**QUESTIONNAIRE ON TALENT ACQUISITION**

There are two sections in this questionnaire. Section A contains personal data –and section B contains series of statements. While answering section – B, you are kindly requested to express your free frank opinion. Your choice is important.

Indicate the extent to which each of the following statements you agree in your organization using the five point scale by marking a tick mark [√] against that option.

**SECTION A:**

(**In** **respect of employers**) –

**Name of the Organization:-----------------------------------------------------------------------**

**Name Of the HR Manager:----------------------------------------------------------------------**

**Gender:----------------------------------------------------------------------------------------------------------**

**Workforce (No. of Employees):-----------------------------------------------------------------**

**SECTION B:**

1. **During the time of recruitment, do you prefer external source more acceptable than internal source, the one most preferable for your company?**

a) Strongly agree b) Somewhat agree c) Neutral d ) Strongly disagree e) Somewhat disagree

**2) Do you consider the reference check as an integral part of recruitment?**

a) Strongly agree b) Somewhat agree c) Neutral d ) Strongly disagree e) Somewhat disagree.

**3) Are people, responsible for employer branding (HR), if aware of employer branding as a**

**concept ?**

a) Strongly agree b) Somewhat agree c) Neutral d ) Strongly disagree e) Somewhat disagree.

**4) Is your company’s communication channel strong enough in promoting and strengthening the**

**brand in the market place?**

a) Strongly agree b) Somewhat agree c) Neutral d ) Strongly disagree e) Somewhat disagree.

**5) Do you consistently appoint high caliber employees ?**

a) Strongly agree b) Somewhat agree c) Neutral d ) Strongly disagree e) Somewhat disagree

**6) Do you believe that transfer, demotion, suspension and dismissal are based on performance**

**appraisals?**

a) Strongly agree b) Somewhat agree c) Neutral d ) Strongly disagree e) Somewhat disagree.

**7)** **Does salary factor attracts most of the potential employees than career growth and**

**development?**

a) Strongly agree b) Somewhat agree c) Neutral d ) Strongly disagree e) Somewhat disagree.

**8) Do you ensure that salaries being set are according to the market scenario?**

a) Strongly agree b) Somewhat agree c) Neutral d ) Strongly disagree e) Somewhat disagree.

**9)** **Is your company lacking ,fairness in supervision and inconsistency in employment**

**opportunities ,having an impact on employee retention?**

a) Strongly agree b) Somewhat agree c) Neutral d ) Strongly disagree e) Somewhat disagree.

**10) Do you believe that cash incentives have more of the contribution in employee retention**

**activity?**

a) Strongly agree b) Somewhat agree c) Neutral d ) Strongly disagree e) Somewhat disagree.

**11) Do you nominate employees for various company awards (such as on-the-spot and**

**circle of excellence awards) ?**

a) Strongly agree b) Somewhat agree c) Neutral d ) Strongly disagree e) Somewhat disagree.

**12) Do you ensure that vacancies do not remain open for long period of time?**

a) Strongly agree b) Somewhat agree c) Neutral d ) Strongly disagree e) Somewhat disagree.

**13) Do you possess a good overall knowledge of HR recruitment process and policies?**

a) Strongly agree b) Somewhat agree c) Neutral d ) Strongly disagree e) Somewhat disagree.

**14 ) Do you frequently meet team members for formal career planning session ?**

a) Strongly agree b) Somewhat agree c) Neutral d ) Strongly disagree e) Somewhat disagree.

**15) Do you prioritize issues which concern the development of employees ?**

a) Strongly agree b) Somewhat agree c) Neutral d ) Strongly disagree e) Somewhat disagree.

**16) Do you think that the one having the authority to select, comprehensive job specification & job description, availability of sufficient number of applicants are the essentials to make the selection procedure successful?**

a) Strongly agree b) Somewhat agree c) Neutral d) Strongly disagree e) Somewhat disagree.

**17) Is a person’s character more important if compared to their job skills ,when it comes to being a good employee in your company?**

a) Strongly agree b) Somewhat agree c) Neutral d) Strongly disagree e) Somewhat disagree.