

Appendix

Firm KAINÉ internal questionnaire survey:

Dear colleagues,

Hello! First of all, thank you for cooperating with this survey. This questionnaire aims to understand the current situation of human resource management in the company and your Suggestions for improvement. In order to ensure the objectivity of the data, this survey is an anonymous survey. All information will be kept strictly confidential. The research results only reflect the comprehensive data, and no personal information is present.

The authenticity of the results of the survey depends on your serious and objective answer for the question, may also affect your future work environment, please fill out this questionnaire, you carefully read all the questions, the true expression of your opinion.

The office
May 1, 2018.

Note: except for multiple choice, all other options are single.

1. You are well aware of the company's development goals and objectives.

A Totally disagree

B. disagree

C. It's not clear.

D. agree

E. Totally agree

2. You think the company has formulated a clear mid - and long-term development strategy.

A Totally disagree

B. disagree

C. It's not clear.

D. agree

E. Totally agree

3. When did you start serving the company?

A. Before 2007 (transfer to problem 4)

B. After 2007 (transfer to issue 9)

4. In 2007, the company transferred from the construction party to the developer. In the process of transformation, did you accept the real estate organized by the company?

Training in development management.

A. is

B. no

5. You believe that human resource management has completed the transformation in the process of transformation.

Don't agree at all.

A Totally disagree

B. disagree

C. It's not clear.

D. agree

E. Totally agree

6. The company has also made clear guidance on your post responsibilities and work arrangements after the company's transformation.

Don't agree at all.

A Totally disagree

B. disagree

C. It's not clear.

D. agree

E. Totally agree

7. You believe that the company has introduced professional talents in real estate development management during the transformation process.

A Totally disagree

B. disagree

C. It's not clear.

D. agree

E. Totally agree

8. After the transformation of the company, the original employees were clearly divided into the ownership development company or the construction unit.

A. Totally disagree

B. disagree

C. It's not clear.

D. agree

E. Totally agree

9. You have a clear understanding of the importance of HRM to the development of the company.

- A Totally disagree
- B. disagree
- C. It's not clear.
- D. agree
- E. Totally agree

10. In your opinion, the key factor to change the human resource management of the company is (3)

- A. The concept of modern human resource management is established.
- B. Improve the organization of modern human resource management.
- C. High quality management team.
- D. Ask outside experts for guidance.
 - establish the appropriate incentive mechanism.
 - form a standardized performance evaluation system.
- Increase the investment of enterprises in human resources.
- E. Other, a. H.

11. What do you think are the main risks of human resource management that affect the company's long-term development? lack of incentive system and distribution system.

- A. No talent is needed.
- B. The employee is suffering from a weak consciousness.
- C. The phenomenon of talent waste exists.
- D. lack of assessment.
 - The overall quality of employees is not high.
- E. Other, a. H.

12. You believe that all departments of the company cooperate well and that people of different levels can communicate equally and openly.

- A Totally disagree
- B. disagree
- C. It's not clear.
- D. agree
- E. Totally agree

13. You think your team has a good team spirit.

- A Totally disagree
- B. disagree
- C. It's not clear.
- D. agree

- E. Totally agree
14. You feel proud to work in a company and think you can make a difference here.
- A. Totally disagree
- B. disagree
- C. It's not clear.
- D. agree
- E. Totally agree
15. You think our management has a strong executive force.
- A. Totally disagree
- B. disagree
- C. It's not clear.
- D. agree
- E. Totally agree
16. You think the company can coordinate with each other and cooperate with each other.
- A. Totally disagree
- B. disagree
- C. It's not clear.
- D. agree
- E. Totally agree
17. You believe that company decision information can be delivered quickly and accurately between departments.
- A. Totally disagree
- B. disagree
- C. It's not clear.
- D. agree
- E. Totally agree
18. You believe that each sector can actively provide useful information to each other.
- A. Totally disagree
- B. disagree
- C. It's not clear.
- D. agree
- E. Totally agree
19. You believe that employees have sufficient experience and ability to meet the requirements of each position.
- A. Totally disagree
- B. disagree

- C. It's not clear.
 - D. agree
 - E. Totally agree
20. You think the organizational structure of the company has clearly defined the responsibilities of each department.
- A. Totally disagree
 - B. disagree
 - C. It's not clear.
 - D. agree
 - E. Totally agree
21. You believe that each department can effectively implement the company's goals and plans.
- A. Totally disagree
 - B. disagree
 - C. It's not clear.
 - D. agree
 - E. Totally agree
22. You think employees can communicate with each other smoothly and work together.
- A. Totally disagree
 - B. disagree
 - C. It's not clear.
 - D. agree
 - E. Totally agree
23. You believe that the superior can master the employee's work situation in time and provide help.
- A. Totally disagree
 - B. disagree
 - C. It's not clear.
 - D. agree
 - E. Totally agree
24. You think the workload of all positions in the company is relatively saturated.
- A. Totally disagree
 - B. disagree
 - C. It's not clear.
 - D. agree
 - E. Totally agree