


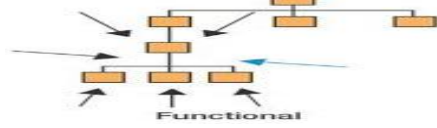
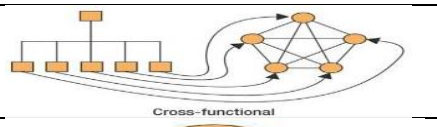
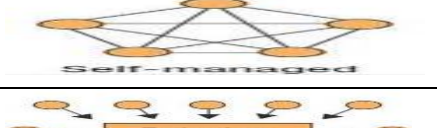

# **ANNEXURE**

## **QUESTIONNAIRE**

<b>Questionnaire</b>							
<b>Title: - A STUDY ON TEAM CLIMATE ITS RELATIONSHIP WITH TEAM EFFECTIVENESS FOR ORGANISATIONAL DEVELOPMENT IN MANUFACTURING INDUSTRIES OF CENTRAL GUJARAT.</b>							
<b>Name of Research Guide: - Prof. Chhaya Patel</b>							
<b>Name of Research Scholar: Alpa Parmar</b>							
<b>Note: -</b> This Research is a part of my further studies PhD in Social Work (HR) from Faculty of Social Work, MSU, Baroda. This research is for academic purpose only and confidentiality will be maintained. Kindly read the questions and answer accordingly as per the given instructions below. Thanks for your valuable time and participation.							

Sr. No	SECTION : 1	PERSONAL INFORMATION					
1	Name (Optional)						
2	Age (in Years)	a) 20 – 30	b) 30 – 40	c) 40 -50	d) 50 – 60		
3	Salary (In Rupees)	a) Up to 10,000	b) 10,000 – 20,000	c) 20,000 – 30,000	d) 30,000 – 40,000	e) 40,000 - 50,000	e) 50,000 and above
4	Gender	a) Male	b) Female				
5	Marital Status	a) Single	b) Married	C) Divorce	d) Widow	e) Separated	
6	Education qualification	a) SSC	b) HSC	c) Diploma	d) Bachelor degree	Masters	Others
7	Experience (in Years)	a) 0-5	b) 5-10	c) 10-15	d) 15 -20	20-25	25 and more
8	Departments	a) HR dept	b) Production dept	c) Marketing dept	d) R & D	e) Others specify: _____	
9	Designation	a) Asst. Manager	b) Sr. Executive	c) Executive	d) Supervisor	e) Manager	Other: _____
10.	How many teams do you work in?	a) 1	b) 2	c) 3	d) 4	e) 5 and more	

**11. PLEASE SELECT ONE TEAM of the five team structure that represents your team's structure the best. Mark your team structure from below mention team structure.**

	TEAM STRUCTURE	STRUCTURE	TICK (✓)
11a	<b>PROBLEM SOLVING AND STRATEGIC DECISION MAKING (PROJECT TEAM):</b> One main task to complete by a certain data and then separate Quality Circles	 <p style="text-align: center;">Problem solving</p>	
11b	<b>WORK TEAM / FUNCTIONAL / DEPARTMENTAL TEAMS:</b> Hierarchical structure parallel to the structure of the bigger organisation ( HR Department, Marketing Dept, IT, Production dept, R & D )	 <p style="text-align: center;">Functional</p>	
11c	<b>CROSS FUNCTIONAL / MATRIX TEAMS:</b> Cross functional expertise on high impact projects	 <p style="text-align: center;">Cross-functional</p>	
11d	<b>SELF MANAGED TEAMS:</b> Fully empowered, set own work schedule and can hire and fire.	 <p style="text-align: center;">Self-managed</p>	
11e	<b>THE VIRTUAL TEAMS</b> Geographically separated and works across boundaries of space and time.	 <p style="text-align: center;">Virtual</p>	

### **THE TEAM CLIMATE ASSESSMENT QUESTIONNAIRE**

**Direction:** please do (✓) tick mark in below 5 point scale to which you agree with the following statements

	<b>STRONGLY DISAGREE</b>	<b>DISAGREE</b>	<b>NEUTRAL</b>	<b>AGREE</b>	<b>STRONGLY AGREE</b>
	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
<b>I</b>	<b>TEAM VISION: How Clearly The Team Defines Goals.</b>				
1					
2					
3					
4					
5					
6					
<b>II</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
<b>PARTICIPATIVE SAFETY: interaction and information sharing Trust among team members</b>					
7					
8					
9					
10					
11					
12					
<b>III</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
<b>SUPPORT FOR INNOVATION: support provided by the team for innovative ideas.</b>					
13					
14					
15					
16					
17					
18					
<b>IV</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
<b>TASK ORIENTATION: Effort the team puts into achieving excellence.</b>					
19					
20					

21	Team has clear criteria which members try to meet in order to achieve excellence as a team.					
22	Team member monitor each other so as to maintain a higher standard of work.					
23	The way decisions are made in this team is often reviewed to achieve excellence.					
24	Team member build on each other's ideas in order to achieve the best outcome.					
<b>V</b>	<b>PARTICIPATIVE SAFETY: SAFETY AND INFLUENCE ( SOCIAL DESIRABLE )</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
25	People feel understood and accepted by each other.					
26	Everyone's view is listened to, even if it is in a minority					
27	We have a "we are in it together" attitude					
28	Team members help each other to constructively resolve problems or conflicts.					
29	Team has strong sense of helpfulness for each other in work related matters.					
30	In adverse incident related to management in particular there is trust and friendliness among team members.					
<b>VI</b>	<b>TEAM STABILITY / LONGEVITY</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
31	There is a high rate of retention of staff in this team.					
32	My team is most stable team amongst other team of other department.					
<b>VII</b>	<b>SHARED LEADERSHIP</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
33	Team leaders take initiatives to promote high shared motivation.					
34	Team leader influences on participation safety and innovation aspects.					
35	Team leaders take initiatives to develop morale and high commitment towards team.					
<b>TEAM EFFECTIVENESS: IT INVOLVES A WIDE RANGE OF ACTIVITIES, DESIGNED FOR IMPROVING TEAM PERFORMANCE</b>						
<b>A.</b>	<b>TEAM SPIRIT: Its culture or atmosphere of the team</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
36	We create a positive team atmosphere					
37	We show willingness to accept a new challenge					
38	We build a collaborative working climate					
<b>B.</b>	<b>RELATIONSHIPS: the quality of relationships</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
39	We support and appreciate each other					
40	We trust and respect each other					
41	We work through conflicts to create win:win results					
<b>C.</b>	<b>COLLABORATION and DELIVERY: The Team Works Together</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
42	We work collaboratively under pressure.					
43	We develop clear delivery plans and focus on delivering results					
44	We believe we are accountable for our work.					

<b>D.</b>	<b>PURPOSE AND OBJECTIVES : clear understanding of Vision and Mission</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
45	We have a clear sense of 'team purpose'					
46	Team members are committed to their team objectives					
47	We work to clear objectives that support the achievement of the team's vision					
<b>E.</b>	<b>COMMUNICATION: Flow of information and volume of information</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
48	We have clear communication processes that provide Complete information.					
49	We provide each other with constructive feedback (positive and critical)					
50	We openly talk and really listen to each other					
<b>F.</b>	<b>TEAM LEADERSHIP: able to lead the team for betterment</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
51	Our leader focuses on team's technical and interpersonal skills.					
52	Our leader focuses on problem solving and intelligent risk taking.					
53	Team leaders take initiatives to make sure the team develops and empowers them.					
<b>G.</b>	<b>ROLE CLARITY: Being clear about where each team member contributes</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
54	We have clearly defined roles and responsibilities					
55	We understand each other's roles and have the right mix of skills					
56	We are shared about performance or project task.					
<b>H.</b>	<b>PROBLEM SOLVING AND DECISION MAKING:</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
57	We involve appropriate people in the decision making process and Problem Solving.					
58	We make effective decisions which ensure team members Involvement					
59	We take decisions to resolve problems of organisation					
<b>I.</b>	<b>DEVELOPMENT and IMPROVEMENT (TEAM AND INDIVIDUAL):</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
60	We willingly spend time to help each other learn and develop					
61	We create an environment where people can flourish and grow					
62	We create a culture of continuous improvement					
<b>J.</b>	<b>CUSTOMER FOCUS: to understand and meet its customers' expectations.</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
63	We build effective working relationships with our customers					
64	We as team understand the needs and expectations of our customers					
65	We take action to improve customer service as team when complaints arise					
<b>K.</b>	<b>REWARDS AND RECOGNITION</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
66	Recognition leads to effective team performance					
67	Recognition leads to better climate of working within team.					
68	Rewards motivate team be more effective.					

TEAM EFFECTIVENESS FOR ORGANISATIONAL DEVELOPMENT QUESTIONNAIRE						
A.	<b>TEAM STRATEGIES and GOALS</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
1	The organization's (or department's, etc.) strategy is clear to my team.					
2	My team's goals are clear to my team for organizational development.					
3	My team's goals are aligned with the business' strategy.					
4	My team is aligned on what is expected of them to achieve their goals.					
B.	<b>TEAM MEMBERSHIP and ROLES</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
5	The mix of skills and experience on my team positively affects its ability to work effectively on different types of problems and tasks.					
6	My team collectively possesses all the abilities and perspectives necessary to get its work done at a high performance level for organizational development.					
7	My team has shared values and perspectives.					
8	Team members' roles are clear to all.					
C.	<b>TEAM PROCEDURES and PROCESSES</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
9	Team members share ownership of setting the team's work agenda.					
10	Team shares information effectively for improving work related matters.					
11	Team coordinates its work efficiently and productively.					
12	Team is clear about decision making processes and follows them.					
D.	<b>TEAM INTERACTIONS</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
13	Team members trust and are open with each other.					
14	We directly engage in well-intentioned and rigorous problem-solving to resolve our conflicts constructively.					
15	Team members support one another.					
16	The team is cohesive and speaks in one voice to external stakeholders.					
E.	<b>TEAM OUTCOMES</b>	<b>SD</b>	<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>
17	The team consistently delivers positive (internal and external) results, even through difficult organizational or environmental challenges.					
18	The team provides institutional leadership to the organization.					
19	The team adapts quickly to new demands and challenges.					
20	Team members are satisfied with the team's performance.					
<b>STRONGLY DISAGREE</b>		<b>DISAGREE</b>	<b>NEUTRAL</b>	<b>AGREE</b>	<b>STRONGLY AGREE</b>	
<b>SD</b>		<b>D</b>	<b>NE</b>	<b>A</b>	<b>SA</b>	

a. Suggestions for developing effective Team climate?

b. Any Suggestions for Team effectiveness in Organization?

Thanks for your cooperation