

APPENDICES

Appendix 1: Pilot Study questionnaire

1. What is your age?

- a) 25-30
- b) 31-35
- c) 36-40
- d) 40 above

2. What is your gender?

- a) Male
- b) Female
- c) Others

(Please mark your opinion options against the statements mentioned in the table below based on the scale that has been provided

0 = strongly disagree, 1 = disagree, 2 = neutral, 3 = agree, 4 = strongly agree)

Statements	0	1	2	3	4
Job satisfaction helps employee enhance productivity					
Motivation and dedication towards the company by the employees can be achieved with the help of job satisfaction					
Flexible work environment is important for employees in the field of working without any stress					
Flexible work environment enables the employees of the Chinese hotel industry to					

work according to their convenience and deliver the best output					
If promotion and growth opportunities are given to the employees, then it will enhance job satisfaction level among the employees.					
Timely training and development are needed in the Chinese hotel industry in order to improve the skill set of employees					
Consistent skill development due to training and development helps enhance the job satisfaction level among the employees					
Good mental health is needed to enhance the productivity level of the employees of the Chinese hotel industry					
A good mental health plays an important role in the enhancement of job satisfaction among the employees of the Chinese hotel industry					
A flexible employee policy enables the employees to freely interact with the higher authorities which leads to the enhancement of job satisfaction level					

Appendix 2: Survey questionnaire

1. Age
 - a) 25-30
 - b) 31-35
 - c) 36-40
 - d) 40 above
2. Gender
 - a) Male
 - b) Female
 - c) Others

(Please rate your opinion against the attached statements based on the scale suggested below-

0 = strongly disagree, 1 = disagree, 2 = neutral, 3 = agree, 4 = strongly agree)

Statements	0	1	2	3	4
3. Job satisfaction is essential for employees to be productive in Chinese hotels.					
4. Satisfied employees are loyal and productive to their employer through employment opportunities.					
5 The effect of the employee welfare practices in creating a positive impact on employee welfare in Chinese hotels.					
6. Job performance of hotel workers is developed through job satisfaction and employment opportunities.					

7. Positive work environment and an inclusive work culture are major factors to improve job satisfaction of employees in Chinese hotel industries.					
8. Job satisfaction among employees is developed through recognition and rewards in the Chinese hotel industry.					
9. A positive relationship is needed between employees and supervisors in the Chinese hotel industry to improve job satisfaction.					
10. Long working hours and high stress levels are negative elements of job satisfaction and employee welfare in the Chinese Hotel industries.					

