

9. Appendix

Demographic Information:

Age:

- Under 25 years old
- 25-34 years old
- 35-44 years old
- 45-54 years old
- 55 years old and above

Gender:

- Male
- Female

What is your income (per month)?

- Less than Rs. 10000 PM
- Rs. 15001- Rs.30000 PM
- Rs. 30001-Rs. 45000 PM
- >Rs 45001PM

Education Level:

- High School or equivalent
- Bachelor's degree
- Master's degree
- Doctorate or professional degree
- Other (please specify)

Years of Experience:

- Less than 1 year
- 1-5 years
- 6-10 years
- 11-15 years
- More than 15 years

1. Work Environment:

1. The physical workspace in TCS is conducive to productivity.
2. There is clear communication from management regarding organizational goals and objectives.
3. TCS fosters a sense of inclusion and diversity in the workplace.
4. The leadership at TCS values employee feedback and suggestions
5. TCS encourages innovation and creativity in the workplace.

2. Work-Life Balance:

1. TCS provides flexible work arrangements to help balance work and personal life.
2. I have sufficient autonomy to schedule my work hours effectively.
3. I am able to disconnect from work responsibilities during non-working hours.
4. TCS encourages employees to take regular breaks and vacations.
5. I am able to manage my work commitments without sacrificing personal time.

3. Job Satisfaction:

1. I find my work at TCS meaningful and fulfilling.
2. I am satisfied with the level of recognition and rewards I receive for my contributions.
3. TCS offers opportunities for professional growth and advancement.
4. I feel supported by my colleagues and supervisors in my role.
5. The compensation and benefits provided by TCS are competitive and fair

4. Employee Well-being:

1. TCS offers programs and resources to support physical health (e.g., gym memberships, health screenings)
2. The company provides access to mental health support services (e.g., counseling, stress management programs).
3. I feel comfortable discussing personal challenges with my supervisor or HR department.
4. TCS actively addresses workplace stressors and strives to minimize them.
5. TCS encourages employees to prioritize their well-being.

EMPLOYEE PERFORMANCE:

1. On a scale of 1 to 5, how would you rate your overall job performance over the past six months?
2. How effectively do you believe you have met the key performance indicators (KPIs) set for your role during the previous performance review period
3. How often do you seek feedback from your supervisors or colleagues to improve your performance?
4. To what extent do you believe your performance contributes to the overall success of your team or

department?

5. How well do you think your current skills and competencies align with the requirements of your job role?