

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. Age / उमेर

18-25 26-30 31-40 41-50 50+

2. Gender/ लिंग

Male Female Unspecified

3. Marital status/ वैवाहिक स्थिति

Married Unmarried

4. Education/ शिक्षा

Higher Secondary Bachelor's degree Master's degree Doctoral degree

5. Job role/ रोजगार भूमिका

MSN JA Assistant SA JO Officer BM

6. Number of years working at Siddhartha Insurance Limited (SIL) कम्पनीमा काम गरेको बर्ष संख्या

0-1 year 1- 3 year 4- 7 years 7+years

7. Are you satisfied working at Siddhartha Insurance Limited (SIL)? / के तपाईं 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 Agree Agree Neither agree nor disagree Disagree Strongly 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 छु |

Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

10. I am satisfied with the retirement benefits offered by my company/ म मेरो कम्पनीले प्रस्ताव गरेको सेवानिवृत्ति सुविधाहरूबाट सन्तुष्ट छु |

Strongly Agree Agree Neither agree nor disagree Disagree Strongly 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 Agree Agree Neither agree nor disagree Disagree Strongly Disagree

12. I am satisfied with the healthcare benefits offered by the company/ म कम्पनीद्वारा प्रस्ताव गरिएको स्वास्थ्यसेवा लाभबाट सन्तुष्ट छु |

Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

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

Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

14. I am satisfied with the career advancement opportunities in the company. / म कम्पनीमा क्यारियर उन्नति अवसरहरुबाट सन्तुष्ट छु |

Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

15. I am satisfied with the support given to me by my superiors. / म मेरा उच्च अधिकारीहरूले मलाई दिएको समर्थनबाट सन्तुष्ट छु

Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

16. I am satisfied with the flexibility of working hours. / म काम गर्ने घण्टाको लचिलोपनबाट सन्तुष्ट छु |

Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

17. I can make decisions that affect my work, and I am satisfied with it/ म मेरो कामको निर्णय गर्न सक्दछु | सन्तुष्ट छु |

Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

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

- | | | | | |
|---------------------------------------|--|--|---|--|
| <input type="checkbox"/> Compensation | <input type="checkbox"/> Benefit Package | <input type="checkbox"/> Work autonomy | <input type="checkbox"/> Superior support | <input type="checkbox"/> Opportunity for advancement |
|---------------------------------------|--|--|---|--|

19. How often do you consider changing your job? / तपाईंलाई कत्तिको काम छोडौ लाग्छ?

- | | | | | |
|--|--|--|---|--------------------------------|
| <input type="checkbox"/> Once in a month | <input type="checkbox"/> Once in a three month | <input type="checkbox"/> Once in a six month | <input type="checkbox"/> Once in a year | <input type="checkbox"/> Never |
|--|--|--|---|--------------------------------|

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?*