QUESTIONNAIRE

Dear Sir/Madam,

I am Yamanoorappa, research scholar of Vijayanagara Sri Krishnadevaraya University Ballari. As part of my Ph.D. curriculum, I am conducting a survey on **"Performance Management of Employees in Mining Industry - A Study with Reference to Working Mining Units in Ballari and Vijayanagara Districts".** The purpose of this survey is purely academic in nature and helps in my Ph.D. thesis writing and your response would be kept confidential. I request you to go through the questions and answer them as per the instructions. I shall be grateful if you kindly spare some of your precious time to fill this questionnaire for the same.

DEMOGRAPHIC PROFILE

1. **Name:----------**
2. **Age**
   1) Below 30 Years ☐ 2) 31 – 40 Years ☐
   3) 41 – 50 Years ☐ 4) 51 Years & Above ☐
3. **Gender**
   1) Male ☐ 2) Female ☐
4. **Educational Qualification**
   1) Up to SSLC ☐
   2) PUC/ITI/Diploma ☐
   3) UG ☐
   4) PG and Above ☐
5. **Experience in current Organisation**
   1) Less than 1 year ☐ 2) 1-5 Years ☐
   3) 6-10 Years ☐ 4) 11-15 Years ☐
   5) Above 15 years ☐
6. **Current Position**
   1) Executive (CEO, GM, C-Suite Leaders, Senior Geologists etc.,) ☐
   2) Non- Executive (Front Line Workers, Supervisors, Non-Managerial Staff etc.,) ☐
7) **Nature of Employment**
   1) Permanent ☐ 2) Contract ☐ 3) Outsource ☐
8) **Monthly Income**
   1) Up to 30,000 ☐ 2) 30,001 – 40,000 ☐
   3) 40,001- 50,000 ☐ 4) Above 50,000 ☐

Objective 2: To Study the Perception of Employees on the Prevailing Performance Management System (PMS)

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
5	**4**	**3**	**2**	**1**

Sl.No	Statements	SA	A	N	D	SD
	Pay attention to Business Goals					
1	Helps the organization stay competitive during uncertain business conditions					
2	Our PMS increases employee accountability					
3	The PMS effectively monitors employee performance					
4	Encourages teamwork and improves group performance					
5	Contributes to improving overall organizational performance					
	System and Operations					
1	Conversion of Organizational goals into individual performance targets					
2	Identification of employees' strengths and weaknesses					
3	Employees are encouraged and supported to achieve challenging targets					
4	The PMS helps employees track their work progress					
	Planning and Awareness					
1	Employees are clearly informed about their responsibilities					
2	I am familiar with the performance evaluation moderation process					
3	Employees understand the performance cycle, including goal setting, monitoring, and review					
4	Employees are regularly informed about updates in the PMS					
	Monitoring					
1	My performance is evaluated considering the work context and environment					
2	Performance evaluation is supported by proper performance records					
3	The performance evaluation process is objective and free from subjectivity					
4	I accept the performance ratings given to me					
	Feedback					
1	During target setting, mid-year reviews, and final reviews, my higher authority actively engages in discussions with me					
2	Helps me understand my strengths and areas for improvement					
3	Provided an appropriate intervals during the performance cycle					
4	My manager provides timely and constructive feedback					

5	Encourage open communication between ourselves and managers					
Seeking Appeals						
1	I have the opportunity to appeal against unfair performance ratings					
2	I feel comfortable raising concerns about my performance rating					
3	The appeal process is transparent and fair					
4	The process to appeal a performance rating is clear to me					