.					
4.	Our work within the organisation facilitates us to perform in coordination of our physical attributes.					
5.	I feel safe (free from insecure feelings) in my daily life.					
6.	I feel lively with the great companion around me.					
7.	Overall, I feel that things I do in my life are worthwhile (usefulness)					
8.	I try to keep my determination high to stand up to get through the difficult times.					
9.	I always try to maintain balance state of body and mind while discussing confidential matters within our organization.					
10.	Our organization always maintains an atmosphere of formal behaviour during the working hour.					
11.	Our organisation are already in action to incorporate various well-being factors for employee related issue					
12.	I am able to maintain high endurance during the working hour as demanded by my job in the organisation.					
13.	Our organisation is competent enough to maintain the power of agility (ability to stop & change direction quickly) among its competitors.					
14.	Our organisation appreciates the quick reaction time (instant decision making power) during the process of hiring					
15.	I feel sometimes loss of enthusiasm (flexibility) due to work load within the organization.					
16.	Our organization creates an inspiring environment to instil innovating ideas within the employees.					
17.	Our organization provides a clear reasoning about the changing rules and regulation to the employees.					
18.	While choosing best for me I am able to express my thought clearly to the other person.					
19.	At this organization I have enough freedom to take decision depending on the position I am holding.					
20.	In the organization my decisions or policies prepared are appreciated and discussed in front of everyone					
21.	In the organization confidentiality is maintained to the arising conflicting issues within and deals appropriately					
22.	In the organization my decision are valued during the making of organisational strategies.					
23.	I feel confident if the movement takes place within my work area.					

Sl. No.	Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
24.	In the last few days I have received with praise and recognition for doing good quality work.					
25.	Our organization provides a work culture which helps us to boost our own insight (awareness) for further task oriented achievement.					
26.	In the last one week I have been able to enjoy the feeling of calmness within my normal day to day activities.					
27.	Our organization provides an opportunity to develop our intellectual capacity and balancing our mental stimulation within the working arena.					
28.	I approach every problem and new endeavour (fresh attempt) with confidence.					
29.	Our organization treats every employee as its social capital (human assets).					
30.	I am at ease with strangers and make friends easily.					
31.	The basic code of behaviour that our organisation value most is the trust between employees and employers.					
32.	Our organisation encourages participatory culture (that is employees of each department work well together).					
33.	I feel energetic and active with the improved organisational climate.					
34.	I am able to make social environment lively through maintaining warm-hearted hospitality.					
35.	I believe that those who make most friends live the life fullest.					
36.	On numerous occasions my family has the tradition of assemblage with each other.					
37.	I am satisfied with the level of training courses offered by the organisation.					
38.	I believe that social functioning (adaptability) is necessary to maintain optimistic view point towards life.					
39.	Do you agree that more emphasis should be placed on welfare benefits to improve employee's performance and increase productivity?					
40.	I am satisfied and feel confident with the existing living standard of my locality, among the friends, relatives and colleagues.					
41.	Our organisation follows the concept of shared goals (that employees of all department are encouraged to be the part of solution)					
42.	I am proud to be the employee of this organisation.					
43.	I would also recommend others to work for this organization.					
44.	In the organisation I have the prospect to give my best.					
45.	I feel confident enough to meet income from the organisation and the family's monthly expense.					
46.	I feel a greater sense of purity (righteousness) with my everyday task (e.g. Daily wear, Daily routine, lifestyle etc.)					

**PART-II**

<b>Sl. No.</b>	<b>Statements</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
47.	Our organization welcomes the suggestions of every member working within the organisation for business growth.					
48.	Our organization is sensibly responsible towards the employee welfare, social security and profit sharing.					
49.	Here, employees are provided with scope for development through strategic need based training and development within the organization.					
50.	Peaceful environment is maintained within this organization during the settlement of any 'terms' between employers and workers.					
51.	In our organization employees of all the departments sometimes get a chance of social meet within to enjoy a sense of brotherhood and achievement.					
52.	In our organization intra-departmental meeting is often organised to discuss about the implemented strategies					
53.	Our organization appreciates team working.					
54.	Our organization provides mentally challenging tasks so that employees get the opportunity to use their skills and abilities.					
55.	Our organization manages the business efficiently so as to provide a fair return on the investment of the shareholders.					
56.	Our organization appreciates the need of the new business models and technologies to resist external competition.					
57.	Our organization is always ready to compete with its competitors so that it can build its image among its shareholders.					
58.	Our organization deals with the suppliers judiciously in terms of price, quality, payment, delivery of goods etc, and others terms and conditions.					
59.	Our organization cautiously tries to maintain reliable relation with the suppliers which is indispensable for smooth functioning of business.					
60.	Our organization extends support to governmental policies relating to solving of problems of unemployment, skill development and other sustainable entrepreneurial programs in various fields.					
61.	Our organization's main motto is 'to get the job done', in order to maintain competitive and achievement oriented environment.					
62.	In our organization recruitment procedure provides right talent in right position to meet the requirement of the job.					
63.	Equitable reward structure is followed within this organization in terms of pay system & promotion policies which leads to willingness for more responsibility and increased social status					

Sl. No.	Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
64.	The basic discipline which runs high within our organization is loyalty, mutual trust and commitment.					
65.	Our organization values stability in terms of implemented policies.					
66.	In our organization corporate rituals and ceremonies are celebrated among the members on important occasions (e.g. Founders Day etc).					
67.	Organization maintains a climate of discretion (alertness) which makes the employees realize on how they go about fulfilling their responsibilities.					
68.	Our organization maintains a climate of motivating leadership which provide willingness to attain organizational objectives.					
69.	Within our organization top management provides regular support to the subordinates', through legitimate (rightful) direction in order to help them to complete the task.					
70.	Our organization tries to be considerate about the opinion of both employers and workers so that their performance on the job may not suffer.					
71.	Our organizational management system is effective enough to cope up with the stressor and maintain a climate of confidence to help its employees to think and respond in a logical way in their job.					
72.	Our organization wisely follow the obligation of the corporate social responsibility (CSR) and implement various incentive to encourage CSR activities.					
73.	Within our organization general behaviour sometimes linked to political activities as employees' whispers within the corridor that 'there are hidden agendas behind the management decision'.					
74.	Organisation celebrates with new joiners in form of 'fresher's welcome' and prepares them for future responsibilities.					
75.	Our organisation circulates official magazines or bulletins to widely share the key cultural ideals, corporate achievements and employee specific achievements to create a greater motivational impact within the employees.					
76.	Organization often organizes or sponsors the inter-departmental, inter-project or within other power sector sports competition like cricket, chess, football, card games etc.					

I, hereby declare that all the information produced here will be kept to our conscience only.

**Thank you for your valued response.**