

## Appendix

### Annexure-1: Survey Questionnaire

#### Survey Questionnaire

My name is Rajat Saini, and I am currently pursuing my Diploma. As part of my curriculum, I am conducting a market research study titled "Impact of Skill Development & Training on Employee Innovation Capability. - A Study with Reference to Accenture/KPMG/TCS." To successfully complete this research, I am collecting data through a short questionnaire. I kindly request you to spare a few minutes to fill out the survey. Your responses will be used strictly for academic purposes, and all information will remain confidential and anonymous. Your participation will greatly contribute to the accuracy and success of my study. Thank you for your valuable time and support!

#### Demographic Profile

1. Gender

Male       Female       Other

2. Age Group

Below 25     25-34       35-44       45-54       55 & above

3. Educational Qualification

Undergraduate     Postgraduate       Professional Degree       Other

4. Total Work Experience

Less than 2 years     2-5 years     6-10 years     Above 10 years

5. Experience in your Current Organization

Less than 1 year     1-3 years     4-6 years     Above 6 years

6. Current Department

Technical     HR     Operations     Sales/Marketing     Other

#### Skill Development & Training

(1 = Strongly Disagree, 5 = Strongly Agree)

1. Organization provides adequate technical skill development programs.

2. Soft skills training (communication, leadership, teamwork) is regularly conducted.
3. Upskilling programs are offered to enhance employees' existing skills.
4. Reskilling initiatives prepare employees for new roles or emerging technologies.
5. Continuous learning and professional development opportunities are encouraged.
6. Digital learning platforms (e-learning, LMS, internal learning portals) are effectively used.

### **Employee Innovation Capability**

(1 = Strongly Disagree, 5 = Strongly Agree)

1. Training programs help me generate new and innovative ideas.
2. I feel encouraged to think creatively at work after attending training programs.
3. I confidently share innovative ideas with colleagues and supervisors.
4. Training has improved my ability to communicate and present new ideas effectively.
5. Training enables me to solve work-related problems more effectively.
6. I can apply newly learned skills to handle complex or unfamiliar situations.

### **Training Effectiveness & Employee Innovation Ability**

(1 = Strongly Disagree, 5 = Strongly Agree)

1. Training programs are well-structured and easy to understand.
2. Trainers possess adequate subject knowledge and expertise.
3. Training content is relevant to my job requirements.
4. Effective training positively influences my innovative work behavior.

### **Innovation Outcomes**

(1 = Strongly Disagree, 5 = Strongly Agree)

1. Training programs align with current job and industry requirements.
2. Training materials and delivery methods are of high quality.
3. Practical and hands-on training enhances innovation capability.
4. Training programs are conducted frequently enough to support innovation.
5. Regular training helps sustain innovative performance at work.

**Annexure-2: Google Form Link- <https://forms.gle/qnzLIWHdesfyfH9h7>**