Appendices

Appendix 1- Research questionnaire

Please complete the following Employee Satisfaction Survey on your experience working for Siddhartha Insurance Limited. Thank you for your time.

1. A	Age/उमेर				
	18-25 🗆	26-30	31-40	41-50 🗖	50+
2. C	Gender/ लिंग				
	Male	□ Female	🗖 Unsp	pecified	-
3. N	/larital status/ वैव	ाहिक स्थिति			
	Married	🛛 Unma	urried		
4. E	Education/ शिक्षा				
	Higher Secondary	Bachelor's degree] Master's	Doctoral to	oral
5. J	ob role/ रोजगार भ	ूमिका			
	MSN 🛛 JA	□ Assistant	SA 🗆 J	O □ Office	er 🗆 BM
6. N संख		vorking at Siddł	nartha Insurance I	Limited (SIL)	कम्पनीमा काम गरेको बष्
	0-1 year \Box	1-3 year	□ 4-7 yea	ars 🗆 7-	+years

7. Are you satisfied working at Siddhartha Insurance Limited (SIL)? / के तपाई यो कम्पनीमा काम गरेर सन्तुष्ट हुनुहुन्छ?

□ Yes No □ Don't want to say 8. My remuneration is good compared to local/government standards/ मेरो पारिश्रमिक स्थानीय स्तरको तुलनामा राम्रो छ । Strongly Strongly Agree Neither Disagree Agree agree nor Disagree disagree 9. I am satisfied with the amount of paid leave provided by my company. / म कम्पनी द्वारा प्रदान गरिने भुक्तान बिदाको राशि संग सन्तुष्ट छ । \Box Strongly \Box Strongly Agree Neither Disagree Agree agree Disagree nor disagree 10. I am satisfied with the retirement benefits offered by my company/ म मेरो कम्पनीले प्रस्ताव गरेको सेवानिवृत्ति सुविधाहरूबाट सन्तुष्ट छु | Strongly Strongly Agree Neither Disagree Agree agree Disagree nor disagree 11. I am satisfied with number of paid leave days provided by the company. / म कम्पनीले प्रदान गरेको भुक्तान बिदा दिनहरूको संख्यामा सन्तुष्ट छु | Strongly Neither Disagree Strongly Agree Disagree Agree agree nor disagree 12. I am satisfied with the healthcare benefits offered by the company/ म कम्पनीद्वारा प्रस्ताव गरिएको स्वास्थ्यसेवा लाभबाट सन्तुष्ट छु | Neither agree \Box Strongly Agree Disagree □ Strongly Agree nor disagree Disagree

13. I am satisfied with the job-related training offered by the company/ म कम्पनीले प्रस्ताव गरेको रोजगार सम्बन्धी प्रशिक्षणबाट सन्तुष्ट छु।

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	Strongl y Agree		Agree		Neither agree nor		Disagree		Strongly Disagree
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					e				0
	T am satisfic रियर उन्नति ज					oppor	tunities in the	comp	any. / म कम्पनीम
			-						
	Strongly		Agree		Neither		Disagree		Strongly
	Agree				agree not	-			Disagree
					disagree			_	
15.	I am satisfie	ed wi	th the sup	port g	iven to me b	y my	superiors. / म	मेरा उ	च्च अधिकारीहरू
मल	ाई दिएको स	मर्थन	बाट सन्तुष्ट	छु					
	Strongly		Agree		Neither		Disagree		Strongly
	Strongly Agree		Agree		Neither agree nor		Disagree		Strongly Disagree
	0.		Agree				Disagree		
	Agree		C		agree nor disagree		C		Disagree
16.	Agree		C		agree nor disagree		C		
16.	Agree I am satisfi रुष्ट छु।		ith the fle		agree nor disagree		rs. / म काम गर्ने		Disagree ाको लचिलोपनबा
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16. सन्त् □ 17.	Agree I am satisfi पुष्ट छु। Strongly Agree I can make	ed w decis रुष्ट छु	ith the fle Agree	xibilit	agree nor disagree cy of workin Neither agree nor disagree my work, an	g hou	rs. / म काम गर Disagree	र्षे घण्ट	Disagree ाको लचिलोपनबा Strongly Disagree मेरो कामको निर्ण
16. सन्त् 	Agree I am satisfi पुष्ट छु। Strongly Agree I can make सकदछु। सन्द् Strongly	ed w decis रुष्ट छु	ith the fle Agree ions that a	xibilit	agree nor disagree cy of workin Neither agree nor disagree my work, an	g hou	rs. / म काम गर्न Disagree n satisfied with	र्धि घण्ट व it/ म	Disagree ाको लचिलोपनबा Strongly Disagree मेरो कामको निर्ण
16. सन्त् 	Agree I am satisfi रुष्ट छु। Strongly Agree I can make सकदछु। सन्द्	ed w decis रुष्ट छु	ith the fle Agree ions that a	xibilit	agree nor disagree cy of workin Neither agree nor disagree my work, an	g hou	rs. / म काम गर्न Disagree n satisfied with	र्धि घण्ट व it/ म	Disagree ाको लचिलोपनबा Strongly Disagree मेरो कामको निर्ण Strongly

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18. The best aspect about my job is... मेरो कामको बारेमा सबै भन्दा राम्रो पक्ष हो...

19. How often do you consider changing your job? / तपाइँलाइ कक्तिको काम छोडौ लाग्छ?

Once in \Box	Once in \Box	Once in a \Box Once in a year \Box Never
a	a three	six month
month	month	

Appendix 2- Interview questions

- What are the policies followed to recognise and reward good performance of employees in the company?
- What are the policies in place for training and development of employees in the company?
- *How good are the chances of career development and progression at SIL?*
- *How often do employees leave the organization?*
- *How does the organization provide employees with flexibility at work?*
- What other motivational strategies are used in the organization?