

Questionnaire

Respected Sir / Ma'am,

Greetings of the day, Myself Archana S. Mishra, currently pursuing a Ph.D. on the topic "The Impact of Work Stress on Employees' Productivity in IT Companies in Selected Cities of Gujarat" at the Department of Commerce and Business Management, The Maharaja Sayajirao University of Baroda, Vadodara under the guidance of Dr. Sandipkumar G. Prajapati. As a part of my Ph.D. research, I request your response to this questionnaire. I hereby declare that the data given by you will be kept highly confidential and will be used for academic research purposes only, and no individual participant will be identified in any way.

1. Are you feel stressed with the demands of the work? *(Mark '√' only one square)*
 Always Sometimes Never
2. How would you rate the level of your work stress? *(Mark '√' only one square)*
 Most Stressful More Stressful Stressful Less Stressful Least stressful
3. Does your organisation conduct any stress reduction programmes for the employees?
 Never Sometimes Very often
4. Do you feel that your organization should adopt some more Stress Management strategies?
 Yes No
5. During COVID-19, working from home has increased the stress level. Do you agree with the statement?
 Strongly Disagree Disagree Neither Agree nor Disagree Agree Strongly Agree
6. Do you feel work stress impacts your level of productivity? *(Mark '√' all that applies)*
 Yes No
7. How would you rate the overall level of your productivity at this organisation?
 Very Productive Productive Neutral Unproductive Very Unproductive
8. Employees' quality of work life depends on?
 Socio-Economic factors Work Stress Working Condition
 Job Satisfaction All the above
9. What are the factors that drive you to choose IT as career?
 Money Job Security Career Development Recognition Combination of all
10. Do you feel there is a tough competition for getting Job in IT Sector in India?
 Yes No
11. How do you perceive your organisation as a place of work? *(Mark '√' all that applies)*
 Best Good Neutral Satisfactory Bad
12. How committed you are to a long-term career at your organisation? *(Mark '√' all that applies)*
 Fully Committed Neutral Not Committed
13. Are you satisfied with your job?
 Highly Satisfied Satisfied Neutral Dissatisfied Highly Dissatisfied
14. Do you face any difficulty while working in the IT Sector? Yes No
14. a. If yes,
Please specify: _____

15. FACTORS THAT CAUSE STRESS AT THE WORKPLACE: Rate the following on a scale **Highly stressful, Moderately stressful, Neutral, Less stressful and Least Stressful.** (Mark '√' only one box per row)

Sr. No.	Factors causing to stress	Highly Stressful	Moderately Stressful	Neutral	Less Stressful	Least Stressful
WRF1	Tight working schedules					
2	Strict rules to be followed					
3	Long hours/overtime work					
4	Attending more than one customer/Project at a time					
5	Workplace bullying (Unreasonable behaviour from employer)					
RRF6	Clear target/Fix targets for achieve					
7	Sudden change in the role and responsibilities.					
8	Role demands (Pressure to perform the role assigned).					
9	Monotonous or repetitive work.					
10	Attending frequent meetings.					
11	High degree of accountability					
PIF12	High level of expectations from the superior					
13	Demands of the work interferes with family life					
14	Family conflict					
15	Lack of communication with higher authority					
16	Criticisms in the office					
17	Competition among colleagues					
FCF18	Inadequate pay/ Payment of salary					
19	No chance of getting a promotion/Increment					
20	Inadequate financial incentives/bonuses					
21	No recognition for the work done					
22	No opportunities for intellectual growth					
HI23	Illness of the self/ family member					
24	Frequent anxiety attacks					
25	Sleep disturbances/Insomnia					
26	Frequent hospitalization/medical emergency					
27	Medical Conditions Caused by COVID-19					
OF28	Inadequate staff					
29	Poor workplace ambiance/ unclean working areas					
30	Over-harsh discipline					
31	Badly designed, unsuitable or uncomfortable furniture					
32	Problems in coping with new technology, techniques, ideas and challenges					
GD33	Prejudice from colleagues or superiors based on caste, religion, language, etc.					
34	Gender is considered as constraint in perform complex tasks.					
35	The company provides gender-neutral flexible work hours.					
36	Unsympathetic management					
37	Partiality or discrimination shown by the superiors					
WE38	Poor Organisation policy and procedures					
39	Poor Human Resource planning					
40	Lack of Grievance Redressal system					
41	Organisation discipline					

16. Show your level of agreement with the below-mentioned statements about **EMPLOYEE'S PRODUCTIVITY FACTORS** (Mark '√' only one box per row)

Sr. No.	Statements	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
QW1	Stress at work influences one's quality of working life.					
2	I feel the quality of my work is reduced by heavy work pressure.					
3	I contend that the intense job demands lower the quality of work.					
4	I feel my quality of work improves over time.					
AB5	I believe that a high absence rate is a result of my stressful job.					
6	I see an increase in absences from work owing to my discontent with my employment.					
7	I feel that absence has an impact on my work and potential career.					
8	I am aware that the health of a workforce is linked to productivity					
PP9	Stress at work reduces performance overall.					
10	Detrimental influence on rewards and recognition.					
11	Fear of losing one's job results from poor performance.					
12	Work productivity depends on the quality of tasks I completed					
GE13	Group involvement is significantly impacted by work stress.					
14	Due to work stress, I sense improper communication with other teams.					
15	I believe my performance is impacted by low group engagement.					
16	As an employee, I work together with the employer to enhance my ability to cope with work stress.					
MSL17	Stress at work prevented me from finishing my assignment before the deadline.					
18	I put in additional time to do my task.					
19	I miss deadlines, which negatively affected the company's commitment to its clients.					
20	I feel stressed out trying to finish my task by the deadline.					
21	Moonlighting can reduce productivity and fatigue by balancing extra work with the main job					

17. Show your level of agreement with the below-mentioned statements about **THE IMPACT OF WORK STRESS ON THE PERCEIVED LEVEL OF EMPLOYEE PRODUCTIVITY**. (Mark '√' only one box per row)

Sr. No.	Statements	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	No satisfaction in the IT sector job due to stressful working conditions.					
2	The ability to reach the target about present work has been increased.					
3	I have taken proactive steps in improving the quality of services of the organisation.					
4	The pressures of my IT job have been manageable so far.					
5	I have developed the skill of making accurate judgments in times of crisis at the workplace to manage stress.					
6	I am satisfied with the overall quality of my working life.					
7	I feel stagnant in my job.					
8	I am eager to learn new ways of making work more productive while I am under stress.					
9	I feel, I have the enough authority and support to make the decision necessary to accomplish assigned work under stressful situation.					

18. Show your level of agreement with the below-mentioned statements about **MEASUREMENT OF EMPLOYEE'S JOB SATISFACTION**. (Mark '√' only one box per row)

SL. No.	Statements	Highly Dissatisfied	Dissatisfied	Neutral	Satisfied	Highly Satisfied
1	Implementation of the changes and innovations					
2	The working conditions of my organisation (drinking water, washrooms, lighting, cleaning, ventilation, etc.)					
3	I am satisfied with health and safety practices					
4	The salary I get for my work experience					
5	Provision of tools and technologies I need to do my job well.					
6	The level of salary offered by the organisation commensurate with employee skill and experience					

19. Coping Strategies TO CONSIDER SUITABLE TO REDUCE STRESS AT THE PERSONAL LEVEL & ORGANISATIONAL LEVEL.

Sr. No.	Statements	Always	Most of the times	Some times	Rarely	Never
1	Engage in a hobby like reading, painting, writing, watching TV etc.					
2	Spend time on social media like WhatsApp, Facebook, twitter etc					
3	Discussing situations with like-minded persons/Friends.					
4	Learn to say 'No'.					
5	Long sleep					
6	Taking professional help					
7	Career planning program					
8	Encouraging to attend conference/seminar					
9	Counselling/Psychiatric help					
10	Recognition of work/ Encouragement					
11	Off-site picnics / Sports events / Family tour organised by the company					
12	Incentives and rewards					

20. Would you like to give any Suggestions:

DEMOGRAPHIC DETAILS: -

Name: _____

Gender: Male Female

Age: 20-30 31-40 41-50 51 & Above

Residential City: Ahmedabad /Gandhinagar Vadodara Surat Rajkot

Education: Under Graduation Graduation Post-Graduation Doctorate/ Professional

Any other, please specify: _____

Type of Employment: Temporary Permanent Part-time Probationary / Training period

Designation: Trainee Software/System Engineer Senior Software/System Engineer

Jr/Sr. Developer Project/Team Head Manager Any Other _____

Monthly Income: Less than 25000 25001-50000 50001-100000

100001- 150000 150001 – 200000 Above 2,00,000

Work Experience in the current organisation: 1 to 4 Years 5 to 10 Years More Than 10 Years

Office Working Time: Morning Shift Night Shift Flexi time work

Working Premises: Office Working from Home Hybrid mode

Marital Status: Married Unmarried Widow/Divorced

Family Structure: Nuclear Joint Family

No. of Dependents in the Family: 1 to 2 3 to 5 6 to 8 More than 9

“THANK YOU FOR GIVING YOUR VALUABLE TIME AND RESPONSE”