

QUESTIONNAIRE

Dear Sir/ Ma'am,

I am Ms. Sonal Mahajan a researcher pursuing my Ph.D, from IMED Pune. As a part of my Ph.D on the topic " A study of Work life balance and its Impact on Professional couples." I am collecting the data from professional couples on Work life balance. Your response will help me in getting more effective data for my research.

I look forward to your responses and thank you for your kind help.

Name: _____

Contact No.: _____

Gender: ☐ Male ☐ Female

Marital Status: ☐ Single ☐ Married

How many kids I have: ☐ Boy ☐ Girl

1) Age of the person, answering this questionnaire.

- ☐ 18 - 30 years
- ☐ 31 - 50 years
- ☐ 51 - 60 years
- ☐ 60 and above

2) My profession (Occupation) is _____ ;

My spouse Occupation is _____.

3) My average salary income comes to (Annually)

- ☐ Below 5 lac
- ☐ 5 lac - 15 lac
- ☐ 15 lac - 25 lac
- ☐ Above 25 lac

4) The concept of work life balance means

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Balancing your work and family lives equally					
Provision for responsible employees at workplace					
Successful professional and family life					
To achieve family and career goals at same time					
To move towards the desired goals in the work					

5) What is the impact of work life balance on a professional.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
In career development					
Family responsive culture					
Job Satisfaction					
Developments in family and work simultaneously					
To achieve a harmony between personnel and professional spheres					

6) In today's way of living how important is Work life balance for me

- ☐ Very important
- ☐ Important
- ☐ Average
- ☐ Not Important
- ☐ Not at all

7) My working hours

	Most often	Quiet often	Often	Sometime	Never
Time is fixed to 8 hours					
I have to wait long till my boss leaves					
Cannot say because timings are not fixed					
Whenever I want I can leave my office					
Depends totally on the workload					
I have flexible working hours					

8) My work environment in organisation is

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I have many rules to follow					
I have to wear uniform in organisation					
Do not have too many rules to follow in organisation					
I can work from home if required					
I can go anytime to my work					

9) Comments on working hours

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I am very happy with the working hours					
Due to extended working hours I have to adjust on my personnel work					

Many times it is very difficult to manage work in the working hours					
Due to hectic schedule of work I am not able to manage my family life					
I have to wait till my boss leaves from the office					

10) I think that I give enough time for my family.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

11) In a typical working day how many hours do I get to spend with my family?

- ☐ Less than 2 hours
- ☐ 2 - 4 hours
- ☐ 4 - 6 hours
- ☐ More than 6 hours

12) I plan holidays with my family

	Always	Very often	Often	Sometimes	Never
Enjoy going on long holidays on different location					
Some destination for 4-5 days					
Most of the time it is very difficult to find time for going out					
Due to hectic schedule of work I am not able to manage my family life					

13) Am I access able in those holidays to the organization.

- ☐ Always
- ☐ Very often
- ☐ Often
- ☐ Sometimes
- ☐ Never

14) Do I have provision for

	Tick the appropriate from below whichever is applicable
Flexible work time	
Leaves to manage family life	
Job sharing options	
Allow work from home	

15) Am I able to manage work and family life at the same time.

- ☐ Always
- ☐ More often
- ☐ Often
- ☐ Sometime
- ☐ Never

16) Do I face any stress while managing both?

	Tick the appropriate from below whichever is applicable
I have fixed targets to achieve which makes me work more	
I get angry while my kids are around when I am working	
I have long stressful days of work which make me tired at the end of the day	
My kids make me crazy when I come back from work	

17) I get motivated in my work place?

	Tick (√) whichever is appropriate
Our company provides us good incentives	
My boss has a good habit of praise	
I can handle pressure in my team and work with them happily	
I am an inspiration for my colleagues to do something new	

18) I face below problems in my work life?

	Tick (√) whichever is appropriate
I am always loaded with lots of work	
High targets give me excess stress	
I have to do overtime / work till late hours	
Not able to maintain balance in work responsibilities	

19) I feel satisfied with in family life because

	Tick (√) whichever is appropriate
I prioritise to do my jobs	
I micro plan to give equal importance to my family	
I take help of my spouse to do activities and divide them with in	
It relaxes me when I am with my loved ones	

20) I think I should equalise on time for

- Family_____ Hours
- Work _____ Hours

21) I think the amount of time that I spend with my family and work should be changed?

- More for Family and less for work
- Equal for family and work
- Less for family and more for work
- As off today I am comfortable

22) I think it is necessary to do so, because?

23) My family is happy with my time allocation for them?

	Tick (√) whichever is appropriate
My family is happy with whatever time I spend with them	
They want me to spend some more quality time with them	
I have to rush in every time when it comes to my family	
I do not get enough time for my loved ones	

24) Do I bring work at home?

	Tick (√) whichever is appropriate
I have to do so as there is too much of work load on me	
I do it for passing time at home	
I bring work as it gives me satisfaction to work from home	
No I manage it to do in my office itself	

25) Do I need to compromise on appointments?

	Tick (v) whichever is appropriate
I have to make sudden changes sometimes	
My tasks are scheduled from first	
I prefer time allotments separately for family and work	

26) Job satisfaction is achieved from

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Security in job					
Organization climate					
Performance in job					
Self determination					
Salary and incentives					

27) How do I find the method of communication in organisation?

- ☐ Very Good
- ☐ Good
- ☐ Average
- ☐ Bad
- ☐ Very bad

28) Does hierarchy matters for communication in organisation?

- ☐ Yes
- ☐ No

29) Do I discuss my problems with family members and take their suggestions?

- ☐ Yes
- ☐ No

30) How much family life has an impact on work life?

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
My responsibilities at home reduce the efforts which I can devote to my work					
Stress and worries at home distracts me from my work					
When I am satisfied from my family responsibilities I am more productive at work					
I can increase my self-confidence at work because my family life is well organized					
Balanced family life can also increase my performance at work					

31) How is the communication within family members?

- ☐ Very Good
- ☐ Good
- ☐ Average
- ☐ Bad
- ☐ Very bad

32) Do I think my career comes first than the family?

- ☐ Yes
- ☐ No

33) How am I working on my career development?

	Rank from 1 - 4 as per your priority
By higher education	
By enhancing career for new opportunities	
By skill development	
By pursuing advanced techniques	
I never thought doing anything else	

34) Does my family support me in my career development?

- ☐ Yes
- ☐ No

35) Do I think that my career is growing in the organisation?

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

36) Do I have any emotional support for the organisation?

	Always	Most often	Often	Sometimes	Never
To built positive self image					
To reduce stress					
To improve employee's energy level					
Supportive for family related issues					

37) Do I think my family is barrier for my career growth?

- ☐ Always
- ☐ More Often
- ☐ Often
- ☐ Probably sometimes
- ☐ Never

38) Do I think the career which I have chosen is right?

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

39) Do I always support my spouse for his/her career development?

- ☐ Always
- ☐ More Often
- ☐ Often
- ☐ Probably sometimes
- ☐ Never

40) Do I think flexible working hours can improve my work life balance?

- ☐ Yes
- ☐ No

41) Have I set up any goals for my future?

- ☐ Yes
- ☐ No

42) Do I face any problem while adjusting my family on top of my work?

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Face issue in organisation					
Have to plan it in advance for leaves					
Make alternate arrangements					
Prefer holidays for family work					

43) Who takes care of my children when I am at work?

- ☐ Spouse
- ☐ Parents
- ☐ Parents-in-law
- ☐ Maid
- ☐ Day care centre

44) My spouse's/ husband's working hours are _____.

45) As a couple do I think I have divided responsibilities at home?

- ☐ Yes
- ☐ No

46) How do I spend time with my family?

	Rank from 1 - 4 as per your priority
Movies	
Restaurants	
Shopping	
Holidays	

47) Do I support my spouse in his/her work?

- ☐ Yes
- ☐ No

48) How do I spend time with my children in spare time.

	Rank from 1 - 4 as per your priority
Playing sports	
In entertainment	
Outings with them	
Help them in studies	

49) How much time I give to my children?

- ☐ One hour
- ☐ One and half hour
- ☐ Two hours
- ☐ More than Two hours

50) What are the several responsibilities I undertake of my children?

	Rank from 1 - 4 as per your priority
Dropping them to school	
Guiding in their studies	
Feeding them with food	
Playing with them	

51) Do I feel that I give quality time to my children, How?

- ☐ Always
- ☐ Most Often
- ☐ Often
- ☐ Probably sometimes
- ☐ Never

52) Do I spend time in socialization?

- ☐ Yes
- ☐ No

53) As per the culture what kind of social networking I enjoy?

	Rank from 1 - 4 as per your priority
Going for parties	
Attending marriages	
Kitty parties	
Get together with friends	

54) What are the benefits of socialising in my life ?

	Always	Most Often	Often	Sometime	Never
Helps relaxing					
To build up relation with each other					
In sharing information					
For maintaining status in society					

55) What are my priorities as a professional in this competitive world?

	Rank from 1 - 4 as per your priority
Money	
Prestige	
Family	
Career	

56) Does Work life balance play an important role in professional and family life,
How?