**1.Which of the following economic sectors best describes your organization?**

A) Public Sector-service

B) Private sector- service

C) Private sector manufacturing

D) other(specify)  
**2. Approximately how many people are employed in your organization?  
3. Does your organization operate a formal performance management system?  
4. How does the performance management process that you operate differ between the above groups?**

A) Adoption of different methods of appraisal for different groups

B) Extensive use of self-appraisal for certain brands of employees

C) Adopting different time spans of appraisal for the different groups  
**5. What are the techniques that are used in your organization for assessing performance?**

A) observation

B) Assessment and Development Centers

C) Checklist

D) Other

**6. Please indicate which of the following methods of performance appraisal form a part of your system?**

A) Written Essay method

B) Ranking method

C) Self appraisal

D) Behavioral Assessment (BARS)

E) Balance Score card  
**7. Are the following processes a part of your performance management system?**

A) Coaching

B) Training and development

C) Career management & development plan

D) Succession Planning   
**8. Who sets the performance goals/requirements for individuals?**

A) Senior Mgmt.

B) Line Mgmt./Teams

**9) Why do you have performance management systems in your organization?**

A) Retention strategy

B) Reward allocation

C) Identification of training and development needs

D) Facilitates

**10) What are the determinants for job performance in your organization?**

A) Organizational structure

B) Technology

C) Attitude

D) Intelligence

E) Competency of the employee

F) Aptitude