Dear Respondent,

Appendices

I  Recreational facilities questionnaire   - Section 1
II  Recreation activities questionnaire    - Section 2
III Employee contribution questionnaire - Section 3
IV  Performa                                - Respondent profile
V  Reliability tests of pilot study:  Statistics Recreational facilities
VI  Reliability tests of pilot study:  Statistics Recreational activities
VII Reliability tests for pilot study:  Statistics Employee contribution
I am working on the title “Recreational Facilities and its impact in Employee Contribution in Indian Organisations” for my M. Phil. thesis. Your cooperation in completing this information will make the results of this study more useful and beneficial. All information collected will be confidential. I request you to kindly spare your valuable time and by responding to the questionnaire honestly. Do not omit any items.

Thank You for your cooperation.

Regards,
Rajender Singh
Research Scholar

1. Organisation for which you work (optional):

2. Department you are currently working in:

3. Your present position/ Designation:

4. Gender: ☐ Female ☐ Male

5. Age ☐ 25 and below ☐ 26-35 Yrs ☐ 36-45 Yrs ☐ 46-55 Yrs ☐ 56 Yrs and above

6. What is the highest level of education you have attained? (Mark one option only)
   ☐ Masters Degree ☐ M. Phil. ☐ Ph.D ☐ Any other, please specify

7. ☐ Single ☐ Married ☐ Others (Widow, Widower, Divorcee)

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<tr>
<th></th>
<th>2-5 yrs</th>
<th>Over 6-10 yrs</th>
<th>Over 11-15 yrs</th>
<th>Over 16-20 yrs</th>
<th>Over 21-25 yrs</th>
<th>Over &gt;25 yrs</th>
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8. Total number of years of work

9. How long have you held your present position in this organisation?

10. Total number of years you have worked in this organisation.

Instructions Kindly read the following statements and express the extent to which you agree or disagree on each of these statements by ticking (√ ) in the respective column. Please Do not omit any item.
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<tr>
<td><strong>SEC I : RECREATIONAL FACILITIES</strong></td>
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<td>In my organisation Recreational Facilities are :</td>
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<td>1. Institutionalised as a policy and formalised in organisation rules</td>
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<td>2. Organised by earmarking periods at appropriate regular intervals</td>
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<td>3. Considered as waste of resources, time and effort.</td>
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<td>4. Available in indoor format:</td>
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<td>Please Tick the facility available:</td>
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<td>(a) Audio/Video Hall (Multipurpose) with adequate</td>
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<td>(a) Audio/Video Hall (Multipurpose) with adequate</td>
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<td>(b) Audio/Video and conventional library.</td>
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<td>(c) Carom, Chess, Table Tennis</td>
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<td>(d) Billiards</td>
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<tr>
<td>(e) Gymnasium</td>
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<td>(f) Sauna Bath</td>
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<td>(g) Badminton Court</td>
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<td>(h) Any other (Please specify)</td>
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<td>5. Available in Outdoor format:</td>
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<td>Please Tick the facility available:</td>
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<td>(a) Park/Open Area to organise team building</td>
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<td>(b) Tennis Court</td>
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<td>(c) Badminton Court</td>
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<td>(d) Picnics with families</td>
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<td>(e) Adventure events like cycling, trekking, hikes.</td>
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<td>(f) Any other (Please specify)</td>
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<td>6. Organisation of recreational activities needs to be formalised in company rules, regulations, Policies and procedures</td>
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<td>7. Arranged to cater for both Day and Night shifts.</td>
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TO WHAT EXTENT DO YOU AGREE TO THE
Amongst the sixteen items comprising the scale for employee contribution, Increased Employee Contribution through enhanced Belief (6.92), Increased Employee Contribution through greater Loyalty (6.62), Increased Employee Contribution by greater Intrinsic Motivation (6.43), Increased Employee Contribution through better Psychological Health (6.39) Increased Employee Contribution through better Spiritual Health (6.37) and Increased Employee Contribution through better Physical Health (6.28) were found to have highest mean ratings. At the other extreme, Increased Employee Contribution not affected by Thrill of Winning (3.76), Increased Employee Contribution in Last two years (4.98) and Increased Employee Contribution in OCB (5.54) received comparatively lower mean ratings.

The reliability of the scale for recreational facilities was high, with a Cronbach’s alpha of 0.0.850. No modifications were needed to be made.